

Collaborative Reform Initiative Update

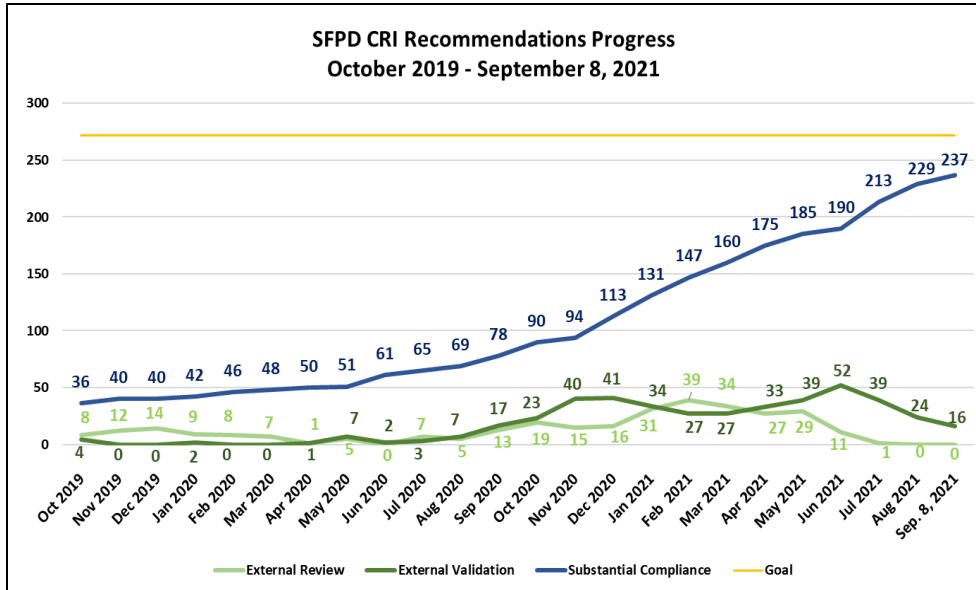


CITY & COUNTY OF SAN FRANCISCO

Police Department

September 15, 2021

Collaborative Reform Initiative: Overview



Graph is as of 9/08/21

Terms

Definitions

In Progress

SFPD is actively working on the recommendation

Request for Information

Submitted recommendation and returned to SFPD for more information.

External Review

Recommendation submitted to Hillard Heintze for review.

External Validation

Recommendation submitted to CAL DOJ for review.

Substantial Compliance

Recommendations determined to meet compliance measures.

Monthly Progress Summary – July 1st through September 8th

Moved to Substantial Compliance: 46

July	August	September
22	16	8

Collaborative Reform Initiative: Currently In Review

(as of 9/08/21)

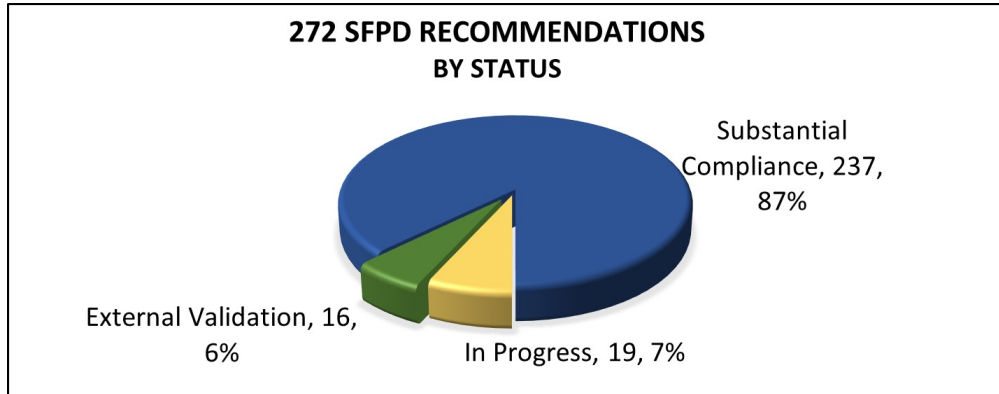
External Review				
Hillard Heintze				
Total: 0				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
0	0	0	0	0

External Validation				
California Department of Justice				
Total: 16				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
0	12	1	0	3

Substantial Compliance: 237
 External Review/Validation: 16

Total complete: 253

Current Status



Graph as of 9/08/21

Total Recommendations: 272

(As of 9/08/21)

Remaining Phase 3 In Progress: 0

Remaining RFI's : 0

Phase 3 plus : 16

Substantial Compliant: 237

External Review (Hillard Heintze): 0

External Validation (CalDOJ): 16

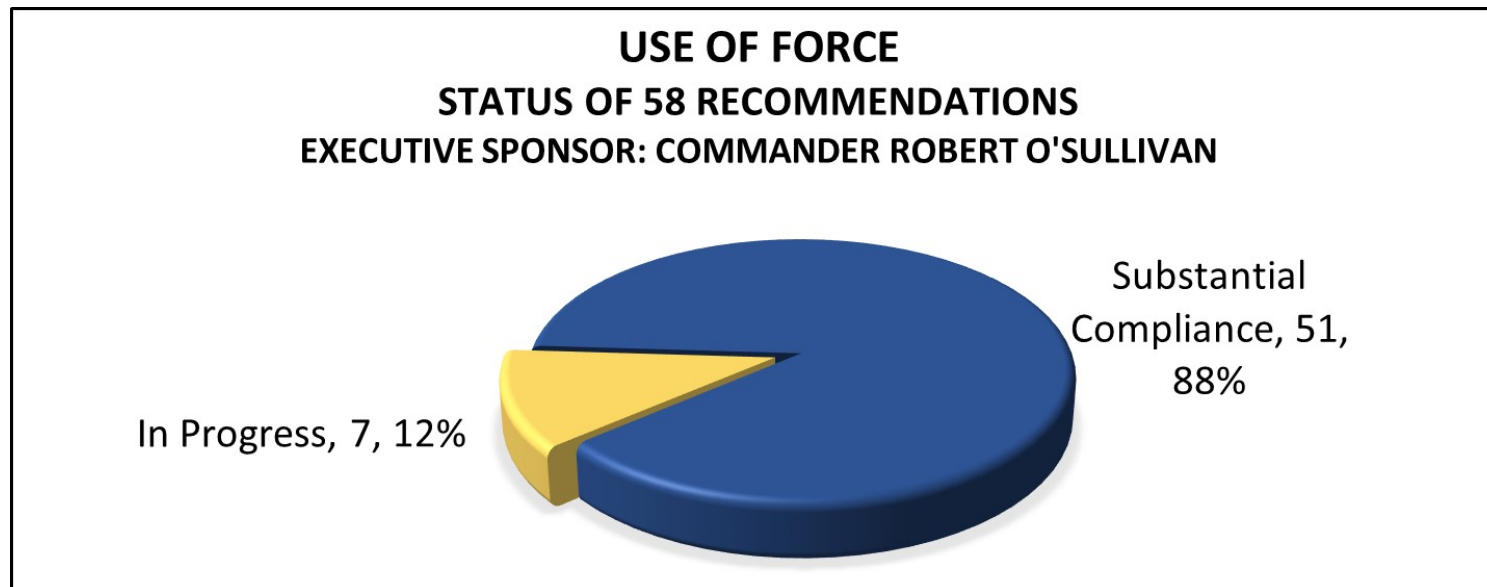
Phase 3 Plus

RFI's

0

Use of Force	7
Community Policing	5
Accountability	7

Use of Force

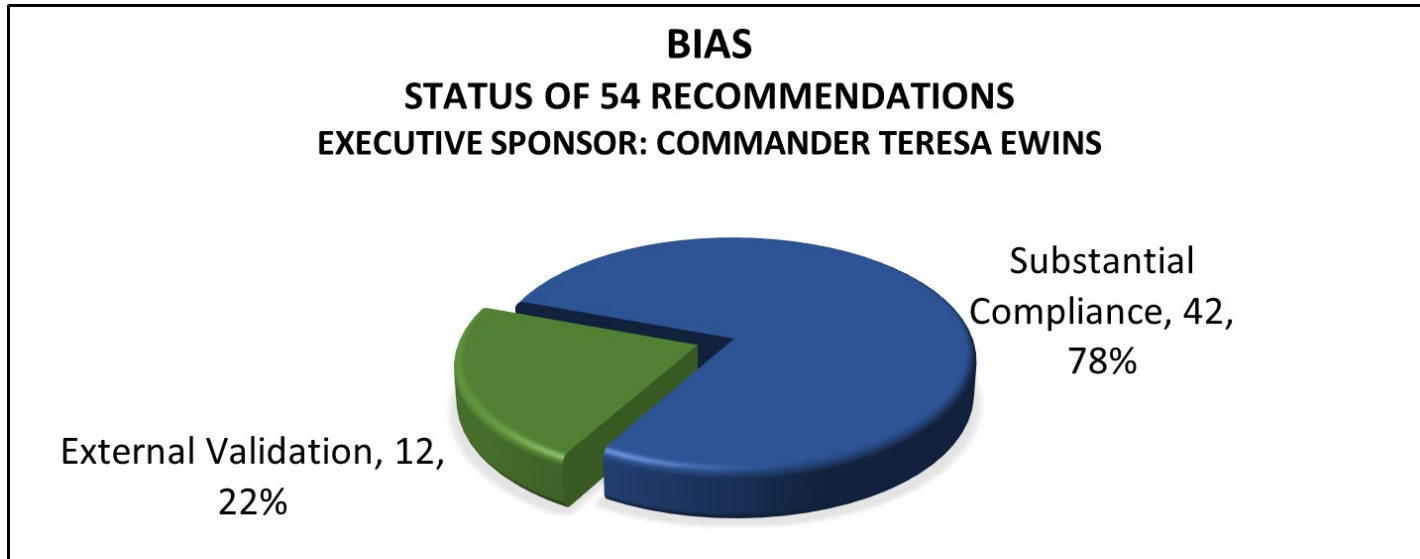


Monthly update:

0 recommendations are in external review/external validation:

51 recommendations are in substantial compliance

Bias

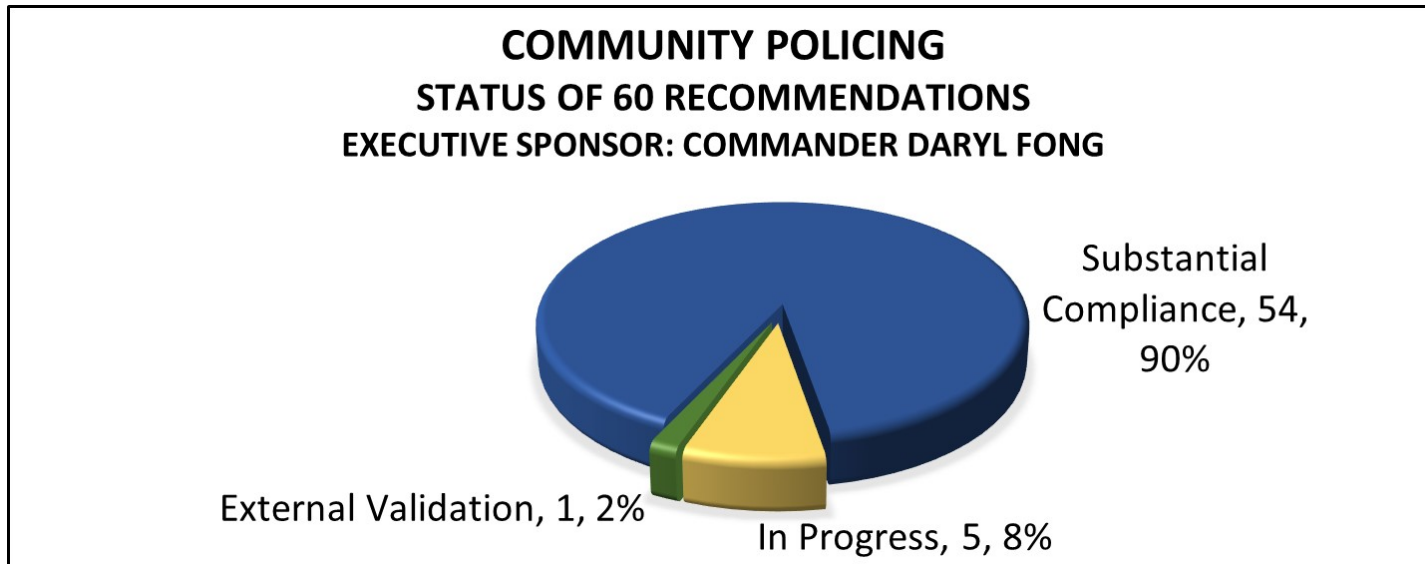


Monthly update:

12 recommendations are in external validation:
(26.1/28.1/28.4/28.5/29.1/29.2/29.3/30.3/30.4/30.5/32.2/35.3)

42 recommendations are in substantial compliance

Community Policing

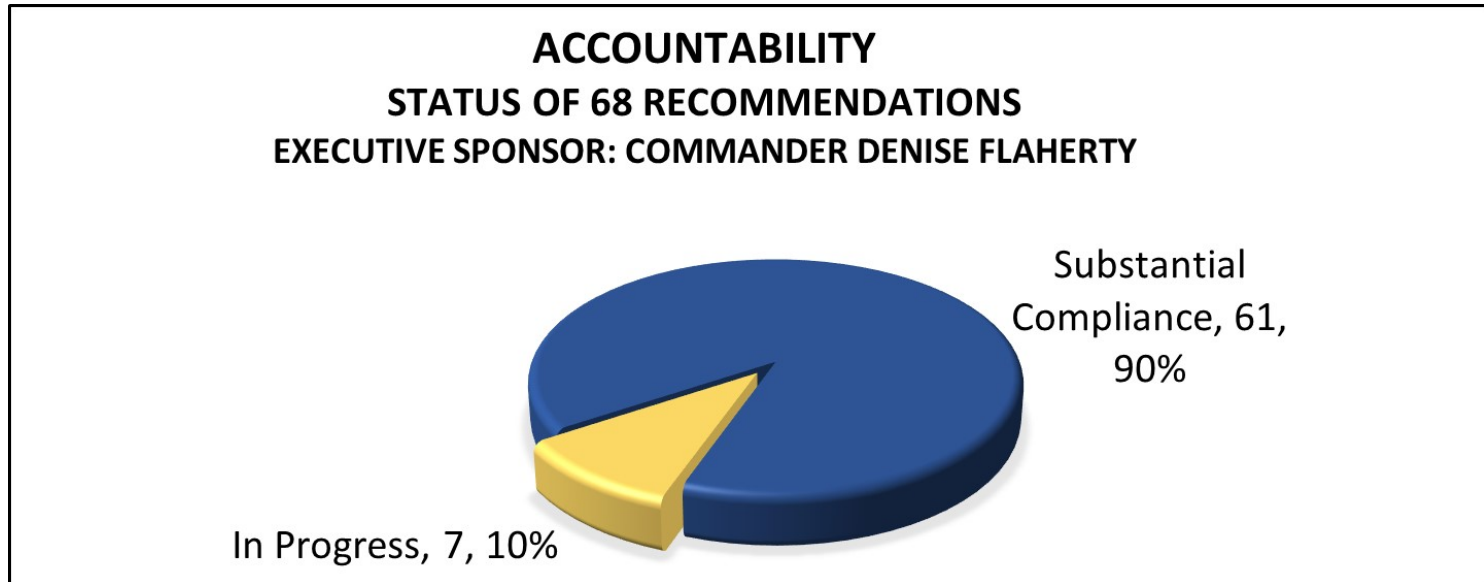


Monthly update:

1 recommendations is in external validation:
(40.6)

54 recommendations are in substantial compliance

Accountability



Monthly update:

0 recommendations are in external review/external validation

61 recommendations are in substantial compliance

Recruitment, Hiring & Retention



Monthly update:

3 recommendations are in external validation:
(85.1 / 89.1 / 90.2)

29 recommendations are in substantial compliance

Recommendations beyond Phase III

- **Within 12 months**
(1.1, 20.4, 48.1, 55.2, 69.2, 69.3)
Examples:
 - Demographic report for discipline
 - Chief's advisory forum meetings
- **Within 18 months**
(48.2, 39.1, 22.1, 68.1, 79.1, 79.2, 79.3)
Examples:
 - Strategic plan alignment
 - UOF data collection and analysis
- **Two years**
(40.2, 41.1, 21.1)
Example:
 - UOF enhanced data collection plan and implementation
- **3-4 years**
(20.1, 20.2, 20.3)
Example
 - Arrest data and consistency across agencies
 - RMS implementation*