

Collaborative Reform Initiative Update

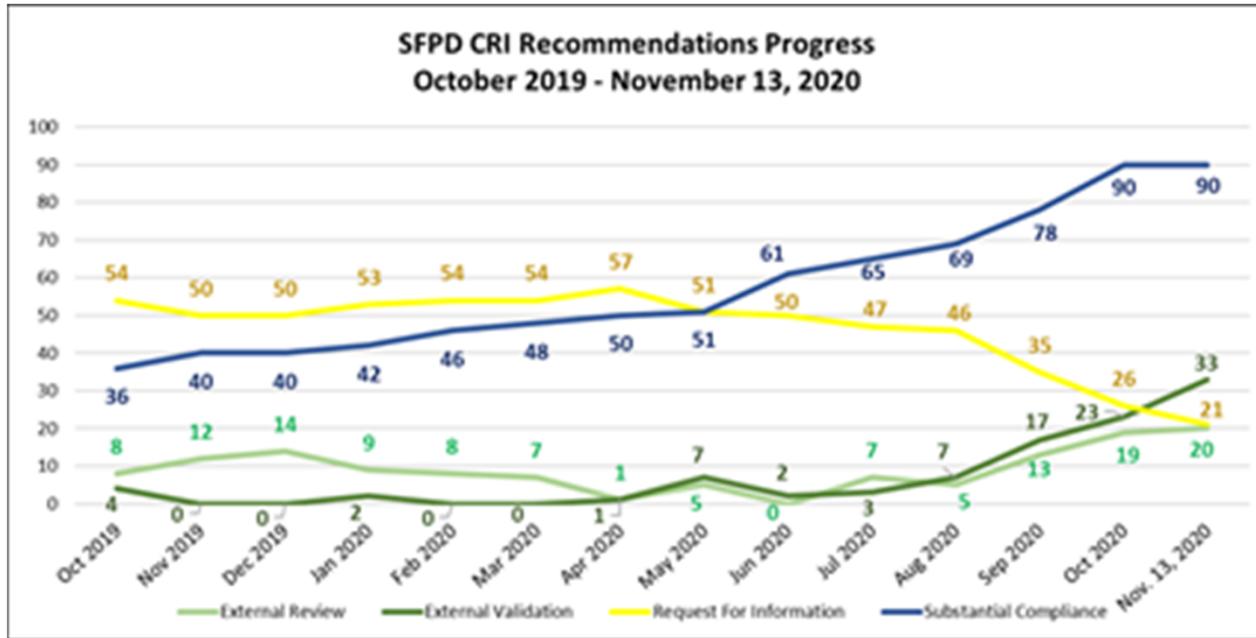


CITY & COUNTY OF SAN FRANCISCO

Police Department

November 18, 2020

Collaborative Reform Initiative: Overview



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

Moved to Substantial Compliance <i>(detail in subsequent slides)</i>		Prescreening <i>(Since Oct. report)</i>				
October	November (as of 11/11)	Use of Force	Bias	Community Policing	Accountability	Recruitment, Hiring, & Retention
6	6	4	10	8	14	5

Collaborative Reform Initiative: Currently In Review

External Review				
Hillard Heintze				
Total: 20				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
2	5	3	6	4

External Validation				
California Department of Justice				
Total: 33				
Use of Force	Bias	Community Policing	Accountability	Recruitment Hiring & Retention
5	7	9	8	4

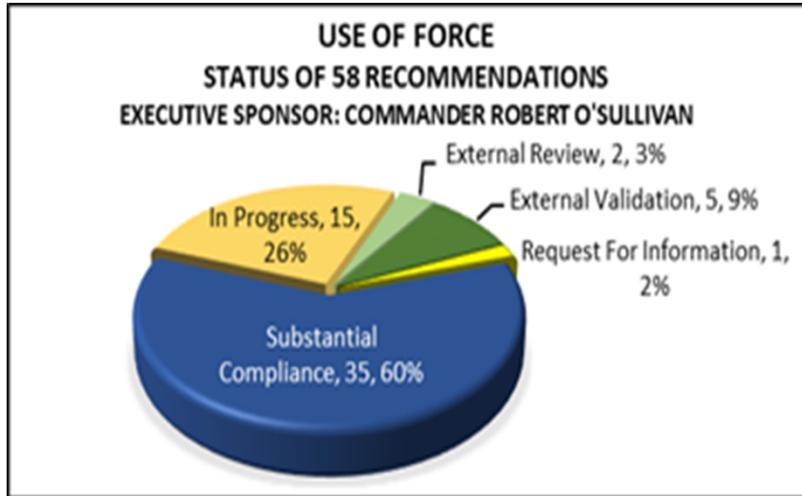
Sustainability

Sustainability is built into the recommendations, both with specific recommendations and with many compliance measures that require continuous improvements and/or audits.

Sustainability is achieved in following four ways:

Method	Seeks to accomplish
Policy Updates	Regular updates of general orders ensures best practices are reviewed and integrated into Department policy on a regular basis.
Audits – Staff Inspections Unit	SIU’s mandate is to ensure the Department is adhering to department policies and directives.
Data Analysis	Capturing and analyzing data ensures a review of trends, allowing for the identification of outliers and changes in trends to inform discussion about whether changes are needed.
Continuous improvement loops	Simple things like agendas and minutes ensure that items discussed are followed up on and/or implemented. Other things like annual reviews result in the reflection of actions and determination of usefulness of those actions.

Use of Force



Monthly Highlights:

2 recommendation achieved substantial compliance (19.1 / 19.2).

7 are in external review/external validation (2.1 / 4.2 / 4.3 / 4.7 / 10.1 / 11.2 / 23.2).

4 additional recommendations have been prescreened.

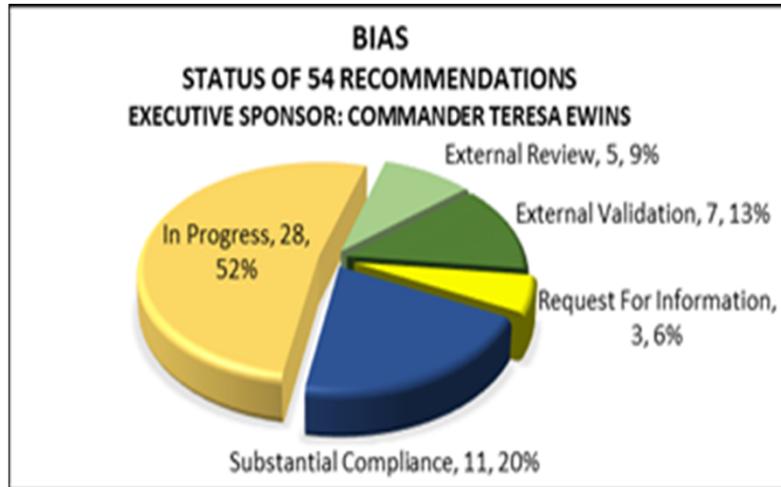
Accomplishments

6.2 – collaboration with Palo Alto University to evaluate and enhance the impact of the CIT program

This collaboration has goals to evaluate

- Is CIT training making a difference?
- Is there a decrease in the Use of Force
- Fewer arrests?
- More community referrals and diversion provided?

Bias



Monthly Highlights:

12 recommendations are in external review/external validation (26.2 / 26.3 / 27.5 / 27.7 / 28.6 / 28.7 / 29.3 / 30.6 / 34.1 / 34.2 / 35.1 / 35.2).

10 additional recommendations have been pre-screened.

Accomplishments

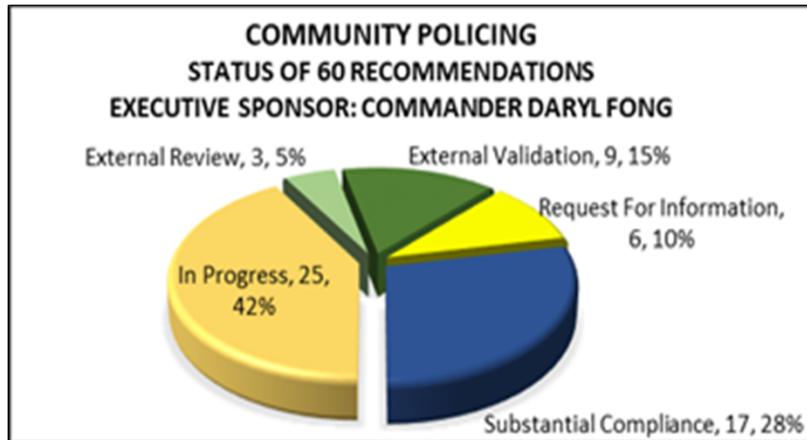
27.5 – An audit of the SFPD regarding Bias Training found 98% of the department had taken courses meeting the Bias Training Criteria

The SFPD has continued to evolve and provide new course curriculum to all members to address the anti-bias goals of the Department.

The department has significantly increased bias training after the initiation of CRI. Examples:

- issuing/adapting 5 DGOs
- Inclusion of the Presidents Task Force on 21' Century Policing
- Roll call trainings
- Interacting with Transgender, Gender-Variant, and nonbinary individuals
- Managing implicit bias
- CIT

Community Policing



Monthly Highlights:

12 recommendations are in external review/external validation (38.1 / 41.2 / 43.2 / 43.3 / 44.1 / 44.3 / 46.5 / 49.1 / 49.3 / 50.2 / 51.1 / 53.1).

8 additional recommendations have been prescreened.

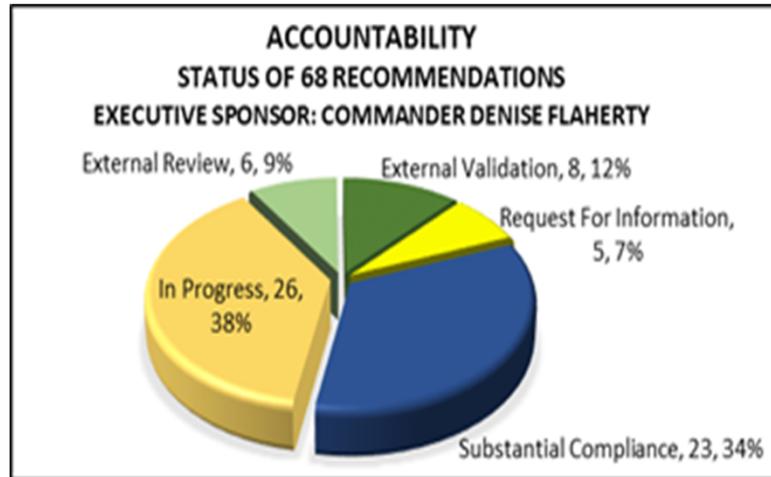
Accomplishments

49.1/49.3 – Expanded training beyond traditional community policing , to include the foundation and concepts of procedural justice.

At this time, over 96% of SFPD members (sworn and non-sworn) have been trained in Principled Policing which covers, Procedural Justice and Implicit Bias.

The department believes in Procedural Justice not just to for the community, but also as an organizational philosophy.

Accountability



Monthly Highlights:

4 recommendations achieved substantial compliance.

14 recommendations are in external review/external validation (57.1 / 57.3 / 59.1 / 60.1 / 60.3 / 61.1 / 61.2 / 62.1 / 63.3 / 64.2 / 64.5 / 73.1 / 73.2 / 77.1).

14 additional recommendations have been prescreened.

Accomplishments

80.2 - New Unit order to Investigative Services Detail (ISD) to ensure members of ISD have required specialized training.

Directs ISD members to continue to attain specialized training, with bi-monthly reviews of ISD Training records.

77.1 – SFPD is prioritizing auditing as a means to ensure organizational accountability and risk management.

- In collaboration with the City Services Auditor (CSA), the SFPD and CSA strengthen the departments accountability, identify deficiencies, and ensure a continuous improvement loop.

Recruitment, Hiring & Retention



Monthly Highlights:

8 recommendations are in external review/external validation (82.1 / 84.1 / 85.2 / 85.3 / 85.4 / 88.1 / 88.3 / 90.1)

5 additional recommendations have been prescreened.

Accomplishments

88.1 - SFPD conducts ongoing review and analysis of release rates of recruit officers from the academy.

- The implementation resulted in a measurable increase in the success rate of all candidates and increased the number of diverse candidates entering the FTO program.

Accomplished by increasing academy staff, providing more than POST requirements for scenario demonstrations, quarterly meetings with the Training Division to review and analyze data, resilience training, and exit interviews with recruits who resigned or are released.

Collaborative Reform Initiative: Timeline

2016

- Request to USDOJ for assessment
- Report released in October with 272 recommendations
- Implementation work begins

2017

- COPS Office ends communication, SFPD seeks to continue with reforms
- Mayor, Commission, SFPD commit to ongoing work
- Assessment of department by Chief Scott

2018

- Formal engagement with California DOJ begins and Hillard Heintze
- Budget infrastructure building of the department to progress with the start of the new process
- Any recommendations submitted prior had to be restarted, and resubmitted to the California DOJ.

2019

- First recommendation goes into substantial compliance
- Further development of the department's foundation, to progress with CRI
- **40** total recommendations completed in 2019

2020

- CRI adapted the existing structure for improved productivity rate with recommendations
- Starting with **40** completed recommendations as of **January of 2020**, the Department has now completed **143** as of **mid November**.