

BIAS AUDIT PROPOSAL



DEPARTMENT OF POLICE ACCOUNTABILITY

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OVERVIEW

1. Timeline of Events
2. Use of Force Data Audit
3. Audit Proposal
4. Questions

TIMELINE OF EVENTS

- April 4, 2019
 - E-mail sent from Dante King to Chief Scott and DHR Director Micki Callahan
- February 12, 2020
 - San Francisco Examiner publishes a story based on Dante King's e-mail
- February 14, 2020
 - Police Commission President Robert Hirsch asked DPA to determine whether Police Department personnel and management have complied with department policies prohibiting racial discrimination
- February 28, 2020
 - DPA met with President Hirsch and provided him with an overview of existing efforts, similar audit work performed in other jurisdictions, and potential audit projects
- October 5, 2020
 - Use-of-Force Data Audit issued

USE OF FORCE DATA AUDIT REPORT

- Finding 2.2: Additional analysis of use-of-force data would help the department identify indicators of potential bias in using force
- Recommendation: Analyze use-of-force data to evaluate whether racial, ethnic, or other demographic disparities exist in when and how force is used and apply these findings to inform departmental practices, policies, and training, when appropriate
- Appendix E: Contains examples of how the Police Department misses opportunities to improve its operations based on insights from in-depth analysis of its use-of -force data
- Next Steps: DPA and CON will follow-up with the Police Department on the status of the report's recommendations at the 6-month mark

DPA BIAS AUDIT PROPOSAL

- Potential objectives:
 - Do officers comply with DGOs prohibiting biased policing and discrimination?
 - Are public education campaigns for reporting bias effective?
 - Are bias and discrimination investigations processed consistently?
 - Are bias and discrimination investigations thorough and timely?
 - Are appropriate corrective actions taken? Are corrective actions timely?
- Timeline factors:
 - The number of audit objectives
 - Number of years reviewed

Questions?