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## **SFPD Collaborative Reform Initiative Update**

The Department's Collaborative Reform Initiative, launched in 2016, has been instrumental in improving our department. Five specially selected command staff members have been assigned as Executive Sponsors to shepherd the work of CRI. I'd like to personally thank Assistant Chief Toney Chaplin, Deputy Chief Mikail Ali, Deputy Chief Robert Moser, Commander David Lazar, and Commander Peter Walsh for their dedicated time and hard work over the past two years. Your efforts are a credit to yourselves, the SFPD, and the City and County of San Francisco.

Under their leadership our department has:

- Generated and launched, with the input of our members, our 'Safety with Respect' mission statement
- Reduced uses of force by almost 30% since 2016, without a significant reduction in arrests
- Collaborated with our communities, increasing trust and relationships and generating a Community Policing Strategic plan
- Grown and improved our community oriented events, from district level 'Coffee with a Cop' sessions, to Citywide National Nights Out
- Created the CIT Field Tactics course and trained over 1,800 members in the practical application of 'time, distance and de-escalation'
- Purchased and installed state of the art immersive force options training systems to increase training realism and effectiveness
- Collaborating with our fellow City departments under the Healthy Streets Operations Center to address complex street health and safety issues
- Integrated procedural justice into the Academy and AO/CPT cycles to provide ongoing professional education
- Engaged multiple outside agencies and academic institutions to review our data and policies to identify where we can get closer to industry best practices

In order to redouble our efforts under a new structure which includes the California Department of Justice, several Executive Sponsors are changing. This will enable the department to allocate resources to additional strategic planning efforts that are forthcoming.

Executive Sponsor assignments are as follows. As a reminder, Executive Sponsors are authorized to assign work to any department member, with appropriate notification to the member's chain of command.

Use of Force – (remains) Commander Peter Walsh

Bias – Commander Teresa Ewins

Community Policing – (remains) Commander David Lazar

Accountability – Commander Gregory Yee

Hiring & Diversity – Commander Robert O'Sullivan

I greatly look forward to seeing the ideas and energy our newly assigned Executive Sponsors will bring to the table, and thank our continuing Executive Sponsors for their outstanding contributions.



WILLIAM SCOTT  
Chief of Police