

Recommendation 38.1

Tanya Koshy [REDACTED]

Mon 12/7/2020 8:21 AM

To: McGuire, Catherine (POL) [REDACTED]

Scott, William (POL) [REDACTED]

[REDACTED]
[REDACTED] Altorfer, Eric (POL)
[REDACTED]
[REDACTED]

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Dear Acting Captain Altorfer,

Our office has completed its review of the materials related to Recommendation 38.1 that were submitted as part of the collaborative reform process. After reviewing the package and information provided by SFPD, the California Department of Justice finds as follows:

Recommendation 38.1:

The SFPD needs to expand its outreach to its communities in a manner designed to demonstrate its commitment to procedural justice.

Response to 38.1:

SFPD has made various efforts to expand outreach to the community, in a manner that demonstrates its commitment to procedural justice. In the package for Recommendation 38.1, SFPD has provided a few examples. As one example, SFPD holds town hall meetings within ten days of any officer-involved shooting (OIS), during which the Department provides the public with facts known at the time about the OIS. The town halls enhance transparency and public accountability regarding OISs. SFPD also instituted a policy that requires district station captains to dedicate a portion of one of their monthly community meetings to discuss a wide range of topics related to officer conduct. In that meeting, the district station captains must:

1. Discuss SFPD's policies on complaints against its personnel (Department General Order 2.04 (Complaints against Officers) and Department General Order 2.05 (Citizen Complaints against Non-Sworn Members) as well as its policy on bias-free policing.
2. Provide the results of the quarterly Disciplinary Review Board report, which is presented to the Police Commission.
3. Provide information on SFPD's "Youth Know Your Rights" brochure and its Whistleblower Program.
4. Discuss, in general terms, investigations into OISs, which should include a discussion of the quarterly update on OIS investigations which the Media Relations Unit publishes.
5. Provide information on how to look up information on SFPD's website on use of force, the Department's early intervention system, Firearm Discharge Review Board reports, and reports on complaints sustained by the Internal Affairs Division and the Police Commission.

Cal DOJ notes that the Bureau Order requiring district station captain meetings as described above went into effect on December 27, 2019. In early March 2020, the City of San Francisco prohibited large in-person gatherings in light of the COVID-19 pandemic, which we believe have been in effect since that time. Given this restriction, SFPD has decided to host their district station meetings virtually through Zoom. This adaptation to changed circumstances is further evidence of SFPD's commitment to continually reaching out to community members.

[REDACTED]

SFPD also provided evidence of other events that have taken place that advance procedural justice. Those events include a summit on how to reduce gun violence, attended by over 50 people representing 17 community based organizations. This event is consistent with SFPD's Community Policing Strategic Plan and overarching Strategic Plan 1.0, both of which emphasizing building relationships and collaborating with community organizations and the public. These collaborations are consistent with procedurally just policing.

Based on the all of the above, the California Department of Justice finds SFPD in substantial compliance with this recommendation.

Please let us know if you have any questions or would like to discuss this further. Thank you.

Tanya

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Hillard Heintze File Review Recommendation # 38.1

Finding # 38	There is a strong perception among community members that the SFPD is not committed to the principles of procedural justice.
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Recommendation # 38.1	The SFPD needs to expand its outreach to its communities in a manner designed to demonstrate its commitment to procedural justice.
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Recommendation Status	Complete Partially Complete In Progress Not Started No Assessment
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Summary

The San Francisco Police Department instituted discussion of procedural justice during roll call as part of its commitment to constitutional policing. Additionally, the Community Policing Strategic Plan required Captains of patrol districts to discuss procedural justice and implicit bias regularly when hosting meetings or discussions with the public. Importantly, the Department promulgated policy requiring district station Captains to discuss officer-involved shootings, officer conduct, and how to commend or file a complaint against an officer during regular bi-annual community meetings. These measures are examples of the Department's commitment to discussing issues of importance to the community.

The Department identified other examples of community engagement that contribute to the discussion of procedural justice. While these events, e.g., "coffee with a cop," offers the opportunity to have substantive discussions, the Department should take care to ensure procedural justice and constitutional policing are actually occurring. While the Department's work in completing this recommendation is sufficient to be designated as Complete, the team will continue to monitor this area to ensure these practices are institutionalized.

Compliance Measures		Status/Measure Met
1	Evidence of SFPD expansion of outreach to the community.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2	Community outreach policies and practices demonstrate commitment to procedural justice	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3	Evidence of continued outreach and public commitment to procedural justice.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Administrative Issues

Compliance Issues



Collaborative Reform Completion Memorandum

Finding # 38: There is a strong perception among community members that the SFPD is not committed to the principles of procedural justice.

Recommendation #38.1 The SFPD needs to expand its outreach to its communities in a manner designed to demonstrate its commitment to procedural justice.

Response Date: 07/28/20

Executive Summary: The department's commitment to procedural justice is to build trust and strong relationships with the many diverse San Francisco communities. By working in collaboration (Initiative 1-Strategic Plan 1.0) with the community, it is the department's goal to gain trust and create partnerships in order to promote the idea of fairness in decision making and outcomes for all communities. In order to build these strong relationships, members of the community and members of the Department have been working together on the DOJ/CRI to create/implement new policies and revamp existing policies to reflect the 21st Century Policing Principles on Policing. These policies are the governing guide of the Department on how to work with the community to engage in positive and respectful interactions as our commitment to the principles of procedural justice (Voice, Neutrality, Respectful Treatment and Trustworthiness).

As a commitment to Procedural Justice, the San Francisco Police Department has reached out to community groups, activist group, community leaders, and community members with a common goal to bridge the gap between Department and the Community. These groups have included members from: The Human Rights Commission, Mission Local, SF Coalition on Homelessness, Wealth & Disparity in the Black Community (Justice 4 Mario Woods), The Healing Circle, Department of Police Accountability, Blue Ribbon Panel, SF Bar Association (SF Bar), University of San Francisco, University of California San Francisco, CPAB's, City Agencies, Nonprofit Organizations, the San Francisco Public Defenders Office. Members of these groups have been actively involved with the DOJ/CRI reform process through the Executive Sponsors Working Groups and have had a voice in the creation and implementation of policies and procedures.

Compliance Measures:

1) Evidence of SFPD expansion of outreach to community.

To demonstrate the Department's commitment to procedural justice, the Department expanded its outreach to educate the community on Department policies, procedures and investigations for: Use of Force, Officer Involved Shootings, Officer Conduct and Members of the Public Complaint and Commendation Process. The Department recognizes that there are concerns from the community regarding whether there may or may not be a disproportional amount of uses of force and officer involved shooting within communities of color. In order to hear the



Collaborative Reform Completion Memorandum

communities voice, promote transparency and accountability the Department has committed to promoting transparent dialogue regarding these issues.

- Unit Order 16-03- Town Hall Community Meetings- As part of the Department's commitment to accountability and transparency with our community town hall meetings are held to provide the community with an update on an Officer Involved Shooting. Per Chief's order, a town hall/community meeting shall be held within ten days of an OIS involving SFPD personnel. (See Attachment 1)
- FOB unit order 19-01- In order to build accountability, transparency and trust with the community surrounding officer use of force and officer involved shootings, the Department has committed to holding regular discussions with the community on these topics. (See Attachment 2)
- FOB unit order 19-02- In order to build accountability, transparency and trust with the community, the Department has expanded its reporting of information surrounding officer misconduct with the frame work of existing law concerning the Peace Officer Bill of Rights (POBR). In furthering this goal to increase transparency, a portion of monthly community meeting is dedicated to the discussion of officer conduct and members of the public compliant and commendations process. (See Attachment 3)

The Department's expansion of outreach to the community at the district station level is done through community engagement events. These events are geared towards collaboration, the first strategic initiative of the Department's Strategic Plan 1.0 and relationship building which is Goal 4 of the Community Policing Strategic Plan. The objective is to form Partnerships with the community and city agencies in order to work towards Problem Solving (Goal 3 of the CP Strategic Plan) and promote respectful treatment and trustworthiness for all communities (Principles 3 and 4 of Procedural Justice).

- Community Engagement Events such as: Coffee with a Cop, Neighborhood Block Parties, School Community Outreach, Resource Fairs, Holiday Giveaways/Drives, etc. (See Attachment 4)

2) Community outreach policies and practices demonstrate commitment to procedural justice.

As a commitment to procedural justice, the department first started with training each member of the department on Principle Policing and Procedural Justice Principles. This was conducted during the 2017-2018 cycle of the AO/CPT training. There were 1798 officers trained during this cycle.

- Principle Policing, Procedural Justice and Implicit Bias Training Curriculum. (See Attachment 5)

The Department has conducted Monthly Roll-Call Training to continue the conversation on the Principles of Procedural Justice and to ensure that Officers have an understanding of these concepts.

- Roll Call training: Procedural Justice and 21st Century Policing (See Attachment 6)



Collaborative Reform Completion Memorandum

The Department wanted every member to understand the 21st Century Policing Concepts through mandatory reading of the President's Task Force on 21st Century Policing.

- Mandatory Reading of President's Task Force on 21st Century Policing (See Attachment 7)

Department has created a Community Policing Strategic Plan to bring uniformity to community outreach as a commitment to procedural justice. The Community Policing Vision and Values reflect a collection of central community policing concepts from existing SFPD documents, national best practices research, community policing surveys, and the Executive Sponsor Working Group. It is the Department's roadmap to guide the department and officers in their work, ensuring that community policing values and procedural fairness, are interwoven into all aspects of police work. Laying out the Department's vision for how to serve the community, and the values that drive that service, increases transparency with the community and ensures consistency across divisions and districts.

- DB 18-099 Department Strategic Plan 1.0 (See Attachment 8)
- DB 19-165 Community Policing Strategic Plan (See Attachment 9)
- For the full SFPD Community Policing Strategic Plan with Appendices. (See Substantial Compliance Recommendation 40.1)

News articles that demonstrate officers public commitment to procedural justice.

- KPIX Article (See Attachment 10)
- Chronicle article- In the Bayview, a police effort to build trust as Captain reaches out to black community (See Attachment 11)
- CNN- Former pillar of the community spiraled into drugs and homelessness. Then police rescued me. (See Attachment 12)
- Examiner- SFPD opens bilingual police substation in Portola to deter crime. (See Attachment 13)
- The Washington Post- I was a meth addict. Then I became friends with the cop who locked me up. (See Attachment 14)

3) Evidence of continued outreach and public commitment to procedural justice.

- San Quentin Visit- Blue on Blue Survey Results (See Attachment 15)
- Youth Town Hall and Summits (See Attachment 16)
- Gun Violence Summit- Geared towards reducing Gun Violence in the Bayview District (See Attachment 17)



Collaborative Reform Completion Memorandum

Attachment List:

- Attachment 1: Unit Order 16-03 Town Hall Meetings
- Attachment 2: FOB Unit Order 19-01
- Attachment 3: FOB Unit Order 19-02
- Attachment 4: Community Engagement Events
- Attachment 5: Principle Policing, Procedural Justice and Implicit Bias Training Curriculum
- Attachment 6: Roll Call Training: Procedural Justice and 21st Century Policing
- Attachment 7: Mandatory Reading of President's Task Force on 21st Century Policing
- Attachment 8: DB 18-099 Department Strategic Plan 1.0
- Attachment 9: DB 19-165 Community Policing Strategic Plan
- Attachment 10: KPIX Article
- Attachment 11: Chronicle article- In the Bayview, a police effort to build trust as Captain reaches out to black community
- Attachment 12: CNN- Former pillar of the community spiraled into drugs and homelessness. Then police rescued me.
- Attachment 13: Examiner- SFPD opens bilingual police substation in Portola to deter crime.
- Attachment 14: The Washington Post- I was a meth addict. Then I became friends with the cop who locked me up.
- Attachment 15: San Quintin Visit- Blue on Blue Survey Results
- Attachment 16: Youth Town Hall and Summits
- Attachment 17: Gun Violence Summit- Geared towards reducing Gun Violence in the Bayview District