

Recommendation 40.8

TK

Tanya Koshy [REDACTED]

Tue 7/27/2021 3:56 PM

To:

- Gabriel Martinez [REDACTED]
- McGuire, Catherine (POL);
- Scott, William (POL)

+8 others

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Acting Captain Altorfer:

Our office has completed its review of the materials related to Recommendation 40.8 that have been submitted to us as part of the collaborative reform process. After reviewing the package and information provided by the Department, the California Department of Justice finds as follows:

Recommendation 40.8: The SFPD should publish and post its annual review of progress toward the community policing goals and objectives.

Response to Recommendation 40.8: In February of 2021, SFPD's Department General Order (DGO) on community policing (DGO 1.08) went into effect. Under DGO 1.08, the Community Engagement Division (CED) is responsible for monitoring, coordinating, and evaluating SFPD's community policing efforts. The CED Commander facilitates discussion of community policing efforts at the Captain's Monthly meetings and holds an annual meeting with the Deputy Chief and Commanders of the Field Operations Bureau to present a review of the past year's community policing events and outcomes, as well as community feedback on the year's programs. The CED also puts together an annual review of its progress on achieving the Department's goals and objectives concerning community policing, as outlined in DGO 1.08. Though DGO 1.08 was not yet formal policy, the CED did put together a 91-page annual community policing progress review at the end of 2020. The Department has indicated that, now that it is collecting community policing data (pursuant to Recommendation 46.4), future annual reviews will include analyses of that data and will identify successes, gaps, and improvements based on that data.

The Department provided evidence that it posted the 2020 annual review on its website, which suffices for purposes of this recommendation. Though not necessary for substantial compliance with this recommendation, the California Department of Justice encourages SFPD to advertise its annual review on its social media platforms, including its main Twitter account, district station Twitter accounts, Facebook, and Next Door. This will help the annual review reach a broader audience.

Based upon all of the above, the Department of Justice finds that SFPD is in substantial compliance with this recommendation.

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

Tanya

Finding # 40.8	The SFPD does not formalize community engagement in support of community policing practices.
-----------------------	---

Recommendation # 40.8	The SFPD should publish and post its annual review of progress toward the community policing goals and objectives.
------------------------------	---

Recommendation Status	Complete	Partially Complete	In Progress
	Not Started	No Assessment	

Summary

The department provides evidence of planned review of progress activities as well as actual review occurring within 2020 and is therefore compliant with measure one.

For compliance measure two, the department provided evidence of posting of the analysis and therefore reaches compliance with this measure.

For compliance measure three, DGO 1.08 assigns responsibility to the Commander of CED to ensure these reports are published and accessible, as such the department is complaint with this measure.

Compliance Measures		Status/Measure Met
1	Annual review of progress toward community policing goals and objectives.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2	Posted in forums that are accessible to the community and department members, including its public internet website.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3	Review or audit process to ensure results are published and accessible.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Administrative Issues

Compliance Issues



Collaborative Reform Completion Memorandum

Finding # 40: The SFPD does not formalize community engagement in support of community policing practices.

Recommendation # 40.8: The SFPD should publish and post its annual review of progress toward the community policing goals and objectives.

Response Date: 05/05/21

Executive Summary

Between Fall 2017 and Spring 2018, the Commander of the Community Engagement Division (CED) convened a working group to develop the Department's Community Policing Strategic Plan, to formalize community engagement that embodies 21st Century Policing concepts and the tenants of procedural justice, in support of community policing practices. The Commander of CED led the process and ensured that the working groups was reflective of the diversity of San Francisco. This working group developed the vision and values that define community policing for San Francisco, and the goals, objectives, and metrics to implement that vision. The Community Policing Strategic Plan gives the Department a defined focus for community policing efforts across the entire department. The Community Policing Strategic Plan has been implemented into policy under Community Policing DGO 1.08.

DGO 1.08 states, Community Engagement reflects a community policing mindset through actions in which Department members seek to build trust and relationships with community members, such as through positive one-on-one interactions while on patrol, Department sponsored programs, or participation in community events and discussions. Community engagement upholds the language and spirit of the Department's community policing Vision and Values statement.

DGO 1.08 mandates that each District Station, Unit, Bureau, and Detail develop and Annual Community Policing Strategic Plan to create a standardized format to document, track and analyze the Department's Community Policing efforts, for the purpose of incorporating community policing data into policing strategies. The Department utilizes community engagement as part of its policing strategies to reflect a community policing mindset through actions in which Department members seek to build trust and relationship with the community.

The Commander of the Community Engagement Division is responsible for promoting and auditing Community Oriented Policing and Problem-Solving concepts and efforts throughout the entire Department. DGO 1.08 states, *Each December, the Commander of the Community Engagement Division (CED) shall meet with the Deputy Chief and Commanders of the Field Operations Bureau (FOB) to present a review of the past year's community policing strategies,*



Collaborative Reform Completion Memorandum

engagements, and outcomes. CED is responsible for preparing a community policing annual review of progress toward the community policing goals and objectives outlined in the department's community policing strategic. CED is responsible for posted the annual review in forums that are accessible to the community and department members.

Compliance Measures:

1) Annual review of progress towards community policing goals and objectives.

The department's community policing goals and objectives are as follows:

GOAL 1: COMMUNICATION

Honest, transparent, and empathetic dialogue between the Department and community.

- Objective 1.1 Create a diverse set of communication channels between the Department and community.
- Objective 1.2 Respond to requests for service and information in a timely and transparent manner.
- Objective 1.3 Solicit conversation, input, and collaboration from historically underrepresented groups.
- Objective 1.4 Transparently communicate, publicize, and educate community about Department goals and policies.

GOAL 2: EDUCATION

Department both trains and is trained by the communities it serves.

- Objective 2.1 Train the community to empower them to improve community safety.
- Objective 2.2 Invite third party and community instructors to contribute to Department training.

GOAL 3: PROBLEM-SOLVING

Increase safety through collaborative working partnerships between the Department, community members, and organizations to identify and address local topics of concern.

- Objective 3.1 Officers can connect individuals to resources when call for service is outside their scope.
- Objective 3.2 Collaboratively identify and develop responses to local issues and concerns with individuals, community-based organizations, and city services.
- Objective 3.3 Utilize a formalized problem-solving model across district stations.

GOAL 4: RELATIONSHIP-BUILDING

Strong, trusting, and respectful relationships between the Department and all facets of San Francisco community.

- Objective 4.1 Increase visible officer presence and proactive, positive engagement with individuals outside of calls for service.
- Objective 4.2 Provide unbiased, dignified, and equal treatment and access to resources to all community members.

GOAL 5: SFPD ORGANIZATION

Department organization and operation leads community policing efforts and demonstrates a guardian mindset.

- Objective 5.1 Develop policies, priorities, and procedures that are consistent across District stations and bureaus and support neighborhood-specific plans.



Collaborative Reform Completion Memorandum

- Objective 5.2 The Department is adaptable and committed to continuous review and improvement.
- Objective 5.3 Include civilian and front-line officer perspective and input in decision-making and policy development processes.
- Objective 5.4 Support restorative justice goals.
- Objective 5.5 Support officers with sufficient resources
- Objective 5.6 Recruit Department members who reflect the city's diversity and know the communities they serve.
- Objective 5.7 Integrate community policing values in recruitment, training, and professional development of Department members.
- Objective 5.8 Deployment strategies maintain consistency in practices and continuity of the community's relationship with the Department.
- Objective 5.9 Support groups historically underrepresented in police departments in professional development.
- Objective 5.10 Hold officers accountable for their actions and embodying community policing tenets.

The Department utilizes community engagement as part of its policing strategies to reflect a community policing mindset through actions in which Department members seek to build trust and relationship with the community. Each District Station, Bureau, Unit and Detail is required to produce an annual community policing strategy. Each community policing strategy is to reflect community engagement as a component. The Department utilizes community engagement to focus on Communication, Education, Problem-Solving and Relationship Building.

Each December, the Commander of the Community Engagement Division (CED) meets with the Deputy Chief and Commanders of the Field Operations Bureau (FOB) to present a review of the past year's community policing strategies, engagements, and outcomes. CED is responsible for preparing a community policing annual review of progress toward the community policing goals and objectives outlined in the department's community policing strategic.

2020 presented some unforeseen challenges with the onset of the global pandemic. This placed constraints on some of the traditional in person community engagement, community policing and problem-solving efforts outlined in the Department's Community Policing Strategic Plan. As a result, this first annual report provides a summary of community engagement and problem-solving activities hosted by the Department to engage the community under these constraints. This report highlighted the Department's overall efforts to support the Vision, Values, Goals and Objectives outlined in the Community Policing Strategic Plan, as opposed to an analytical report summarizing the goals and objectives met through community policing under the Community Policing Strategic Plan.

Additionally, with the adoption of the Community Policing General Order (DGO 1.08) in February 2021, the Department has recently codified implementation of a data collection and metrics process. This process requires analysis of community policing and problem-solving



Collaborative Reform Completion Memorandum

data for review, improvement, and incorporation into policing strategies, which will be summarized as part of future annual reports which will include successes, shortcomings, and any changes needed.

In 2021, the Department looks forward to advancing our community policing efforts with more in-depth analysis of community policing data collected from 2020, 2021 and future years to measure progress, success, identify gaps and improvements to further enhance the effectiveness of the Department's community policing and crime strategies, to effectively police all communities with empathy, safety, and respect.

(See Attachment 1) 2020 Community Policing Annual Review.

2) Posted in forums that are accessible to the community and department member, including its public internet website.

CED is responsible for posting the annual review in forums that are accessible to the community and department members.

(See Attachment 2) for screenshots of social media postings of annual review.

3) Review or audit process to ensure results are published and accessible.

The Commander of the Community Engagement Division is responsible for promoting and auditing Community Oriented Policing and Problem-Solving concepts and efforts throughout the entire Department. The Commander of CED is responsible for conducting an annual audit to ensure that the community policing annual review is published and accessible. Each December, the Commander of the Community Engagement Division (CED) shall meet with the Deputy Chief and Commanders of the Field Operations Bureau (FOB) to present a review of the past year's community policing strategies, engagements, and outcomes **(See Attachment #3)** DGO 1.08. CED is responsible for preparing a community policing annual review of progress toward the community policing goals and objectives outlined in the department's community policing strategic. CED is responsible for the audit/review process to ensure the annual review is published and posted in forums that are accessible to the community and department members.

Attachment List:

Attachment #1: Community Policing Annual Summary

Attachment #2: Screenshots of report posted to website

Attachment #3: DGO 1.08



Collaborative Reform Completion Memorandum

Prescreen Notes from 03/08/21

Hillard Heintze thought that the annual review summarized many of SFPD's community policing events but lacked analysis of what was working and what changes were needed. SFPD responded that Hillard Heintze was correct, but that the Community Policing General Order had only passed last month and that they were just receiving the first annual strategic plans. Therefore, SFPD would not be able to analyze in the annual report any changes needed until the next annual report. SFPD is developing an audit in connection with the recommendations in the 46 series regarding whether community policing district programs are meeting the community policing objectives. Hillard Heintze suggested adding that explanation into the Form 2001 along with the explanation that future reports will include successes, shortcomings, and changes needed.

Response:

The following additional information was added to CM#1.

2020 presented some unforeseen challenges with the onset of the global pandemic. This placed constraints on some of the traditional in person community engagement, community policing and problem-solving efforts outlined in the Department's Community Policing Strategic Plan. As a result, this first annual report provides a summary of community engagement and problem-solving activities hosted by the Department to engage the community under these constraints. This report highlighted the Department's overall efforts to support the Vision, Values, Goals and Objectives outlined in the Community Policing Strategic Plan, as opposed to an analytical report summarizing the goals and objectives met through community policing under the Community Policing Strategic Plan.

Additionally, with the adoption of the Community Policing General Order (DGO 1.08) in February 2021, the Department has recently codified implementation of a data collection and metrics process. This process requires analysis of community policing and problem-solving data for review, improvement, and incorporation into policing strategies, which will be summarized as part of future annual reports which will include successes, shortcomings, and any changes needed.

In 2021, the Department looks forward to advancing our community policing efforts with more in-depth analysis of community policing data collected from 2020, 2021 and future years to measure progress, success, identify gaps and improvements to further enhance the effectiveness of the Department's community policing and crime strategies, to effectively police all communities with empathy, safety, and respect.



Collaborative Reform Completion Memorandum

Cal DOJ added that attachment 2 needed to be added (screenshots of social media postings) before submission and that compliance measure 3 needed supporting citations.

Screenshots of the posting of annual report on Department Website is included in CM#2 as attachment #2. DGO 1.08 was added to CM #3 under attachment #3 for the supporting citation.