



Goal and Objectives Statement for the Collaborative Reform Initiative for Technical Assistance with the San Francisco Police Department

Goal

Assess, monitor, and assist the San Francisco Police Department (SFPD) in collaboration with the community in the implementation and sustainment of reforms that increase public trust through improvements in community-oriented policing practices, transparency, professionalism, and accountability while taking into account national standards, best practices, current and emerging research, and community expectations. Critical to this effort is ensuring that the SFPD is engaged with communities of San Francisco in an open, transparent process centered on building trust and confidence with the department, particularly in communities of color and other disenfranchised communities.

Objectives

1. Assess the SFPD's use of force policies and practices as they relate to training, implementation, reporting, supervision, and oversight and accountability to ensure adherence to policy and fair and impartial use of force decisions. The assessment will
 - a. analyze the policies, procedures, and training regarding the use of force, less lethal weapons and firearms, handcuffing and other defensive tactics, crisis intervention, and de-escalation tactics to determine whether they comport with national standards and best practices;
 - b. assess whether the policies and training provide sufficient guidance to officers in the field when making use of force decisions;
 - c. analyze a statistically relevant sample of use of force data for a minimum of three years to identify patterns and trends in use of force and deadly force by city geography, community characteristics, departmental units, incident factors, and officer-subject demographics to assess for bias-based policing practices;
 - d. examine the oversight and investigation of use of force incidents, including officer-involved shootings, for quality, thoroughness, transparency, and fairness in the process;
 - e. assess the level of interaction and communication with the community from the onset of a use of force incident through the conclusion of the investigative process.
2. Assess the SFPD's policies and operational practices to determine if there is biased policing with a specific focus on people of color, people with mental illness, the LGBTQ community, and the homeless. The assessment will
 - a. review how community complaints and concerns regarding potential bias are received, examined, and addressed;

- b.** examine recruitment practices, including community outreach and focus on ensuring diversity in recruiting;
- c.** assess hiring standards, practices, and protocols to ensure adherence to national standards and best practices;
- d.** evaluate promotional policies, procedures, and practices for efforts to ensure fair and transparent outcomes.