

## Police Commission Meeting

### DOJ CRI Updates

- Listening sessions tentatively completed (some neighborhood residents have expressed dissatisfaction at the lack of a session in their particular area. All e-mails forwarded to DOJ.
- DOJ interviews were done of Command Staff, Captains, CTO Susan Merritt, you, the Commissioners, Academy Staff and SME's
- DOJ staff did Ride along and attended line-ups at Tenderloin, and Northern. They are at Taraval and Southern stations this week.
- Next step will be for the DOJ to continue with interviews, meet with stakeholders, and compile data on a weekly to bi-weekly basis in preparation of issuance of their final report for recommendations by the beginning of Fall, 2016.

### PP & PS Bureau

- We have a Sergeant assigned to our unit.
- Working with our CFO on the 2017 budget for current and future projects as well as civilian staffing.
- We have been meeting with various city agencies, community members, professional organizations (Bar Association SF), and internally to explain the purpose of our unit, the purpose of the collaborative reform initiative, and to message the work of the COPS office and the SFPD with our community engagement partners.
- We just completed a Blue Courage class at the Academy this past week. We had a police commissioner, a member from the CIT working group, and an OCC attorney attend, as well as officers from SFPD, CHP, and E. Palo Alto.  
“With 26 years of experience, I thought I had been doing well..thank you for adding a foundation for everything including a life-long commitment to courage and self-thought.”

“This class was transformational and enhanced my personal and professional life...I have found new hope in my profession and (with) people.

“Amazing class. All of this information is 100% important and essential and should be taught to every police officer including recruits and (in-service training).”

“I believe we should take this class every year. We deal with a lot of negativity and this is a good way to put things in perspective.”

### Department Reforms/Changes

- We have joined the President’s White House Data Initiative, we have published SFPD Sworn Demographics, traffic stop (race and ethnicity) data, and annotated list of SFPD OIS Investigations dating back to 2000 on the SFPD website this is to continue to build trust through transparency. This way, the public not only gets our crime data, but information about how our department operates
- Pointing of firearms is a reportable use of force and in the wake of the Tamir Rice shooting in Cleveland, according to their version of our POA President, they are adopting the same policy after learning of ours.
- after the March 15<sup>th</sup> NOBLE conference on 21<sup>st</sup> Century Policing in Oakland I spoke with Dr. Eberhardt of Stanford and she is interested, time permitting, in teaming with us to analyze our stop data and body cam data. She and her team are currently the academic partners for OPD, so they have experience
- Academy recruits being sent out to community for “**Community Immersion**” instead of the community coming to the academy. I reached out to reverend Brown and recruits will be going to his church for cultural competency training in the community.

- A draft DB regarding dominant aggressor has been written – sustained complaint for arresting the wrong person
- SVU unit order mandating contact with victim every 30 days to update on case, assigned investigator
- DB A 15-155 07/16/15 – Officers shall immediately request supervisor for armed person in a mental crisis

### **LEP**

- We have gone to a scenario based learning which is the preferred method of training
- Academy set up schedule for DV training in line with requests of the advocates receiving advanced notice of training dates and times for staffing purposes
- FTO manual to add LEP for field training measurable
- DGO 5.20 LEP

### **CIT**

- 529 members trained
- looking for best practices on team de-escalation tactics for in-service training
- planning to implement CIT Update course and then incorporating into 2017-2018 AO/CPT (in-service training).
- develop CIT teams at district stations

### **Use of Force DGO changes**

- New policy puts an emphasis on the Sanctity of life, De-escalation, and proportionality
- Bans shooting at vehicles
- Bans choke holds and repositions the carotid restraint in the use of force order to just above lethal force.