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Update on the Professional Standards & Principled Policing Bureau:

Organization:

Deputy Chief Garret Tom has been appointed the bureau chief taking the place of A/Chief Toney Chaplin.

Mission Statement:

The mission of the Professional Standards & Principled Policing Bureau is to operationalize the highest principles of our profession so that all San Francisco Police Officers - our City's finest as guardians, defenders, servants, and protectors - feel safe to be the living and breathing embodiment of character set out in our City's motto, and our Department's vision, purpose, and values statements. This will be accomplished through the analysis, development, recommendation, and implementation, of the finest policies, practices, procedures, and training that disrupts the status quo and transforms our men and women into guardians who live by the highest ideals of nobility, honor, integrity, respect, inclusion, innovation, and courage both on and off-duty. In short, we will acknowledge our failures, celebrate our successes, embrace change, drive innovation, and invest in the greatest resource this department has ...our officers.

COPS' Office Review (CRI-TA):

- Weekly conference calls have been held with COPS' staff in preparation for their next site-visit scheduled for next week (starting June 6).
- During their last visit, three (3) separate teams of subject matter experts (SME's) were on-site and held simultaneous meetings with representatives from inside and outside of the SFPD.
- One of the teams had data experts from the University of Texas-El Paso.
- Data has been provided to the reviewers via a secure file transfer process, with copies sent to the PSPPB for our records.
- Outside agencies (SFSD, DEM, etc.) have embraced the spirit of the "collaboration" as much as we have internally; we are grateful for their assistance with this review.

Youth and Community Engagement Unit (YCEU):

- Effective this Friday, an additional 2 Sergeants and 12 officers will be transferred into the Bureau to assist with the summer programs.
- Sgt. Nelson Ramos will be bringing an additional 15 cadets to assist with the program, so there will be peer-to-peer mentoring.
- The Garden Project is our signature partnership with several hundred youth participating and begins on June 6th.
- A unit of college credit will be provided for the attendees, as there are both field and classroom components to the Project.
- Unsuccessful attendees in the program, for whatever reason (serious safety/code of behavior violations, lack of interest in the subject matter, etc.) will be referred to the A.

Philip Randolph Institute (APRI-SF) for intake screening and potential placement in a job skills program, an internship, or perhaps another job.

-There are additional programs including the Wilderness Program, Community Safety Initiative/Mo Magic, Future Grads, and others that will be engaging City youth.

-DC Tomioka (Ret.) has retired from the Executive Director position of the Police Activities League. Capt. Lazar and other board members are working on the future of that program, which was first started by the SFPD in 1959. The PAL Golf tournament is scheduled for tomorrow, noon, at Sharp Park Golf Course. The Summer Cadet academy will be bringing aspiring future police leaders to the Academy for a course of instruction on both law-enforcement and life-skills.

### Principled Policing Training

-Our Bureau has been working with the Administration Bureau to deliver 21<sup>st</sup> Century-Policing training.

-Procedural Justice (legitimacy) training (Train-the-Trainer) was held at the PHQ in May. Plans to roll-out this training to the Department are being developed.

-Fair and Impartial Policing (Implicit Bias) training will be held in the next few months, including an executive session in August that pairs Command staff members on a 1-for-1 basis with community members, a train-the-trainer in July, and several mid-managers' sessions all facilitated/funded by the COPS office.

-Blue Courage TTT was held in Oakland and an executive-summary was delivered to the command staff and police executives from east-bay agencies. 4 SFPD members were sent to the TTT and are partnering with OPD to do an exchange-program of instructors between agencies.

### Recruitment

-Officers will be staffing recruitment booths at many public events over the course of the summer.

-These events include: the Union Street festival, San Mateo County Fair, Sunday Streets, Juneteenth, SF Pride, Fillmore Jazz fest, Bay Area Black Expo, Nihonmachi Street fair, etc.

-Ofc. Gayla Bunton has created a "Women's Boot Camp" which will be held once per month to review conditioning, the POST Battery Test obstacles like the 6-foot wall, health and wellness, and nutrition. We are looking to expand this program for applicants preparing for the physical demands of the Academy and profession.

-"Ordinary Doing the Extraordinary" to "Extraordinary Doing the Extraordinary"

### BSU/CIT

-550 Officers have been trained in CIT.

-We are in discussions with the CIT working group, which includes prosecutors, public defenders, consumers, advocates, and CBO's, to shape the future of what CIT looks like. This includes discussions and action items regarding the structure of patrol and CIT

teams, advanced CIT training, “team” training, CIT in-service training, and the structure of the CIT class itself and the roll-out schedule to the Department.

-The CIT working group will be meeting with A/Chief Chaplin this Friday to discuss.

\*\*\*-The **Second-Annual CIT Awards Ceremony** is scheduled for tomorrow, June 2<sup>nd</sup>, at the Scottish Rites facility on 19<sup>th</sup> avenue at 2PM. All are welcomed to help honor 15 officers who used life-saving de-escalation skills.

-The Mental Health Network (MHN), our mental-health provider of clinicians for critical incidents and office appointments, has expanded their course of services for the upcoming contract with the SFPD. Now, additional members will be able to go to the intensive 1-week West Coast Post-Trauma Retreat course, members will get 10 visits with a clinician *per incident* of stress, not just 10 visits for the year, and clinicians for critical incident stress debriefings will be included in the baseline contract.

-We are collaborating with Sacramento PD to enhance our Police Chaplain program, both for use internally and externally to the police department. We are looking to mobilize them in terms of death notifications

### Written Directives

-11 Bulletins sent out in the last 30 days.

-30 Bulletins currently in concurrence

-We are researching best practices with regards to the policy and procedure system currently in place and comparing that to others in the industry. Here are a few initiatives that we are working on:

**IACP.Net** – 1,700 law enforcement agencies and 5,000 users are using IACP.net to search online libraries of LE documents, polices, publications, best practices and multimedia. Our unit is evaluating this resource to better assist the department with our research and development of department policy and written directives.

**PowerDMS** – Scheduled to review June 8. PowerDMS is a document management system that will improve the efficiency and professionalism of how we get Written Directives approved through the concurrence process. In addition, this system is an effective sharing platform that will allow the department to distribute Written Directives and other critical communications to the members. PowerDMS is a required application to achieve CALEA accreditation.

**CALEA Accreditation** - The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:

- International Association of Chiefs of Police (IACP);
- National Organization of Black Law Enforcement Executives (NOBLE);
- National Sheriffs' Association (NSA); and the
- Police Executive Research Forum (PERF).

The Department is exploring the benefits of CALEA accreditation. We are in the process of meeting with CALEA members and determining the benefits of a San Francisco Police Department membership/accreditation with CALEA.

Professional Standards:

The bureau has scheduled Mr. Mark Wittenberg, a veteran police manager, auditor, and POST-certified instructor to deliver a course called: *Risk Management by Internal Auditing* for the first week of July. From that, we hope to learn how to improve internal legitimacy and morale through the improvement of internal systems, to develop an audit scope, methodology, and recommendations, as well as to write a compelling audit document with strategic direction that enhances transparency and accountability.