



**San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance**

<p>Individual Recommendation Report</p> <p>Bureau: Administration</p> <p>Rec. Number: 28.3</p> <p>Assigned To Project Manager: A/Captain Michelle Jean</p> <p>Prepared by: A/Captain Michelle Jean</p> <p>Priority: High</p>	<p>Reserved For PSPPB Only</p> <p><input checked="" type="checkbox"/> President’s Task Force</p> <p><input checked="" type="checkbox"/> Blue Ribbon Panel</p> <p><input type="checkbox"/> CJTF SF Bar Association</p> <p><input type="checkbox"/> Department of Police Accountability</p> <p><input type="checkbox"/> Civil Grand Jury:</p>
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DOJ Recommendation #: 28.3

The SFPD should establish routine, on-going roll call training requirements for supervisors on key leadership issues, including their role in promoting fair and impartial policing.

DOJ Objective: Choose One

Executive Summary:

As the San Francisco Police Department’s commitment to training it’s supervisors on strategic leadership issues, as well as promoting fair and impartial policing. San Francisco Police Department Training Coordinators will provide roll-call training materials covering designated monthly topics. It will be the Training Coordinators responsibility to insure there is proper support personnel to facilitate the training at both “line-ups” and /or staff meetings. Training Coordinators will also be responsible for ensuring all member within their units have participated in the designated training, and responsible for ensuring that members sign the acknowledgement form, which will document that participation in such training.

Purpose:

Based on the recommendation, the Training Division has drafted the first on-going monthly roll call training which covers, Procedural Justice – Principle #1 – Voice. The future topics will include the tenants of procedural justice, implicit bias, and ensuring fair and impartial policing by all members.

Policy:

This policy DOJ CRI # 28.3 mandates the SFPD establish routine roll call training for supervisors on key leadership issues, including their role in promoting fair and impartial policing. The First roll call training is drafted and will be ready for department wide distribution April 2017

Audit (if applicable):

Training Coordinators will be responsible for entering each member into the specific roll call training course listed in HRMS per SFPD DB 17-080.

Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)

San Francisco Police Department Bulletin A17-126

Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)

SFPD training syllabus “Procedural Justice and Implicit Bias”



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Implementation, training & records (How to prove we did what we said?)