



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

<p>Individual Recommendation Report</p> <p>Bureau: Field Operations</p> <p>Rec. Number: 28.5</p> <p>Assigned To Project Manager:</p> <p>Lt. Mark Im</p> <p>Prepared by: Lt. Mark Im</p> <p>Priority: High</p>	<p>Reserved For PSPPB Only</p> <p><input type="checkbox"/> President's Task Force</p> <p><input 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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The SFPD needs to train supervisors to recognize behaviors that are indicative of bias and intervene effectively.

DOJ Objective: Bias

Executive Summary:

The SFPD Professional Development Unit will implement "Principled Policing: Procedural Justice and Implicit Bias" into the AO/CPT training cycles starting in 2017. The course ECO (Extended Course Outline) has been approved by POST for presentation, therefore the course contents cannot be changed without a new submission and review by POST. Within this course, the instructors will train and discuss the responsibilities of supervisors to recognize biased behaviors and the need to intervene. This course is a 2-hour block which will be presented to all Officers and Sergeants. Management level supervisors have already attended this training.

Purpose:

To develop a better understanding and foster strong relationships between SFPD members and all members of the communities which we serve.

Policy:

N/A

Audit (if applicable):

See supporting documents and audit procedure.

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

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

POST approved Extended Course Outline (ECO) for AO/CPT
Power Point Slides for Course



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

HRMS and POST EDI tracks all officers' training. AO/CPT is mandated by POST therefore all officers will be in compliance with attending this mandatory training. Additionally, surveys will be sent to attendees to obtain feedback on the effectiveness and/or non-effectiveness of the training materials in the course.

To track the training records through POST: Log into CA POST EDI and request an officer's training history via name or POST ID#.

To track the training records through HRMS: An individual officer's training records or the attendees for specific AO/CPT session can be retrieved.

Reserved for PSPPB Only

President's Task Force

Blue Ribbon Panel

CJTF SF Bar Association

Office of Citizen's Complaints

Civil Grand Jury: