



DEPARTMENT NOTICE

21-095
06/10/21

Bias Free Policing Strategic Plan

This strategic plan provides a transparent roadmap for the department to address implicit bias and explicit biases. It reflects the collective input of the Executive Sponsor Working Group (ESWG) on Bias, which used the findings of DOJ-COPS report as a foundation. Working group members represented a diverse spectrum of constituencies and interests and sought to mitigate biases within the department by researching emerging national best practices, conducting interviews, and distributing public surveys. The purpose of the Bias Free Policing Strategic Plan is to clearly articulate SFPD's continued commitment to eliminating biased behavior that can negatively impact our encounters with the public.

To achieve this vision, the ESWG on Bias first sought to examine the dimensions of bias that may affect SFPD's work. The ESWG developed subgroups to evaluate the following four dimensions of bias:

1. How police perceive the communities they serve
2. How those communities view the police
3. How bias affects relationships and personnel decisions within the department
4. How biases in larger society affect the mobilization of police resources through a process known as bias by proxy.

Examining these four dimensions facilitated a far-reaching, substantive engagement with psychological, political, legal, historical, penal, labor-related, and leadership issues pertinent to bias as identified in the 2016 DOJ-COPS findings and recommendations.

The SFPD recognizes that the communities it represents deserve procedural justice in all their interactions with the department. In addition to eliminating inequities and bias in policing, procedural justice will facilitate the role of the police department in keeping all San Franciscans safe, as respected processes enhance institutional credibility and effectiveness.

The SFPD is committed to developing an on-going institutional vision that addresses bias as part of an overall strategic plan; one that is transparent and gives voice to the community, including the early identification of and intervention in behaviors that are indicative of bias and on-going implicit bias training for its members. SFPD is committed to professional policing; professional policing is the opposite of biased policing.

The strategic plan can be found on the SFPD website at: [Bias-Free Policing | San Francisco Police Department](#)

WILLIAM SCOTT
Chief of Police

Per DN 20-150, sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to sfpd.writtendirectives@gov.org who will provide additional information.