



# SFPD REFORM INITIATIVE

Professional Standards and Principled Policing Bureau

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# D.O.J. Collaborative Review Initiative

## COLLABORATIVE REFORM INITIATIVE

An Assessment of the San  
Francisco Police Department

OCTOBER 2016



- Report released 11:00 am on October 12, 2016
- Review of five Issue Areas
  - Use of Force
  - Bias
  - Community Policing
  - Accountability
  - Hiring and Personnel Practices
- 94 Findings
- 272 Recommendations



**COPS**  
Community Oriented Policing Services  
U.S. Department of Justice

# Next Steps

- Review report content, findings, and recommendations
- Integrate recommendations into current matrix
  - DOJ Report
  - Blue Ribbon Panel
  - President's Task Force on 21<sup>st</sup> Century Policing
  - OCC Recommendations
  - Civil Grand Jury
- Prioritize recommendations based on priority ranking system to be developed
  - 18 month technical assistance period in collaboration with DOJ/CRI-TA
- Strategy and Implementation Plan

# Steps Taken

- Many policies under review or revision
  - Implicit Bias Training
  - Inclusive Leadership
  - Fair and Impartial Policing
  - Use of Force
  - Body Cameras
  - Crisis Intervention Training
  - Data Collection
    - E585
    - White House Police Data Initiative

# Notification of Department Members and Stakeholders

- Department Bulletins and Directives to all Captains and Community Stakeholders requesting feedback
- DOJ/CRI-TA report is required reading for all members
- Progress will be posted to website regularly as recommendations are implemented