



DEPARTMENT NOTICE

23-028

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Mandatory BiasSync Training for All Members

The SFPD is committed to excellence as a professional law enforcement organization. As part of the Department's strategic plan, we are committed to the development of our members to achieve a level of professionalism that has made us a model law enforcement organization. Therefore, the SFPD will continue eliminating and reducing biased workplace behaviors and policing through science-backed training.

Beginning in March, the SFPD will administer bias training for all members through the BiasSync platform. The training will cover areas to address LGBTQIA+ through a series of micro-learning courses and additional topic areas such as Promoting Religious Inclusion and Acceptance to Mitigating Political Bias in the Workplace. These activities are designed so that members heighten awareness of the role cultural biases play in our society and provide solutions to reduce them. In addition, these courses will improve levels of inclusivity, lead to higher-functioning teams, build stronger internal and external relationships, and lower the risk of discrimination.

Members will receive an email from BiasSync when the training is available. The first training model in the course will focus on LGBTQIA+, followed by several microlearning activities to enhance your understanding of the concepts in the module.

At a later date, members will receive training on the subject of Cultural Competency designed to reduce cultural bias and enhance members' awareness of the impact of disparity and inequity due to cultural biases.

Note that only members who have yet to complete this module of training will receive an email from BiasSync. The training is mandatory for **all** members and will take place while on duty. No overtime is authorized for this training.

A handwritten signature in blue ink that reads "William Scott".

WILLIAM SCOTT
Chief of Police

Per DN 20-150, all 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@sfgov.org who will provide additional information.