



# DEPARTMENT NOTICE

21-076  
05/05/21

## Dashboard Review System (Phase I)

In 2016, the San Francisco Police Department (SFPD) voluntarily began a series of reforms at the recommendation of the United States Department of Justice ("US DOJ"). The US DOJ recommendations urged the SFPD to collect traffic stop data to examine and intervene with members in a non-discipline manner. With the revision of Department General Order 5.17, Bias Free Policing, the focus on data collection and understanding bias in law enforcement is essential.

*Implicit Bias refers to the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal. Rather, implicit biases are not accessible through self-reflection or examination. (DGO 5.17).*

The SFPD has created the Dashboard Review Unit ("DRU") to analyze data from eCitations and CDW traffic related arrests/citations in phase I. The goal of this phase is to examine the data on a broader scale of each district station and to educate and train supervisors. In order to understand and examine member data in the coming phases, trainings and sessions for input to the unit are essential.

The SFPD will implement the DRS in three phases. During Phase I, DRU will provide each district station captain a quarterly report of racial demographics that will track the following metrics for each district station command:

- eCitations (traffic offenses)
- Arrest Data (traffic offenses)

District station captains will also receive the following comparison data to assist in their analysis:

- Individual Station data compared to data from all 10 stations
- Station Shift Data Comparison
- Station PIP Group Breakdowns
- Crime Data Warehouse report writing system, subject demographics of completed police reports of each district

Upon receiving phase I bi-annual reports, captains will meet with their lieutenants to discuss the data and evaluate comparison data. Captains will take the following steps:

- Attempt to determine reason for data disparities with the broader data provided of their station. Analysis can include the consideration of enforcement operations based on SFPD internal priorities and/or requests from citizens, elected officials and City partners.
- Initiate changes to operational and staffing deployment as needed to address disparities through directed enforcement.

In Phases II and III that will be implemented within this calendar year, additional data metrics will be included in the system to reflect a broader range of officer activities. In subsequent phases, supervisors will identify and evaluate their PIP members for disparate data. Future Department Notices will be released prior to the implementation of phases II and III.



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](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional information.*