

Fw: Recommendation 63.2

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Wed 7/15/2020 1:17 PM

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From: Tanya Koshy [REDACTED]

Sent: Wednesday, January 29, 2020 5:06 PM

To: Gabriel Martinez; McGuire, Catherine (POL); Scott, William (POL); Debra Kirby; Lindsay Morgan; Nancy Beninati; Michael Dirden; Bailey, Una (POL); Tack, John (POL); Altorfer, Eric (POL)

Subject: Recommendation 63.2

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Dear Captain Bailey:

Cal DOJ has completed its review of the Recommendation 63.2 package that SFPD submitted as part of the collaborative reform process. Recommendation 63.2 is that SFPD should continue to implement the tenets of procedural justice and ensure training includes instruction on the importance of the Internal Affairs Department's functions to the integrity of

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the Department and connection to the community.

After reviewing the package and information provided by SFPD, Cal DOJ finds as follows:

Response to 63.2 package: Based on the below information, Cal DOJ finds that SFPD is substantially compliant with this Recommendation. SFPD's Principled Policing Training includes a section that emphasizes the importance of IAD in advancing principled policing. To further stress the importance of IAD, SFPD also added a question to its Principled Policing course evaluation form, asking members to rate, on a scale from 1 to 5, the importance of IAD at promoting the department's integrity and connection to the community. The Principled Policing Training is offered as part of the Advanced Officer Training Course. As of December 12, 2019, 1221 SFPD members, out of a total of 1245 members required to take the Advanced Officer Training Course (or 98%), have taken the Principled Policing Training.

Cal DOJ agrees with Hillard Heintze that, although SFPD is substantially compliant with this Recommendation, SFPD should consider ongoing training on IAD and principled policing. That is, SFPD should consider an annual certification on this particular issue/training as a way to consistently reinforce SFPD's commitment to accountability and principled policing.

Please let us know if you have any questions or would like to discuss this further. Thank you.

Tanya

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Finding # 63	The SFPD does not fully support members performing internal affairs functions.
Recommendation # 63.2	The SFPD should continue to implement the tenets of procedural justice and ensure training include instruction on the importance of the IAD's functions to the integrity of the department and connection to the community.

Recommendation Status	Complete	Partially Complete	In Progress
	Not Started	No Assessment	

Summary

The SFPD submitted the Principled Policing Curriculum that is co-taught with community. This curriculum addresses the importance of IAD and why it is of value to officers and the SFPD within the larger context of procedural justice. On December 12, 2019 the SFPD provided a summary of the training provided to its personnel, demonstrating substantial compliance with training of personnel relative to this topic. Over 98% of staff have received this training as of the end of 2018. While the actions of the SFPD under this recommendation are substantially compliant, we would recommend the department consider ongoing training on the topic.

The training curriculum is important for the larger issue of public accountability, but culturally the department would benefit from increased leadership on internal accountability as a good thing. This message should continue to be reinforced as part of the organizational culture.

Compliance Measures		Status/Measure Met
1	Develop clear messaging on the role of IAD and its ties to the tenants of procedural justice in training.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2	Provide training regarding internal investigations and the role of organizational accountability.	✓ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Administrative Issues

SFPD would be well served in identifying how to incorporate this training into annual certification as a way to re-emphasize the institutional support of the work of IA. As of now, the training does not appear to be ongoing.

Compliance Issues



Collaborative Reform Completion Memorandum

Finding # 63:

The SFPD does not fully support members performing internal affairs functions.

SFPD officers identified a department culture that is hostile and in some cases detrimental to the accountability role of the IAD, thereby limiting the effectiveness of the process. At present, the culture of the SFPD is not directed toward building an environment of accountability. Policies are disregarded, and investigations are not robust. The lack of coordination between institutional partners for investigations is a real challenge to building trust within the community. Even IAD members perceive a lack of support from the department as a whole. According to these members, not all SFPD line officers and supervisors support the need for internal investigations in ensuring transparency and building effective community relationships. IAD personnel reported arriving at a district to interview an officer and encountering district personnel, including supervisors, who would protect or conceal the officer from the investigators. From the perspective of leadership and management communications, all SFPD members need to feel valued and supported by the organization. Internal Affairs should be seen as a rewarding assignment, one that is valued by the organization.

Recommendation # 63.2

The SFPD should continue to implement the tenets of procedural justice and ensure training include instruction on the importance of the IAD's functions to the integrity of the department and connection to the community.

Response Date: 08/09/2019

Executive Summary:

One of the goals for the San Francisco Police department is to build cohesion and trust between the diverse communities of San Francisco and the Police Department. When officers perform their duties in a procedurally just way, members of the public believe law enforcement officers are legitimate and are more willing to cooperate with police, provide information to police, and willing to obey the law.

The Professional Development Unit (PDU) added a section to the current Principled Policing class that emphasizes the importance of the Internal Affairs Division. The block of instruction focuses on the need for accountability, the importance of officers' compliance with the law and the Department's policies, and the importance of transparency, following the community's call for the Department to hold its officers accountable.

The Department has partnered with community groups (Street Violence Intervention Program, Bridge Housing Corporation, and a member of the Chaplin's Staff, Rabbi Emeritus Rabbi Levin) to assist in delivering the message of accountability and focus on the need for integrity.



Collaborative Reform Completion Memorandum

The current SFPD Principled Policing course addresses the four tenants of procedural justice (voice, neutrality, respect, and trustworthiness) and managing implicit bias. Module 4 of this instruction, "Historical and Generational Effects of Policing", specifically addressed the importance of the Internal Affairs Division to uphold the integrity within the department and the communities we work with.

The Principled Policing classes taught to the Basic Recruit Class (BRC), Police Service Aides (PSAs) and civilians also teach to the importance of the Internal Affairs Division.

Compliance Measures:

1. Develop clear messaging on the role of IAD and its ties to the tenants of procedural justice in training.

The **Principled Policing curriculum** specifically addresses the importance of IAD as a component of SFPD's legitimacy in the eyes of the public. This discussion is part of Module 4 of the class. The slides for this part of the course are attached as supporting documents.

PDU added a question to the course evaluation form as a way to measure how department members were receiving the instruction of the importance of IAD. The question read, "On a scale of 1-5 how important is the IAD function at promoting the department's integrity and connection to the community?" **The Participant Evaluation Form is attached as a supporting document.**

2. Provide training regarding internal investigations and the role of organizational accountability.

Principled Policing is an on-going block of instruction that is offered at the Training Division. A "version of this class will be offered in the 2021-2022 Advance Officer/ Continued Professional Training Cycle.

3. Evidence that the training has been completed.

Department member's attendance is documented Enterprise Learning in HRMS.

Additionally, this training is documented in the member's POST training profile. See attached training rosters;

- Course Code 00300-officers who attended the 2017/2018 AO/CPT training
- Course Code 12425-officers who attended Principled Policing outside the 2017/2018 AO/CPT training
- SF229-Civilians who attended Principled Policing training