

Collaborative Reform Initiative Update

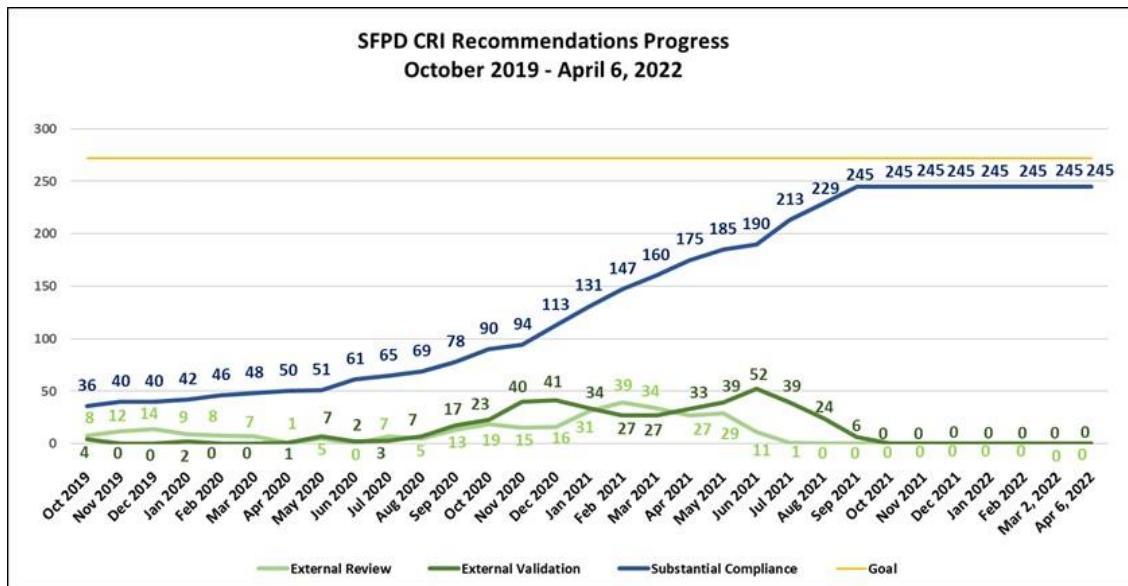


CITY & COUNTY OF SAN FRANCISCO

Police Department

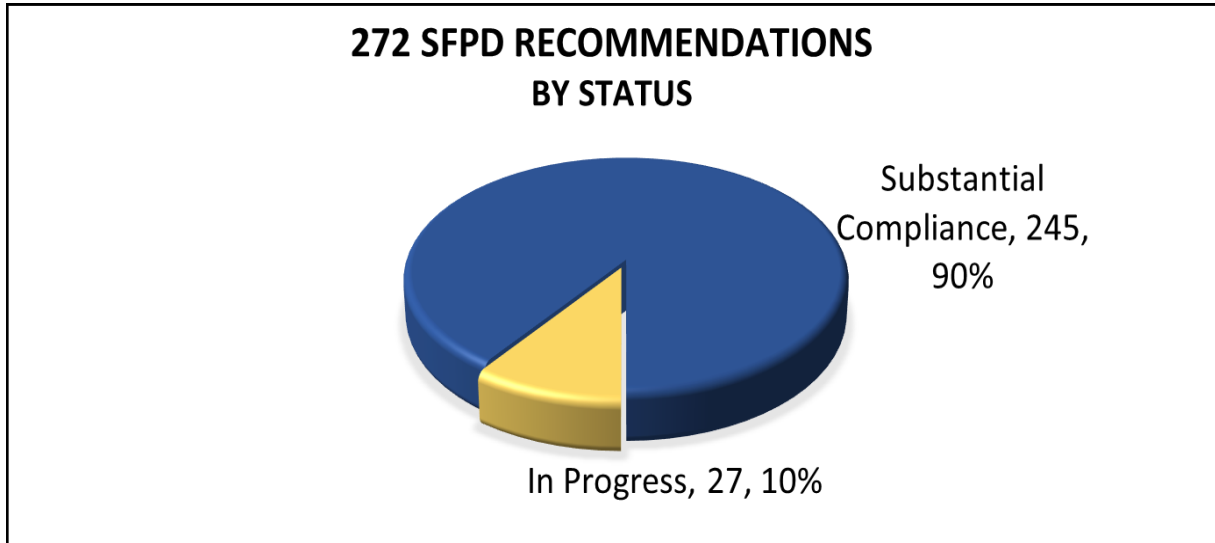
April 20, 2022

Collaborative Reform Initiative: Overview



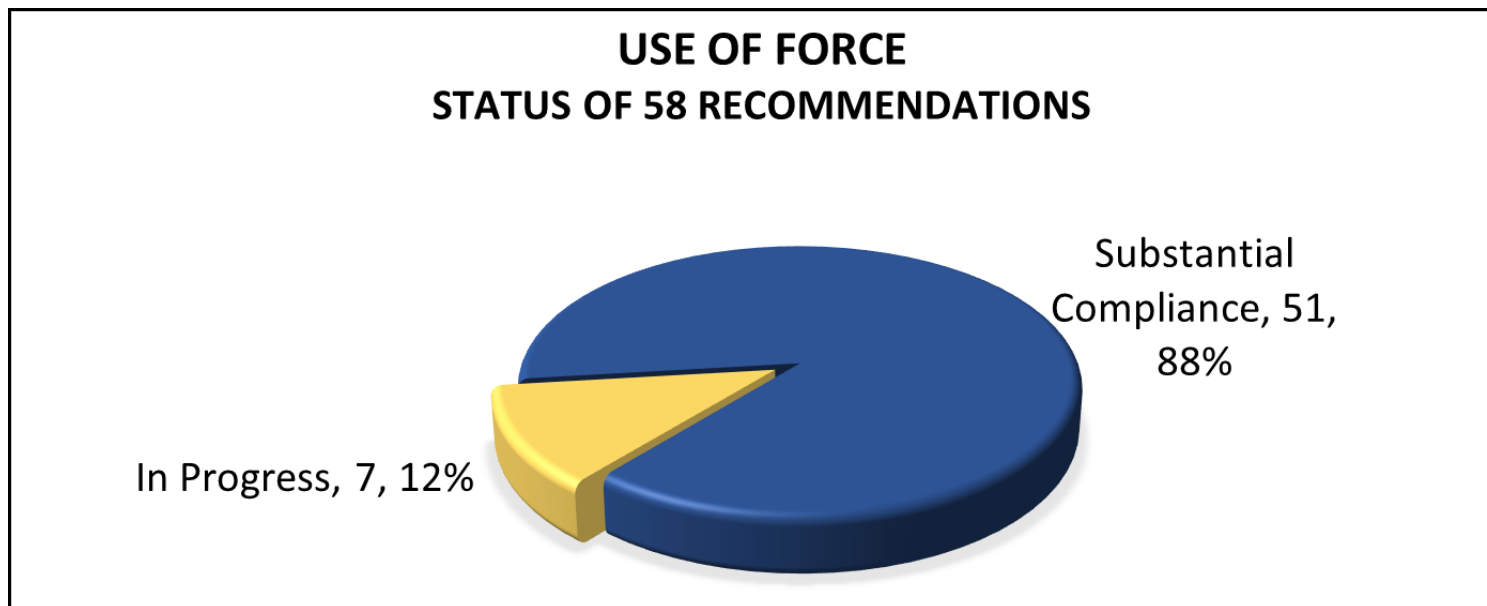
Terms	Definitions
In Progress	SFPD is actively working on the recommendation
Request for Information	Submitted recommendation and returned to SFPD for more information.
External Review	Recommendation submitted to Hillard Heintze for review.
External Validation	Recommendation submitted to CAL DOJ for review.
Substantial Compliance	Recommendations determined to meet compliance measures.

Current Status



Objective	Sub Comp (Phases 1,2,3)	In Review	Beyond Phase 3	Total
Use of Force	51	0	7	58
Bias	47	0	7	54
Community Policing	54	0	6	60
Accountability	61	0	7	68
Recruitment & Diversity	32	0	0	32
Total	245	0	27	272

Use of Force

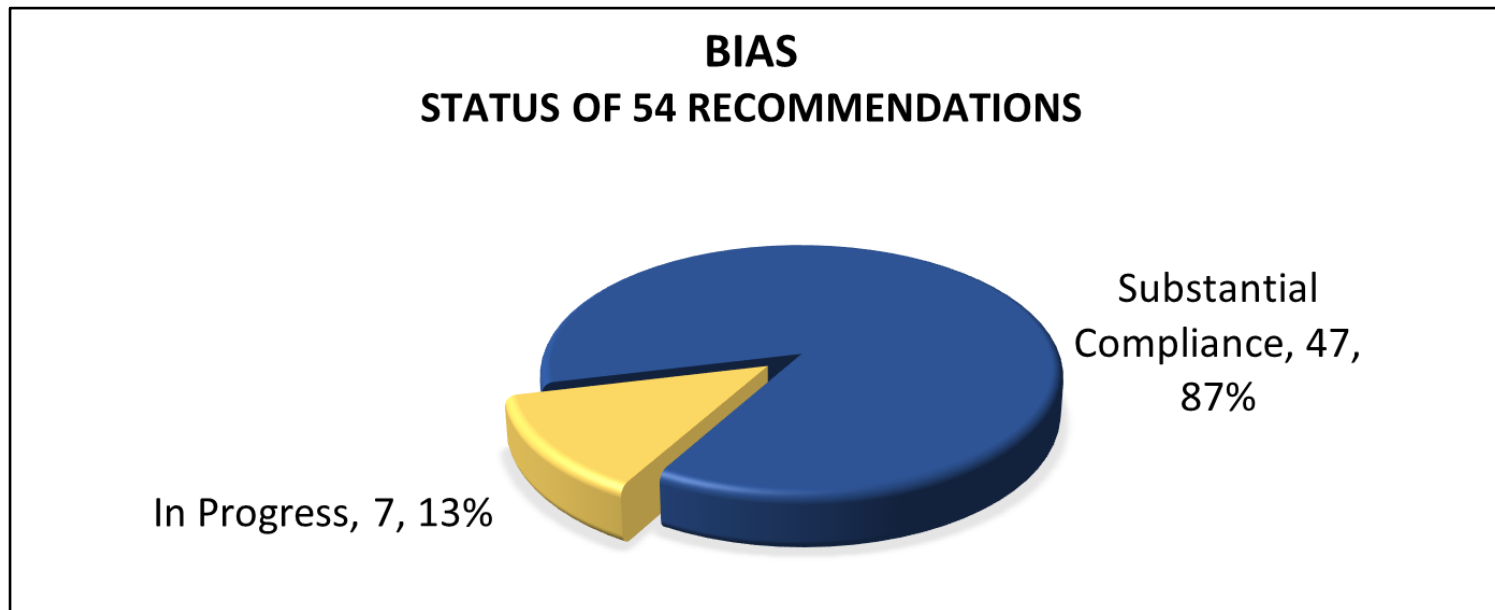


Monthly update:

7 recommendations in progress

51 recommendations are in substantial compliance

Bias

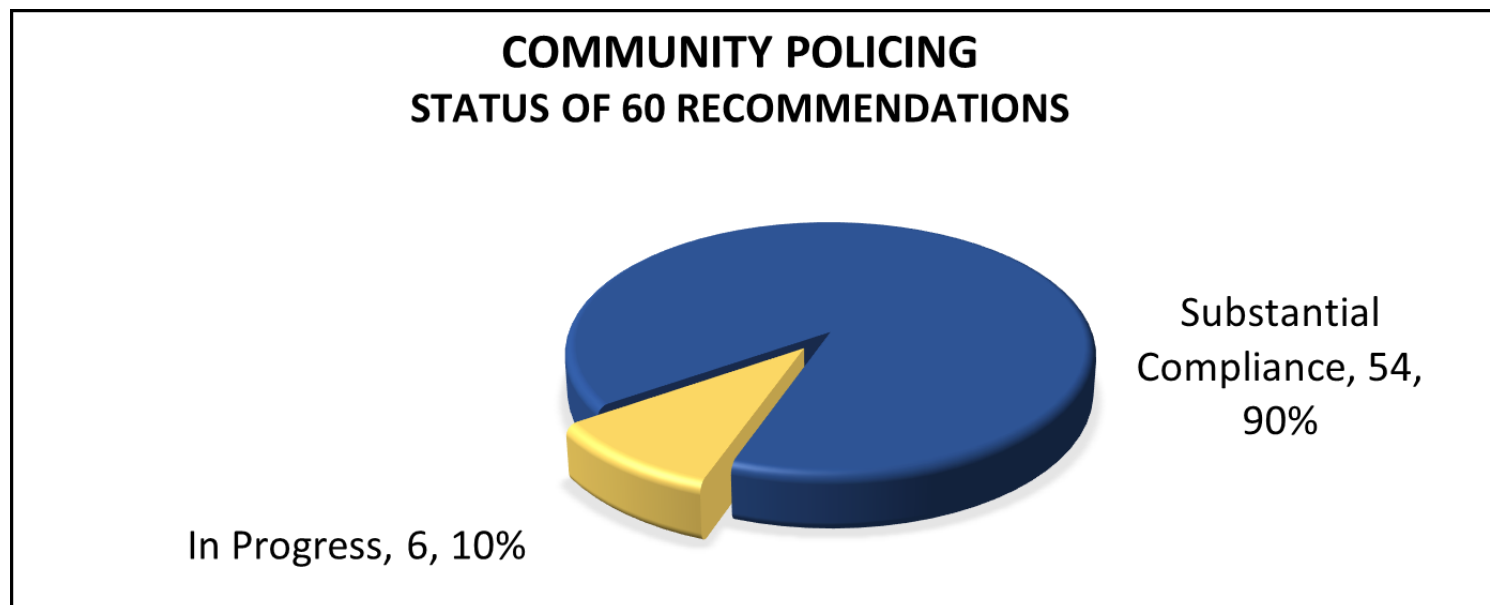


Monthly update:

7 recommendations in progress

47 recommendations are in substantial compliance

Community Policing

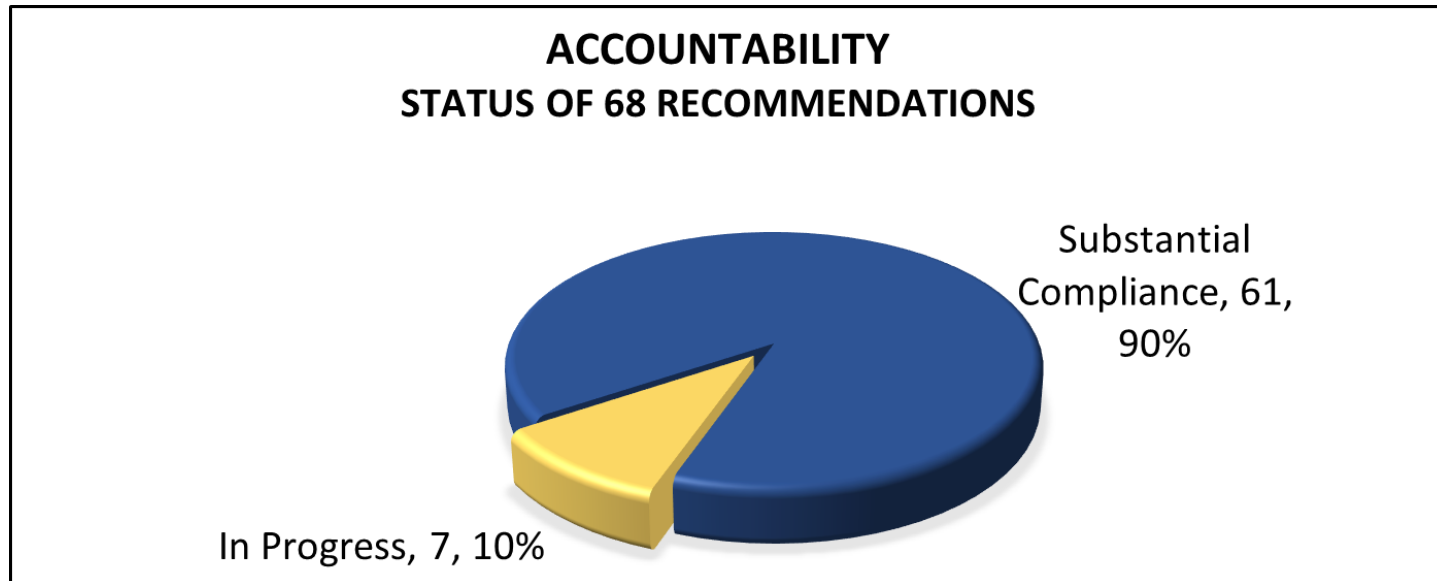


Monthly update:

6 recommendations in progress

54 recommendations are in substantial compliance

Accountability

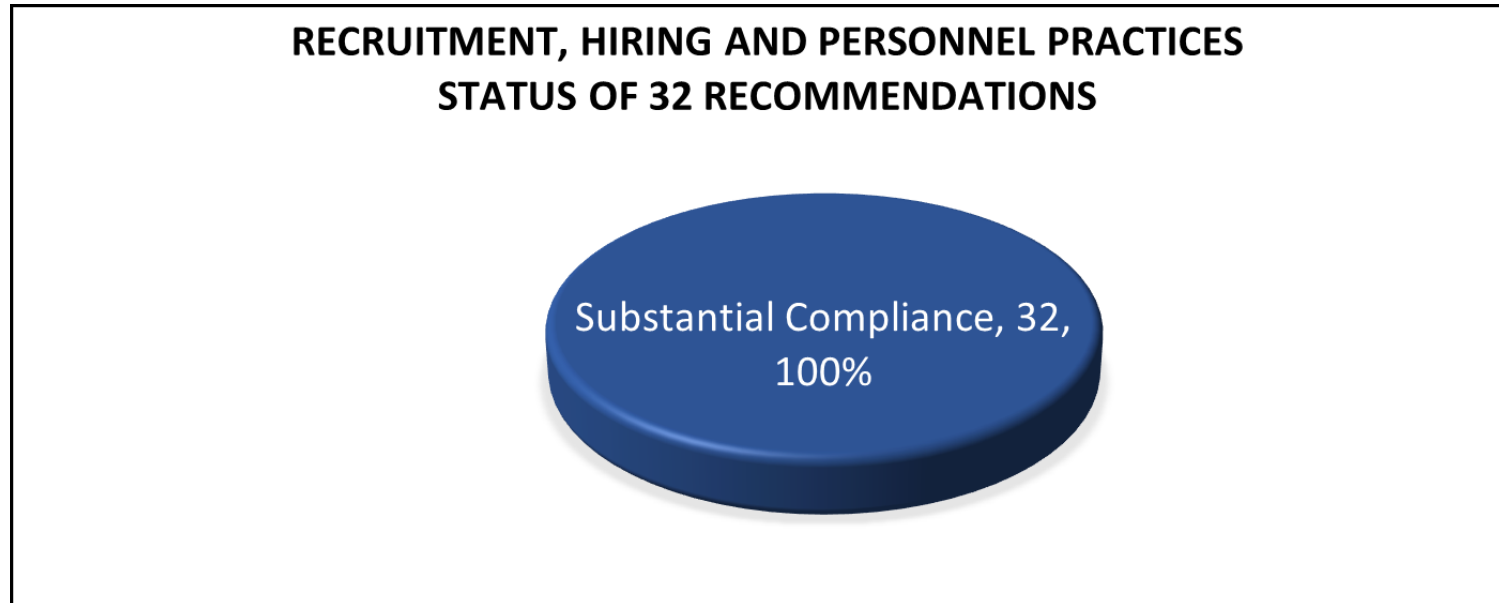


Monthly update:

7 recommendations in progress

61 recommendations are in substantial compliance

Recruitment, Hiring & Retention



Monthly update:

32 recommendations are in substantial compliance

Recommendations Beyond Phase III

- **Within 12 months**
(1.1, 20.4, 26.1, 40.6, 48.1, 55.2, 69.2, 69.3)
Examples:
 - Demographic report for discipline
 - Chief's advisory forum meetings
- **Within 18 months**
(48.2, 39.1, 22.1, 68.1, 79.1, 79.2, 79.3)
Examples:
 - Strategic plan alignment
 - Use-of-Force data collection and analysis
- **Two years**
(40.2, 41.1, 21.1, 28.1, 28.4, 28.5, 30.3, 30.4, 35.3)
Example:
 - Use-of-Force enhanced data collection plan and implementation
 - Dashboard Review System (DRS) implementation
- **3-4 years**
(20.1, 20.2, 20.3)
Example
 - Arrest data and consistency across agencies
 - Record Management System implementation

The image shows the exterior of the San Francisco Police Department building. On the left, a large glass facade reflects the sky and surrounding buildings. In the foreground, a dark grey stone wall features the department's name in raised, white, sans-serif capital letters. To the right, a brick building with a prominent overhang is visible. Three flagpoles stand in front of the brick building, flying the American flag, the California state flag, and a yellow flag. A set of concrete steps with a metal handrail leads up to the entrance of the brick building.

**SAN FRANCISCO
POLICE DEPARTMENT**