

Summer Program Overview

10-week program (June to August)
Roughly 75% of Interns Funded

23 Interns (Largest Summer Cohort)
50% Law, 50% Undergraduate
87% Underrepresented Minority





Provided Transportation
and Housing for 8 Weeks



12 Fieldtrips & Activities



Collaborations with 10
City Departments



22 Guest Speakers

Program Experience



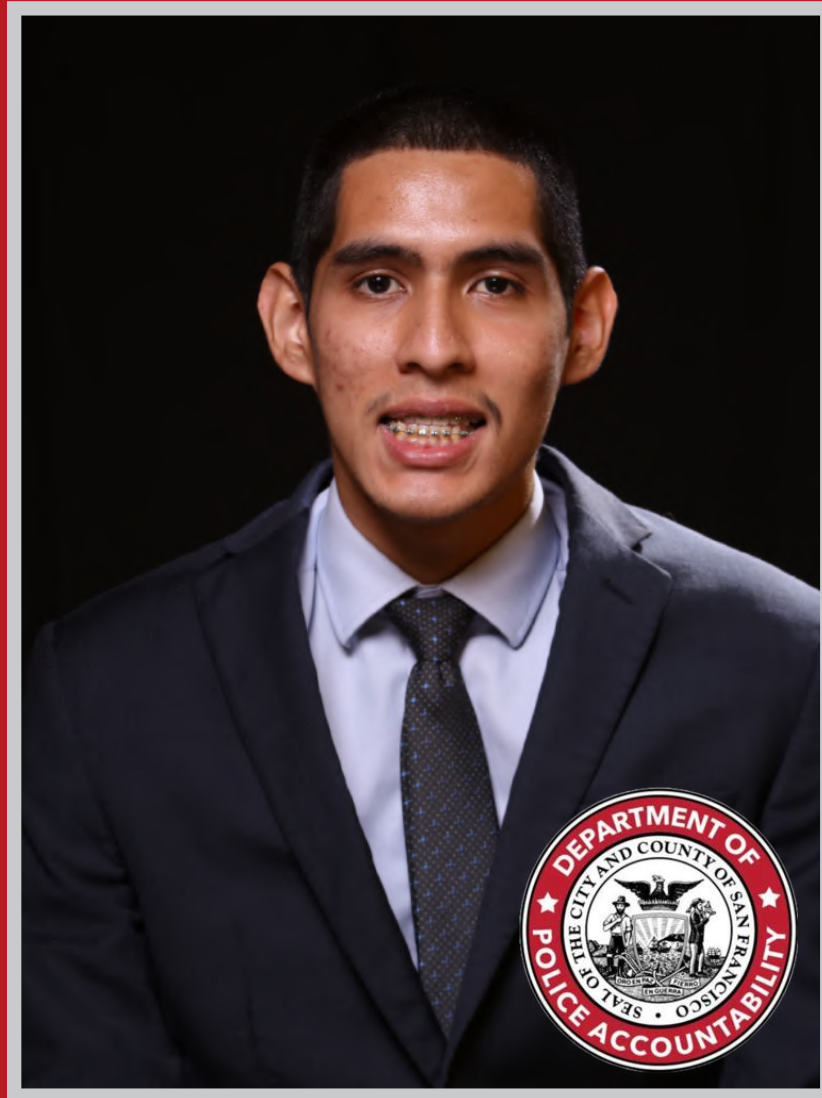
City & County of San Francisco
DEPARTMENT OF POLICE ACCOUNTABILITY

LAW AND JUSTICE REFORM

SUMMER INTERNSHIP PROGRAM 2023



LET'S MEET THE INTERNS



FAVIAN SAMANIEGO

MADRIGAL

Senior

San Francisco State University



WESLEIGH GOMES

Graduate

Howard University



JEREMIAH

JOHNSON

Sophomore

Morehouse College



ASHER CONNOLLY

Sophomore

University of Michigan

LET'S MEET THE INTERNS



MAYA CAMPBELL

Sophomore
Barnard College



ALINA FLEMMINGS

Junior
Howard University



HAILIE DELLY

Senior
Howard University



LAURYN GUIDRY

Junior
Howard University

LET'S MEET THE INTERNS



**DAISHA
THOMAS-DUFFIN**

Senior
Howard University



**NICO PETRY-
MITCHEL**

Senior
Northwestern University



LOGAN FAVORS

Sophomore
Morehouse College



**AARON FANFAIR-
HAWKINS**

Freshman
CSU East Bay

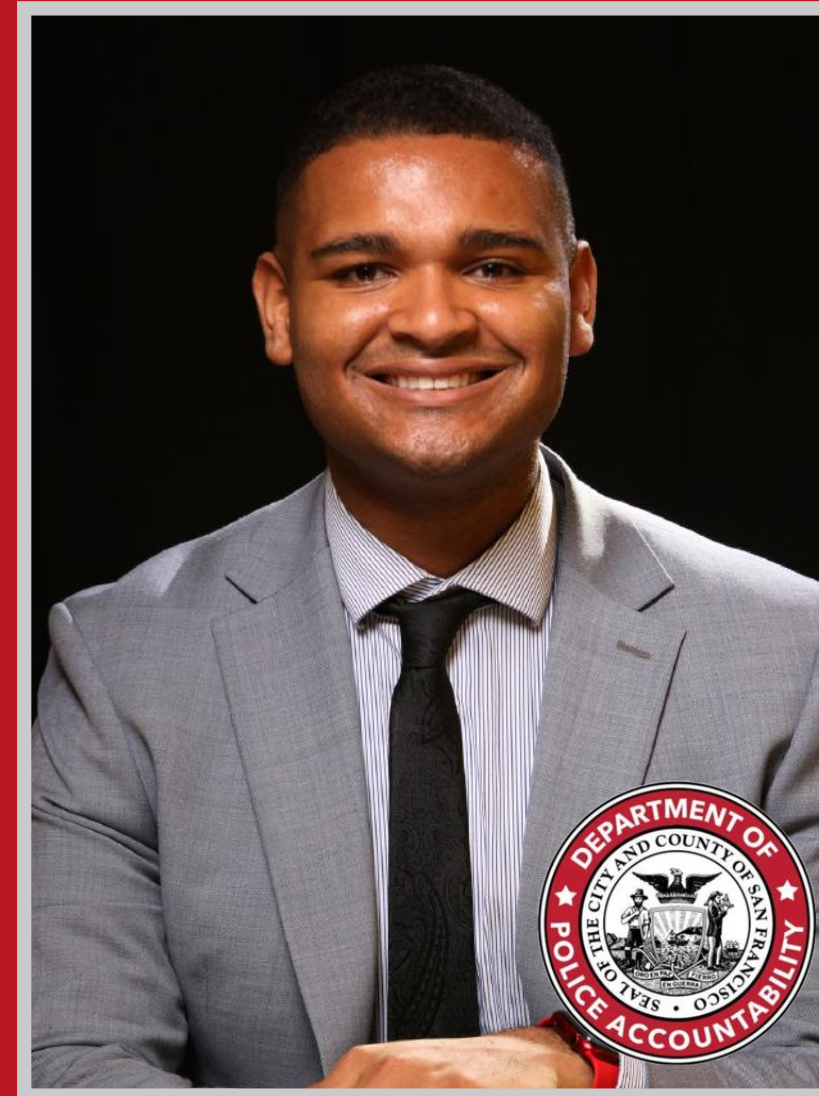
LET'S MEET THE INTERNS



**MADISON
DONAHUE-WOLFE**
3L
USF School of Law



ELISE GORBERG
2L
USF School of Law



**WILLIAM
PRESTWICH**
2L
USF School of Law



CLARE SACKSON
2L
UC Law San Francisco

LET'S MEET THE INTERNS



**YASMEEN
ABUSHAHLA**

2L
USF School of Law



**ROSAVIDA
VIRI-CRUZ**

2L
USF School of Law



**MICHAEL
DIAMANDAKIS**

2L
UC Law San Francisco



**MAYA
PETERSON-BAILEY**

2L
Santa Clara University, School of Law

LET'S MEET THE INTERNS



TESHI SAKANI

2L
USF School of Law



SOFIA ESPINOZA

3L
UC Law San Francisco



**SAMANTHA
SUKHRAM**

2L
USF School of Law



HBCU COHORT





HBCU COHORT

Guest Speakers & Organizations



**UNITED
PLAYAZ**



GLBT
Historical
Society
museum & archives

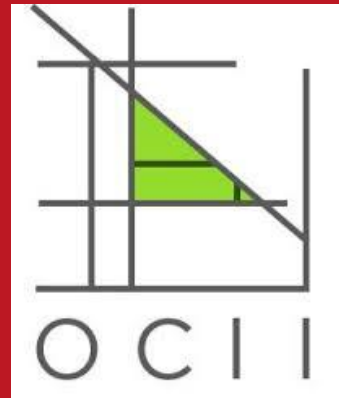


CITY OF OAKLAND



okta

THANK YOU



FROM ALL OF THE DPA INTERNS!



de Young \
Legion of Honor
fine arts museums
of san francisco



OFA/HRC



SAN FRANCISCO HUMAN RIGHTS COMMISSION

Thank you Dr. Sheryl Davis!



FAVORITE INTERN MOMENTS

The best part of the internship was coming in every Wednesday and spending time learning from some of the most brilliant, improvement-oriented, and dedicated young people I've ever met. They make me confident that the future can be nothing but bright as long as they keep doing the work.

I love learning from the diverse perspectives and experiences of my co-workers. Not only is everyone capable of describing the intersectional issues facing the DPA, they are able to articulate and communicate solutions to address the immediate or long-term effects.



The highlight of my summer was doing research for the policy team to update a Department General Order. I even got to sit in a working group meeting for a current DGO revision!

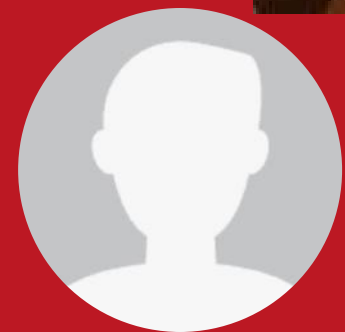
The highlight of the summer was interacting with people from all corners of the legal field. Not only did I get to have insightful conversations with law students, attorneys, and paralegals, but I also got to explore different legal avenues such as criminal, public, corporate, and governmental.

IMPLICIT BIAS



Uncovering the Hidden Prejudice That
Shapes What We See, Think, and Do

BY DR. JENNIFER EBERHARDT



IMPLICIT BIAS

- MORE THAN **70% OF EXONERATIONS** WERE THE RESULT OF **EYEWITNESS MISIDENTIFICATION**, AND **42% OF THOSE MISIDENTIFICATIONS** WERE THE RESULT OF THE **CROSS-RACIAL EFFECT**. (WELL, ET AL., 2022)
- OUT OF **367 PEOPLE** WHO HAVE BEEN **EXONERATED** IN THE US, **61% ARE BLACK**. (INNOCENCE PROJECT, 2020)

HERE'S AN EXERCISE TO ILLUSTRATE OUR POINT. PICK OUT THE PENNY FROM THIS LINE-UP:



Which penny did you choose and why?

In fact, none of these is a penny; however, you were likely to select one of these options because you read the words, “Pick out the penny.” (Innocence Project, 2020)

IMPLICIT BIAS: AIRBNB

BIASES IN BOOKING REQUESTS

- Black individuals were **16% less** likely to be accepted as guests than whites
- Of all people making booking requests on the app, requests from Black users were the least likely to be accepted

PROCEDURES IMPLEMENTED:

- Required users to sign a **community commitment pact**, with risk of being banned from the app if violated
- **Instant book** options to bypass the host's implicit biases when accepting booking requests
- Routed complaints of discrimination to **investigative specialists whose sole purpose is to root out bias**

POLICY PROPOSAL

OPTIMIZING

OFFICER-WITNESSES

INTERACTIONS

TO REDUCE IMPLICIT BIAS



OFFICER-WITNESS INTERACTIONS

The SFPD does not have a comprehensive policy for officer-witness interactions.

Several DGOs focus on interactions with people from specific populations who are not necessarily witnesses.

- **DGO 1.03:** Duties of Patrol Officers
- **DGO 1.04:** Duties of Sergeants
- **DGO 1.05:** Duties of Station Personnel
- **DGO 2.01:** General Rules of Conduct
- **DGO 5.20:** Language Access Services for Limited English Proficient Persons
- **DGO 5.22:** Interacting with Transgender, Gender-Variant, and Nonbinary Individuals
- **DGO 5.23:** Interactions with Deaf and Hard of Hearing Individuals



OFFICER-WITNESS INTERACTIONS

- **DPA complaint trends:**

- Witnesses/complainants wait too long in stations before speaking with officers or PSAs
- Officers act rude or dismissive toward witnesses/bystanders
- Officers leave relevant witness information out of Incident Reports

**A comprehensive officer-witness DGO
may fix this disconnect with the community.**



WITNESS PROCEDURES

- SFPD needs a comprehensive DGO to guide officers' interactions with witnesses and other members of the public.
- SFPD's non-public documents touch on this subject, but a DGO will allow the public to understand what's expected during and after an officer-witness interaction (decorum, documentation, etc.)
- Few jurisdictions have a policy about witness interaction, giving SFPD an opportunity to address this important, community-level issue.

GUIDELINES FOR OFFICER-WITNESS INTERACTIONS

- **Avoid negative nonverbal signals, which may cause:**
 - Escalated situations
 - Diminished credibility
 - Ineffective communication
- **Clients, Acquire/Analyze Information, Partnerships, Response, Assessment = CAPRA**
 - Clients: **Every person** a police officer interacts with, including a witness, **becomes a client** in a community policing mode
 - Officers have a professional obligation to **treat all clients with respect**

RECOMMENDATIONS FOR SFPD

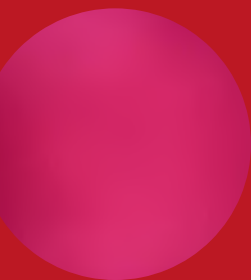
"IF YOU SEE SOMETHING SUSPICIOUS, SAY SOMETHING SPECIFIC."

PROCEDURAL REGULATIONS:

- Universal Color Complexion Chart
- Eyewitness Interview Procedures
 - Pre-administration instruction
 - Conduct sequential line-ups
 - Immediate confidence statements from the witness
- Provide multilingual resources

OUTREACH AND EDUCATION:

- Engage in community awareness campaigns for suspect identification or suspicious activity reporting
- "Descriptor Training" for officers and the public
- How-To Webpage



THANK YOU!

