

The background of the slide features a close-up of a dark blue police uniform. On the right, a prominent shield-shaped patch is visible, embroidered with "SAN FRANCISCO POLICE" in yellow and blue. Below the text is a golden eagle with spread wings, perched on a red and yellow flower. A banner across the eagle reads "ORO EN PAZ FIERRO EN GUERRA". To the left, a silver police badge is partially visible, also featuring the words "SAN FRANCISCO POLICE".

PRESENTATION TO THE SAN FRANCISCO POLICE COMMISSION

Collaborative Reform in San Francisco

The Path to Sustainability

October 4, 2023

SAN FRANCISCO AND COLLABORATIVE REFORM

Strategic Reform Initiatives:

- Use of force
- Bias in policing
- Community oriented policing
- Organizational Accountability
- Personnel practices



COLLABORATIVE REFORM - CLOSE OF PHASE 3

- CADOJ Oversight
- Jensen Hughes monitor and report
- Three Reports tracking progress
 - Final Report delivered February 2022
 - Key outcome – improved policy, practice and training for use of force

Current Reform Focus

- Work under the current reform program began September 2022
- Five projects plans with delivery timelines concluding April 2024
- Sustainability review for completed recommendations
- Independent monitoring, review, and reporting on the Department's ongoing transformation



Use of Force – Two Project Plans (1&2)

Reccs 20.1, 20.2, 20.3, 20.4, 21.2, 22.1

- Data reconciliation and ongoing analysis
- Further enforces the commitment to use of force proportionate necessary

Sustainability

Model Policy and Practices

- Disengagement policy
- Field Tactics Force Options Unit (FTFO)



Project Plan 3 & 4 – *Community Policing and Management*

Reccs 26.1, 40.6, 48.1, 48.2, 28.1, 28.4, 28.5, 30.3, 30.4, 35.3, 68.1, 79.1, 79.2, and 79.3

Management Dashboard

- Officer actions and engagement will be visible and transparent to managers
- Focus on training, coaching and mentoring
- Forward vision, unique to SFPD

COLLABORATIVE REFORM AND SUSTAINABILITY

Promising

- Project Plans
- Management Dashboard
- Operational
- Sustainability

Challenges

- Resourcing
- IT Completion
- Timeline
- Policy



SAN FRANCISCO AND COLLABORATIVE REFORM

San Francisco Distinction

- Collaborative approach
- External Oversight – CADOJ
- Organizational Investment

QUESTIONS?



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