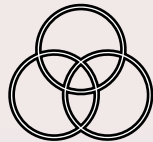


# San Francisco Department of Police Accountability

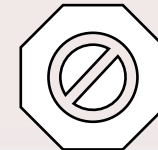
Director Paul Henderson

# Response Preview

Significant overlap  
across groups.



Ending “pretext stops”  
most recommended.



# Recommendation Feedback Loop:

## “Moving from recommendations to action”

For recommendations from external analysis, reviews, and assessments:

- ✓ Document concurrence or non-concurrence with report recommendations
- ✓ Document proposed corrective actions and implementation timelines
- ✓ Follow-up reports on the status of implementation
- ✓ Measure progress

Recommendation	Agency Response
The San Francisco Police Department should:	
1. Develop supplemental guidance to clarify when control holds qualify as reportable force, including examples from real incidents and how to consider unrelated pain or injury in use-of-force evaluations.	<input checked="" type="checkbox"/> Concur <input type="checkbox"/> Do Not Concur <input type="checkbox"/> Partially Concur  In 2020, the San Francisco Police Department partnered with the Police Commission to review and revise the Department General Order (DGO), 5.01. DGO 5.01 was amended to provide significant revisions in the control holds of a person and new reporting guidelines for use of force cases.

# Two DPA Sponsored DGOs:

## Probation and Parole DGO

- Originally drafted based on DPA sustained cases.

## Pretext Stop DGO

- DPA in drafting stages.

# Community Accountability and Transparency Groups

**“Let the community know what you have done and will be doing.”**

- President Obama’s Task Force on 21<sup>st</sup> Century Policing

**Commission led group to review the reporting of both SFPD and DPA to ensure accountability and transparency.**

- ✓ Based on U.K. Policing model.
- ✓ Allows community to give input to Commission, SFPD, and DPA what information they want to see.
- ✓ Forum for Discussion

# Community Recommendations



SAN FRANCISCO  
PUBLIC  
DEFENDER

Brian Cox

# S.F. Public Defender Recommendations

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## Eliminate “Quality of Car” Stops

Quality of Car stops include:

- License plate violations,
- Broken taillights
- Tinted windows
- Registration expired by less than 6 months.

Why?

- Enables and encourages racial profiling
- Disproportionately impacts POC
- Needle-in-haystack

## Eliminate Jaywalking & Loitering Detentions

For 1,000 Black adults, 42.6 receive citation for non-traffic local ordinance. For 1,000 White adults, 9.5 receive citations.

“Pretextual”

An excuse to stop and search many of our clients based oftentimes on implicit or explicit biases, which do not appear in the police report.

## End Baseless Searches (also known as Consent Searches)

Black and Brown people make up 40% of consent searches; yield rates between White and Black demographic nearly identical.

Yield rate for Latinx drivers(12%) significantly lower than for white drivers (30%).

SFPD officers require less suspicion to search Black and Latinx drivers than white drivers. (Stanford Open Policing Project)



# John Crew

POLICE  
PRACTICES  
EXPERT

John Crew  
**Police  
Practices  
Expert**

Former Director of the Policing Practices Project, ACLU of Northern California

Founding Coordinator of National ACLU Campaign Against Racial Profiling

Featured Presenter on Anti-racial Profiling Strategies:

- U.S. DOJ COPS Office and Civil Rights Division California Department of Justice
- National Organization of Black Law Enforcement Executives
- Police Executives Research Forum
- National Black Police Association
- Federal Law Enforcement Training Center
- National Association for Civilian Oversight of Law Enforcement
- National Association of Police Organizations
- National Center for Women and Policing

John Crew  
**Police  
Practices  
Expert**

San Francisco has *chosen* to perpetuate its long-standing, extreme racial disparities in policing by repeatedly choosing to *not* implement recommended “best practices” reforms that would reduce them.

Through inaction, San Francisco has ***NORMALIZED*** racially disparate policing.

John Crew  
**Police  
Practices  
Expert**

Reducing San Francisco's *de facto* racially policing requires:

- A new and specific **commitment** from the Police Commission.
- Articulating quantifiable disparity reduction **goals** and benchmarks.
- Pursued with real and sustained **urgency**.
- Based on **a comprehensive plan**.
- With on-going **follow-up and accountability**.

John Crew  
**Police  
Practices  
Expert**

A comprehensive plan requires:


1. Proactively rooting out **explicit bias** (e.g., California RIPA Board social media recommendations)
2. Stop using **tactics/strategies driven by implicit bias** (e.g., Ban pretext stops)
3. Changing SFPD's **internal culture** (e.g., intervention duty taught, practiced and enforced – Georgetown's ABLE Program)

(Additional details in March 14, 2020, and September 21, 2016, Correspondence.)

A red rectangular frame with a thin border, centered on the page. It encloses the name 'DANTE KING' and the tagline 'LEADER | SPEAKER | INNOVATOR'.

# DANTE KING

LEADER | SPEAKER | INNOVATOR

A stylized sun graphic on the left side of the page. It features a solid yellow circle at the bottom, with several yellow dashed lines of varying lengths radiating upwards and to the right, suggesting rays of light. The background is a solid orange color.

# Addressing Anti-Black and Racially Biased Policing at the San Francisco Police Department

Recommendations for the San Francisco Police Department,  
Chief of Police, and Police Commission



# Recommendations

## Training

Require ongoing in-person and/or virtual synchronous anti-racism training and coaching.

## Coaching

Reallocate funds to create and hire a team of experts with backgrounds in racial justice, and implicit bias

## Behavioral Health Support

Implement mental health services at every facility

## Policies

Create a no-tolerance policy and resolution regarding excessive use of force, racially-biased patterned practices; and implement streamlined discipline practices.





# Anti-Racism Training

- Training would contain a comprehensive approach of learning-education, coaching, and follow-up meetings centered on community-based policing strategies and approaches.
- Some of the focuses would include:
  - Identify and understand [racism](#) as psychological, sociological, legal, and cultural as the main property and function of government/governance.
  - Examine racial sanctioning rooted in [colorism](#), and the reasons racism was established and embedded into the legal, institutional, social, economic, and hierarchical fabric of U.S. culture.

# Anti-Racism Training

- Explore and examine personal life experiences; relationships to race, racism, racial power, and privilege; racial injustices, inequity, powerlessness, and oppression which underlie ongoing intergenerational racial traumas and triggers.
- Highlight [racial inequalities](#) and inequities through the realm of anti-Blackness, the experiences of non-White people, and White people, to examine the ways in which racial power and privilege, as well as racial powerlessness and dis-privilege impact the humanity of all individuals in a racialized society.
- Make connections to policing practices and develop culturally competent approaches to sustain trust amongst communities of color.

# Onsite Anti-Racism and Racial Bias Policing Coaches



## **Responsibilities of Coaches would include:**

Review bodycam footage; participate in policing drills.

Provide 1-on-1 and group observations about policing practices that are unaligned with the Use of Force Policy; as well as ongoing support during policing drills.

Report questionable occurrences to leadership, along with recommendations to address 1-off and/or patterned behaviors.

# Behavioral Health Services

Establish Behavioral Health Partnership and institute onsite partners to provide support for all law enforcement professionals.

Require ongoing check-ins after use of force, and excessive stop situations to examine variables that leading to and influencing tactics and decisioning.

Expand the Use of Force policy to include a “no tolerance” aspect that would include a recommendation for termination upon the 3<sup>rd</sup> occurrence

Institute an Equitable Practices policy that targets detainments, consensual searches, traffic stops, etc. This policy would be used to enact progressive discipline upon noticing any peaks above a 10% margin for racial and ethnic minorities

# Policies

OFFICERS FOR  
JUSTICE

CAPTAIN YULANDA  
WILLIAMS

# Officers for Justice Recommendations

Increase	Increase diversity and new leadership on Command Staff.
Include	Include a member of color on the Incident Review Board.
Require	Require members to carry surety bond or professional liability insurance.
Ensure	Ensure Black instructors and community activist involvement in Academy training.
Require	Require mental health evaluation every 5/10 years.



# Wealth and Disparities in the Black Community

## Phelicia Jones, Founder

Presenter: Adanté Pointer, Esq.





Wealth and Disparities in the Black Community, Founded by Phelicia Jones, is an all volunteer grassroots activist group.

We have been working specifically on the issue of Anti-Black San Francisco policing since 2015.



## Contents -

- Anti-Black racial disparity - SFPD
- DOJ COPS process & findings - Anti-Black racial bias
- Wealth and Disparities in the Black Community's Recommendations for eradicating Anti-Black racial disparities

The San Francisco Police Department stops, arrests, uses force on, and searches Black San Franciscans at **very disproportionate rates**.

*National Stats Feb 2021 - Five-thirty-eight, famed national statistics reporting, data via mapping policeviolence.org. San Francisco is the **third worst** in the nation for Anti-Black racism in Arrests:*

[fivethirtyeight.com/features/the-biden-administration-wants-to-address-racial-bias-in-policing-what-cities-should-it-investigate/](https://fivethirtyeight.com/features/the-biden-administration-wants-to-address-racial-bias-in-policing-what-cities-should-it-investigate/)

**Which police departments should the feds investigate?**

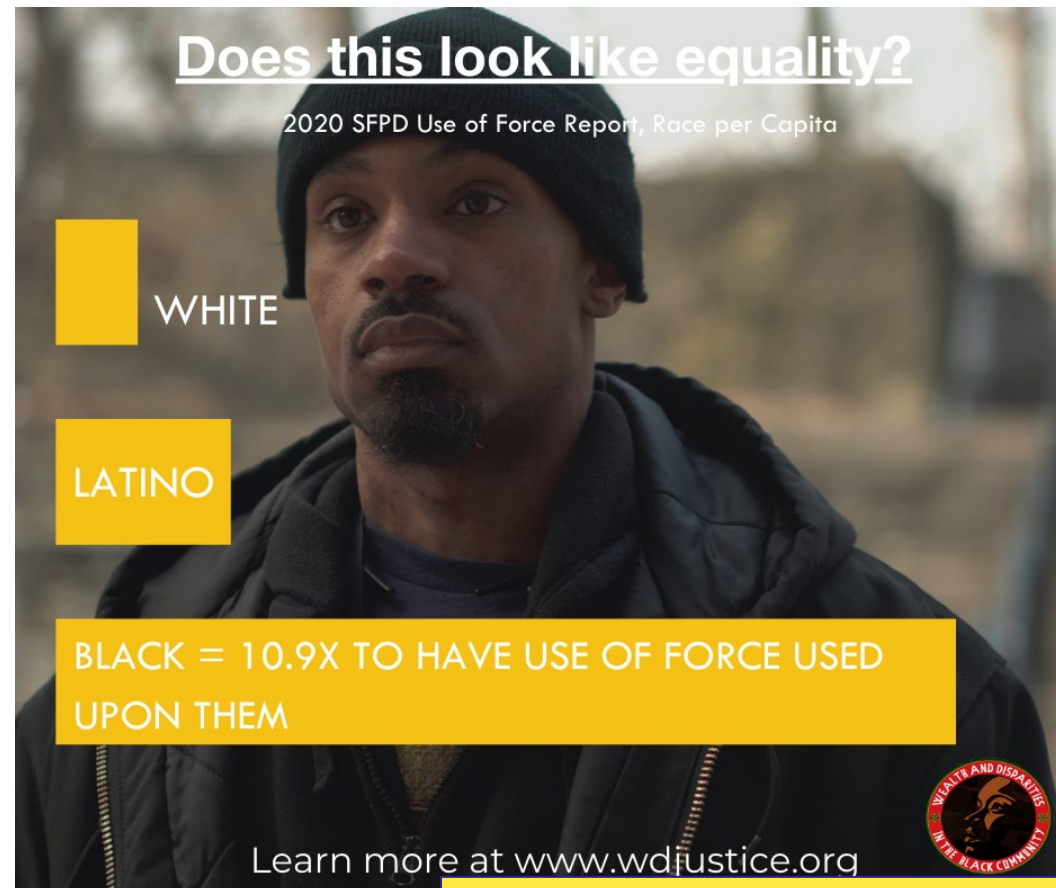
Arrests per 100 residents (2019) and police killings per 100,000 residents (2013-20) by race alongside disparities between those numbers for the police departments with the 37 largest jurisdictions in the U.S.



POLICE DEPARTMENT †	ARRESTS/100			KILLINGS/100K		
	WHITE †	BLACK †	DIS. †	WHITE †	BLACK †	DIS. †
Washington, D.C.*	0.9	6.4	7.3	0.4	5.4	13.4
Seattle, WA	1.1	7.0	6.1	2.2	12.4	5.7
San Francisco, CA	2.0	11.9	5.8	1.4	11.5	8.1
Charlotte-Mecklenburg, NC	1.0	4.8	4.8	1.0	3.7	3.7
Portland, OR	3.0	12.8	4.3	2.9	11.1	3.9
Mesa, AZ	3.1	12.9	4.2	4.6	0.0	0.0
Chicago, IL*	1.7	6.8	4.1	0.3	7.4	22.1
Austin, TX	2.5	9.4	3.8	4.0	7.2	1.8
Milwaukee, WI	1.2	4.4	3.8	1.0	7.0	7.3
San Antonio, TX	2.5	9.3	3.7	3.0	10.5	3.5
Las Vegas Metro, NV	3.9	13.2	3.4	3.3	5.9	1.8
Houston, TX	1.1	3.5	3.2	1.6	7.5	4.7
San Diego, CA	2.8	8.7	3.2	2.0	3.5	1.7

The San Francisco Police Department stops, arrests, uses force on, and searches Black San Franciscans at **very disproportionate rates**.

Per SFPD's own 96A reporting 2016-2020, Black San Franciscans are more than **10x** likelier to be arrested or to endure use of force than white San Franciscans and more than **4x** likelier than Hispanic\* (\*SFPD's term) / Latino San Franciscans.



# DOJ COPS and Bias within SFPD

- The Federal Dept of Justice (DOJ) Community Oriented Policing (COPS) review in 2016 found problems within SFPD, reporting 94 findings and 272 recommendations, within the categories of Bias, Accountability, Use of Force, Community Policing, and Recruitment, hiring and personnel -- but bias against “people of color” is noted in ALL categories
- As of the April 30, 2021 deadline from California DOJ for the DOJ COPS recommendations to be completed -- SFPD only had 175 (of 272 total) recommendations marked substantially compliant.
- We demand that the SFPD complete ALL 272 DOJ COPS recommendations - as promised to San Francisco by City leaders - by the end of 2021. The Police Commission and City Supervisors must ensure these are completed.
- In addition, Wealth and Disparities in the Black Community has the following additional community recommendations for SFPD to eliminate racially biased outcomes --

# Recommendations by Wealth and Disparities in the Black Community

1. Accountability for anti-Black/racist police. SFPD Administrative Quarterly Reporting\* of and Outside (Dept Police Accountability [DPA] / Police Commission [PC]) oversight of:

(a) monthly tracking audit to discover ‘repeat offender’ police officers;

(b) increased suspensions and outside investigations for repeat offender officers;

(c) tracking on disciplinary actions by race, gender and tenure on the force.

actively soliciting the public and stakeholders as part of the reporting, as per DPA Use of Force Audit

\*SFPD Admin department should be doing this and is not. Transparency is lacking.

# Recommendations by Wealth and Disparities in the Black Community

2. DPA (outside party) involvement in ALL Serious Incidents - Use of Force.  
DPA/PC / Outside Review (Serious Incidents Review Board, or similar - see Office of the Inspector General [OIG] in Los Angeles which is an outside entity reviewing LAPD's serious incidents), Oversight of and Quarterly Reporting on the following:

- (a) Audit of current practices within SFPD for investigating Use of Force (UofF);
- (b) Ongoing recommendations regarding updates for introducing similar level of rigor as in Officer-Involved Shootings (OIS);
- (c) Determine method for DPA involvement in investigation and subsequent disciplinary recommendation on UofF incidents;
- (d) Analysis on escalation & de-escalation of police interactions, and annual update report.

# Recommendations by Wealth and Disparities in the Black Community

3. Accountability for Officer Involved Shootings (OIS) and other Serious Incidents - Use of Force. Outside 3rd Party (DPA/PC) Oversight and quarterly Reporting regarding:

- (a) repeat offender officers should be subject to outside investigation before returning to work;
- (b) officers must be required to report on their shift before the end of the shift, not later.
- (c) all officers including plain-clothes officers should be made to wear operating body cameras when pursuing or interacting with suspects.



# Recommendations by Wealth and Disparities in the Black Community

## Enactment of True (Community-defined) Community Policing –

While not one of our recommendations related to DPA / Accountability for wrongdoing - this is critical.

What is the point of “Community Policing” if it is not defined by the community?  
The Black / Bayview community views community policing as SFPD officers *being a part of the community*, i.e. living as well as working within the community, spending time within the community, interacting with and getting to know community members.



# Wealth and Disparities in the Black Community

## Phelicia Jones, Founder

[mwjusticenow@gmail.org](mailto:mwjusticenow@gmail.org)

**Questions?**