# **CRI Sustainability Approach**





## **CITY & COUNTY OF SAN FRANCISCO**

Police Department

March 16, 2022

# Sustainability Philosophy

The SFPD is committed to upholding the progress and promise of the Collaborative Reforms Initiatives process.

Creating a sustainable system of review ensures that SFPD can continue to maintain the standards of excellence it committed to during the reform process.

- Proactive Engagement
- Commitment to Continuing Reform
- > Accountability
- Set National Standards

# **Sustainability Requirements**

Types of Review:

- Annual
- Quarterly
- Rolling (Bi-Annual)
- Single Document or Practice

<u>Total Recommendations Requiring</u> <u>Sustainability Efforts:</u> **187** 

	Use of Force	Bias	Community Policing	Accountability	Recruitment and Retention
Annual	9	12	29	15	8
Quarterly	16	20	16	20	16
Rolling (Bi-Annual)	11	1	15	13	7
Single Document or Practice	5	5	7	0	0
Total Recs for Topic*	37	34	47	42	27

\*Some recommendations require multiple types of updates in a single recommendation.

# **Sustainability Process**

## Step 1: Creating Master CRI Sustainability Spreadsheet

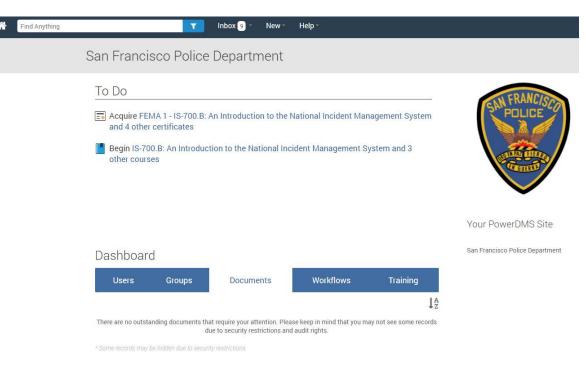
Topic	Recommendation	Annual Upate	Quarterly Update	Scheduled Update	Other Updates/Details	Responsible Party	💌 Status 💌
Community							
Policing					Annual review of Community Policing		
					Strategic Plans by DC and Com. Of FOB		
					and Com. Of CED, Quarterly review of		
	38.1	x	x		Captains' montly FOB meetings re: community policing (See DGO 1.08)	CED	sc
	30.1	~	~	2 2	Quarterly review of Captains' monthly		30
					FOB meetings re: community policing		
	38.2		x		(see DGO 1.08)	CED/FOB	sc
	50.2	2	0		Proof new ESWG seeking input from	0007100	
	38.3				diverse constituencey	CED	sc
	30.3	-		3	Annual reviews of CPABs and CED	CED	30
	39.3	x			strategic plan (December)	FOB/SMB	SC
	33.3	^		2	Quarterly PDU meeting with SFPD		
					Training coordinators, and bi-annual		
	39.4		x	x (bi-annual)	summary from Lt of PDU	PDU	SC
		2		A (or announ)	Quarterly IT Steering Committee		
					Meeting Minutes re: Technology		
	39.8		x		Roadmap review	IT	SC
					Establishment of External review		
					committee as per DGO 1.08, Proof of		
					policy implementation for community		
					policing under CED UO 20-04, Quarterly		
					compilation of CED/FOB Captain Monthly	7	IN
	40.6		x		Meeting minutes	FOB	PROGRESS
	40.8	x			Annual CED progress review	CED	SC
					Annual CED progress review and		
					Quarterly Audit to ensure compliance		
	42.1	×	x		with strategic plan	CED	SC

### Safety with Respect

# **Sustainability Process**

## Step 2: Creating Power DMS Automated Sustainability Management Tool

- The Power DMS Sustainability Management tool will send automated reminders to the commanding officer of PSPP and/or their designee.
- Reminders of items due will be sent at 60, 30, and 15 days prior to due dates.
- Sustainability Management Tool enables rolling, timely, and targeted review of recommendations with scheduled update requirements.



# **Sustainability Process**

## Step 3: Create System for Review

UNIT	UNIT INDEX NUMEER
ORDER	DATE ISSUED
	DATE REVISED
SUBJECT: CRI Sustainability Procedures	
ISSUED TO: Professional Standards and Principled Policing Unit	ISSUED BY:

#### Purpose:

The San Francisco Police Department is committed to upholding the progress and promise of the Collaborative Reform Initiatives process. Creating a sustainable system of review will ensure that the SFPD continues to maintain the standards of excellence and accountability it committed to during the reform process.

This unit order creates a schedule for regular review of all 272 recommendations so that the SFPD can ensure it continues to improve and meet the reform goals of the Department.

#### Process:

Two levels of review will be necessary to ensure an effective system of sustainability: general and targeted.

General review of each recommendation on an annual basis will ensure that all of the recommendations are monitored and given periodic updates with passage of relevant <u>DGOs</u> or Department Bulletins as needed.

## **Unit Order**

- Establishes purpose of sustainability efforts
- Establishes process for review
  - General Review
  - Targeted Review
- Establishes process for timely updates and addition of sustainability materials to recommendation files
- Establishes accountability for the sustainability process with PSPP Unit

# Sustainability Record Keeping

## Types of Records:

- ✓ Electronic Records
- ✓ Hard Copies
- ✓ CRI Sustainability Spreadsheet

The above records shall be maintained by PSPP alongside the CRI Files in both electronic and paper formats.

The Supervisor of PSPP will be responsible for ensuring continual updates and review of records for completeness. Records of digital reminders of items coming due will be kept in the Power DMS Sustainability Management.

# Sustainability Timeline

## January 1 – February 28:

- Completed general review of Use of Force recommendations
- $\succ$  Began intentional assessment of recommendations with annual, bi-annual, and guarterly review requirements
- Completed initial general review of all recommendations
  - Identified 16 further recommendations for addition to targeted review

## Feb. 1-March 31:

- Continue collaboration with Power DMS team to create automated Sustainability Management System
- Collect documentation for Q4 2022 and annual reporting requirements

## March 1 – April 30:

- General review of Bias Recommendations
- Begin collection of Q1 2022 sustainability documentation

# Comments or Questions?

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# SAN FRANCISCO POLICE DEPARTMENT