

Resolution Calling for Examination and Measurement of the Community's Contribution to Biased Policing Based on Findings from the 2016 SF DOJ Collaborative Reform Initiative

Whereas in 2015, the SFPD was involved in six fatal officer-involved shootings.

Whereas in a 2010 criminal investigation, a series of racist, sexist, and homophobic text messages was found to have been shared among a group of SFPD Officers.

Whereas as the public was not informed about the biased texting until February 2014.

Whereas, a sworn declaration from an FBI special agent filed in federal court identifies overtly racist statements made between SFPD officers.

Whereas in February 2016 in response to unrelenting community outcry over a spate of fatal officer involved shootings, San Francisco's Mayor Lee called for a DOJ Collaborative Review of SFPD.

Whereas within the 272 recommendations the DOJ Review called for the SFPD to change procedures under Bias Policing. Recommendation 25.3 of the assessment advised that the community along with SFPD participate in Biased Awareness activities.

Be it resolved that to address the Non-Police Officer or Community's contributions to Biased Policing the SF Board of Supervisors requires that:

1. City Agencies review their partnerships with social media companies that allow the stigmatization of People of Color under the guise of pursuing public safety.
2. City agencies should examine their partnerships with public safety groups to ensure their volunteers and employees are versed in bias awareness and receive anti-bias training. The fulfillment of this training should be made publicly available on group websites.
3. SFPD Community Policing protocols should require:
 - a. Bias awareness/anti-bias training for all volunteers and paid employees of public safety city groups;
 - b. Each district's Community Police Advisory Board (CPAB) to have a designated seat for an Anti-Bias Liaison filled by a district community member;
 - c. CPABs to be independent bodies, allowing captains to nominate members, who would then be reviewed and appointed by Supervisors or other elected officials not tied to the SFPD;
 - d. Bias Awareness/Anti-Bias Training for employees of each of the city's Community Benefit Districts (CBD); and
 - e. Bias Awareness/Anti-Bias for Training Neighborhood Watch Block Captains.
4. Each SFPD District's Newsletter should include a segment entitled "**This is NOT Community Policing: 'We Don't Need You To Do That'**" citing real examples of Racial Profiling.
5. SF Board of Supervisors should recommend to the state that California State Stalking Laws include Anti-Bias legislation in order to curb racial profiling and title such legislation **Trayvon's Tracking Law**.

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6. Because implicit bias still permeates policing and safety organizations and structures, restorative justice strategies should be used wherever possible, as opposed to the state's criminal justice system.

Be it further resolved that during the implementation of the above requirements, SF contract an appropriate firm in order to both examine and measure bias within the above named segments in order to evaluate the impact of this work. All findings should be made publicly available online.

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Citations

1. [DOJ Collaborative Reform Initiative](#) : An Assessment of the San Francisco Police Department, Executive Summary, October 2016.
2. Ibid.
3. Ibid.
4. Declaration of Special Agent Tyler Nave in Support of Government's Opposition to Defendant Furringer's Motion for Bail Pending Appeal at 1-2 & Exhibit A, *United States v. Furringer* , No. CR 140102 CRB (N.D. Cal. Mar. 15, 2015) ECF No. 247-1.
5. "As detailed below **biased policing** is the use, to any extent or degree, of actual or perceived race, color, ethnicity, national origin, religion, gender, age, sexual orientation, or gender identity in determining whether to initiate any law enforcement action in the absence of a specific suspect description." SFPD DGO 5.17 Rev. 05104111
6. DOJ Recommendation 25.3 instructs SFPD "...expand its focus on initiatives relating to anti-bias and fully implement existing programs as part of the overall bias strategy, including the existing Not on My Watch program aimed at engaging officers **and the community on addressing issues of bias.**"
7. Full text of "Transcript of George Zimmerman's Call to the Police"
https://archive.org/stream/326700-full-transcript-zimmerman/326700-full-transcript-zimmerman_djvu.txt .
Accessed February 4, 2018.