

## Public Safety Reform Efforts Across Jurisdictions

| Jurisdictions                | Campbell Police Department  | Gilroy PD  | Los Altos Police Department   | Los Gatos/Monte Sereno PD's  | Milpitas   | Morgan Hill   | Mountain View   |
|------------------------------|---|--|---|--|--|---|---|
| Public Safety Reform Efforts | <p>Implement:</p> <ul style="list-style-type: none"> <li>• Ban chokeholds and other forms of neck restraint</li> <li>• Require de-escalation (taking no action or passively monitoring the situation may be the most reasonable response).</li> <li>• Require warning before shooting.</li> <li>• Exhaust all alternatives before shooting.</li> <li>• Duty to intervene: any officer observing another to be using unnecessary force must intervene.</li> <li>• Ban shooting at moving vehicles.</li> <li>• Require use of force continuum: Campbell Police officers adhere to US Supreme Court's <i>Graham v. Connor</i> reasonable standard to apply force.</li> <li>• Require comprehensive reporting.</li> <li>• Training: all officers attend a 40- hour crisis intervention training course based on de-escalation and dealing with mental health crises. Officers participate in principle policing, procedural justice, neutrality, and addressing implicit biases.</li> <li>• Body-worn and in-car cameras: all officers equipped with body-worn cameras and police vehicles equipped with similar recording systems. Officers are expected to record pedestrian contacts, interviews, and other events when a recording could have value as evidence, to limit liability, to resolve citizen complaints, or as training tool.</li> </ul> | <ul style="list-style-type: none"> <li>• Department has suspended the use of the Carotid hold.</li> <li>• City has not addressed whether reforms will be implemented.</li> <li>• A group of local residents known as Gilroy Community Action on Policing is demonstrating for public safety reforms to bring more transparency and accountability.</li> <li>• Organizers listed 19 reforms they have proposed:             <ol style="list-style-type: none"> <li>1. Ban the carotid hold and other neck restraints.</li> <li>2. outright ban on shooting at moving vehicles.</li> <li>3. Elaborate CPD's peaceful demonstration policy. Ban rubber bullets and chemical weapons.</li> <li>4. Create online submission option for complaints.</li> <li>5. Release data on use of force reports.</li> <li>6. Maintain and release officer disciplinary records.</li> <li>7. Publish identification of officers involved in complaints of racism, excessive use of force, and sexual assault.</li> <li>8. Establish Civilian Review Board.</li> <li>9. Require body cameras for all on duty officers.</li> <li>10. Establish duty to intervene in another's excessive use of force.</li> <li>11. Police training on de-escalation, racial bias, mental illness more frequently than every 5 years.</li> <li>12. Required de-escalation.</li> <li>13. Require warning before shooting/use of force.</li> <li>14. Reduce the use of armed officers in criminal investigations after the fact.</li> <li>15. Disallow the purchase of surplus military equipment.</li> <li>16. Protect investment in community-led health and safety strategies, instead of investing in police.</li> <li>17. Eliminate police presence on school campuses.</li> </ol> </li> </ul> | <ul style="list-style-type: none"> <li>• Officers are issued body-worn cameras.</li> <li>• "Recognize the use-of-force policies and utilize them in policing".</li> </ul>   | <ul style="list-style-type: none"> <li>• Updated Department policies related to use of force incorporating the majority of the "80CANTWAIT" recommendations.</li> <li>1. Incorporated the concept of "tactical conduct" as related to the use of force scenarios, in which the officers' actions leading up to a use of force are evaluated as a part of the use of force review.</li> <li>2. Policy changes require the creation of time, space and separation in potential use of force situations to facilitate de-escalation tactics.</li> <li>3. Banning the use of chokeholds in the use of force policy.</li> <li>4. Require the use of a verbal warning to proceed the use of deadly force and less lethal force where feasible.</li> <li>5. Review and evaluate the tactical deployment of less lethal use of force options and the use of force review process.</li> <li>6. Prohibit the use of kinetic impact projectiles as measure of crowd control tactics.</li> <li>7. Limit the use of kinetic projectile as a use of force option only to affect an arrest for criminal behavior or to stop an imminent threat to public safety.</li> <li>• Reinforced training on the duty to intervene in other officers' use of excessive force.</li> <li>1. Conducted additional training through Defensive Tactics Cadre and Advanced Officer Training (AOT) on the duty to intercede.</li> <li>• Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase de-escalation skills of officers.</li> <li>1. Department personnel sent to ICAT instructor certification training to incorporate ICAT training with Defensive Tactics perishable skills training for officers.</li> <li>• Requirement of all officers and dispatchers to attend Crisis Intervention Team (CT) training within one-year of appointment.</li> </ul> | <ul style="list-style-type: none"> <li>• Believe their practices are already aligned with 80cantwait, but understand that some policy adjustments may be needed to support the practices already in place.</li> <li>• Implemented Principal Police training in 2018, Procedural Justice training, and Implicit Bias training.</li> <li>• Banned the use of the carotid</li> <li>• Requires all officers/dispatchers to attend and complete 40 hours of CIT training</li> <li>• Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase the de-escalation skills of our officers</li> </ul>  | <ul style="list-style-type: none"> <li>• Procedural Justice in Policing.</li> <li>• Sustaining Positive Non-Enforcement Activities.</li> <li>• Utilizes majority of 80CANTWAIT policies.</li> <li>• Require Use-Of-Force Continuum (requires officers to use the minimum amount of force that reasonably appears necessary given known facts and the totality of the circumstances)</li> <li>• Ban Chokeholds and Strangleholds.</li> <li>• Require De-Escalation.</li> <li>• Require Warning Before Shooting.</li> <li>• Exhaust All Other Means Before Shooting.</li> <li>• Duty to Intervene and Stop Excessive Force by Other Officers.</li> <li>• Ban Shooting at Moving Vehicles.</li> <li>• Require Comprehensive Reporting Each Time an Officer Uses Force.</li> <li>• Participates in City-facilitated Community Town Hall Meetings addressing community concerns.</li> <li>• Piloting Mobile Crisis Response Team program (Corporal and Behavioral Health Services Clinician reach out and connect with residents suffering from mental health issues to service before they suffer a crisis).</li> </ul>   | <ul style="list-style-type: none"> <li>• Utilizes majority of strategies of 80cant wait.</li> <li>• Had previously banned chokeholds &amp; strangleholds and discontinued carotid restraint holds in December 2020.</li> <li>• Philosophy of de-escalation is interwoven within majority of department operations, procedures, and training.</li> <li>• City Council meeting on June 23, 2020, proclaimed that Black Lives Matter will be adopted.</li> <li>• Banning the use of the carotid hold and signing onto President Obama's "Mayor's Pledge" to review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community.</li> <li>• A Human Relations Commission is reasonable on unconscious bias and other efforts to converse the community.</li> </ul>   |
| Accountability               | <ul style="list-style-type: none"> <li>• "Have committed to increased accountability".</li> <li>• Continues to evaluate their training program and policies.</li> </ul>   | <ul style="list-style-type: none"> <li>• Gilroy PD have begun to review every use of force incident to determine if the force was applied within department guidelines and the law.</li> </ul>   | <ul style="list-style-type: none"> <li>• Ensure ongoing relevant training:             <ul style="list-style-type: none"> <li>• All officers are crisis intervention training certified.</li> <li>• All officers are trained in "Bias-based policing".</li> <li>• The department has certified instructors in Bias-based policing, fair and impartial policing, and de-escalation strategies.</li> </ul> </li> <li>• Officers are exposed to a variety of training structured to increase multi-cultural understanding. Officers most recently participated in department-wide training: Preventing and Responding to Anti-Muslim Bigotry.</li> <li>• All applicable policies were changed to align with AB 392 law and all officers have received necessary training.</li> <li>• Citizens' Police Task Force provided recommendations to council to initiate following changes:             <ul style="list-style-type: none"> <li>• School resource officer program removed from Los Altos High School.</li> <li>• Intake of personnel complaints against officers were enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms.</li> <li>• Complaints can be submitted to an independent intake official: connects with city of Los Altos.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Implemented and deployment of upgraded body worn cameras on all field personnel (sworn, and professional staff).</li> <li>• Implementation of upgraded vehicle mounted dash cameras for all patrol vehicles.</li> <li>• Upgraded Temporary Holding Facility and interview room cameras and audio.</li> <li>• Implemented a new Computer Aided Dispatch (CAD) and Record Management System (RMS) that allows for enhanced data collection, data reporting, statistical analysis and improves overall data transparency.</li> <li>• In 2020, initiated the collection of several data points for the California's Racial and Identity Profiling Act (RIPA) for all prospective subject contacts and department personnel per the legally mandated implementation date (2022).</li> <li>• All applicable policies were changed to align with AB 392 law and all officers have received necessary training updates.</li> <li>• Established statistical data collection methods to maintain statistical data on hate crimes, hate incidents, and incidents influenced by a mental health factor.</li> <li>• Collaboration with the Town of Los Gatos and the Independent Police Auditor to create a streamlined process through the Town Clerk's Office, make citizen complaint forms readily available, and</li> </ul>  | <ul style="list-style-type: none"> <li>• Accepts written and verbal complaints for policy violations. Follows up with thorough investigations of each complaint through interviews, reviewing evidence, reviewing radio traffic, reviewing body-worn camera footage.</li> <li>• Final findings in internal affairs investigations and imposed discipline rests with the chief. Ethical situations and national incidents are discussed with officers in briefing settings regularly.</li> <li>• Officers are required to intervene when another officer clearly uses force outside policy and the law</li> <li>• Training is at the core of ensuring staff are properly equipped to respond appropriately and to treat all community members fair, equally and with dignity.</li> <li>• Robust disciplinary process</li> </ul>   | <ul style="list-style-type: none"> <li>• Adopted body-worn camera policy.</li> <li>• Provide crime data in real time and release an Annual Report in Spring.</li> <li>• Case management software system designed to provide early warning notifications to supervisors and management (to provide intervention for use of force incidents, vehicle pursuit, vehicle collisions, and complaints).</li> <li>• Implementing California's Racial and Identity Profiling Act of 2015 to collect, maintain, and analyze demographic data on all detentions and searches.</li> <li>• All officers are Crisis Intervention Training certified.</li> <li>• The department strictly prohibits Bias-based policing when not in combination with credible, timely and distinct information.</li> <li>• The department has certified instructors in fair and impartial policing and de-escalation strategies.</li> <li>• All officers have received training in LGBTQ+ Awareness.</li> <li>• Duty to Intervene and Stop Excessive Force by Other Officers.</li> <li>• Actively investigate cases alleging of misconduct by officers.</li> </ul>  | <ul style="list-style-type: none"> <li>• In the wake of the Black Lives Matter movement, the city of Mountain View and the Mountain View Police Department have partnered with Stanford University to hire a research fellow tasked with analyzing local law enforcement data and providing context so officials may better communicate and develop healthy relationships with the community.</li> <li>• Duty to intervene and stop excessive force by other officers.</li> <li>• City Council council created a Public Safety Advisory Board, appointing 7 members from the Mountain View community from a variety of diverse backgrounds. This board, established in 2020, will make recommendations to the City Council, City Manager, and Police Chief on public safety matters.</li> </ul>   |
| Community Engagement         | <ul style="list-style-type: none"> <li>• Implement various events to engage with the community: Summer concerts, Boogie on the Ave, National Night Out, Toy Program, Shop with a Cop, Coffee with a Cop, station visits, Bike Giveaway, and more.</li> <li>• Remain in contact through various social media platforms.</li> </ul>   | <ul style="list-style-type: none"> <li>• Community active after death of George Floyd.</li> <li>• No active talks from the government about change or reform.</li> <li>• All of the engagement is also being conducted in Spanish (Town hall meetings, and community assemblies).</li> </ul>   | <ul style="list-style-type: none"> <li>• Social media platforms (Twitter, Nextdoor, Facebook).</li> <li>• Crime prevention newsletter: monthly newsletter summarizing property crimes, provides information about crime trends and offers crime prevention tips.</li> <li>• City Manager's Weekly update.</li> <li>• Pamphlet Carving Ice Cream Cone with a Cop, National Night Out.</li> <li>• Chat with the chief.</li> <li>• Los Altos PREPARES: raises awareness of emergency preparedness.</li> <li>• Citizens' Police Task Force: met with police department and staff to understand policies, practices, and the complaint intake process. The task force provided recommendations to Council: Council directed PD to initiate changes.</li> <li>• School resource officer program removed from Los Altos High School.</li> <li>• Intake of personnel complaints against officers was enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms.</li> <li>• Complaints can be submitted to an independent intake official: connects with city of Los Altos</li> </ul>   | <ul style="list-style-type: none"> <li>• Recently launched the Special Needs Awareness Program (SNAP), which provides first responders with important information (for response and communication actions) related to individuals that may have a memory disorder, hearing impairment, autism or other behavioral disability.</li> <li>• In 2020, Department implemented Spide Tech as a pilot program which solicits community feedback (survey via text message) for the utilization of police services for specific call types and services.</li> <li>• Town of Los Gatos continues to host a series of community workshops to address racial and social injustices and police reform.</li> <li>• June 2020: Mayor Jensen signed the Obama Foundations pledge committing to the following actions:             <ol style="list-style-type: none"> <li>1. Engage community by including a diverse range of input</li> <li>2. Report the findings of the review to seek community input</li> <li>3. Reform the community police departments use of force policies.</li> </ol> </li> <li>• The Police Department developed a curriculum and will be hosting their inaugural Citizens' Police Academy in 2021.</li> <li>• Continue to engage in community events such as National Night Out, Coffee with a Cop, Special Olympics, Shop with a Cop, St. Baldrick's Foundation, and provide guest speaker appearances for other local non-profit organizations (social clubs, faith-based organizations, senior community events)</li> <li>• Continue community outreach participation and safety planning collaboration with faith-based organizations in town, businesses and schools.</li> <li>• Conduct residential, business, and public safety threat assessments.</li> <li>• Provide structured direction and oversight of community volunteer</li> </ul>        | <ul style="list-style-type: none"> <li>• Post information to the website and various social media platforms and have discussions with community groups and members.</li> <li>• Work with public and private schools to develop relationships with youngest community members.</li> <li>• Citizen and teen police academies allow members of the community to learn about the complexity officers face each day and provides a glimpse into the training officers receive.</li> <li>• Various other events facilitate conversation with the community.</li> <li>• Milpitas High School led a BLM march with police offering traffic control and security.</li> <li>• Released a video message to the community as a demonstration of solidarity against the actions involved in George Floyd's death.</li> <li>• Continuous evaluation of ways to connect with all community groups in the City.</li> <li>• Partners with other City departments to expand our ties to the community</li> </ul> | <ul style="list-style-type: none"> <li>• A community survey was conducted in 2012 regarding rating the police department's service.</li> <li>• In 2021, the department will establish a baseline to best measure performance in fostering feelings of trust in the department and safety in the community.</li> <li>• Actively utilize community engagement events (Citizens' Police Academy, National Night Out, Coffee with a Cop, Special Olympics, Faith &amp; Blue, Shop with a Cop, department tours for youth organizations and groups).</li> <li>• Provide community outreach program (Volunteers in Policing, Police Explorers, Community Emergency Response Team Basic Training)</li> <li>• Maintains an active social media presence to provide information to community.</li> <li>• Participates in City-facilitated Community Town Hall Meetings providing police department updates.</li> <li>• Helped facilitate safety measures for demonstrations held in the city and ensure the safety of all without arrests being made.</li> </ul>   | <ul style="list-style-type: none"> <li>• Re-examined ways in which to connect with their community.</li> <li>• Launched MVDC's: partnering for the Future of Policing. It is an 8 week immersive experience that brought in local activists, concerned residents, and community stakeholders to dialogue and learn more about department procedures and practices.</li> <li>• Reviewed alternative service delivery models, working in collaboration with other regional agencies and community partners to address and achieve better outcomes for community needs such as homelessness, mental health, and substance abuse.</li> <li>• The creation of a City Council subcommittee on Race, Equity, and Inclusion will work to provide opportunities for meaningful dialogue with the community towards a vision of justice and equity in Mountain View.</li> </ul> |
| Transparency                 | <ul style="list-style-type: none"> <li>• "Have committed to increased transparency".</li> <li>• All use of force incidents go through a rigorous, multi-level review process. The final state of the review entails the division commander reviewing reports and videos and entering the details into a use of force database to ensure that all force complies with established procedures. These recordings are made available to the defendant and their attorney through the standard discovery process.</li> </ul>   | <ul style="list-style-type: none"> <li>• Gilroy PD have begun to review every use of force incident which has helped to identify training deficiencies.</li> </ul>   | <ul style="list-style-type: none"> <li>• Prepared a statistical report outlining several key areas of interaction with the community.</li> <li>• Stop and arrest data report: comprehensive data collected on every vehicle and pedestrian stops released to the public on a regular basis and available in an annual report.</li> <li>• Made website updates to include a fillable complaint form, training and policies, stance on 80cantwait, and a maintaining transparency page.</li> </ul>  | <ul style="list-style-type: none"> <li>• Developed a "Transparency and Accountability" section on the Department's website which will include current and historical statistical data related to use of force, preliminary RIPA stop data, Hate crimes, Hate incidents, mental health, and in-situational crime analysis and statistics.</li> <li>• Engage with the public and provide information over social media platforms.</li> <li>• Continue monthly neighborhood watch meetings providing quarterly crime statistics, crime trends, and crime prevention methods.</li> <li>• Published department demographics on department transparency webpage.</li> <li>• Department website updated to include department training and most recent department policy revisions.</li> <li>• Recently launched crime incident data and mapping available to the public at <a href="http://lpgd.crimographics.com">lpgd.crimographics.com</a></li> <li>• Established a professional standards unit to collaborate and support the independent peer review audit.</li> <li>• Commendation and complaint forms available in lobby and on website.</li> <li>• Policy manual available on website.</li> </ul>  | <ul style="list-style-type: none"> <li>• Solicit feedback from the community to create dialogue to give the community a voice.</li> <li>• Invite the community to provide feedback on policy changes and updates.</li> <li>• Meetings are open to the public and allow stakeholders to provide feedback.</li> <li>• Relevant information on a critical incident is released in a timely manner to the public without interference in an active investigation.</li> </ul>   | <ul style="list-style-type: none"> <li>• Collect data on all use of force incidents, shared annually with the community through the department's website.</li> <li>• All officers are required to render medical aid training during use of force incidents.</li> <li>• Policy Education Training Report Board to review all critical incidents.</li> <li>• Department website updated to include training documents and plans, Department's Policy Manual, 21st Century Policing information and plan and mental health resources available.</li> <li>• Regular communication with Mayor/City Council and City Manager to provide timely and accurate information to elected officials.</li> <li>• 2019 Calls for Service and Use of Force data posted on Department's website.</li> <li>• Department's demographics as well as City's demographics available on Department's website.</li> <li>• Department Employee Complaint and Police Services Complaint forms available on department's website and in police department's lobby.</li> <li>• Relevant information on visible and/or critical incidents referred to the public as soon as it is safe to do so without interfering with</li> </ul> | <ul style="list-style-type: none"> <li>• Require comprehensive reporting each time an officer uses force or threatens to do so.</li> </ul>  |
| Key:                         | <ul style="list-style-type: none"> <li>• No submissions made.</li> </ul>  |  |   |  |  |   |   |

| Palo Alto   | San Jose Police Department   | San Jose State University Police Department  | Santa Clara County Sheriff's Office  | Santa Clara Police Department  | Sunnyvale Department of Public Safety   | California Highway Patrol**   |
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| <ul style="list-style-type: none"><li>Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall intervene to prevent the use of unreasonable force. An officer who observes another employee use force that clearly exceeds the degree of force permitted by law shall promptly report these observations to a supervisor.</li><li>Prohibit the hiring or lateral transfer of enforcement and correctional officers with a history of excessive force or misconduct complaints.</li><li>Restructure school response officers, traffic control, and emergency response; particularly, alternatives for mental health or behavioral crisis. Ensure response teams are trained and suited to handle the situation.</li><li>Department proposes revising deadly force application policy to require officers to evaluate each situation in each case and to use other available resources when reasonably safe.</li><li>Department does not recommend a revision to the current policy on shooting at moving vehicles. Department policy allows for shooting at moving vehicles as a last resort only under two circumstances in which the vehicle and/or occupant(s) could pose a deadly threat to officers or others.</li><li>PAPD's force policies limit the types of force and/or weapons that can be used to respond to specific types of resistance and only allows for officers to use force reasonably necessary.</li></ul> | <ul style="list-style-type: none"><li>Working on different ways to approach police reform.</li><li>Then the use of the carotid restraint for any purpose other than the officers' self-defense or defense of another person in life threatening circumstances.</li><li>Actively investigating cases with police officers that used misconduct.</li><li>Measures to make police more accountable.</li><li>Office of Racial Equity will be helping with reform process.</li><li>Then the use of rubber bullets as a form of crowd control.</li><li>San Jose Police Department seeks to enhance the public trust by making comprehensive Use-of-Force data available to the public as a written report and as an interactive dashboard.</li><li>Council approved a unanimous vote to search for a consultant to assess how the City could move internal police-misconduct investigations out of SJPD, and to purchase a new property to house the next training center.</li><li>Audit of Police Staffing, Expenditures, and Workload: SJPD employs fewer officers today than 20 years ago. This, coupled with budget constraints, growth in retirement, and overtime costs, has left the department to struggle to meet response times for priority 1 and 2 calls. To better respond to calls, the department should consider adding more sworn officers, reevaluating shift and geographical boundaries, as well as utilizing civilian staff for a better run police department. SJPD agreed with the recommendations and is implementing the changes to their department.</li><li>Adoption of #KearnsWal policies.</li><li>Expand authority to IPA on use-of-force allegations.</li></ul> | <ul style="list-style-type: none"><li>Member of the SJSU President's Task Force on Police Reform.</li></ul>  | <ul style="list-style-type: none"><li>Provided staff with AIB 392 training at training days and distributed the POST AIB 392 training for use in briefings and roll-calls (Winter 2020)</li><li>Removed the carotid restraint from our Use of Force continuum and no longer train it.</li><li>Prohibit the hiring or lateral transfers of enforcement and correctional officers/deputies with multiple use of force or misconduct complaints.</li><li>Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.</li><li>Deputies have a duty to intercede and report excessive force.</li><li>Comprehensive use of force reporting is required by policy, including all involved deputies and witnesses.</li><li>Continued emphasis on de-escalation training, and verbal communications for deputies (2020)</li><li>Established a Psychiatric Emergency Response Team (PERT). This specialized team is comprised of deputies and licensed Mental Health Clinicians.</li><li>Revised and curtailed its policy regarding shooting at vehicles.</li><li>Currently working with the county to conduct an enforcement and custody staffing report.</li><li>Body-worn and in-car cameras: all deputies equipped with body-worn cameras and police vehicles equipped with similar recording systems. Deputies are required by policy to record pedestrian contacts, interviews, and other events that will provide value as evidence.</li><li>Actively investigating cases where there is an allegation of misconduct by deputies.</li><li>Santa Clara County is working closely with Office of the Correction and Law Enforcement Monitoring (OCLEM).</li><li>All deputies are required to complete the Crisis Intervention Training.</li><li>Deputies attend an Implicit Bias Course.</li><li>Implementing California's Racial and Identity Profiling Act of 2015 to collect, maintain, and analyze demographic data on all detentions and searches.</li></ul> | <ul style="list-style-type: none"><li>In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policies</li><li>6/4/20, distributed a community letter regarding racial injustice</li><li>6/5/20, released a video from the Mayor and Chief of Police answering the call for Commitment to Action</li><li>6/9/20, officers directed to make every reasonable effort to discontinue the use of the Carotid restraint, unless an officer can objectively justify its use under deadly force applications</li><li>6/11/20, Chief of Police hosted a virtual townhall meeting</li><li>June, 2020, added the Commit to Action webpage on the SCPD website to include: SCPD now, community letter regarding racial injustice, pledge from Mayor and Chief of Police, hiring process, training summary, policies, crime statistics, use of force data, commendation and complaint process, etc.</li><li>6/16/20, Chief of Police provided feedback to the County of Santa Clara Human Rights Commission roundtable on unconscious bias and other efforts to convene the community</li><li>6/22/20, facilitated a special meeting among the Chief's Advisory Committee on Commitment to Action and community engagement</li><li>6/23/20, multiple actions at the City Council meeting: SCPD summary of community engagement efforts, adopted Resolution 20-8858 confirming the City's support of the Commit to Action Initiative and Resolution 20-8859 condemning racial inequity in all forms and violence against the Black community. At this meeting, committed to the review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community</li><li>7/14/20, City Council took action to establish an Ad Hoc</li></ul> | <ul style="list-style-type: none"><li>DPS policies and procedures are consistent with President Obama's Task Force on 21st Century Policing guidelines.</li><li>Effective June 11, 2020, DPS prohibits the use of the Carotid Control Hold by any member of the department.</li><li>In 2017, DPS worked with an outside consultant to increase transparency and help modernize our internal investigations into misconduct by sworn officers.</li><li>In 2019, DPS formed a working group to review our use of force policy. Led by a Deputy Chief, the working group evaluates our use of force policy, use of force training program, and use of force practices by our officers.</li><li>All officers are trained in de-escalation techniques, including a 40-hour Crisis Intervention Training course.</li><li>Nearly 40% of officers have enhanced Crisis Intervention Training (CIT). Our goal is to have all officers complete this training.</li><li>For over 10 years, DPS has assigned CIT officers to individuals in crisis after multiple calls for service – to provide individuals with wrap-around referral services.</li><li>Since 2016, all officers have been equipped with body-worn cameras and are required to record interactions with the public.</li><li>It is expected that every member of the department utilizes de-escalation techniques whenever possible, and only use force as necessary. All use of force incidents by our officers are documented and reviewed by a Deputy Chief.</li><li>All officers complete "Bias Based Policing" training to understand personal biases and that it is an officer's duty to remain fair and impartial.</li></ul> | <ul style="list-style-type: none"><li>Proposal to create a process to strip badges from officers who commit certain crimes or misconduct.</li><li>Headed Senate Bill 2: State commission on Peace Officer Standards and Training would have the authority to investigate officers and suspend or revoke their police certification. It would also end qualified immunity for police officers.</li><li>The bill would create a nine-member advisory board to make recommendations to the existing POST commission.</li><li>Outlaw use of chokeholds, allow the DOJ to investigate police shootings, and give counties added oversight of sheriff's department.</li></ul> |
| <ul style="list-style-type: none"><li>Created a "Summary of Race and Equity Efforts" to show the community their efforts in embracing change.</li><li>June 1st, released a Message of Inclusion and Hope co-authored by Chief Jensen, City Manager Ed Shikada and the pastors of two local churches.</li><li>Launched "Race and Equity" page on the City website.</li><li>Launched "Accountability" page on the Police Department website.</li><li>Launched a series of educational community briefings on Zoom to provide information on police procedures.</li><li>Chief Jensen participated in an online roundtable to discuss race relations, social injustice and inequality on local cable television.</li><li>Ongoing collaboration with Stanford SPARK focused on strengthening relations between the police department and the community.</li></ul>  | <ul style="list-style-type: none"><li>Create a broad, ranging discussion with the community about how we can reimagine policing in San Jose.</li><li>Actively engage with the community outreach to gather input and questions to be asked during the public Police Chief Forum Interviews.</li><li>The department participates in community walks. The most recent walks occurred at Lion's Plaza, Grand Century Mall and Japantown on March 31, 2021 and April 3, 2021 respectively.</li><li>Regular participation in Coffee with a Cop, Shop with a Cop, and school sports games practices.</li><li>Maintain a very active social media presence to push information out to constituents, participate in neighborhood clean-ups, and host ice cream socials at elementary schools.</li></ul>  | <ul style="list-style-type: none"><li>Engaging with the families of SJSU incoming students through the Family Advisory Board, meeting with the leaders of all Recognized Student Organizations, as well as with Fraternity and Sorority Organizations.</li><li>Facebook, Twitter, and Instagram are utilized to public engagement.</li><li>Alert SJSU Emergency and Timely Warning notification system for campus incidents.</li><li>Police officers have been assigned to each building on campus with the responsibility of maintaining open lines of communication with building occupants and addressing crime and community concerns within the assigned building.</li><li>UPD participation in Shop with a Cop and Special Olympics Run.</li></ul> | <ul style="list-style-type: none"><li>SCPD has an extensive community engagement program (e.g. Citizens Police Academy, Chat with the Chief, Coffee with a Cop, DARE, National Night Out, Talk and Treat, etc.), community partnerships (e.g. SCUSD school liaison committee, Special Olympics, Santa's K-9s, community non-profit organizations, places of worship, SCU campus security, etc.), participates in city-wide special events (e.g. Egg Hunt, Arbor Day, 4th of July All-City Picnic, Silicon Valley BBQ championships, Art and Wine, Halloween party, Tree Lighting, etc.) and a solid communication platform with residents, businesses and visitors (e.g. website, Inside Santa Clara, Facebook, GoDelivery, Nextdoor, Nixie, Twitter, etc.)</li><li>In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policies</li><li>In 2020, the City Council approved a Memorandum of Understanding (MOU) with Santa Clara University under President Faber Kevin O'Brien with the Markkula Center for Applied Ethics (MCAE). MCAE will work as an advisor to the Task Force on Diversity, Equity, and Inclusion and help establish the Mission Statement and Values Statement. MCAE will recommend ways to increase community engagement with Santa Clara students and other stakeholders</li><li>In 2020, the City Council took action to establish an Ad Hoc Committee, founding members of the Diversity, Equity and Inclusion Task Force approved by Council on 9/29/20; balance of Committee approved by Council 11/21/21. Task Force will review police use of force policies, help with engaging Santa Clara's diverse community on equity issues, and make recommendations</li></ul>   | <ul style="list-style-type: none"><li>Sunnyvale Youth community listening sessions: General Listening Session, Dialogue with Youth: Public Safety and Schools, LGBTQ+ Community Dialogue, Spanish-Language Community Dialogue, Public Safety Roundtable Discussion, AAPI Solidarity Event.</li><li>Engagement programs: Sunnyvale DPS Citizens Academy, Sunnyvale Youth Leadership Academy, CERT Program (Community Emergency Response Program), BERT Program (Business Emergency Response Program), LISTO Program (CERT program for Spanish speakers), and the Sunnyvale DPS Explorer Program</li><li>Wide variety of safety, education, and community outreach programs and activities: National Night Out, Car Seat Inspections, Fire Station Tours, Neighborhood Watch Meetings, Neighborhood Association Meetings, Safe Routes to School, Bicycle Safety Rides, Digital Safety presentations, Active Shooter Training, Coffee with a Cop, Walk with the Chief</li><li>Partnering with community organizations and local businesses like Sunnyvale Community Services</li><li>Hosting events such as Rides for Toys, Annual Firefighters Pancake Breakfast, Special Olympics Torch Run and Fill the Boot fundraiser for Muscular Dystrophy.</li><li>Challenge Team Sunnyvale brings community members, school administrators, non-profits, and Public Safety staff together to focus on issues affecting youth.</li><li>Police Activities League (PAL) engages Sunnyvale youth through programs like Bigs in Blue, San Francisco Junior Giants, and the PAL Boxing program</li><li>Active social media accounts and online presence (Twitter,</li></ul>  |   |   |
| <ul style="list-style-type: none"><li>Reduced the amount of material redacted from policy manual that is published online for public review.</li><li>Participated in numerous City Council meetings to provide accurate information to elected leaders and community.</li></ul>   | <ul style="list-style-type: none"><li>Moving investigations of police misconduct out of the San Jose Police Department and into the Office of the Independent Police Auditor.</li><li>Removing bureaucratic roadblocks to the decisions to fire bad cops.</li><li>Inject transparency and accountability into arbitration over termination and disciplinary decisions</li><li>San Jose Police Department has released Body Worn Camera Footage of the protests in downtown: <a href="https://www.sjpd.org/records/protest-videos-may-2020">https://www.sjpd.org/records/protest-videos-may-2020</a>.</li></ul>   | <ul style="list-style-type: none"><li>Policy and Procedure Manual available on website. UPD training</li></ul>   | <ul style="list-style-type: none"><li>Published our public position on use of force and the "8 Can't Wait" campaign (Summer 2020).</li><li>Participated in a number of Board of Supervisor and community discussions related to use of force and police reform (2020-2021)</li><li>Posted a public list of lethal and less lethal weapons currently owned or deployed.</li><li>Currently working on gathering data regarding types of calls and enforcement activity that our enforcement personnel respond to and perform, to share with stakeholders and the community.</li><li>Internal Affairs has been moved out of the Headquarter Building to a different location so community members have the ability to file allegations in a neutral environment.</li><li>Sheriff's Office Policies and Procedures are available online at our website.</li></ul>  | <ul style="list-style-type: none"><li>Arrest log updated on website daily</li><li>Police Blotter distributed weekly on website and social media</li><li>Crime statistics released monthly on website and social media</li><li>Use of force summary shared annually on website (throughout the year, each incident proceeds through a multi-level review process to ensure that all force complies with established procedures)</li><li>Complaint and complaint forms available in lobby and on website</li><li>Customer satisfaction survey available on website</li><li>Policy manual available on website</li><li>Training topics and materials available on website</li><li>Police officers equipped with body worn cameras</li><li>Regular communication with Mayor/Council, City Manager Offices to provide timely and accurate information to elected officials</li><li>Relevant information on visible and/or critical incidents released to the public as soon as it is safe to do so without interfering with the active situation</li></ul>  | <ul style="list-style-type: none"><li>Modernized Internal Affairs Process.</li><li>Body-Worn Cameras.</li><li>Newly created Public Safety Accountability page on city website.</li><li>Public Safety policy manual</li><li>Internal Affairs manual</li><li>Use of force data and information on officer-involved shootings from the past ten years</li><li>Discipline appeal process</li><li>Officer investigations process</li><li>Summary data on citizen complaints and misconduct investigations from the past six years</li><li>Department demographics</li><li>Course descriptions of required officer training</li><li>Information on how to request public records</li></ul>  |   |