Fair and Impartial Policing
Response to
Working Group
Recommendations
February 23, 2021

Chief Andrew Greenwood
Capt. Rico Rolleri
Develop and implement Precision Policing strategy for traffic safety and investigative stops

Minimize non-safety related enforcement

Workgroup Recommendations:

- Focus traffic stops on safety
- Eliminate stops for low-level offenses
Workgroup Recommendations:

- Use a clear, evidence-base definition for stops of criminal suspects
- Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria

BPD Policy and Law

Policy 401 Fair and Impartial Policing
PC 13519.4 Racial Profiling
Workgroup Recommendations

- Implement an Early intervention System (EIS) and a risk-management structure
- Require regular analysis of BPD stop, search, and use of force data

BPD Policy E-13 Early Warning System Implemented

BPD will review E-13 to incorporate RIPA data.
Workgroup Recommendations

- Implement an Early intervention System (EIS) and a risk-management structure
- Require regular analysis of BPD stop, search, and use of force data

BPD to develop and implement an on-going analysis structure for RIPA data
Workgroup Recommendation

- Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group

Completed

Data released December 2020
Workgroup Recommendation

- Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation or parole

Completed

Policy 311 Search and Seizure
Amended following PRC Process
February 2021
BPD will develop a policy on requiring written consent for search of a vehicle, and capturing the consent request on BWC

Workgroup Recommendation

- Require written consent for all consent searches
Operational Calls Evaluated at all times
Staff filter calls on all levels
Dispatcher-Officer-Supervisor authority

Workgroup Recommendation
- Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
Workgroup Recommendation

- Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)

Policy 401 Fair and Impartial Policing

Focus on behaviors, not on appearance

Department will add specific language cautioning against racism by proxy
- Captain’s Instruction
- Communications Center Manual
- Field Training Manual
Workgroup Recommendation

- Fire racist police officers identified through social media and other media screens

Screening for Racial Animus

Background Investigation

Policy 1000 Recruitment and Selection
Workgroup Recommendation

- Fire racist police officers identified through social media and other media screens

California Labor Code 980

Prohibits employers from requiring employee or applicant Social Media account information
Existing Policies

Providing for Accountability

Policy 1029 Employee Speech, Expression & Social Networking

Police Regulation 232 Controversial Discussion

Police Regulation 235 Acts-Statements-By Employees

Police Regulation 238 Organizational Membership

Police Regulation 250 Enforcement of Law, Impartiality

Workgroup Recommendation

- Fire racist police officers identified through social media and other media screens
Workgroup Recommendation

- Make resources on police-civilian encounters more publicly available such as RAHEEM.org
- For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complaint process with PAB

Develop a Business card and policy with information on how to report positive feedback or voice a concern or make a complaint to BPD and/or to the PRC or PAB
Summary

Develop and Implement Precision Policing Strategy
Risk Management Structure
Summary

Develop and/or Amend Policies
- General Order E-13
- Policy 311
- Field Training Manual
- Communications Center Manual
- Provision of Business Card
Summary

Rely on Proven Policies
Policy 401 Fair and Impartial Policing
Policy 1000 Recruitment and Selection
Policy 1029 Employee Speech
Police Regulations 232, 235, 238, 250
Questions?