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Fair and Impartial Policing Response to Working Group Recommendations

February 23, 2021

Chief Andrew Greenwood
Capt. Rico Rolleri

BERKELEY POLICE



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Workgroup Recommendations:

- Focus traffic stops on safety
- Eliminate stops for low-level offenses

**Develop and implement Precision Policing strategy
for traffic safety and investigative stops**

Minimize non-safety related enforcement

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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

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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.

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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

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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

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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**

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Workgroup Recommendation

- Require written consent for all consent searches

BPD will develop a policy on requiring written consent for search of a vehicle, and capturing the consent request on BWC

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Workgroup Recommendation

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

Operational

Calls Evaluated at all times
Staff filter calls on all levels
Dispatcher-Officer-Supervisor authority

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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

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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

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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**

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Workgroup Recommendation

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

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

- 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



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Summary

**Develop and Implement
Precision Policing Strategy
Risk Management Structure**

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Summary

Develop and/or Amend Policies

General Order E-13

Policy 311

Field Training Manual

Communications Center Manual

Provision of Business Card

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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

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Questions?

