# Fair and Impartial Policing Response to Working Group Recommendations

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**BERKELEY** ⬟ **POLICE**

INTEGRITY     SAFETY     RESPECT     DIVERSITY     PROFESSIONALISM

**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**

# BERKELEY ✦ POLICE

INTEGRITY    SAFETY    RESPECT    DIVERSITY    PROFESSIONALISM

## 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.**

# BERKELEY ☆ POLICE

INTEGRITY     SAFETY     RESPECT     DIVERSITY     PROFESSIONALISM

## 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**

**BERKELEY** ⬡ **POLICE**

INTEGRITY    SAFETY    RESPECT    DIVERSITY    PROFESSIONALISM

**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**

**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**

**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**

# BERKELEY ⬟ POLICE

INTEGRITY    SAFETY    RESPECT    DIVERSITY    PROFESSIONALISM

**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**

**BERKELEY POLICE**

INTEGRITY     SAFETY     RESPECT     DIVERSITY     PROFESSIONALISM

## 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

**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**

**BERKELEY POLICE**

INTEGRITY    SAFETY    RESPECT    DIVERSITY    PROFESSIONALISM

**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

# BERKELEY POLICE

# 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?