



Road Map to Reimagining Policing & Public Safety

Foundation for Reimagining Policing & Public Safety

For more than half a decade, we have been faced with mounting data that racial bias and profiling does exist in San Diego law enforcement and public safety departments. A 2016 SDSU study found that [Black and Latino drivers were more likely to be searched](#) following a traffic stop and yet less likely to be found with contraband than White counterparts. Subsequently, [Campaign Zero](#) evaluated the policing practices of the San Diego Police Department (SDPD) and San Diego Sheriff's Department (SDSD) and found that SDPD stopped Black People at a 219% rate higher than White people, and SDSD were 21% more likely to search, 18% more likely to arrest and 47% more likely to use force against Black people during a stop.

There has been a groundswell of demand from community organizers and activists for police accountability and transparency. This fact sheet offers goals, a progress scorecard, and the crucial work that remains to address the systemic racism that is prevalent in local law enforcement. The collaborative work depicted in this broad road map is just the beginning to reimagining policing and public safety.

Goals

- Community reconciliation to **heal past trauma**
- Develop **more police accountability & transparency** measures
- Shape policy with **holistic approach** to reform that includes **economic and social justice components**
- **Divert funding** to more community programs that will better serve residents
- **Rebuild trust** between communities of color and law enforcement
- **End systemic racism**

219%
The San Diego Police Department stopped Black people at a 219% higher rate than White people.
Campaign Zero Report-

Guiding Principles

- **Equity**
- **Procedural Justice**
- **Community-oriented Public Safety**
- **Dignity in Treatment**
- **Reconciliation**

“The issue is not the split-second decisions that police officers must make. The issue is the culture, the training, the beliefs and perceptions about our communities of color that surround police officers, long before they need to make split-second decisions.”
Councilmember Montgomery’s UT Op-Ed, September 2019

Policy Action Plan Progress Scorecard

Reimagining Policing and Public Safety involves a collaboration between policymakers, grassroots organizations, activists, and community organizers. Under Councilmember Montgomery’s leadership, the progress has been deliberate and requires ongoing commitment and dedication.

The following outlines the policy action plan progress scorecard for policing & public safety:

- Councilmember Montgomery appointed chair of the Public Safety & Livable Neighborhoods (PSLN) Committee (December 2018)
- [Public Safety and Livable Neighborhoods 2019 Workplan Pledges to Tackle Police Reform](#), the Councilmember unveils [aggressive plan](#) for police accountability & transparency measures (February 2019)
- [AB 392 San Diego City Council Resolution](#), in partnership with Assemblymember Dr. Shirley Weber’s office, AB 392 redefines police use of lethal force standards (Council approved May 2019)
- [The Peace Movement: Let’s Live, Let’s Love](#), launched as a holistic public safety initiative to quell violence that includes short and long-term goals, and economic justice components (July 2019) -more-

Policy Action Plan Progress Scorecard - more-

- **Ban on the Carotid Restraint**, included on the PSLN work plan, and after years of advocacy by Racial Justice Coalition, Chief Nisleit issues ban. (June 2020)
- **Office of Race & Equity**, as part of Councilmember Montgomery's budget request, this office will be established to evaluate and provide training to our city departments, rooting out policies and procedures that perpetuate racial inequity. It will also strengthen our community partnerships with economic, racial and social justice organizations. (June 2020)
- **Request for comprehensive analysis of SDPD's budget** by the Independent Budget Analyst (IBA) for the purpose of identifying reprogramming opportunities. (June 2020)
- **MTS Diversion Pilot Program**, as championed by Councilmember Montgomery, seeks to decriminalize fare violators and reduces fines, offers more payment options, a community service option in lieu of payment and a new appeal window. (MTS Board approved June 2020)
- **Historic Motion during approval of the Appropriations Ordinance**, nearly \$29 million was held back for possible mid-year reprogramming opportunities after the Councilmember's historic motion. (June 2020)
- **Independent Commission on Police Practices Ballot Measure**, in November, voters will decide in on establishing a community-led oversight commission with independent counsel, investigative authority and subpoena power. (July 2020)
- **Surveillance Ordinance and Privacy Commission**, to be considered at PSLN Committee Meeting. (July 15, 2020)

“We must continually work to change the conversation around police reform. We must hold officers accountable for misconduct. I believe this is a matter of public safety and a matter of officer safety.” – Councilmember Montgomery, *State of the District* (January 2020)

Requirements for Addressing Racial Bias

- **Admit racial bias exists**
- **Genuine & honest conversations**
- **Change the culture of bias**
- **Change the heart**

“As elected officials, our decisions are driven by data. We have data, studies and lived experience about the racial bias and profiling that exists in law enforcement. It is time that we accept and confront this data.”

– Councilmember Montgomery,
KPBS Community Conversation
July 13, 2020

A Look Ahead

The upcoming PSLN policy action plan initiatives:

- Results of the SDPD Budget Review by the IBA (TBD)
- Coalition for Police Accountability & Transparency's (CPAT) PROTECT Package which includes eliminating pretext stops and searches (Fall 2020)
- Ending gang injunctions and documentation (Fall 2020)
- Exploring the limitation of qualified immunity and the money saved annually on lawsuits against SDPD (Winter 2020)