



# San Diego County Sheriff's Department

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*Kelly A. Martinez*  
*Undersheriff*

February 24, 2022

Susan N. Youngflesh, Board Chairperson  
Citizens' Law Enforcement Review Board  
555 West Beech Street, Suite 505  
San Diego, CA 92101-3819

## **CLERB INQUIRY: REPORT BACK ON CPE RESPONSE**

Dear Chairperson Youngflesh,

The Sheriff's Department welcomes and supports the Citizens' Law Enforcement Review Board's (CLERB) independent review of complaints alleging improper actions by sworn members of this organization. We continuously strive to respond with professionalism and concern to the citizens we serve and the CLERB process provides invaluable input to that end.

On December 21, 2021, the Citizens' Law Enforcement Review Board (CLERB) had a special meeting to discuss the Center for Policing Equity (CPE) report and the media release response to it by the San Diego Sheriff's Department (SDSD), dated December 9, 2021.

CLERB stated they appreciated the SDSD media release response to the CPE report but noticed that it did not contain a plan or proposed actions to address the racial disparity concerns identified within it. CLERB requested that SDSD, within 60 days, provide or present at its March 8, 2022 meeting, a plan or to detail the actions it will take to address said concerns.

In response to the CPE report, the SDSD addressed its dedication to racial equity to all we serve, as well as, the many changes enacted related to training, policies, community partnerships, and professional standards. We continue to look at our practices with a critical eye. We believe that overcoming bias begins with identification, acknowledgement, training, and a culture that does not tolerate it. It is our commitment that SDSD employees consistently conduct themselves by our core values of honesty, integrity, loyalty, respect, fairness, compassion, and diversity. We are vigilant in pursuing and enforcing this standard. SDSD stands by its CPE report response dated December 9, 2021. Please see the attached response for details.

In closing, we greatly value the time and effort of the Citizen's Law Enforcement Review Board and the focus on sworn staff complaints. We would like to thank you for your dedicated service

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to the Citizens of San Diego County. We continuously strive for improvement in all aspects of our department to allow our sworn staff to serve to the best of our abilities. It is our goal to provide the highest quality public safety services to everyone in San Diego County.

Sincerely,

KELLY A. MARTINEZ, ACTING SHERIFF

A handwritten signature in cursive script that reads "Michelle Craig".

Michelle Craig, Lieutenant  
Office of the Sheriff  
Division of Inspectional Services

KAM:MC:kb

## **Most Recent News Releases**

# **Center for Policing Equity Report and Response**

### ***Explanation of CPE Data.***

**Post Date:** 12/09/2021 11:48 AM

Today the San Diego County Sheriff's Department is releasing the Center for Policing Equity's (CPE) report on our participation in the 2014-2019 National Justice Database Project.

It is important for the Sheriff's Department to understand stop data. The goal is to eliminate racial and identity profiling. It is essential our deputies serve with impartiality and cultural understanding to enhance the trust of the people we are sworn to serve and protect.

The Sheriff's Department is committed to protecting the safety of every member of our community. We embrace the challenge to do better so we requested CPE to examine our operational data on deputy actions, data collected under the Racial and Identity Profiling Act (RIPA) and to survey our personnel. This is a genuine effort to improve our policies, practices and interactions with the public so we foster an inclusive community where everyone feels safe, respected, heard and valued.

CPE spent two years analyzing Sheriff's Department data covering vehicle stops, pedestrian stops and force used between 2016 and 2020. We thank the Center for Policing Equity for their work and analysis of our data.

We are encouraged the analysis showed traffic stops closely mirrored the racial demographics of the community. While it is not prominently featured in their report and requires a few steps to find it, it is an important function of RIPA. The most disproportionate result was that we stopped twice as many men than women. In the group of men who were stopped, there were more stops of younger men than older men.

Our use of force numbers may appear higher than other agencies in the national database. We believe this is because we have always been more proactive in reporting use of force incidents. For example, we report the use of a "spit sock" as force used, where other agencies do not. We also report the pointing of a firearm or less lethal weapon as force used. This is often referred to as a "show of force" by other agencies, while some agencies do not report it at all.

The study did not account for the complexities of a large agency. A police department is responsible for one city or community. In contrast, the Sheriff's Department is responsible for 4,200 square miles of unincorporated areas across the county, as well as nine contract cities. Also of note, the analysis for the

Sheriff's Department included use of force incidents at seven county jails. The demographics of our jail population consists of individuals arrested by nearly two dozen agencies in the county not strictly the jurisdictions we serve or those used for comparison data.

We continually seek to identify and understand the reasons for racial disparity in policing. We also engage in listening, building and maintaining collaborative relationships to develop best practices that will provide the highest level of service to all members of the community.

### **Our Commitment to Racial Equity**

The Sheriff's Department is dedicated to building a culture of trust with the people we serve. We routinely review our policies and procedures. During the two-year CPE study, we enacted the following changes:

- A ban on carotid restraint
- An increase in racial bias training
- Community partnerships that increased non-law enforcement response to mental health and substance abuse radio calls (Mobile Crisis Response Teams, Crisis Stabilization Units, Homeless Outreach Programs)

### **Standards and Practices Currently in Place**

- The San Diego County Sheriff's Department was the first law enforcement agency in San Diego County to provide formal de-escalation training
- Verbal warning given prior to use of force encounters when possible
- Shooting at a moving vehicle is prohibited
- Body-worn cameras for sworn personnel
- Every deputy has a duty to intervene when force is inappropriately used in their presence and are required to report the incident
- The use of no-knock warrants is banned
- We also engage in listening, building and maintaining collaborative relationships with community groups

### **Professional Standards**

Citizen complaints and use of force review process:

- First, second, and third level supervisors review all use of force incidents
- Sheriff's Division of Inspectional Services reviews all use of force incidents
- A Critical Incident Review Board reviews incidents for law or policy violations, training deficiencies and better practices

- Internal Affairs conducts investigations related to employee misconduct
- Cases can be referred to the District Attorney's Office Special Operations Division
- Citizen's Law Enforcement Review Board has oversight

### Community Response and CPE Report

- [Community Response](#)
- [A Glimpse Inside Our Policies](#)
- [Open Data](#)
- [A snapshot of Sheriff's Department context and response to CPE Report](#)
- [CPE Report- San Diego County Sheriff's Department](#)

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