



Presented by
CHRISTINA CORPUS
SHERIFF



CULTURE

- Why Culture matters
- Our Purpose, our **Why**:
To protect the vulnerable from harm
- Culture by ***design*** vs culture by ***default***
- Effective culture change must come from within
- What vs How (Beyond the Call)
- The Curve



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PROGRESS

100%

**Changing Culture in a Police Organization:
A New Path for Modern Policing**

 **Jack Cauley, Police Chief**
Castle Rock PD (CO)

 **Chris Hsiung, Undersheriff**
San Mateo County Sheriff's Office (CA)

IACP 2023
OCTOBER 14-17 | SAN DIEGO, CA
International Association of Chiefs of Police

Room: 5AB
Saturday, Oct. 14 @ 1:00pm

International Association of Chiefs of Police
Conference, Oct 2023.



MAGAZINE TOPICS COLUMNS TRANSLATIONS SUBMISSIONS

Criminal Justice Reform

Police Chief Magazine | Topics | Community-Police Engagement | Transforming Policing Culture

Transforming Policing Culture

Jack Cauley, Police Chief, Castle Rock Police Department, Colorado; Chris Hsiung, Undersheriff, San Mateo County Sheriff's Office, California; Doreen Jokerst, Police Chief, University of Colorado Boulder; and Simon Sinek, New York Times Bestselling Author, Founder of The Curve



Transforming Policing Culture
Police Chief Magazine
Oct 2023.

SNAPSHOT OF 10 MONTHS

Women's Boot Camp

Cops & Cones

Safety First Swimming Program

Youth Defensive Driving Training

Shop w/ a Hero

Lights On!

Officer Survey

Community Advisors for
Responsible Engagement (C.A.R.E.)

Project Guardian / Autism Training

Detox Program – Maguire
Correctional Facility

Roundtable w/ a Recruiter

Military Equipment Policy Open
House

Firstgevity Online Yoga (wellness)

Gun Safety Program

Toy drives

Acquired New Building for North
Fair Oaks Substation

Compassion K9s

Anonymous Fireworks Buyback

30x30 Pledge (increase 30%
representation of women in hiring
by 2030)

Acquired New Building for Employee
Childcare Center

Enhanced Employee Wellness
Programs

Behavioral Health Unit

Gun Safety Storage

Recruitment Team Expansion

Acquired Building on Coast for
Emergency Equipment and Disaster
Preparedness

EXISTING ACCOUNTABILITY

- Commission on Peace Officer Standards and Training (POST)
 - SB 2 (Decertification) & SB 16 (Retention of Internal Affairs)
- California Attorney General's Office
 - AB 1506 & 12525.3 Gov Code (Independent review of shootings)
- Civil Grand Jury
- Elected District Attorney, Coroner, and Controller
- Accountable to voters
- California State Licensing for Facilities and Jail Standards

OVERSIGHT MODELS AND CONCERNS

- Budget Constraints & Financial Impact.
- Existing examples are problematic, divisive, costly, and not effective to change culture or prevent misconduct.
 - No standard framework, no standard for efficacy.
 - No data to support actual change or substantive change after oversight implementation.
- Detrimental to recruitment and retention
- Subpoenas can be politicized and weaponized and may cause division and conflicts of interest between County departments
- Change MUST come from within and be lead from the top.

CHALLENGES AND RISKS



CRITICAL crisis in staffing (96 deputy positions vacant.)



Potential job applicants consider whether a department has oversight, among other factors.



Subpoena power can be weaponized and used for political purposes.



When public safety is politized, community safety suffers.



Voice of the community (CARES team) diminished.

BAY AREA // SAN FRANCISCO

Mayor Breed wants S.F. voters to give police more power. Here are the details



J.D. Morris

Oct. 17, 2023 | Updated: Oct. 17, 2023 5:26 p.m.



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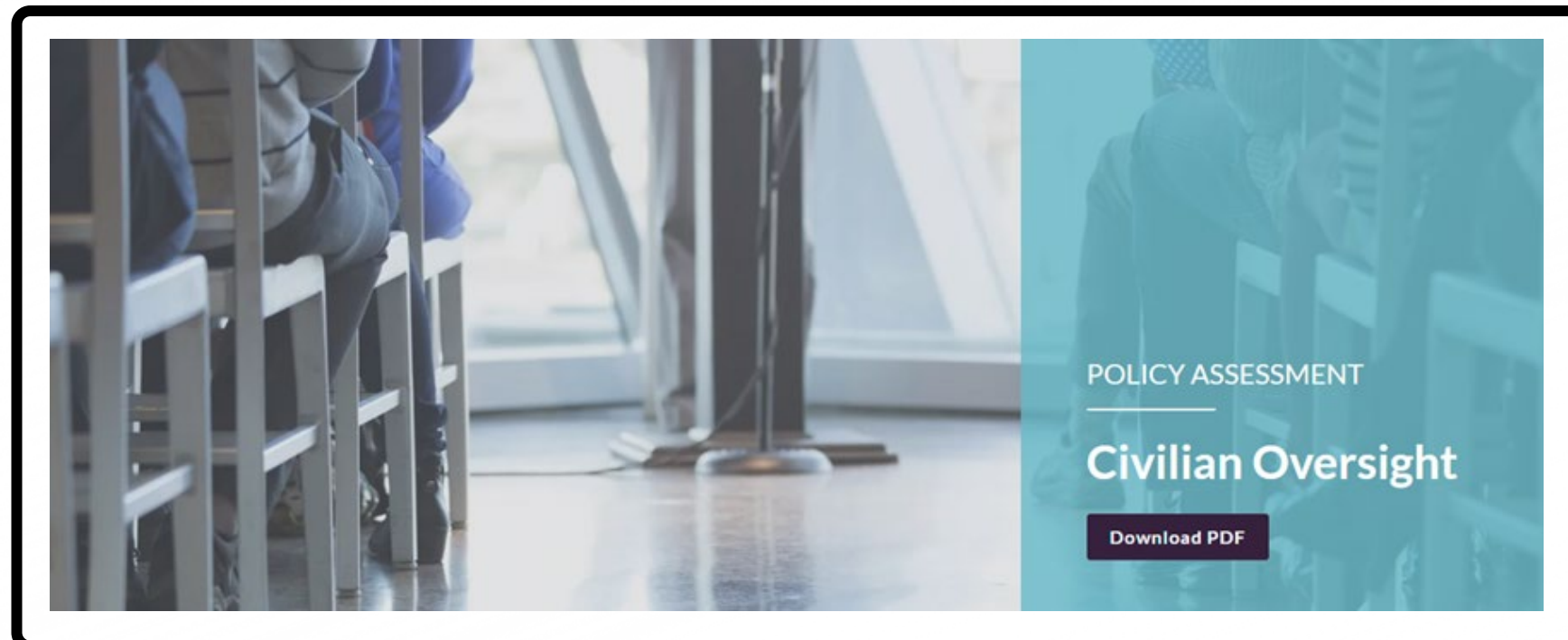


COUNCIL ON CRIMINAL JUSTICE (CCJ)

REPORT ON CIVILIAN OVERSIGHT, APRIL 2021

Rigorous empirical research on the impact of civilian oversight and the relative merits of different models does not exist. Other research has yielded mixed findings about the ability of civilian oversight to reduce excessive use of force and other forms of police misconduct.

Studies documenting civilian oversight functions illustrate a wide array of models and structures and tremendous variation in degree of authority. Yet regardless of the oversight model, **significant structural barriers often preclude such entities from fulfilling their mandates, and high public expectations of them are rarely realized.**



CURRENT ENGAGEMENT AND ADVISORY EFFORTS

Community Advisory for Responsible Engagement (CARE) Team Advisory Boards

Established Feb 2023
with the purpose of
increased transparency,
communication, and trust.

Meets quarterly
with Sheriff Corpus
and leadership
team.

Coast, North, and
South County
representation

Open to wide spectrum
of voices and experience
(49 members)





OPPORTUNITY

- The last 10 months has seen significant change in culture and direction for the Sheriff's Office...and we are just getting started
- The voters of San Mateo County elected Sheriff Christina Corpus to make change...and that has happened.
- A formal oversight body with subpoena power and inspector general WILL be an impediment to our efforts to change culture and move our Office and the profession forward.

People First - Service Above Self