



DPA Law and Justice Reform Internship

Summer 2026



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**OPPORTUNITIES
FOR ALL** Pathways to Economic
Inclusion for Youth



DPA Law and Justice Reform Internship
Summer 2026



Thank You to the Leadership at DPA



TINNETTA THOMPSON



PAUL HENDERSON

Cohort Highlights



Undergraduate and High School Students



Ellie Kim
Santa Clara University
Department of Police
Accountability (DPA)



Karen Ramos
UCLA
Department of Police
Accountability (DPA)



Saskia Lee
University of Pennsylvania
Department of Police
Accountability (DPA)



Sami Tripasuri
UC Berkeley
Department of Police
Accountability (DPA)



Taylor Chaplin
UC Irvine
Department of Police
Accountability (DPA)



Thomas Stewart
Columbia University
Department of Police
Accountability (DPA)



Quetzalli Aroche
Lick-Wilmerding High School
Department of Police
Accountability (DPA)



Osagie Enabulele
University of Washington
Department of Police
Accountability (DPA)

Howard Undergraduate Students



Jade Bess
Howard University
Public Utilities Commission
(PUC)



Lyndon Jones
Howard University
Mayor's Office of Victim's Rights
(MOVR)



Marquis McCleod
Howard University
Department on the Status of Women
(DOSW)

Recent Graduates



Alysa Vassallo
Political Science B.A.,
UCLA
Office of Cannabis
(OOC)



Qing Qing He
Political Science B.A.,
UC Berkeley
Mayor's Office of Victim's Rights
(MOVR)

Law Clerks



Roxanne Mosley
Southern University Law 3L
Police Legal



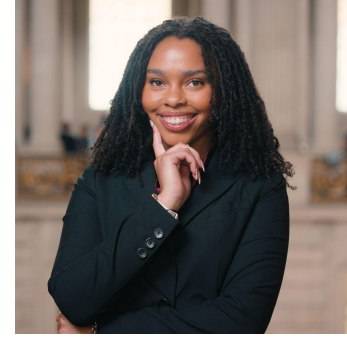
Alessandra Soto
USF School of Law 2L
Adult Probation Department
(ADP)



Shawn Vazana
USF School of Law 2L
Department of Police
Accountability



Ollie Luek
USF School of Law 2L
Police Legal



Cydney Carter
Georgia State College of Law 2L
Hall of Justice - Judge Cephus



Kevin Hornbeck
USF School of Law 2L
Department of Police Accountability



Adrian Sanchez-Alvarez
UC Law SF 3L
Hall of Justice - Judge Fleming

Implicit Bias in AI

Lessons from Dr. Jennifer Eberhardt for Policy Recommendations



The Human Brain & Implicit Bias

Our brains naturally form unconscious stereotypes. Dr. Eberhardt's research in *Biased* shows these hidden associations frequently link Black faces with crime - shaping danger perception and split-second decisions.

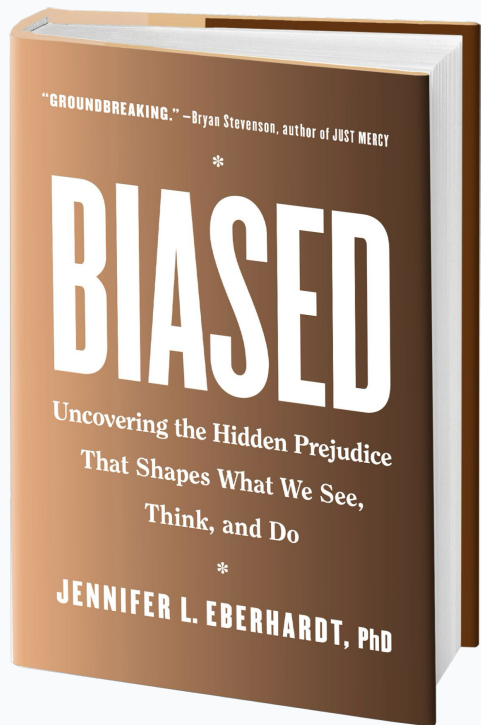


Policing AI Learns the Same Biases

Law-enforcement AI trained on historical arrest records and crime statistics absorbs and can amplify the exact racial biases present in that data.

KEY TAKEAWAY OF BIASED

Do not wait for a biased profiling mistake in the field. Test and audit AI software before deployment to protect every community fairly.



Background

CA & SF Current Policies

SFPD DGO 5.17 - *August 12, 2020*

- Bias Free Policing - requires all actions by the SFPD to be free of bias

SFPD Department Notice 25-064 - *June 23, 2025*

- Disclose Generative AI use
- Fact-check all AI content
- No AI for reports/warrants (unless Chief authorizes pilot)
- No sensitive data in AI tools

California Penal Code §13663 - *Jan 1, 2026*

- Disclose specific AI program on every page, signed by officer
- Required statement: “This report was written either fully or in part using artificial intelligence.”
- Retain first AI draft + full audit trail

Background

Other Department AI Regulations + 3 Example SFPD Use Cases

Other Departments

The following jurisdictions have adopted policy on AI in Policing:

Sacramento, CA

San Jose, CA

Milwaukee, WI

These DGO's and policies were used to inform our recommendations around ethical applications of AI in policing.

3 SFPD AI Examples Use Cases

1. Shotspotter
 - Gunfire detection
2. Flock Cameras
 - License Plate Reader
3. Peregrine
 - Real-time searchable interface of multiple systems

Guiding Principles

Three core pillars for maintaining public trust and institutional legitimacy

As the use of AI in law enforcement continues to evolve, the SFPD must prioritize ethical integrity over technological adoption. To maintain public trust, the Department must adhere to three core pillars:

01



Acknowledge Systemic Limitations

02



Compliance with Bias-Free Standards

03



Ongoing Community Input

Our Journey

Starting point — after learning from Biased

YOU ARE HERE



1

2

3

4

5

Lessons from
Biased

Computer
Vision

Natural Language
Processing

Predictive
Policing

Generative
AI

This journey includes important ethical considerations and concerns along the way

Our Journey

Next stop: Computer Vision

YOU ARE HERE



1

2

3

4

5

Lessons from
Biased

**Computer
Vision**

Natural Language
Processing

Predictive
Policing

Generative
AI

This journey includes important ethical considerations and concerns along the way

Computer Vision

Definition · Common Uses · Areas of Concern



Definition

Artificial Intelligence that analyzes visual information (images and videos) to perform tasks such as identifying objects, detecting faces, and tracking movement.

COMMON USES



Facial Recognition



License Plate Tracking



Body-worn Camera
Summaries

AREAS OF CONCERN



Bias



Accuracy &
Reliability



Privacy & Due
Process

Computer Vision

Recommendations: Based on the 2019 ban · Strengthen safeguards

Recommendation

San Francisco adopted the 2019 [Acquisition of Surveillance Technology Ordinance](#) banning SFPD Facial Recognition use, we recommend the new DGO build off of this framework with the following points:

01 Licenses Plates Only

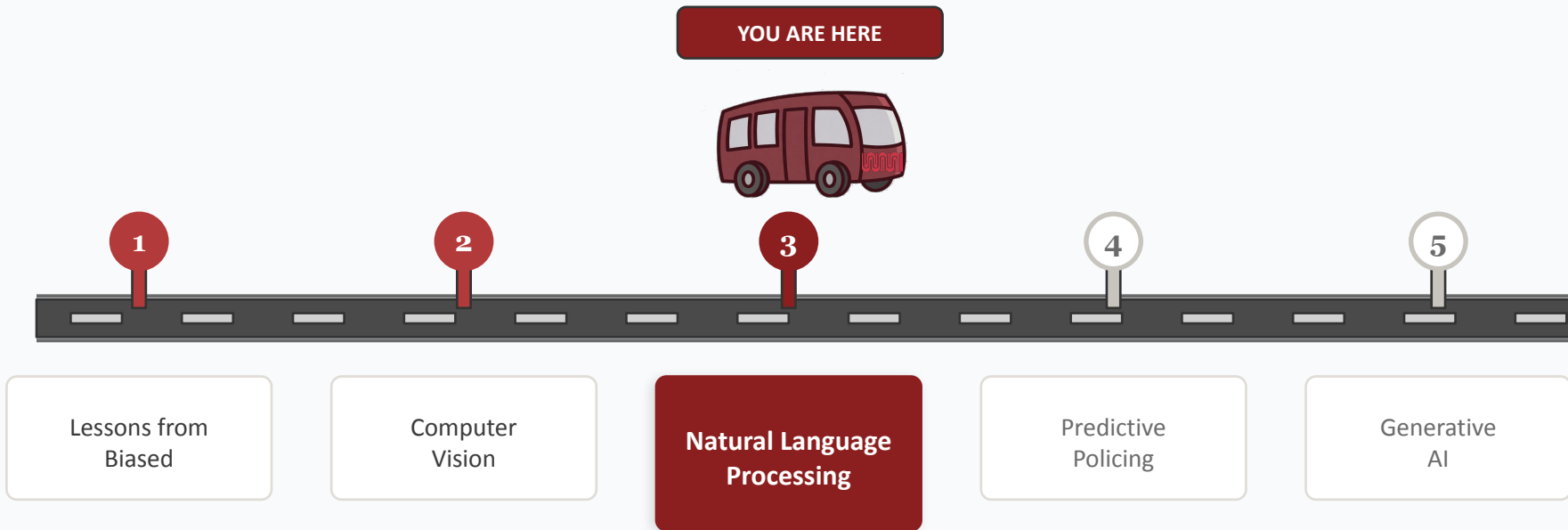
02 Enforceable Safeguards

03 Removal of the Exigent Clause

04 Data Training That Reduces Bias

Our Journey

Next stop: Natural Language Processing



This journey includes important ethical considerations and concerns along the way

Natural Language Processing (NLP) & Agentic AI

Definition · Uses · Concerns



NLP Models

Reads and interprets language input, as well as generates language output (e.g. Google Translate).



Agentic AI

Works autonomously to complete work and tasks independently (e.g. Microsoft Copilot).

LAW ENFORCEMENT USES

Translation

Transcription

Document Review

ACCURACY & ETHICAL CONCERNS

NLPs vs. Human Translation: Basic Proficiency vs. Advanced Proficiency

Regional or dialectal constraints from Certified and/or Non-Certified Bilingual Members

Implicit biases from Certified Civilian Interpreters.

Natural Language Processing (NLP) & Agentic AI

Recommendations · Pilot Program · Linguistically-Informed Models

PILOT PROGRAM

Integrate NLP and Agentic AI models into the revision process of transcription, translation services, and their respective review processes.

PURPOSE



Familiarize Safely



Prevent Disruptions



Streamline Workload



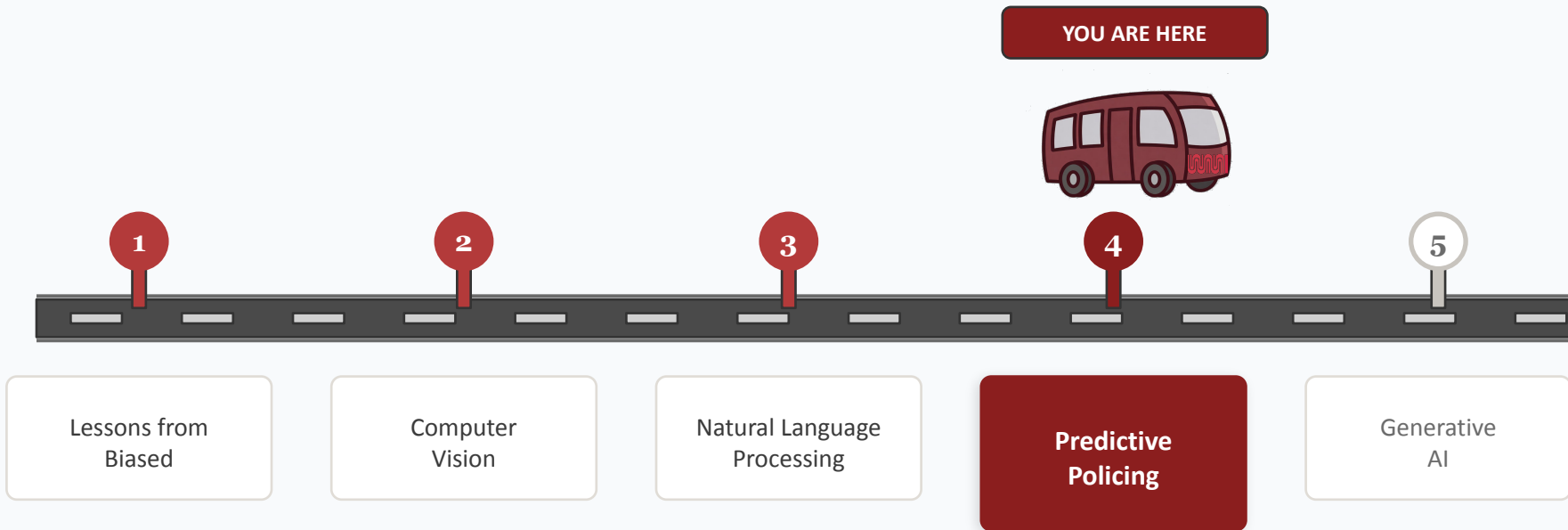
Build Public Trust



Prefer Linguistically-Informed Models for Diverse Populations

Our Journey

Next stop: Predictive Policing



This journey includes important ethical considerations and concerns along the way

Predictive A.I. in Policing

Definition · Ethical Concerns

DEFINITION

Predictive Policing: type of machine learning that uses historical data to forecast future events, behaviors, and trends

ETHICAL CONCERNS IN POLICING

01



Racism in Historical Data

02



Confirmation Bias in Predictive Policing

03



Risk of AI-Driven Over-Policing

Predictive A.I. in Policing



Recommendation

Predictive policing models should **not** be implemented into SFPD practice due to the issues previously outlined. If used, an oversight committee of 3–5 officers should review collection and implementation of predictive AI and mitigate potential biases on a quarterly basis.

DATA EVIDENCE

Rate of searches by drivers' race/ethnicity

Race/ethnicity	# searches	Rate
Asian*	168	3%
Black	2,534	47%
Latino	1,518	28%
Native*	11	1%
Other*	138	3%
Pacific Islander*	33	1%
White	997	18%

2023–2024 CA RIPA stop data · * = <5% of stops

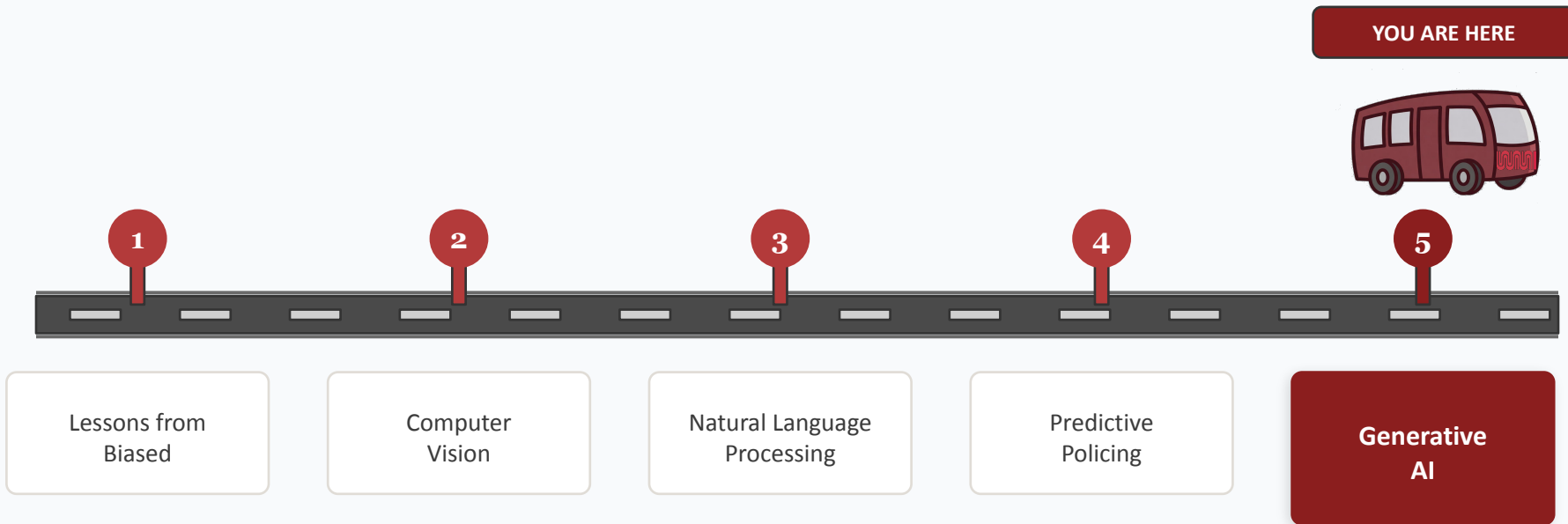
Predictive A.I. in Policing

CONFIRMATION BIAS LOOP



Our Journey

Next stop: Generative AI



This journey includes important ethical considerations and concerns along the way

Generative AI

Definition · Uses · Risks

DEFINITION

AI trained on large datasets that generates original content by predicting the next token. Creates new text, images, code, or audio rather than retrieving existing information.

PRIMARY USE

Body-worn camera audio → draft reports

Areas of Concern

- Hallucination of Facts Not In Source Material
- Official Record Distortion
- Furtherance of the Confirmation Bias Loop

Generative AI

Recommendations

DGO 5.17

PC §13663

01



Anonymized Data Only

02



Control Bias Mitigation

03



Public Weight Disclosure

Conclusion: Ethical AI Framework for the SFPD

Four non-negotiable mandates for the Department General Order

While AI offers operational efficiencies, its deployment must be balanced against the civil liberties of San Francisco residents.



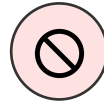
Prohibit Facial Recognition



Prioritize Data Privacy



Mandate Algorithmic Validation



Prohibit Predictive Policing

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San Francisco
Public Utilities
Commission



Golden State



**OPPORTUNITIES
FOR ALL** Pathways to Economic
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DEPARTMENT ON THE STATUS

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CITY AND COUNTY OF SAN FRANCISCO



SAN FRANCISCO
OFFICE OF CANNABIS

Mayor's Office for Victims' Rights



Thank You!