

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



April 2023 CPP Captain's Meeting Implicit Bias Briefing Inspection Report

Inspection # BI2023-0063

The Bureau of Internal Oversight’s (BIO) Audits and Inspections Unit (AIU) conducted a briefing note inspection for the Constitutional Policing Plan (CPP) to ensure that CPP Roll Call briefings are being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, a random sample of Sworn, Reserve and DSA personnel was chosen by the AIU inspector. To ensure consistent inspections, the *Constitutional Policing Plan Briefing Inspection Matrix* developed by the AIU will be utilized.

Compliance Objectives:

- The compliance objectives for this inspection are contained within each of the included tables.

Criteria:

- MCSO Administrative Broadcast 2023-17
- MCSO Administrative Broadcast 2023-21
- Paragraph 70 of the First Supplemental Court Order

Conditions:

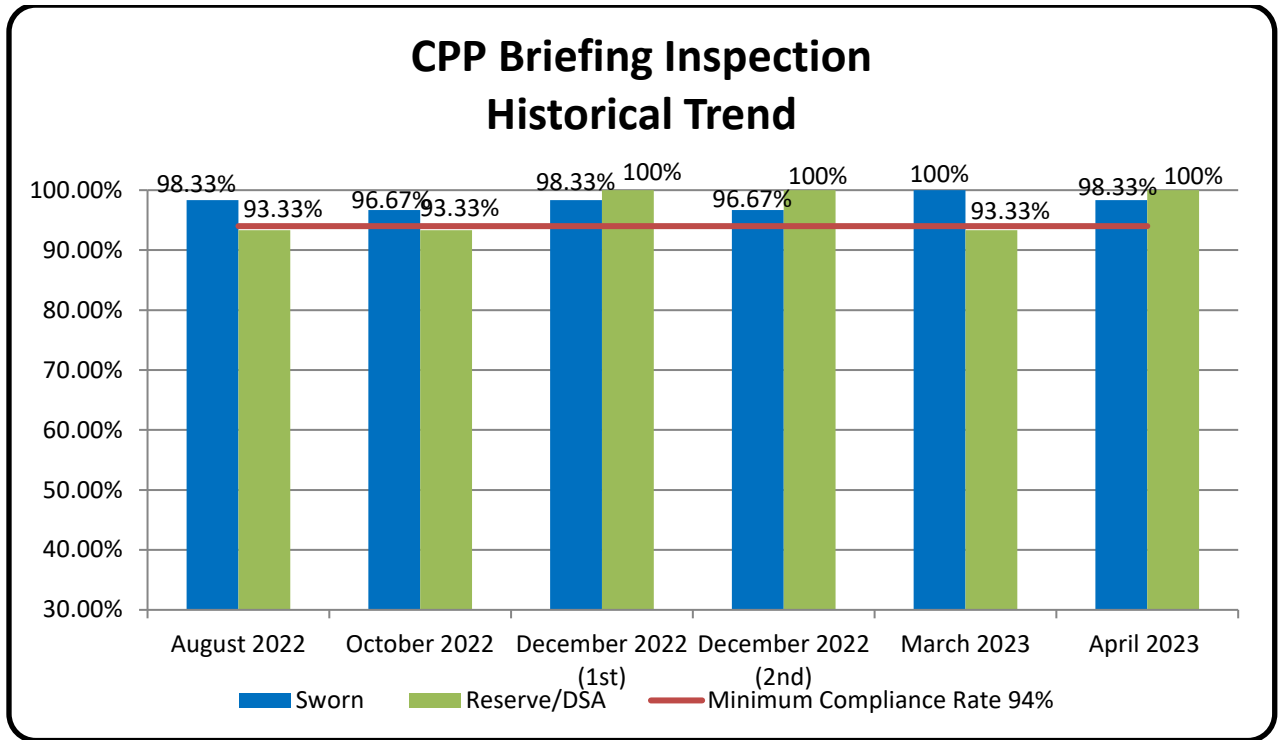
MCSO Administrative Broadcast 2023-17 and 2023-21 requires Sworn, Reserve and DSA personnel to view the CPP video “Captain’s Meeting Implicit Bias Briefing attestations” through TheHUB. The briefing discussion and video to be documented by the supervisor through TheHUB no later than April 14, 2023.

A random sample that consisted of 75 total law enforcement employees was obtained by AIU. The sample contained 60 Sworn personnel and 15 Reserve and DSA personnel. This inspection will be based on the requirement outlined in MCSO Administrative Broadcast 2023-17 and 2023-21 in support of paragraph 70 of the first supplemental court order. The inspection found that **98.67%** of inspected employees were in compliance with the MCSO Administrative Broadcast 2023-17 and 2023-21.

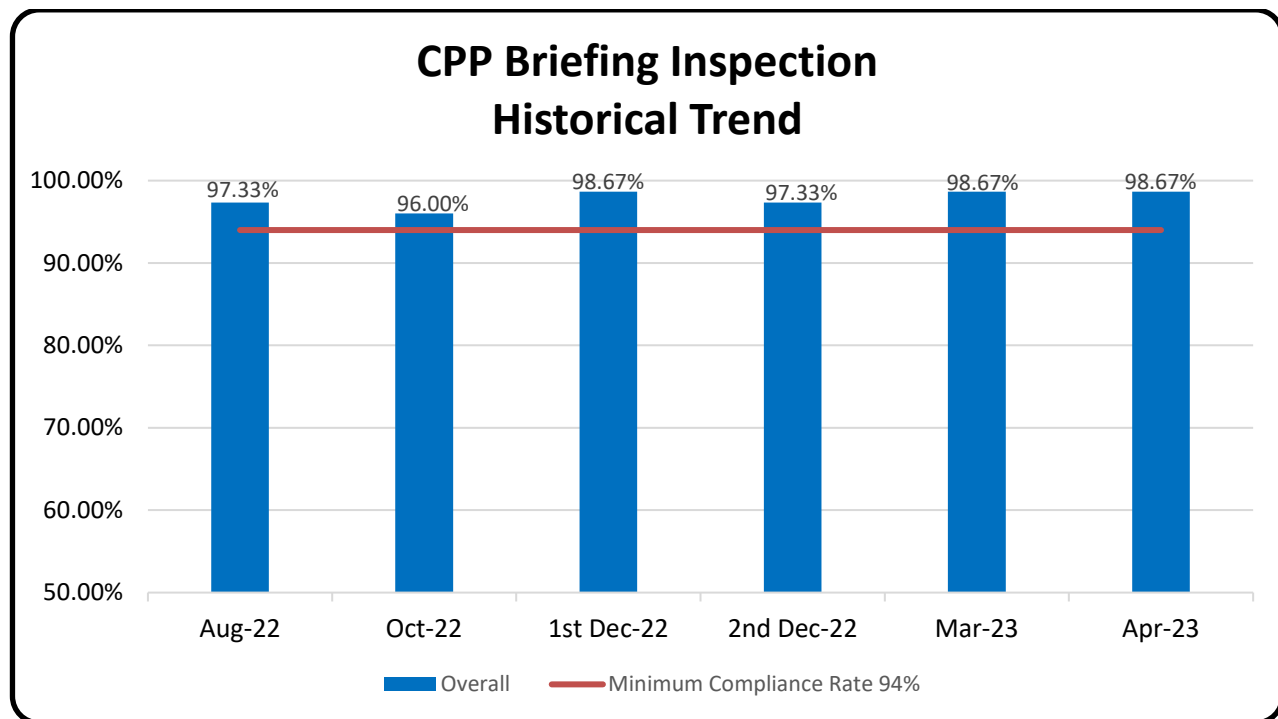
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Personnel viewed a CPP video “Captain’s Meeting Implicit Bias Briefing” by April 14, 2023. The supervisor briefing discussed and documented through TheHUB regarding compliance with the briefing for the employees.	1	59	60	98.33%
Reserve and DSA – Personnel viewed a CPP video “Captain’s Meeting Implicit Bias Briefing” by April 14, 2023. The supervisor briefing discussed and documented through TheHUB regarding compliance with the briefing for the employees.	0	15	15	100%
Overall Compliance	1	74	75	98.67%

Below is the historical comparison of compliance by Sworn and Reserve/DSA personnel for the CPP Briefing inspection.



Below is the historical comparison of total compliance for the CPP briefing inspection.



District 1 (1 BIO Action Form):

Compliance Deficiency

District/Division	Employee	Current Supervisor	Current Commander
District 1	Deputy	Sergeant	Captain
Deficiency			
-Attestation was not completed through the Hub as required by April 14, 2023.			

Action Required:

With the resulting **98.67%** compliance for *Inspection BI2023-0063*, a total of 1 BIO Action Form is requested from the affected division. The form shall be completed utilizing Blue Team.

Notes:

All supporting documentation (working papers) are included in the inspection file number *BI2023-0063* and contained within IA Pro.

Date Inspection Started: May 1, 2023
 Date Completed: May 10, 2023
 Timeframe Inspected: March 1, 2023, to April 14, 2023
 Assigned Inspector: Sgt. R. T. Bierwalter S1263/Kimberly Herrera B3666

I have reviewed this inspection report.

Lt. Brian Arthur
 Lieutenant T. Brian Arthur S1806
 Commander, Audits & Inspections Unit
 Bureau of Internal Oversight

6/1/2023
 Date