

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



December 2022 CPP Cultural Competency Briefing Inspection Report

Inspection # BI2022-0191

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 employees and Reserve employees 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 2022-84
- Paragraph 70 of the First Supplemental Court Order

Conditions:

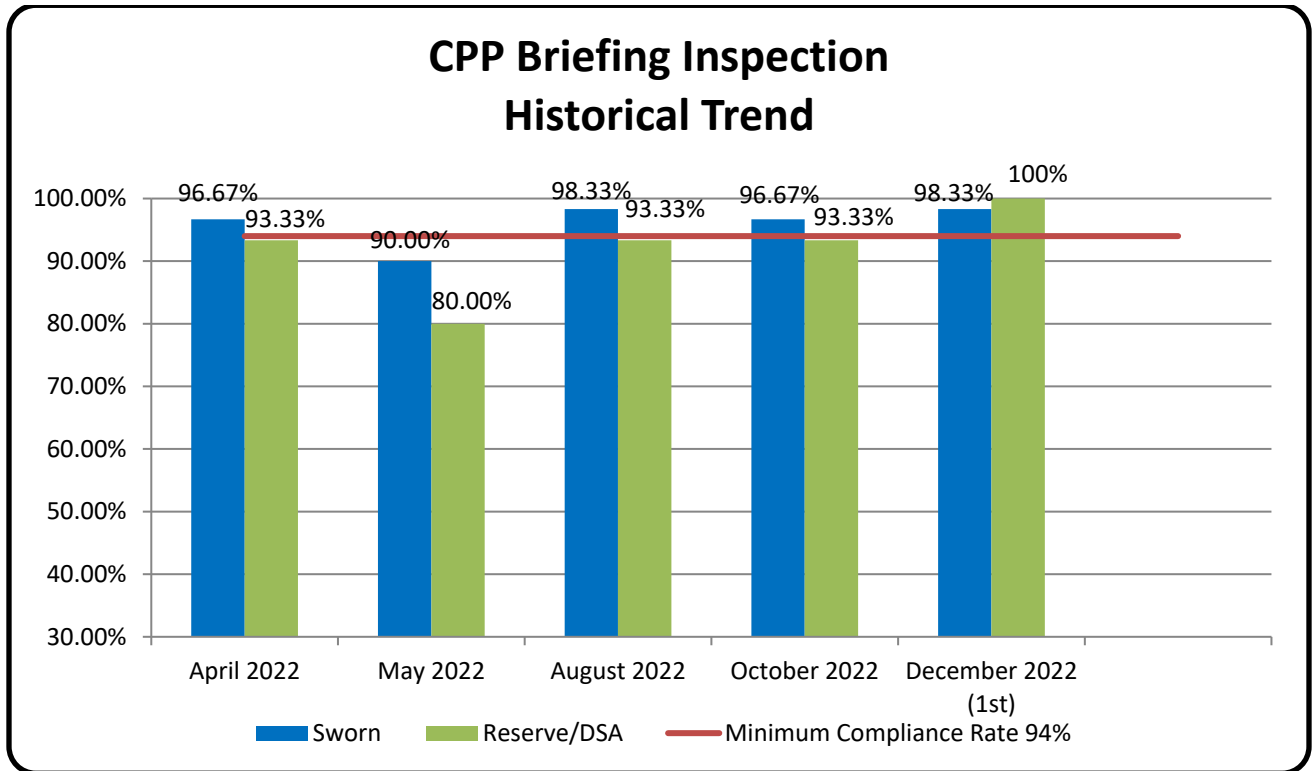
MCSO Administrative Broadcast 2022-84 requires Reserve and Sworn personnel to view the CPP video "Cultural Competency Roll Call Briefing attestations" through The HUB. The briefing discussion and video to be documented by the supervisor through The HUB no later than December 31, 2022.

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 2022-84 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 2022-84.

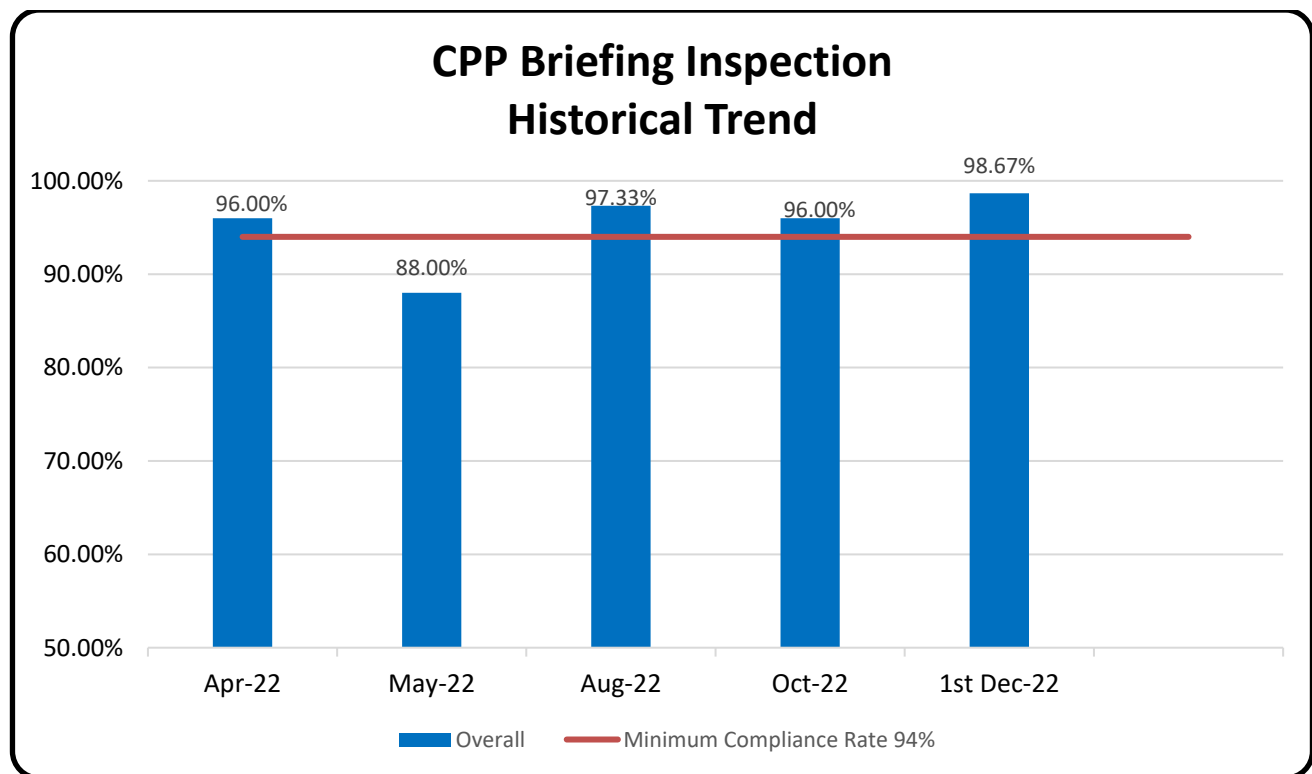
Inspection results for the selected personnel sample.

Compliance Objective	Not In Compliance	In Compliance	Total Inspected	Compliance Rate
Sworn - Employees viewed a CPP video "Did You Know Procedural Justice Immigrant Communities?" by December 31, 2022. The supervisor briefing discussed and documented through The Hub regarding compliance with the briefing for the employees.	1	59	60	98.33%
Reserve – Employees viewed a CPP video "Did You Know Procedural Justice Immigrant Communities?" by December 31, 2022. The supervisor briefing discussed and documented through The Hub regarding compliance with the briefing for the employees.	0	15	15	100.00%
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.



Aviation (1 BIO Action Form):

District/Division	Employee	Current Supervisor	Current Commander
Aviation	Deputy	Lieutenant	Captain
Deficiency			
-Employee did not complete attestation through The Hub as required by December 31, 2022.			

Action Required:

With the resulting **98.67%** compliance for *Inspection BI2022-0191*, 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 *BI2022-0191* and contained within IA Pro.

Date Inspection Started: January 4, 2023
Date Completed: January 17, 2023
Timeframe Inspected: September 19, 2022, to December 31, 2022
Assigned Inspector: Sgt. R. T. Bierwalter S1263/Kimberly Herrera B3666

I have reviewed this inspection report.

Lt. Brian Arthur

2/16/2023

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

Date