

Tanya Koshy [REDACTED]

Wed 7/28/2021 2:26 PM

To:

- Gabriel Martinez [REDACTED]
- McGuire, Catherine (POL);
- Scott, William (POL);
- Debra Kirby [REDACTED]

+7 others

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Dear Acting Captain Altorfer:

Our office has completed its review of the materials related to Recommendation 43.4 that have been submitted to us as part of the collaborative reform process. After reviewing the package and information provided by the Department, the California Department of Justice finds as follows:

Recommendation 43.4: The SFPD needs to reach out to members of activist groups and those groups who are not fully supportive of the department to seek to develop areas of mutual concern and work towards trust building and resolution of shared issues.

Response to Recommendation 43.4:

The SFPD provided a wide range of evidence that it has reached out to groups that seek to hold the SFPD accountable. As one example, SFPD reached out to several groups to participate in a working group on developing SFPD's community policing strategic plan. These groups include the LGBT Center, the Homeless Advocacy Project, and Justice for Louis Góngora Pat. As another example, Chief Scott has participated in several community discussions, including a panel discussion hosted by the Alice B. Toklas LGBT Democratic Club, where the Chief spoke along with the city District Attorney, Public Defender and the County Sheriff. The Chief also participated in a town hall hosted by the Bar Association of San Francisco on Police Accountability, Discipline and Oversight, where the Chief spoke along with the city's District Attorney, Police Commission Vice President, and the Executive Director of the Department of Police Accountability, and a panel discussion hosted by Mayor London Breed, where the Chief spoke along with Board of Equalization Member Malia Cohen (and now the President of the Police Commission) and Van Jones, the CEO of REFORM Alliance, an organization that seeks to reform the criminal justice system.

SFPD also meets regularly with groups that are historically critical of the police. For example, Chief Scott has quarterly meetings with Wealth and Disparities in the Black Community (WDBC), a group that has worked to hold SFPD accountable for deficiencies in its policing, including continued racial disparities in its stops and use of force, to discuss issues specifically related to

policing and the Black community. Following SF Pride's decision to ban SFPD from participating in the SF Pride Celebration, Chief Scott reached out to the President of SF Pride to identify ways to improve the relationship between SFPD and the LGBTQ community. With the assistance of the SF Pride Alliance Police Employee Group, SFPD has now held two meetings with SF Pride in the past few months. SFPD also reached out to Asian American Pacific Island (AAPI) community groups in the wake of harassment of AAPI individuals during the COVID-19 pandemic. Based on the conversations SFPD has had with these and other groups, SFPD recently issued a Unit Order (21-02), entitled Community Engagement Strategy Involving Historically Underrepresented Communities. Under Unit Order 21-02, the Community Engagement Division (CED) must oversee relationships with groups that represent and/or work with historically excluded groups, which SFPD specifically identified as the African American, the AAPI, the Latinx, and LGBTQ, and Youth communities. The CED must identify external stakeholders working with these identified groups, facilitate outreach with those stakeholders, and hold meetings with each historically excluded group. Each group will work with SFPD to identify local concerns and to develop strategies to address those concerns. On a quarterly basis, the CED Commander will review the progress made on addressing the local concerns identified by each group. Based upon all of the above, the Department of Justice finds that SFPD is in substantial compliance with this recommendation; however, because the process described above is in its infancy, SFPD should review the work the CED conducts with historically excluded communities to ensure compliance with Unit Order 21-02. Please let us know if you have any questions or would like to discuss these further.

Tanya

Finding # 43	The SFPD engages in a range of successful activities, programs, and community partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit.
Recommendation # 43.4	The SFPD needs to reach out to members of activist groups and those groups who are not fully supportive of the department to seek to develop areas of mutual concern and work towards trust building and resolution of shared issues.

Recommendation Status	Complete	Partially Complete	In Progress
	Not Started	No Assessment	

Summary

For compliance measure one, the SFPD identifies that it relied upon diverse groups, including activists that are not always friendly with the police to develop the community policing strategic plan. It identifies a range of groups and provides evidence in support of the outreach to these groups.

For compliance measure two, the department identified that it developed a community engagement strategy with the input of diverse community members and organizations. This translated to a call to further engagement by the district captains that originated with the Chief. The department supported this effort through the policy, 21-02, a unit level policy that directs engagement with under-represented communities.

For compliance measure three, the department provides a range of evidence. The Chief’s directive to continue to engage with such groups within the working groups for department policy is one measure of evidence of organizational support. The department references discrete acts, such as the Pride support through the authorized wearing of the SFPD patch. These are concrete examples of the initial work to gain trust in the communities of San Francisco. The Community Liaison Unit is another example of the department’s willingness to engage diverse communities.

Clearly, this needs an ongoing focus, but the department has established the initial foundation for the continuation of trust building.

Compliance Measures		Status/Measure Met
1	Evidence of outreach to activist and other groups less supportive of policing.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2	Plan to engage and issues identified to be addressed.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
3	Evidence of effort to collaborate building trust and resolving issues.	√ Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

Administrative Issues

Compliance Issues



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Finding # 43: The SFPD engages in a range of successful activities, programs, and community partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit.

Recommendation # 43.4: The SFPD needs to reach out to members of activist groups and those groups who are not fully supportive of the department to seek to develop areas of mutual concern and work towards trust building and resolution of shared issues.

Response Date: 05/06/21

Executive Summary

From the beginning of the Department of Justice Collaborative Reform Initiative (DOJ/CRI) the San Francisco Police Department has solicited input from community members for the implementation of the recommendations of this report. SFPD has reached out to community groups, activist groups, community leaders, and community members with a common goal to bridge the gap between SFPD and the community. SFPD is continuously working towards lasting relationship and trust building between SFPD and all San Francisco communities through the Department's Community Policing Strategic Plan (CPSP).

Between Fall 2017 and Spring of 2018, the department convened a working group to develop the San Francisco Police Department's Community Policing Strategic Plan. This working group was represented by individuals from various San Francisco communities, neighborhood groups, community-based organizations, activist groups, advocacy groups, academic scholars, SFPD members and city agencies. This working group supplemented their own experiences, as officers and community members, by reviewing national community policing best practices and obtaining feedback through surveys of SFPD members and community-based organizations. The San Francisco Controller's Office (Project Team) supported this important effort by designing the planning process, facilitating planning meetings, conducting research, analysis and summarizing each phase of the planning process into the components of the SFPD Community Policing Strategic Plan (SFPD/CPSP).

The SFPD/CPSP outlines the vision, goals, and objectives for community policing, current department practices, and an overview of next steps to implement the Plan. The appendix provides key information on considerations and strategies for implementation existing and possible new metrics and data sources to monitor ongoing efforts, a detailed list of current practices, and the inputs that contributed to the plan including best practice research and survey findings. The SFPD/CPSP provides a roadmap to ensure that community policing values are integrated into all SFPD practices.



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Utilizing the Community Policing Vision, Values Goals and Objectives outlined in the SFPD/CPSP, the Department developed an engagement strategy to focus on historically underrepresented groups who have been denied access and/or suffered past institutional discrimination. Historically laws in the United States were rooted in discrimination and segregation, promoting racial disparity and inequality. As a result, many underrepresented communities have come to view law enforcement officers as the face of oppression for many years. These communities are not always less supportive of policing, but many have loss trust in law enforcement agency to provide bias-free, dignified, equal treatment and equal access to resource to their communities.

It has never been more evident of the need to embrace community policing concepts and commit to utilizing 21st Century policing principles and the tenants of procedural justice as the guiding principles on how we police our communities. The SFPD developed this engagement strategy for the purpose of investing in relationships with underrepresented communities, so that all community members feel that they are receiving bias-free, dignified, equal treatment and access to resources.

Compliance Measures:

- 1) Evidence of outreach to activist groups and other groups less supportive of policing.**

The US Department of Justice (DOJ) Office of Community Oriented Policing Service (COPS Office) presented findings and recommendations on how to address the agency's needs proactively in a long-term manner to improve trust between the SFPD and the communities we serve. Since the beginning of the Department of Justice Collaborative Reform Initiative (DOJ/CRI), SFPD has reached out to community groups, activist groups, community leaders, and community members for the implementation of the recommendations of this report. Specifically, the SFPD has reached out to members of activist groups and influential community leaders who have been involved with bringing about political and or social change to work collaboratively on repairing relationships, restoring trust, and improving policing strategies within underrepresented communities, who have loss trust in law enforcement. Some of the activist groups and community leaders have included but are not limited to: The Human Rights Commission, Mission Local, SF Coalition on Homelessness, Glide Memorial Church, Department of Police Accountability, Wealth and Disparity in the Black Community (Justice 4 Mario Woods), Justice 4 Luis Gongora, Blue Ribbon Panel, and San Francisco Public Defenders Office. Representatives from these groups were actively involved and had significant contributions in the DOJ/CRI Executive Sponsor Working Groups (ESWG). (**See Attachment #1**) Community outreach for DOJ/CRI.

Part of the DOJ/CRI process called for the development of the SFPD Community Policing Strategic Plan (CPSP). Between Fall 2017 and Spring of 2018, the department convened a working group to develop the San Francisco Police Department's Community Policing Strategic Plan. This working group was represented by individuals from various San Francisco



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communities, neighborhood groups, community-based organizations, activist groups, advocacy groups, academic scholars, SFPD members and city agencies. (See Attachment #2) List of working group members. This working group supplemented their own experiences as officers and community members by reviewing national community policing best practices and obtaining feedback through surveys of SFPD members and community-based organizations.

Part of the Department's Community Policing Strategic Plan is to develop strategies to collaboratively address issues in historically underrepresented communities, to restore trust and relationships with these communities. The Department wants to ensure that all communities especially those who are underrepresented are provided unbiased, dignified, equal treatment and access to resources. The Department developed a Community Engagement Strategy that focuses on restoring trust and relationships with underrepresented communities, so that all community members feel that they are receiving the same treatment by the Department.

It is the goal of the Department to engage in honest, transparent, and empathetic dialogue with those San Francisco communities that have been historically underrepresented. The objective is to solicit conversation, input, and collaboration from historically underrepresented groups. SFPD recognizes that underrepresented populations across San Francisco have lost their trust in law enforcement, it is the goal of the department to organize specific outreach to these groups as expressed investment in repairing relationships, restoring trust, and improving policing strategies within these communities.

To increase communication with underrepresented populations across San Francisco, the Department conducted outreach to activist groups, community leaders, community-based organizations, and city agencies to work collaboratively to address issues in historically underrepresented communities.

Historically underrepresented groups refer to groups who have been denied access and/or suffered past institutional discrimination in the United States. These groups include but are not limited to the African American, Asian American, Hispanic/Latinx, Native American, and LGBTQ communities. Historically, there have been laws enacted by the Federal and local governments that were rooted in discrimination and segregation, promoting racial disparity and inequality, which have caused many to view law enforcement officer as the face of oppression of these historically underrepresented groups for many years. Recent incidents that have occurred nationwide have highlighted that the residue of racial disparities and inequities still exist in policing, causing a deep divide with these historically underrepresented communities. It is the goal of SFPD to work in partnership with activist groups, community leaders, community-based organizations, and city agencies to collaboratively identify and problem-solve local challenges for the purpose of repairing relationships, restoring trust, and improving policing strategies within these communities.



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Examples:

1. Wealth and Disparities in the Black Community (WDBC), founded by [Phelicia Jones](#) in 2013, is an activist group that addresses inequities and historical injustices that effective Black communities in San Francisco. Ms. Phelicia Jones is the Founder and leader of WDBC. She is a native to San Francisco's Bayview Hunter's Point, she is a community advocate and her personal mission is to foster healthy lives in disenfranchised and marginalized populations, with a concentration on the Black Community.

To gain perspectives on how the Department can better service underrepresented communities, the Department began its outreach to the WDBC group in 2017, when WDBC requested information regarding the DOJ Collaborative Reform Initiative Process. In 2019, Chief William Scott, Command Staff and the Professional Standards and Principal Policing Unit (PSPPU) began meeting quarterly with the WDBC group, with the purpose of creating an ongoing dialogue to gain insight from WDBC group in the areas of police accountability and reform, to better serve underrepresented communities. These meetings were held on September 30, 2019, December 20, 2019, September 30, 2020 December 22, 2020, and March 29, 2021. **(See attachment #3)** Agendas and meeting notes from the WDBC meetings.

2. Historically, the LGBTQ community has been plagued with discrimination and harassment and in some incidents, this has come from agents of law enforcement. These experiences have made it difficult for officers to effectively police in their communities. Recognizing this, SFPD has adopted laws and policies to improve relationships between SFPD and the LGBTQ communities.

To foster and build relationships with the LGBTQ community, the Department has conducted outreach with the SF LGBT Center. *The mission of the SF LGBT Center is to connect our diverse community to opportunities, resources and each other to achieve our vision of a stronger, healthier, and more equitable world for the LBGT people and our allies.*

As part of the Academy Immersion Course, the Community Engagement Division works in partnership with the SF LGBT Center to educate the new recruits on the LGBTQ community. Prior to the COVID-19 restriction, each academy class was brought to the SF LGBT Center and representatives from the center would educate the recruits on LGBTQ culture and history, to provide the recruits with additional tools to better police the LGBTQ community.

San Francisco Pride is a world leader in the global Pride movement and a part of the fabric of Pride events around the globe. SF Pride uses Celebrations, Parades, and other events to educate, as well as to raise much-needed money for fellow non-profits across the Bay Area. SF Pride are the coordinators of the annual SF Pride Celebration in San



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Francisco, which usually welcomes nearly one million attendees during Pride month. It has been a tradition of the San Francisco Police Department to participate in the SF Pride Celebration by allowing uniformed personnel to march in the Pride Parade as a show of support and unity to the LGBTQ community. During the 2019 Pride Celebration, an incident occurred, which led to SF Pride releasing a statement in 2020, officially banning SFPD from participating in the annual Pride parade.

In our efforts to continue building relationships with the LGBTQ community, when the Department was notified of this, Chief Scott reached out to Carolyn Wysinger who is the President of SF Pride, to identify ways of improving the relationship between the SFPD and the LGBTQ community. Chief Scott solicited the assistance of SF Pride Alliance Police Employee Group (PEG) to facilitate meetings with SF Pride to work on restoring trust and relationship with the LGBTQ community. In October 2020, Chief Scott facilitated meeting with SF Pride Alliance Representatives PEG (Sgt. Buckley, and Ofc. Winters) and representatives from SF Pride. During this meeting they discussed the reasons SF Pride decided to ban officers, the history of LGBTQ Officers in the SFPD, community support for officers in Pride as well as other issues brought up by the representatives of Pride. To work on restoring trust and rebuilding relationships representatives from SF Pride and SFPD agreed to continue the conversations. These meetings have occurred on March 23, 2021 and April 8, 2021. **(See attachment #4)** Meeting invites.

3. The Asian American and Pacific Islander (AAPI) community have been faced with significant discrimination and racism throughout American History, which was especially prevalent during the Pacific War, when AAPI were held in internment camps. Angel Island which is an Island in the San Francisco Bay. This historical landmark was home to the Angel Island Immigration where officials detained, inspected and examined approximately one million immigrants who primarily came from Asia. Under the Chinese Exclusion act of 1882, the first U.S. law to restrict a group of immigrant based on their race, nationality, and class. **(See attachment #5)** The Overlooked History of Angel Island. These historical events have led to a lot of mistrust of law enforcement, which have resulted in a lot of crimes going unreported with in the AAPI community. AAPI have seen an increase in bias-motivated incidents including harassment, property damage and violence during the COVID-19 pandemic. The Department reached out to AAPI activist groups and AAPI community leaders such as: Coalition of Asian American Government Employees, Chinese American Citizen Alliance, American Chinese International Cultural Exchange Council, Northern California National Federation of Pilipino Americans, South East Facilities Commission and Stop Crime San Francisco to organize community safety walks. The Department established an Anonymous Tip-Line and printed flyers on business cards in Mandarin, Cantonese, and English. The Department has also established dashboards and electronic shared folders for tracking of prejudice-based incidents. During the safety walks, SFPD officers worked in partnership with activist and community groups to pass out flyers and business cards to the AAPI community to restore trust, build relationship, educate, and encourage the



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community to report crimes against the AAPI community. (See Attachment #6) Email Correspondence for AAPI Community Safety Walks

4. While the nation awaited the verdict of the Derick Chauvin Trial for the murder of George Floyd, the Department reached out to community leaders, community-based organizations, and city agencies to have open dialogue with the community regarding the Chauvin trial outcome. These meetings were held on April 15, 2021 and April 20, 2021. In partnership with San Francisco SAFE Inc., over the past couple of weeks SFPD Chief Scott convened thoughtful listening sessions with community leaders in order to hear from them about how we might collectively shape progress on police reform in San Francisco and begin to truly right past wrongs. Leveraging SAFE's deep roots in the community, the Department was able to reach out to and include over 200 community leaders at these meetings representing: faith-based, the African American community, Asian American and Pacific Islanders, and Community Based Organizations.

These meetings came out of sincere concerns from amongst community members and our public safety officials to not only develop a compassionate response to public displays of frustration and emotion as a result of the George Floyd Murder Trial Decision, but also how we move forward together as a city to achieve equity, justice, and reform. SFPD stands in solidarity with the community and believes that Black Lives Matter. SFPD recognizes that longstanding structural racism and disparities that exist in the police department, the criminal justice system, and more broadly throughout our society, and that for far too long the African American community and other communities of color have faced systematic racism.

During these meetings community leaders spoke candidly about dismantling oppressive structures, holding police accountable, combating anti-AAPI hate, and the persistent public health and safety challenges, including violence in our African American communities. As a result of the organic dialogue and concerns raised by community leaders at these meetings, moving forward Chief Scott will be personally hosting quarterly meetings with community members and has also directed all of his 10 SFPD district Captains to host monthly meetings out in our diverse neighborhoods to sustain this momentum together and make tangible change in our communities. This is part of an ongoing plan of discussions. (See Attachment #7) Email invitations for Community Discussions.

In Addition to the Community Conversations, Chief Scott, Command Staff and Commissioned Officers have participated in panel discussions and townhall meetings as additional outreach to seek to develop areas of mutual concern and work towards trust building and resolution of shared issues within underrepresented communities.

Discussion Panels and Town Hall Meetings have included:



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- Chief Scott participated in a panel discussion with District Supervisor and Police Commissioner. This discussion was an open dialogue with community members regarding the defunding of police departments. **(See Attachment #8)**
- Chief Scott attended the Bar Association of San Francisco Barristers Club's Town Hall on Police Accountability, Discipline and Oversight meeting with the District Attorney, Police Commissioners, District Supervisors and District Station Captain. The Racial Justice Initiative was created to educate the legal community and public about the issues of racism, police brutality, criminal justice reform and how to be an ally. San Francisco leaders participated in this forum to discuss policing and the discipline and oversight systems in place in San Francisco. **(See Attachment #9)**
- Chief Scott participated in a panel discussion with the Mayor and city Administrator in honor of Black History Month to share what Racial Equity means to them, issues they believe are impacting the BIPOC community and their personal journey to becoming the great leaders that they are today. **(See Attachment #10)**
- In the past few years, the spotlight has been on negative police encounters with persons in mental crisis. Chief Scott conducted a presentation at UCSF that focused on Moving Towards Positive Integrations with Law Enforcement. The focus was on the vision for law enforcement to more effectively respond to calls involving those with intellectual or developmental disabilities and changes the San Francisco Police Department are making to ensure that everyone is treated with respect and dignity. **(See Attachment #11)**
- Chief Scott participated in the Equity Town Hall for the Down Syndrome Medical Interest Group panel discussion. This discussion was focused on disparities in accessing healthcare services, disparities in accessing educational services and issues with interacting with law enforcement, legal system and other crisis services. The goal of this conversation was to think about ways to foster community partnerships and bring about change in our systems either at the interpersonal level or institutional/structural level. **(See Attachment #12)**

2) Plan to engage and issues identified to be addressed.

The Department created a Community Engagement Strategy to focus on underrepresented communities. The Department wants to ensure that all communities especially those who are underrepresented are provided unbiased, dignified, equal treatment and access to resources. It is the goal of the Department to engage in honest, transparent, and empathetic dialogue with those San Francisco communities that have been historically underrepresented. The objective is to solicit conversation, input, and collaboration from historically underrepresented groups. SFPD recognizes that underrepresented populations across San Francisco have lost their trust in law enforcement, it is the goal of the department to organize specific outreach to these groups as expressed investment in repairing relationships, restoring trust, and improving policing strategies within these communities. The Department developed this engagement plan for the purpose of investing in relationships with underrepresented communities, so that all



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community members feel that they are receiving the same treatment by the Department. (See Attachment #13) Community Engagement Strategy

The WDBC identified the following issues to be addressed:

- Ensuring police reform through the implementation of the DOJ recommendations, and to openly discuss the areas in which they felt SFPD was lacking in their efforts.
- The reporting of Use of Force and Stops data as a comparative analysis within the dataset rather than per capita review.
- Steps the Department are taking to reduce racial disparity (particularly anti-Black bias) in policing.

SF Pride identified the following issues to be addressed:

- Use of Force incident during pride celebration which led to the banning of SFPD uniformed members from SF Pride Celebration.
- What SFPD can do to reestablish trust and relationships with members of the LGBTQ community.

AAPI identified the following issues to be addressed:

- Addressing the increase in Violence and Hate Crimes against the AAPI community.
- Establishing relationship and trust with the AAPI community.

Community Conversations with Chief Scott regarding George Floyd Murder Trail

- Address systematic and structural racism in the SFPD and society.
- Address hate and prejudice motivated incidents and crimes against the AAPI community.

As a result of the organic dialogue and concerns raised by community leaders at these meetings, moving forward Chief Scott will be personally hosting quarterly meetings with community members and has also directed all of his 10 SFPD district Captains to continue discussion of these issues at their monthly meetings out in our diverse neighborhoods to sustain this momentum together and make tangible change in our communities. SAFE will be instrumental in convening these upcoming quarterly and monthly community meetings in the days ahead, which will be guided by the overarching themes that have led our recent discussions together over the past couple of weeks, namely:

1. Building Relationships
2. Reimagining Policing
3. Reform
4. Redefining Response
5. Reevaluating



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Prescreen notes 04/29/21

Cal DOJ and Hillard Heintze thought SFPD provided good evidence of its past outreach and had comments on the ongoing nature of outreach. The draft Form 2001 states that "Chief Scott will be personally hosting quarterly meetings with community members and has also directed all of his 10 SFPD district Captains to host monthly meetings out in our diverse neighborhoods to sustain this momentum together and make tangible change in our communities." Cal DOJ recommended that SFPD codify that practice to ensure implementation and advertise the meetings to the public.

Response:

To ensure the ongoing nature of outreach, Unit order 21-02 Community Engagement Strategy Involving Historically Underrepresented Communities was issued to establish policies and procedures to ensure that all communities, particularly those who historically have been underrepresented, are provided unbiased, dignified, equal treatment and access to resources (**See Attachment #14**). To increase communication with underrepresented populations across San Francisco, the Commanding Officer of the Youth and Community Engagement Unit within the Community Engagement Division will oversee identification of activist groups, community leaders, community-based organizations, and city agencies to work collaboratively to address issues in the African American Community, Asian and Pacific Islander Community, Latinx Community, LGBTQ Community, Youth Community, and other underrepresented communities.

Community activist groups and community leaders were identified to work with Department Leadership to work collaboratively on formulating strategies to engage underrepresented communities and communities that are less supportive of policing. These activist groups have included the Wealth and Disparity in the Black Community (Justice 4 Mario Woods Coalition), SF LGBTQ Center, SF Pride, and advocacy organizations such as the Coalition of Asian American Government Employees, Chinese American Citizen Alliance, American Chinese International Cultural Exchange Council, Northern California National Federation of Pilipino Americans, South East Facilities Commission. Chief Scott and members of the Command Staff have met with Wealth and Disparity in the Black Community to address issues concerning the African American Community; SF Pride and SF LGBT Center to address issue of concerning the LGBTQ community; Coalition of Asian American Government Employees, Chinese American Citizen Alliance, American Chinese International Cultural Exchange Council, Northern California National Federation of Pilipino Americans, South East Facilities Commission to address issues concerning the AAPI community.

The Department is utilizing the strategy of engaging with community leaders from underrepresented communities to connect with activist groups that often are non-responsive to the Department in hopes that community leaders and organizations can assist with opening opportunities for dialogue to collaborate on discussion of identified issues. The Department is utilizing small group discussion with activist groups and influential leaders from various diverse communities to identify issues of mutual concern (**Refer to CM#1 Examples 1-4**).



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Chief Scott and Command Staff engaged in discussions with members with activist groups and influential community leaders, who have been involved with bringing about political and or social change, to work collaboratively on repairing relationships, restoring trust, and improving policing strategies within underrepresented communities, who have lost trust in law enforcement. Chief Scott issued a follow up email directive to the district captains to continue these discussions through their captain's monthly meetings (**See Attachment #15**). The Department utilizes the Captain's monthly meetings as the publicized open forum for the department and community to work collaboratively with influential community leaders to advance reform, reduce disparities, inequities and enhance trust in underrepresented communities.

Cal DOJ and Hillard Heintze suggested that SFPD include its current community member involvement in working groups and plans for future engagement. SFPD explained that current working groups relate to policy review and will look into providing that information. Hillard Heintze explained that it wants to ensure that SFPD's community engagement that occurred during CRI continues and that this information will help demonstrate that commitment.

Response:

Goal 5 of the SFPD Community Policing Strategic Plan focus on SFPD Organization. Objective 5.3 is to include civilian and front-line officer perspective and input in decision-making and policy development process. The incorporation of community input into the review and revision process of policies is one method the Department utilizes to gain feedback from communities that are most impacted. The DGO working groups include members of the community, subject matter experts from Community Based Organizations, internal stakeholders, and stakeholders from other agencies, as appropriate. The process was codified in a Chief's Directive for DGO Working Groups. (**See attachment #16**)

The Chief's Directive on Working Groups codifies that on an ongoing basis, community members will serve in Working Groups and provide recommendations to SFPD regarding DGO updates and revisions. This information is included in a recommendation tracking document (Recommendation Grid) that is submitted to the subject matter expert (SME) responsible for drafting the revised DGO. The SME incorporates as much as possible into the DGO and responds on the Recommendations Grid regarding what can/can't be incorporated and why. This Recommendation Grid accompanies the DGO through the review and concurrence process and is submitted with the draft DGO to the Commission for their consideration. This allows for the community input to be considered at each step in the DGO development process.



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3) Evidence of efforts to collaborate building trust and resolving issues.

Through an independent review of SFPD data specific to use of force and stops data, WDBC provided suggestions of how the information should be gathered, analyzed, and reported to better demonstrate inequities that exist and reforms which could be implemented to address these shortfalls.

One specific area WDBC felt strongly about was the SFPD reporting of use of force and stops data as a comparative analysis within the dataset rather than a per capita review. Following discussions with WDBC, the SFPD saw the value in reporting both types of analysis and continues to do so in quarterly reports. SFPD and WDBC are working collaboratively to on ways to reduce the use of force per capita data against communities of color. (Refer to Attachment #3)

SFPD have been working with SF Pride to formulate ways of restoring law enforcement trust with the LGBT community. As a step to towards rebuilding trust, SF Pride and SFPD worked collaboratively to determine ways that SFPD could show support during the 2021 Pride Celebrations. These plans include: SFPD wearing visible pride pin, pride patches and having officer take the "Not on My Watch Pledge" at line-ups prior to the start of the event. (Refer to Attachment #4)

To address the violence and hate crime within the AAPI community, the Community Engagement Division, District Captains, community leaders, and community activist groups have been working collaboratively to educate and engage with the AAPI community. This has been done through community safety walks where SFPD team up with community partnerships to pass out flyers and business cards that have information regarding the anonymous tip line (printed in Mandarin, Cantonese, and English) to encourage the reporting of crime. SFPD Officers, community leaders and advocacy groups have conducted meet and greets throughout the various AAPI communities to let the AAPI community know that we all stand together to STOP AAPI Hate. (Refer to Attachment #5)

In an effort to collaborate responses and building trust, the Community Liaison Unit (CLU) has been established within the Community Engagement Division (CED) to assist in fostering relationships between the Department and historically marginalized and Limited English Proficiency (LEP) communities in San Francisco. CLU partners and engages with community members and organizations to collaboratively identify and problem-solve local challenges and increase safety for residents, visitors, and officers. As stated in Goal 4 of the SFPD Community Policing Strategy Plan, CLU will engage in strengthening relationships with the communities that the police department serves, with a focus on increased officer visibility and pro-active engagement and crime-prevention strategies.



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CLU works collaboratively with community groups and organizations to form working partnerships to address the needs of Limited English Proficiency (LEP) and historically marginalized communities in San Francisco. **(See attachment #17)** DN 21-006 Community Liaison Unit.