

## Recommendation 43.1

Tanya Koshy [REDACTED]

Tue 10/22/2019 2:00 PM

[REDACTED]

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Dear Acting Captain Dorantes:

Our office has completed its review of the Recommendation 43.1 package that SFPD submitted as part of the collaborative reform process. Recommendation 43.1 is that SFPD should continue to actively support programs aimed at community engagement, including Coffee with a Cop, the San Francisco Police Activities League, San Francisco Safety Awareness for Everyone, and The Garden Project.

After reviewing the package and information provided by SFPD, the California Department of Justice finds as follows:

Response to 43.1 package: SFPD is substantially compliant with this Recommendation. SFPD has a plan to implement, support, and expand community policing programs. Each district station has assigned a designated officer as their community liaison officer. The community liaison officers meet on a regular basis to discuss upcoming events and share ideas on how to assist one another and allocate resources. Further, the Community Engagement Division advises the community liaison officers when there is a community event, not hosted by SFPD, in their district. SFPD has also demonstrated that it has continued active engagement and support of existing community programs. SFPD engages in a variety of community engagement programs. These programs include Project Pull, which places high school students in internship positions with SFPD and an "adopt-a-block" initiative in Chinatown where specific officers are assigned to foot beats in specific business areas and merchants serve as liaisons to address that particular area's concerns and challenges.

While Cal DOJ finds SFPD substantially compliant, it recommends that SFPD consider a few improvements. Specifically, Cal DOJ recommends that SFPD keep better track of its community liaison officer meetings through a regular calendar invite, a designated person or rotating assignment for a person to take minutes each meeting, and typed minutes for each meeting. Making these improvements will increase accountability for tasks, assignments, and ideas that are generated through these meetings.

Based upon all of the above, Cal DOJ finds that SFPD is in substantial compliance with this Recommendation.

Please let us know if you have any questions or would like to discuss this further. Thank you.

[REDACTED]

Tanya

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Hillard Heintze File Review Recommendation #43.1

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|---------------------|--|
| <b>Finding # 43</b> | 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. |
|---------------------|--|

|                              |  |
|------------------------------|--|
| <b>Recommendation # 43.1</b> | The SFPD should continue to actively support the programs aimed at community engagement, including Coffee with a Cop, the San Francisco Police Activities League, San Francisco Safety Awareness for Everyone, and The Garden Project. |
|------------------------------|--|

|                              |             |                    |             |
|------------------------------|-------------|--------------------|-------------|
| <b>Recommendation Status</b> | Complete    | Partially Complete | In Progress |
|                              | Not Started | No Assessment      |             |

**Summary**

Compliance Measures 1 and 2 are met.

The San Francisco Police Department restructured its approach to community engagement by creating the Community Engagement Division under the leadership of a Police Commander and a Captain. The restructure enabled the department to delegate officers to serve as Community Liaisons to district stations providing critical support to existing programs like the Police Activities League and expansion of other programs like Coffee with a Cop, school campouts, flag football, and others (CM1). However, please note the items under Compliance Issues below; these additional details will be required in the submission to Cal DOJ for this recommendation to be found substantially complete by Cal DOJ.

The department incorporated an event summary to identify the mission and purpose of each event and to track department resources dedicated to the event. Evidence supports department engagement with youth and the community is ongoing through the calendar year 2019 (CM2). The response to this recommendation is determined as complete. The Hillard Heintze team in Phase 3 will monitor the department's community and youth engagement to ensure that these promising practices are institutionalized.

| Compliance Measures |   | Status/Measure Met   |
|---------------------|---|--|
| 1                   | Plan to implement, support, and expand community policing programs.                 | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |
| 2                   | Evidence of continued active engagement and support of existing community programs. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |

**Administrative Issues**

More recent activity should be placed at the front of your submission – documents describing 2019 are placed at the end of this submission, requiring the reviewer to dig through the submission to find evidence of recent work.

**Compliance Issues:**

In SFPD's Form 2001, the Department states that the Youth and Community Engagement Unit continues to support the district stations with community events, and that each district station has assigned a designated officer as its community liaison officer. The memo further states that the community liaison officers meet once a month to discuss upcoming events and share ideas to assist one another. However, there is no documentation demonstrating that these meetings

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regularly happen or what, if anything, comes out of those meetings. It is possible that this is all contained within a unit order or memorandum concerning the Community Engagement Division; however, supporting documents were not included in this package and therefore we have no way to evaluate what SFPD's plan to implement, support and expand these programs.





**San Francisco Police Department  
Professional Standards & Principled Policing Bureau  
Department of Justice Compliance**

|   |   |
|---|---|
| <p><b>Individual Recommendation Report</b><br/> <b>Rec. Number:</b> 43.1<br/> <b>Assigned To Project Manager:</b><br/>         Sgt. Kin Lee<br/> <b>Prepared by:</b><br/>         Sgt. Kin Lee<br/> <b>Priority:</b> Medium</p> | <p><b>Reserved For PSPPB Only</b></p> <p><input type="checkbox"/> <b>President’s Task Force</b><br/> <input type="checkbox"/> <b>Blue Ribbon Panel</b><br/> <input type="checkbox"/> <b>CJTF SF Bar Association</b><br/> <input type="checkbox"/> <b>Department of Police Accountability</b><br/> <input type="checkbox"/> <b>Civil Grand Jury:</b></p> |
|---|---|

**DOJ Recommendation #:** 43.1

The SFPD should continue to actively support the programs aimed at community engagement, including Coffee with a Cop, the San Francisco Police Activities League, San Francisco Safety Awareness for Everyone, and The Garden Project.

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**DOJ Objective: Community Policing**

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**Executive Summary:**

Coffee with a Cop

Coffee with A Cop was launched in Hawthorne, California in 2011, as a result of a brainstorming session. Members of the Hawthorne Police Department were looking for ways to interact more successfully with the citizens they served each day.

Community policing has long been considered a framework for establishing trust between the community and the police. However, over time the character and composition of our nation’s communities have changed due to shifting demographics, more commuters, and the introduction of different communication methods such as websites and social media.

The Hawthorne Police Department hit upon a simple plan to break through the barriers that have been built over the years—a cup of coffee.

In less than five years, Coffee with a Cop events have been hosted in all 50 states and is one of the most successful community oriented policing programs across the country. The program has also expanded to outside the Unites States to Canada, Europe, Australia, and Africa. The key to Coffee with a Cop’s growing success is that it opens the door for interactions outside of the crisis situations that typically bring law enforcement officers and community members together.





## **San Francisco Police Department Professional Standards & Principled Policing Bureau Department of Justice Compliance**

San Francisco Police Department has actively participated in National Coffee with a Cop Day over the past few years. It is typically held during National Community Policing Week (first week in October). Many of our stations have hosted additional Coffee with a Cop event in throughout the year.

### San Francisco Police Activities League

Since 1959, the San Francisco Police Activities League has provided San Francisco youth with healthy activities and leadership programs to develop positive characteristics for life. PAL serves almost 1,000 youth annually throughout the city. We run our programs with a small central office staff and through the efforts of nearly a hundred volunteer civilian coaches and police mentors. SF PAL is an independent nonprofit that receives no funding from the City of San Francisco or the San Francisco Police Department. Our programs offer many youth considered "at-risk" an opportunity to develop career and life skills through various sports programs, the Law Enforcement Cadet Program, and community service opportunities. Our philosophy is to leave no child behind, and as such those children and their families who cannot afford our low cost programs, we offer full financial aid.

For more than 50 years, SFPAL has sponsored the PAL Law Enforcement Cadet Program; a leadership & job skills development and community service program for youth between 14 to 20 years of age.

In addition to the PAL Cadet program, the 2017 PAL program currently facilitates five different sports programs; Football, Cheer & Dance, Jiu-jitsu, Sandlot, and Fishing. We serve boys and girls from every neighborhood in San Francisco; from Chinatown to the Sunset to Bayview and Visitation Valley. Two-thirds of the participants are boys, and one-third are girls. Applications for the 2018-2019 Cadet Program were due April 2, 2018. Their classes start June 18, 2018.

### San Francisco Safety Awareness for Everyone

SAFE engages, educates, and empowers San Franciscans to build safer neighborhoods through crime prevention, education, and public safety services that result in stronger, more vibrant and resilient communities.

San Francisco SAFE, Inc. (Safety Awareness for Everyone) is a community crime prevention and public safety program that works in cooperation with the San Francisco Police Department and other city agencies to help San Franciscans protect themselves from becoming victims. SAFE was created in 1976 as a project of the SFPD. In 1980, SAFE became a non-profit 501(c)(3) corporation, and 30 years later, continues to act as the crime prevention component of the police department. A major portion of SAFE's income comes from a grant contract with the SFPD, but SAFE also receives donations and grants in order to expand and enhance our crime prevention and public safety services. SAFE has also received numerous grant awards from the City and County of San Francisco, the San Francisco Mayor's Office, State Office of Criminal Justice Planning and local foundations. We have provided major support to the San Francisco Police Department and Mayor's Office by acting as a fiscal agent for these federal and state funded grants, along with participating in numerous crime prevention activities as a part of these grants.





**San Francisco Police Department  
Professional Standards & Principled Policing Bureau  
Department of Justice Compliance**

The Garden Project

The Garden Project's work empowers at risk young adults through environmentally based job training and life skills programming, while transforming the urban environment. The Garden Project, a non-profit organization, oversees an environmentally based work training program for San Francisco residents called Earth Stewards. The program also included a special summer program and school year program for San Francisco high school students.

In the community, the Project supports nutrition education, community clean-up, planting activities and more. Through meetings, fairs, and community projects, The Garden Project works to connect local government with the communities they serve – improving relationships and bringing more citizens into active civic life. The Garden Project pools public and private resources in order to affect real change in San Francisco. Our partnerships include the San Francisco Sheriff's Department, the San Francisco Public Utilities Commission, the San Francisco Police Department and more than twenty-five community organization.

**Purpose:**

The San Francisco Police Department's mission is to continually build community relationships with activities such as youth programs and social activities to foster a positive relationship with police officers.

**Policy:**

N/A

**Audit (if applicable):**

These programs are in continuous operation year round and their success will be measured by data collected related to the number of youth we reach each year.

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**Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)**

N/A

**Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)**

- Coffee with a Cop Information
- PAL Program Summary Overview and Supporting Documents
- San Francisco Safety Awareness for Everyone (SF SAFE) Information
- Garden Project Information
- Community Engagement Division Summer Youth Programs (2018)



**San Francisco Police Department  
Professional Standards & Principled Policing Bureau  
Department of Justice Compliance**

**Implementation, training & records (How to prove we did what we said?)**

These programs are in continuous operation year round and their success will be measured by data collected related to the number of youth we reach each year