



San Francisco Police Department

Chief's LGBTQ+ Community Advisory Forum

Established 2010



Forum Charter & Description

Revision 9 – 08/2023

“Working together to create a safer and stronger community for all”



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SAN FRANCISCO POLICE DEPARTMENT
Chief's LGBTQ+ Community Advisory Forum



The LGBTQ+ Forum is comprised of a broad diversity of LGBTQ+ members from around the city who meet regularly to discuss community needs and concerns, and to help influence SFPD procedure and policy.

Participation in the Forum is open to anyone within the LGBTQ+ community who lives, works, or attends school in San Francisco.

CONTACT US FOR MORE INFORMATION

LGBTQ.Forum@sfgov.org

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Welcome Message From Chief Scott



The Chief's Advisory Forums is a vital part of ensuring community input to department policies and procedures that impact our diverse communities. San Francisco is seen worldwide as a safe and welcoming place for LGBTQ+ people, and I am committed to partnering with the community as we continue the work of the collaborative Reform and becoming a model of 21st Century Policing.

Captain Chris Del Gandio, the SFPD highest ranking LGBTQ+ member and Executive Sponsor of the Chief's LGBTQ+ Advisory forum, will meet with community members who are answering the call to serve their city and their community as members of the forum.

Some of the work that has been done thus far has made tremendous progress in building trust and legitimacy with the SFPD and the LGBTQ+ community. This work includes training department members in principled policing and implicit bias, training every member on the history and diversity of the LGBTQ+ community, being one of the first departments in the national to have a comprehensive policy on interacting with transgender and non-binary people, and being the first department to authorize its members to wear Pride patches during the month of June. We are indebted to the community members, City leaders and LGBTQ+ SFPD members, past and present, who started this work.

The last few years have shown us as a city and policing, as a profession, that the work of police reform and building trust with diverse communities is ongoing and that we can never lose focus on doing what is best for our diverse communities. I want to thank all of the LGBTQ+ community members who are stepping up to serve. The work that you are signing up for is work that will make San Francisco safer for all people and help the SFPD live up to its commitment of delivering Safety with Respect.

Thank you for stepping up to serve your city and your community. Together we will continue to make our city safety and celebrate that diversity that makes San Francisco a welcoming city for all.

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Our Forums History



Chief George Gascon

2009-2011



Chief Greg Suhr

2011-2016



Chief William (Bill) Scott

2016-present

The Forum was first created under then Chief George Gascon in 2010, and functions as a liaison and conduit for communication, support, and exchange of ideas, and raising concerns directly with the command staff and the Chief of the Department.

The Forum is comprised of members of the LGBTQ+ community, drawn from the broadest possible demographic to ensure all voices are heard. Forum permanent members are unpaid volunteers who dedicate their time and energy through regular meetings, special events, and outreach efforts. The Forum is also comprised of SFPD Officers who offer their insights, guidance, and knowledge to benefit the permanent community members.

All Chiefs of the SFPD have supported the Forum since it was first formed in 2010, and the Forum has successfully implemented several initiatives with the full support of the Chief's and their Command Staff personnel.

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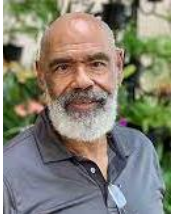


Current Forum Permanent Members

	<p>SFPD CO-CHAIRPERSON Captain Christopher Del Gandio, LGBTQ.Forum@sfgov.org</p>	<p>San Francisco Police Department, General Investigations</p>
	<p>COMMUNITY CO-CHAIRPERSON Greg Carey SFPD.LGBTQ.Forum@gmail.com C: 415-509-5101</p>	<p>Castro Community On Patrol</p>
	<p>COMMUNITY CO-CHAIRPERSON Ken Craig SFPD.LGBTQ.Forum@gmail.com C: 415-260-6239</p>	<p>Community Patrol Service</p>

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	<p>ALLEN, Paul</p>	<p>Corbett Heights Neighborhood Association</p>
	<p>BRACCO, Steve</p>	<p>Castro LGBTQ Cultural District, Hoodline</p>
	<p>BROWN, Bob</p>	<p>SF Leather Cultural District</p>
	<p>BURKE, Dave</p>	<p>Supervisor Raphael Mandelman Public Safety Liaison D8</p>
	<p>CALLAHAN, Cal</p>	<p>SF Leather Cultural District</p>

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	FORD, Suzanne	San Francisco PRIDE Board
	FRADET, Kelly	F.B.I. San Francisco Community Outreach Specialist
	LEMON, Billy	Castro Community Benefits District
	MANSFIELD, Robert	University of California San Francisco
	MORGAN, Desmond	Castro Merchants

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	<p>RINCON, Omar</p>	<p>District Liaison for Senator Scott Wiener</p>
	<p>TORRES, Stephen</p>	<p>Individual member</p>
	<p>PEGUEROS, Gary</p>	<p>South Beach Rincon Mission Bay Neighborhood Association</p>
	<p>PHAM, Nguyen</p>	<p>San Francisco PRIDE Board</p>
	<p>Zou, Zoe</p>	<p>Sage</p>

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If you would like to join the SFPD LGBTQ+ Forum as a permanent member, please email us at LGBTQ.Forum@sfgov.org with your name, any organizations you represent and a brief bio of what you think you could bring to the Forum to further the goals and objectives of the Forum.

Obligations Of Permanent Forum Members

All permanent Forum members agree to:

- Attend as many formal Forum meetings and events as possible in each calendar year,
- Support the work of the Forum in deeds and by active participation,
- Accept assignment of suitable tasks in support of Forum efforts and projects,
- Promote the Forum whenever and wherever possible,
- Respect all Forum permanent members and all visitors and guests at Forum meetings and events,
- Recognize that differences of opinion, outlook, perception, and interests will arise from time to time between Forum permanent members, and despite this, work toward greater understanding, empathy, and collaboration in all things, at all times,
- Invite new and qualified candidates to the Forum for permanent membership,
- Contribute and communicate in an honest, open, forthright, and true manner at all times.

Naturally, some other obligations or expectations may be requested of permanent members of the Forum from time to time and needs and projects arise.

Membership and participation in the Forum is “at will.” Permanent members may withdraw from the Forum at any time, for any reason.

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How The Forum Works



The Forum works by welcoming permanent members from the broadest LGBTQ+ diversity, representing all areas of the city and all demographics as much as possible.

These permanent members meet regularly with the SFPD Co-Chairperson and other SFPD Officers to identify concerns, express compliments, or criticism, suggest changes in policy and/or procedure, and so on. They also identify and agree on special projects to develop, educational opportunities to promote, and invite special guests to broaden the Forum members understanding in any given topic.

Permanent members are asked to represent the Forum to their own community and friends, and to bring both compliments, complaints, and suggestions to the Forum on behalf of the broader LGBTQ+ community.

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Current Forum Projects

The Forum members work collaboratively with community members to identify solutions, and enhance existing programs for the benefit of both the SFPD and the community at large. We are currently working on these Forum Projects:

2023-001 Outreach Project



LEAD: Ken Craig **TEAM:** Gary Pegueros

“Getting the word out” to everyone about the existence of our Forum and the work we do is a key part of our success. Using as many opportunities as possible, our OUTREACH PROJECT will identify, staff, resource, and execute plans to conduct outreach and promotional activities and efforts.

In addition to electronic outreach, we want to attend in-person promotional opportunities such as community meetings, district Captains meetings, community events, and so on.

These efforts will be on-going and will need quite a bit of support from Forum members at times to help us accomplish these goals. If you have any particular “skill sets” in social media publishing, content creation, and so on, please let us know.

2023-002 SFPD SAFE PLACE / SAFE ZONE Project



LEAD: Greg Carey **TEAM:** Gary Pegueros

The “**SAFE PLACE**” program is a collaborative effort between the San Francisco Police Department and merchants to create safe places where victims of hate crimes, prejudice-based incidents, or other crimes can find refuge and be connected with law enforcement and other services.

Working with San Francisco Safety Awareness For Everyone, the SFPD Community Liaison Unit, and District Station Officers, we plan to organize focused distribution of the posters and associated pamphlet in specific high-traffic areas such as Union Square, Mission, Castro, and so on.

2023-003 LGBTQ+ / SFPD History Project

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LEAD: Ken Craig **TEAM:** Robert Mansfield, Gary Pegueros

The history of the relationship between the San Francisco Police Department and the LGBTQ+ community is a long, complicated, and often misunderstood one. Many people within the Police Department and within the LGBTQ+ community may be largely unaware of that long and complicated history, and of the tremendous advances and progress that

have been made over the decades.

Inspired by the Tasmania Police in Australia and their own timeline project (pictured above) our goal is to work with professional historians from the Tenderloin and GLBT Historical museum, SFPD Officers, and member of the LGBTQ+ community to create our own San Francisco based LGBTQ+ / SFPD Historical Timeline project, resulting in a display piece that can be displayed in the museums and at the San Francisco Police Academy for all Officers to see as they train as recruits or undergo professional standards training at the Academy.

2023-005 FBI "Hate Crimes Symposium" Project



LEAD: Captain Del Gandio **TEAM:** Ken Craig, Greg Carey

The FBI have requested to partner in presenting a "Hate Crimes Symposium" for the LGBTQ+ community with our forum in San Francisco at a location to be determined in August of 2023.

Our Forum is working to locate a suitable venue.

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Some Of Our Past Work

2012 Hate Crimes Symposium



In the past, the Forum has presented two "**Hate Crimes Symposium**" meetings open to the public which included panelist from the FBI, US Attorney's Office, and the SF District Attorney's Office.

2012 Hate Crime Checkbox On Police Reports

Recognizing that SFPD did not discretely require Officers to indicate if a crime was potentially hate motivated, our Forum recommend the addition of a Hate Crime checkbox on SFPD report forms, to be completed in the Officer or reporting party suspected hate was a factor in motivating the incident.

2012 – Today: Self-Defense Training Classes

We support several free community self-defense classes and other educational outreach efforts to the broader LGBTQ+ community through our Forum member partners, Community Patrol Service and Castro Community On Patrol.

2013 SFPD LGBT SAFE ZONE Program

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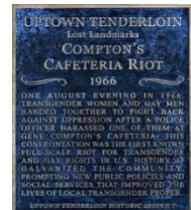
We created the **LGBT SAFE ZONE** program, the first in the Nation, to ensure members of the community that Police Stations are truly places of sanctuary when they are being harassed or abused. With the full support of Chief Suhr and his command staff, the program was successfully implemented in all ten District Police Stations, with prominent signs posted.

2015 SFPD LGBTQ+ Cold Case Investigations

We supported the cold-case investigations into prior LGBTQ+ murders within the city by republishing details and seeking new witnesses and information.

2017 Compton's Cafeteria Riot Plaque

We provided support for the creation and installation of the plaque recognizing the **Compton Café** in the Tenderloin and its significance to LGBTQ+ and especially Transgender history.



2023-004 SFPD LGBTQ+ Forum Challenge Coin Project



LEAD: Ken Craig **TEAM:** Greg Carey

Challenge coins are uniquely designed items that have been used by the military and many other organizations since at least World War I. Used to promote unit pride, improve esprit de corps, and as gifts given to special and deserving individuals outside of the unit.

Law enforcement have adopted and used challenge coins for decades, often creating unique coins for specialized units, key individuals such as Chief's, and for special events such as Superbowl etc.

As a unique Chief's Community Advisory Forum, we created our own LGBTQ+ Forum challenge coin to give as a gift to guests who attend and present at our Forum meetings, and to other LGBTQ+ Law Enforcement personnel we meet throughout the world.

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These are just few of the projects and efforts the Forum was involved in pre-pandemic. We hope to support many more in the coming years with your assistance and participation.

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