

Annual Community Policing Plan

Community Engagement Division

2024 Edition



CITY & COUNTY OF SAN FRANCISCO

Police Department

Community Engagement Division (CED)



Based in SFPD headquarters, community engagement division employs the talent of full-time officers and civilians who work with all district stations to implement:

- Events (Faith & Blue, Coffee/Dim Sum/Boba with a Cop, Fundraisers)
- Partnerships (Local community groups, events)

The San Francisco Police Department, being one of the oldest police departments in the United States, is affected by all aspects of the historical trends and struggles of policing. SFPD has succeeded in adapting to the changing landscape of officer safety, race relations, and department expectations throughout the decades. To maintain SFPD's reputation as the benchmark of community policing and reform, in 2016, SFPD partnered with the US Department of Justice to launch the Collaborative Reform Initiative, to research and highlight what SFPD was doing well, and what needed work. After an exhaustive account of the department the US DOJ published 94 findings and 272 recommendations. 17 of the findings and 60 of the recommendations were directedly related to Community Policing Reform.

At CED, the relationships we've fostered with our different community groups and local organizations are the greatest assets we have. Our community efforts do not just fulfill the CRI recommendations but strengthen the effectiveness of our strategies and the reach we have to serve all people of San Francisco.

CED Command Structure



*Acting Commander
Arran Pera #531*



*Acting Captain
Samuel Christ #501*



*Acting Lieutenant
Christina O'Bannon #420*



*Sergeant
William Elieff #24*



SFPD Officers



*Non-Sworn Civilians, Cadets,
and Volunteers*

SFPD Reserve Officers / Cadet / ALERT

Our Reserve officer programs utilizes the skills of part time police officers to supplement our efforts during large events and presence in specific neighborhood beats.

The Auxiliary Law Enforcement Response Team is a dedicated group of 146 volunteers who provide trusted valuable assistance for things such as event preparation and management.

SFPD Cadets is a paid program designed to nurture younger applicants who are interested in the field of law enforcement and exposes them to some of the work of SFPD officers.



Ambassador Program

The SFPD ambassador program currently has ~75 retired police officers who have come back to connect with the communities they have served in the capacity as a civilian.

Utilizing the invaluable knowledge they've gained and connections they made, ambassadors serve as another conduit for businesses, tourists, and community members to communicate any issues or problems that may arise.

While not armed, ambassadors carry police issued radios and are on the same channels as SFPD officers. They are a vital part of supplementing SFPD's footbeat presence in some of our most famous and historic areas such as: Unions Square, Chinatown, Castro, Fillmore, Hayes Valley, and many more



LEP

CED manages and monitors the Departments Limited English Proficient persons (LEP) policies and procedures. DGO 5.20, "Language Access Services for Limited English Proficient Persons" established language access procedures for Department members when coming in contact with Limited English Proficient persons.

- Compliance with all aspects of DGO 5.20. and Department Notices
- Maintaining Language Line Account
- Conduct the training at the Academy for LEP.
- Coordinating interpreter training for qualified bilingual members.
- Coordinating meetings with outside entities and community groups and to resolve language issues.
- Overseeing the LEP data collection.
- Preparing reports addressing the Department's language access efforts.
- Office of Civil Engagement and Immigrant Affairs mandatory annual compliance report
- Annual Commissioners hearing for Language Access



Communication

The work done at CED is accompanied by a comprehensive communication strategy to notify the different communities of upcoming events, hold panel discussions to collaborate on solutions, and open lines of communication so dialogue goes both ways.

Follow Us!

Facebook



Instagram

@SFPD_Cares



Twitter/X

@SFPDcares



The days of physical media and press releases are fast becoming second place to the different mediums the majority of the population are receiving their news from. To keep up, CED has an active presence in different social media platforms.

CED also partners with local non-profits and organizations to hold forums and to make sure that our services has no ceiling due to cultural or linguistic barriers.

Communication - Community Input and Feedback

Communication goes both ways. CED regularly participates in meetings, in person or virtual, where community members and organizations can collaborate on ongoing finding solutions to ongoing issues, or planning fun events.



Education

Department statistics alone do not convey the entirety of the information SFPD shares with the communities we serve. Whether it is crime stats, press releases, public training, we pair data and intelligence to address relevant concerns and the needs of local communities in our strategy building process.

It is one thing to inform the public that they're safe, based on raw data, but it takes another level of resources and strategy for the public to feel safe.

CED has various best practices to fulfill that mission. Though we are based out of the Public Safety Building, we are consistently out in the various districts and neighborhoods we serve, hosting and participating in different events, and even just to talk everyday residents and merchants.

Education

Part of informing and educating the public means recognizing the diversity of cultures, languages, and age groups in San Francisco.

This means that the San Francisco Police Department have also tailored our methods of communication in order to reach the various audiences. This effort is made as part of our commitment that our service and outreach is equitable to all communities.

Due to the diversity of our police force representative of the diversity of our communities, these efforts can include: Officers doing televised PSA's, presentations in English Second Language communities, and giveaways/events partnering with different groups, all in various languages.



Safety with Respect

Community Relationships

Strong, trusting, and respectful relationships between SFPD and all facets of San Francisco Community

Despite not having a patrol function, CED maintains a strong continual presence in different communities including manning booths during events and street fairs, or just walking different foot beats.



Safety Presentations at Local Schools



MADD Fundraiser



Every year, SFPD has participated the MADD fundraiser, even having won the 1st place award in the past, against multiple local agencies.

\$1,875 raised by
SFPD in 2023



Safety with Respect

Take a look at just some of the **community partners** we have worked with...

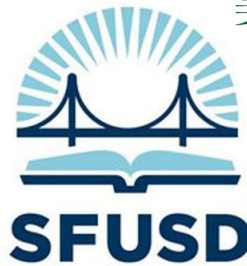


Chinatown Community Development Center

華協中心



NO MORE VICTIMS[®]



Self-Help for the Elderly
安老自助處



2023 Community Recognition

Sarah Wan – Director of CYC (Community Youth Center)



Community Youth Center of San Francisco

CYC社區青年中心



Motivating Youth to Succeed

啟導青年 邁步向前

As part of CED’s victim outreach, CED officers will usually connect English second language victims with services that are able to officer linguistically/culturally fluent social workers. In many cases, these social workers are able to help victims navigate the justice system and help connect them funding for medical bills, funeral costs, etc.

CYC has been instrumental in assisting Cantonese/Mandarin/Toishanese only speaking victims in their times of need. Further, CED would like to recognize the director of CYC, Sarah Wan, who has on multiple occasions, personally followed up with victims and provided them with:

- emergency funeral cost funding
- transportation to/from court house
- food and shelter

Thank you to Sarah, whose dedication to her organization’s mission and her invaluable help to SFPD’s efforts has provided many victims with a starting point to recover.

Community Liaison Unit

While not directly interdicting crime trends like patrol, CED's responsibility towards the San Francisco community spans city-wide in areas such as, outreach towards minority/non-English speaking communities, victim outreach and care, building bridges through events and presence.

The strength of the relationship between SFPD and the communities we serve is better built when done in collaboration. This collaboration can help one of the biggest aspects encountered by victims and law enforcement: follow up.

The Community Liaison Unit includes officers who specifically search for cases in order to reach out to victims, to follow up on their well being, and to offer the various resources from the community partners we work with.

These resources include anything from financial compensation to broken doors or medical bills, to connecting victims with mental health services.

SFPD support does not just end with a police report...

Trauma does not end after an incident, why should our support? CED continues to follow up with victims to offer resources such as mental health services from the Department of Public Health, to victim compensation from the Victim Services Unit from the District Attorney's office. We maintain a wide range of relationships with many community non-profit organizations as well to provide not just the bare - minimum of support, but a culturally competent understanding of a victim's needs.

81% of Victims CED
has followed up with
accepted additional
resources



In the works...

- Along with the rest of the bay area, catalytic converter thefts have been on the rise in San Francisco. We are currently exploring the possibility to implement a Catalytic Converter Etch/Spray program to help lower the risk of being targeted, in addition to raising awareness of the risk.
- Coming out of COVID-19 and loosening restrictions, many community groups are planning bigger events which are a good opportunity to connect with the local residents and organizations with the resources available to them from the Department.



Message from the Captain – Acting Captain Samuel Christ

The San Francisco Police Department is proud to represent the diversity that is our city. “Community Engagement” is not just a slogan, it is at the heart of everything we do. While working hard to mend the historical divisions and contentions, we look forward to a better future where every San Franciscan, no matter who they are, can feel safe in our beautiful city. As the Captain of the Community Engagement Division, the community mindset shapes our priorities. It is our duty to ensure our support to victims does not just end with a police report. It is our responsibility to maintain the trust we have with the many different communities in San Francisco. With the functions of CED, and the teamwork we have from all the different district stations/units and community partners we are able to live up to those principles.

Building on the work we have done, many opportunities lie ahead and I am confident we at the Community Engagement Division can do our part and rise to the occasion.

Thank you for learning more about CED!

Any questions?

Please reach us at

SFPDcommunityRelations@sfgov.org