

San Francisco Police Department

Community Policing

Annual Review & Report

2023-2024



CITY & COUNTY OF SAN FRANCISCO

Police Department

01/30/2024

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SFPD Community Policing Goals:

Communication:

Honest, transparent, and empathetic dialogue between the SFPD and San Francisco Community.

Education:

SFPD both trains and is trained by the communities it serves.

Problem-Solving:

Increase safety through collaborative working partnerships between SFPD community members, and organizations to identify and address local topics of concern.

Relationship-Building:

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

SFPD Organization:

SFPD organization and operation leads community policing efforts and demonstrates a guardian mindset.

Communication:

The SFPD's number one goal is to have honest, transparent, and empathetic dialogue between the SFPD and San Francisco Community that we serve. The communication related goals for the Community Engagement Division are to:

- Create a diverse set of communication channels between the SFPD and community.
- Respond to request for service and information in a timely and transparent manner.
- Solicit conversation, input, and collaboration from historically underrepresented groups.
- Transparently communicate, publicize, and educate community about SFPD goals and policies.

Education:

The second goal of the SFPD is to share responsibility for community safety between the police and community members.

- Train the community to empower them to improve community safety like conducting safety walks with the community.
- Work side by side to create and maintain safe neighborhoods.
- Invite third party and community instructors to contribute to SFPD training.
- Bring in diverse voices from outside the Department to enhance officer development and understanding of issues outside the usual scope of officer duties.

Problem-Solving:

Increase safety through collaborative working partnerships between SFPD, community members, and organizations to identify and address local topics of concern.

- Officers can connect individuals to resources when call for service is outside their scope.
- Collaboratively identify and develop responses to local issues and concerns with individuals, community-based organizations, and city services.
- Utilize a formalized problem-solving model across district stations.

Relationship-Building:

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

- Increase visible officer presence and proactive, positive engagement with individuals outside of calls for service. The Alert Program and the Ambassador Program help build these positive connections with the community.
- Officers should be accessible and approachable to build individual relationships with those in the communities they serve.
- Provide unbiased, dignified, and equal treatment and access to resources to all community members.
- All community members should feel that they receive the same treatment by the Department as any other individual in the city, which will require an explicit investment in relationships with historically marginalized groups.

SFPD Organization:

SFPD organization and operation leads community policing efforts and demonstrates a guardian mindset.

- Develop policies, priorities, and procedures that are consistent across SFPD stations and bureaus and support neighborhood specific plans. Share examples of this in the District Station Captain's Annual Community Policing Plans and post them publicly on our website annually.
- The SFPD is adaptable and committed to continuous review and improvement.
- Include civilian and front-line officer perspective and input in decision-making and policy development processes.
- Support restorative justice goals.
- Support officers with sufficient resources.
- Recruit SFPD members who reflect the city's diversity and know the communities they serve.
- Integrate community policing values in recruitment, training, and professional development of SFPD members.
- Deployment strategies maintain consistency in practices and continuity of the community's relationship with the SFPD.
- Support groups historically underrepresented in police departments in professional development.
- Hold officers accountable for their actions and embodying community policing tenets

Chief's Community Police Advisory Forum (CCPAF):

As a commitment to procedural justice, the Department instituted the Chief's Community Police Advisory Forum (CCPAF) in 2023 to expand community policing, problem-solving, and community engagement throughout the city.

The CCPAF is a group of civilian volunteers from the residential and business communities of San Francisco. Its role is to identify issues and challenges affecting their respective community and advise the Department about possible solutions.

The CCPAF's overall commitment is to create a forum for open discussion to problem-solve issues and challenges with the goal of improving the safety of residents, visitors, and communities across the city.

The CCPAF is made up of the Chief of Police, one Department member from the Community Engagement Division (CED), and individuals from the San Francisco community who bring unique skills, knowledge, experience, and networks with them. Together, they make up the whole Forum and define its composition.



CCPAF Annual Reporting:

The CCPAF sought to identify and track input from CCPAF members in two modes:

CCPAF Survey Tracking:

Meeting feedback was requested both before and after meetings, in pre- and post-meeting surveys.

- Issues for policy related discussions were tracked via these CCPAF surveys throughout the year 2024. Additionally, there was a final post-meeting survey related to the member's overall experience in CCPAF for 2024 (see next slide).

CCPAF Issues Raised Tracking:

CCPAF members were also asked to share and address any concerns or issues raised by completing SFPD form 598a.

- For the year 2024, the CCPAF does not have a summary of issues raised or status of progress made in resolving issues raised by the group for that year due to no SFPD 598a forms received.

CCPAF Annual Reporting:

The following is a summary of the 2024 CCPAF survey results:

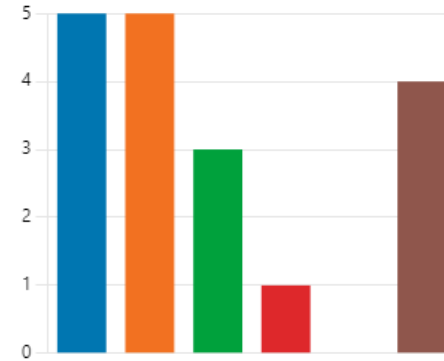
How satisfied are you with your overall experience with the CCPAF?

Very satisfied	3
Somewhat satisfied	3
Neither satisfied nor dissatisfied	0
Somewhat dissatisfied	0
Very dissatisfied	0



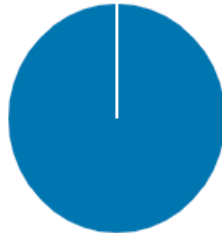
What was the most successful part of the meetings? Please select all that apply.

Discussions with the Chief	5
The informative presentations a...	5
Group discussions	3
Networking with like minded pe...	1
Relationship building	0
Opportunity to provide feedback	4
Other	0



How likely are you to recommend the Forum to others?

Very likely	6
Somewhat likely	0
Neither likely nor unlikely	0
Somewhat unlikely	0
Very unlikely	0



Will you be interested in community engagement activities outside of the scheduled CCPAF meeting times such as Turkey giveaways, backpack giveaways, volunteering at Stations and/or events, etc.?

How effective were the opportunities for discussion and collaboration during the meeting?

Very effective	3
Somewhat effective	2
Neither effective nor ineffective	0
Somewhat ineffective	0
Very ineffective	1



Very interested	2
Interested	4
Neither interested nor disinter...	0
Not interested	0



CCPAF Annual Review:

Based on feedback from the year 2024, the Forum developed a plan dedicated to how the CCPAF will advance in the future. The following goals and ideas were identified for the upcoming year, 2025:

- Create task specific goal setting for the Forum at the start of the year.
- Assign Forum members with researching specific community related challenges and identifying solutions for those challenges.
- Consider the content of issues tackled per meeting to allow enough time for thoughtful discussion.
- Enhance attendance and participation from Forum members.
- Format meeting to allow more time for roundtable discussion and brainstorming of ideas.
- Continued discussion of policy and group input on implementation of new laws.
- Increase pre-meeting topic preparation by including resources for members to research.
- Provide direct reports, data and status updates from the Chief related to prior Forum discussions.
- Begin meetings with a brief progress report of the last-meeting, identifying specific contributions from the group.
- Final meeting report at the last meeting to include progress on all subjects, identifying specific contributions from the group.

Department Advisory Forums:

The community groups who inform the CCPAF on issues related to their respective community are known as the Department Advisory Forums (DAF).

DAFs have their own meetings separate from the quarterly CCPAF meetings. These external community meetings can serve to identify and discuss any issues that the community would like to bring to the attention of the Chief at the quarterly CCPAF meeting.

DAFs may include, but are not limited to the following groups:

- Asian and Pacific Islander (API)
- African American
- LGBTQ+
- Jewish
- Small Business 6
- Muslim
- Hispanic/Latin
- Youth
- Women
- Faith based

The Community Engagement Division (CED) Manages the Following:

- Chief's Community Police Advisory Forum (CCPAF)
- Youth and Community Engagement Unit (YCEU)
- Community Liaison Unit & Company Liaison Officer
- Limited English Proficiency (LEP) & Language Access Liaison
- Auxiliary Law Enforcement Response Team (ALERT)
- SFPD Cadet Program
- Reserve Police Officer Program
- Neighborhood Safety Team (NST)
- Community Ambassador Program
- Pink Patch Project
- Safe Place Program
- Wilderness Program
- Police Activities League (PAL)
- Community Police Academy
- Summer Youth Engagement Program

CED Supports the Following:

- Town Hall Meetings – Officer/Involve Shootings (OIS)
- Community Police Advisory Boards (CPABs)
- Department Awards

Ambassador Program



- The Ambassador program started in 2020 with 8 Ambassadors. The focus was Union Square; the program was embraced by the Union Square bid and all the businesses in Union Square. Due to the success of the program, we were able to expand to 29 Ambassadors by 2022 and added 5 more locations.
- Current locations that Ambassadors patrol, Union Square, Chinatown, Fisherman's Wharf, Castro St. Corridor, Chestnut St. Corridor, Hayes Valley Corridor, Clement St. Corridor, Lower Nob Hill, Haight St. Corridor, Noe Valley, Mission St. Corridor, Fillmore St. Corridor, West Portal Folsom St. Corridor, Embarcadero Navigation Center, Inner and Outer Irving St. Corridor and Geary Blvd. Corridor.
- There are currently 67 Ambassadors in the City and 39 Ambassadors at SFO as of November 2024.

San Francisco Police Cadet Program



Law Enforcement Cadet Program is for youth aged 14-20 who live or attend high school or college in San Francisco.

The San Francisco Police Department Cadet program is designed to provide a service for the City of San Francisco, the Police Department and the Community that it serves. A Police Cadet is considered a future leader in the community. The goals of the Police Cadet program are to expose men and women to the various aspects of police work to prepare them for a career in law enforcement. The Police Cadet program helps to provide quality candidates for all law enforcement related positions including, but not limited to: Police Officer, Community Police Services Aide or 911 Dispatcher.

A structured program has been established to promote Police Cadets duties and responsibilities. The Police Cadet expectations are high morals, excelling academically, using good judgment, and being active in the community. Police Cadets provide assistance to the San Francisco Police Department in many different ways, and they act as a liaison between the police and youth in our community.

Alert Team

Auxiliary Law Enforcement Response Team (ALERT) volunteers have no special law enforcement powers but may provide crucial support in the hours after a disaster. ALERT members work closely with full-time and/or reserve police officers, helping with tasks including traffic control, foot patrols around businesses and homes, reporting criminal activity, and working with other civilian volunteer groups to assist with medical aid, animal control, delivery of supplies and welfare checks.

ALERT volunteers can also help guide people to shelters and reunification centers. In non-emergency situations, we may also call on you to help direct foot and car traffic at street festivals, sports events, concerts, parades, and political demonstrations.



Community Police Academy

The SFPD Community Police Academy is a ten-week program open to members of the community and designed to provide an overview of SFPD structure and activities.

Participants will learn about emergency communications, vehicle operations, bias training, and crisis intervention and may go on a ride-along with officers on patrol.

The academy is not part of the training one would need to become a police officer, nor does it provide academic credit.

Instead, it is intended for community members to learn more about reducing crime, improving the quality of life in their neighborhoods, and building relationships with law enforcement personnel.

In turn, the Community Police Academy provides an opportunity for officers to improve their understanding of the people they serve.



San Francisco Police Department Wilderness Program



The goals of our Wilderness Adventure Youth Program are to:

- Improve relations between police, youth, and the community
- Empower youth to build skills, including teamwork, leadership, communication and self-confidence
- Help youth to develop an appreciation and respect for the natural world

The Wilderness Program works in partnership with:

- The San Francisco Unified School District
- Boys and Girls Clubs of San Francisco
- Environmental Traveling Companions
- San Francisco Recreation and Park Department
- Blue Water Foundation
- National Park Service
- California State Parks

SF Police Activities League (PAL)

The San Francisco Police Activities League (SFPAL) builds community by organizing youth sports and healthy activities that develop personal character and fosters positive relationships among police officers, youth and dedicated volunteers.

Founded in 1959 by a group of San Francisco policemen who wanted to keep kids off the streets and on the fields, our mission hasn't changed in the ensuing six decades. We provide hope and opportunities to kids ranging in age from 5-20 years old throughout San Francisco by offering free athletic programs and educational programs kept at a minimal cost to the participants.

Dedicated civilian and police coaches, instructors, mentors and former program participants choose to give back to the youth in the community by donating their time, energy and commitment to serve over 1,200 SFPAL kids annually.

PAL Basketball



PAL Fishing



PAL Chess



PAL Football



Community Events

Weekly

- Local Community Events
- Safety Presentations

Monthly

- Active Shooter Trainings
- Family House
- Career Days
- Community Meetings

Quarterly

- Officer of the Month Ceremony
- Community Police Academy
- Community Immersion with SFPD Recruits
- Blue and Blue
- Coffee with a Cop

Annually

- Fleet Week
- MADD Walk
- Special Olympics Torch Run
- Special Olympics Polar Plunge
- SFPD Toy Drive
- Pumpkins and Christmas Tree Drive
- Shop with a Cop
- Bring your Kid to Work Day
- National Night Out
- Faith in Blue
- Ice Skate with a Cop (Winter Wonderland)
- Wreaths Across America
- Bike with Vets
- OFA Summer Programs
- UCSF Children's Holiday Caravan
- Bike Give Away

Safety Presentation with the youth





Community Events



Community Events



PRESENTS
THE KIDS' GAMES
AT
KEZAR STADIUM
SUNDAY, MAY 5



50 METERS 100 METERS LONG JUMP

Free Track & Field Event for Boys & Girls 5-14
KEZAR STADIUM 670 KEZAR DRIVE
SAN FRANCISCO

SCHEDULE
8:00AM: Registration
9:00AM: Opening Ceremony
9:30AM-2:00PM: HEATS
12:00PM: Lunch




for questions or sponsorship information please contact us at admin@sfpal.org



NATIONAL FAITH & BLUE WEEKEND








You're Invited!

Heroes and Helpers Event

We are excited to invite you to a heartwarming morning of giving and joy! Each child will receive \$100 to shop for a special gift for themselves or someone they care about.

Accompanied by our amazing "Heroes in Uniform," this event promises to be a memorable experience filled with holiday cheer! Participants need to complete our online waiver form at: <https://pdf.ac/2ZAa9p>. Once the form is complete, please print and bring a copy to the event, which will serve as your entrance ticket.

- Date:** Saturday, December 14
- Time:** 9:00 AM (arrival time 8:30AM)
- Location:** 2675 Geary Blvd, San Francisco (Second level entrance)

BIKE Rodeo

YOUTH BIKE SAFETY, SKILLS & EDUCATION: AGES 5 TO 17

04 MAY
10AM-3PM

FREE PARKING @ Pier 30/32
599 The Embarcadero
San Francisco CA 94107



THINGS TO BRING:
Bike
Helmet
Water Bottle & Snack
Sunscreen

FREE TICKET REQUIRED

<https://sfbikerodeo.org>





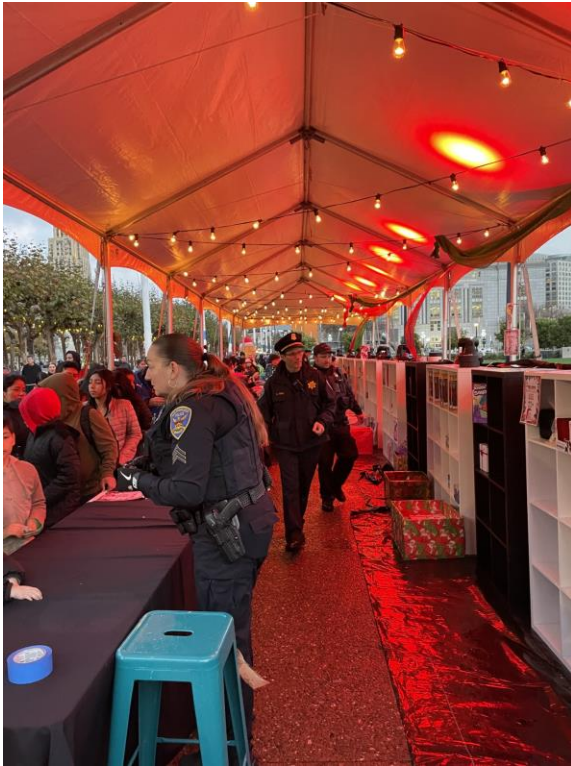
COFFEE WITH A COP

A REMINDER FROM YOUR LOCAL POLICE DEPARTMENT
AT TARGET STONESTOWN
APRIL 10, 2024 (WEDNESDAY) @ 9AM-11AM PST

Thanksgiving Turkey giveaway



Christmas Toy Drive



Christmas Tree Give Away



Youth Outreach and Engagement



CED Audits

The Community Engagement Division utilized the Community Policing performance objectives, outlined in the Community Policing Strategic Plan, as well as qualitative and quantitative success criteria from each station, unit, and detail for the creation of this annual report.

SFPD Department policy (DGO 1.08) requires analysis of community policing and problem-solving data for review, improvement, and incorporation into community policing strategies. The Community Engagement Division shares the performance results across the Department and Community on an annual basis. The following is a summary of audits for the year 2023:

- | | |
|--|------------------|
| 1. Internal Community Policing Discussions Review/Audit: | 100% compliance. |
| 2. Annual Review of Captains Community Policing Plans: | 100% compliance. |
| 3. Bi-annual CP Training audit: | 100% compliance. |
| 4. Bi-annual 21st Century Policing discussions: | 90% compliance. |
| 5. Officer of the month: | 100% compliance. |
| 6. Officer of the year: | 100% compliance. |

Community Engagement Tracking and Data Collection:

- District Station Captains digitally tracked community engagement activities for the year 2024 and provided a summary of events in their Annual Community Policing Plans, which are now posted on the SFPD website for public viewing.
- Department sponsored events collected data, which includes feedback from the community, to help measure the effectiveness of community policing and engagement strategies. This data is maintained by the Community Engagement Division and used to improve events and programs.

Surveys:

The Department created a community survey link on the Department's website to obtain valuable community feedback on the effectiveness of our community engagement events and programs. This feedback assists the Department in the development of our strategies to meet the needs of the community. Results of community surveys are posted on the Department's webpage for public viewing.