



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

<p><b>Individual Recommendation Report</b></p> <p><b>Rec. Number:</b> 43.2</p> <p><b>Assigned To Project Manager:</b> Sgt. K. Lee/Sgt. Dharmani</p> <p><b>Prepared by:</b> Sgt. Dharmani</p> <p><b>Priority:</b> Medium</p>	<p><b>Reserved For PSPPB Only</b></p> <p><input type="checkbox"/> <b>President’s Task Force</b></p> <p><input type="checkbox"/> <b>Blue Ribbon Panel</b></p> <p><input type="checkbox"/> <b>CJTF SF Bar Association</b></p> <p><input type="checkbox"/> <b>Department of Police Accountability</b></p> <p><input type="checkbox"/> <b>Civil Grand Jury:</b></p>
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**DOJ Recommendation #:** 43.2

The SFPD should expand its partnership with and further support neighborhood organizations that work to provide art, sports, educational, and leadership development opportunities for young people in the community.

**DOJ Objective: Community Policing**

**Executive Summary:**

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 Visitacion Valley. Two-thirds of the participants are boys, and one-third are girls.



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**Purpose:**

Our mission is to build community by organizing youth sports and healthy activities that develop personal character and foster a positive relationship among police officers, youth, and dedicated volunteers

**Policy:**

N/A

**Audit (if applicable):**

Please see attached program rosters.

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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)**

- Current PAL Programs summary
- Flyers/Announcements for PAL programs
- PAL 2017 Summer Cadet Academy & Internship flyer
- PAL Cadet Manual 2017-2018

**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.

## Police Department

# SFPD Summer Youth Programs in Collaboration with the Community

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### Future Grads

Providing youth access to real world job training, Future Graduates is a cornerstone program of the San Francisco Police Foundation, a non-profit organization formed by citizens in 2011 to aid San Francisco police officers in their service to community. This summer session we are looking for takes fifty SFUSD high school students, ages 14-18 for a eight-week long internships beginning in June with a tech skills workshop and program orientation. - [Learn more about Future Graduates.](#)  [2017 Future Grads Applications.pdf](#)

### Earth Stewards / Garden Project

Today, the GP Earth Stewards Program is a multi-agency program coordinated by The Garden Project. The Earth Stewards coalition includes The San Francisco Public Utilities Commission, The San Francisco Sheriff's Department, The San Francisco Police Department, and community organizations.

### Project Pull

What is Project Pull Project Pull is a paid summer internship program that is sponsored by the City and County of San Francisco through the Department of Public Works (DPW), San Francisco Public Utilities Commission (SFPUC) and Youth Workforce (JCYC). Going on its 20th year, Project Pull provides professional mentorship to highly motivated, promising high school students from the diverse communities within San Francisco. During the eight-week program, our interns get a chance to explore careers in architecture, business, engineering and science by interning with a full-time City employees from various City departments. The ultimate goal of Project Pull is to expose diverse and talented students to a work environment conducive to their personal growth and to draw young citizens to the public sector and perhaps into the workforce of the City and County of San Francisco. S.F. Project Pull: A summer internship in a city department, including SFO. Visit [Project Pull](#) for more information and for application deadlines view <http://www.sfgov2.org/index.aspx?page=4095>  [2017 Project Pull Application.pdf](#)

### SFO High School Interns Program



The San Francisco Airport Commission is pleased to offer a robust internship program. Each program is unique and has a unique application. Applications are now being accepted for the 2017 Summer High School Internship program. [View the application online.](#)

## S.F. YouthWorks

YouthWorks provides paid internships for high school juniors and seniors who are current residents of San Francisco and interested in working with one of the many Departments of the City and County of San Francisco. The next available applications will be for the Summer 2017 session and will be available online in Spring 2017. Visit [San Francisco Youthworks at http://sfyouthworks.org/](#) for the application and more information on this program. Applications are also available by calling 415.202.7911 or by emailing [janderson@jcyc.org](mailto:janderson@jcyc.org).

## San Francisco Summer Jobs+

SF Summer Jobs+ is a city-wide summer program to help young adults (ages 16-24) find summer employment. The goal in 2017 is to provide 7,000 jobs and work opportunities! [Learn more about San Francisco Summer Jobs+ at http://sfsummerjobs.org/](#)