

# SAN FRANCISCO POLICE DEPARTMENT COMMUNITY POLICING ANNUAL REVIEW



San Francisco Police Department

2020

## *“Safety With Respect!”*



### SFPD Strategic Plan 1.0 Five Strategic Initiatives:

#### **1) Collaborate**

Build strong partnerships with the community and City agencies for addressing community-wide challenges that impact "Safety with Respect."

#### **2) Improve Responsiveness**

Improve ability to respond in a timely, informed, unbiased and procedurally just way, and work towards a collaborative resolution.

#### **3) Measure and Communicate**

Align on a shared vision and transparent way of measuring "Safety with Respect" in order to work better with each other and our community.

#### **4) Strengthen the Department**

Instill "Safety with Respect" into how we organize, evaluate performance, recruit, train, promote, reward, deploy, and lead the SFPD.

#### **5) Define the Future**

Develop a future-focused, longer-term strategic plan (Strategy 2.0) for a more modern, evolving, and inclusive SFPD with input from internal and external stakeholders.



**Chief William Scott**  
**San Francisco Police Department**

## **Message from Chief Scott**

*These are particularly trying times, not only for law enforcement but for the communities we serve. We realize communities are hurting and have been for some time partly due to incidents of unjust and biased policing. With the verdict of George Floyd's murder, we, as a society, have taken a positive step forward - one that I believe in and full heartedly support.*

*For the past several years, the SFPD has been working to rectify many wrongs that were evident in policies and practices which were in effect for decades. In doing so, I believe, we have led the way on reform on many pressing issues from the need to intervene to identifying bias by proxy when responding to calls.*

*I am proud to lead a department whose members in recent years have been fearless in identifying areas for needed improvement, and united in our drive to accomplish it. Through the implementation of reforms, including recommended by the US Department of Justice under the Collaborative Reform Initiative launched by President Barack Obama, our department has re-envisioned our commitment to providing safety with respect and dignity through enhanced accountability and transparency for our actions, eliminating biased policing, and focusing on improving police-community relations through a uniform community policing strategy.*

*In 2020, the SFPD developed a strategic plan through a collaborative effort with over 100 community stakeholders. This strategy codifies our commitment to community policing by outlining our vision, goals, and objectives for our members' interactions with the public. In addition, established metrics and data sources that monitor ongoing efforts were developed, and in so doing, we are able to share our accomplishments this past year in our first Community Policing Annual Report.*

*I hope you can spend a few minutes thumbing through the pages to see some of the exciting things going on in our neighborhoods, and with our youth through the collaborative partnerships with our communities.*

*We have a lot of work left to do; however, I am optimistic that we can become a department that not only provides public safety but can be a trusted partner at the table with communities to create a safer San Francisco for all residents.*

*Chief William Scott*





**Message From Commander Daryl Fong  
Community Engagement Division**

## **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.

*Community Policing is a foundational strategy of the San Francisco Police Department to establish and maintain police legitimacy through building stronger relationships to enhance trust with the diverse communities we serve. Recent incidents have occurred nationwide that have highlighted racial disparities and inequities in policing, and the Department recognizes it has caused a deep divide with some marginalized communities. It has never been more evident of the need to embrace community policing and commit to 21st Century policing principles and procedural justice in how we police our communities.*

*In August 2019, the San Francisco Police Department released its Community Policing Strategic Plan outlining the department's strategy on engagement and collaboration with the community to enhance trust and build stronger partnerships. The strategic plan was created in collaboration with the community involving input from over 500 internal and external stakeholders and served as the foundation for revision of Department General Order 1.08, which is guided by a guardian mindset philosophy rooted in empathy, understanding and mutual respect.*

*In November 2020, a revised Department General Order 1.08 on Community Policing was presented to the Police Commission for approval and adoption into policy. This affirms the Department's commitment to engage and partner with the community to collaboratively identify issues and problem-solving challenges to enhance safety in the community. Serving the community and embodying the values of respect, partnership, honesty, transparency, responsibility, and accountability.*

*In 2020, the Department continued the implementation of its community policing strategies through community engagement and hosting of events, meetings, and forums to further educate and collaborate with the community on problem-solving community issues. The Department made strides in 2020 despite the onset of a global pandemic, which restricted the ability of the Department to connect with the community through traditional in-person platforms. Despite these limitations, the Department was able to pivot and continue engagement with the community through alternative means. This was done by utilizing virtual platforms as the primary method for hosting youth and community programs, community meetings, town hall meetings, advisory forums, and forum discussions. A new community surveys webpage was also added to our SFPD webpage to further engage and obtain feedback from the community.*

*In 2021, the Department will work toward advancing our community policing efforts with continued engagement resulting in enhanced partnerships with the community. The Annual Summary of the Department's Community Policing efforts, serves as an overview of the events, meetings, forums and programs held throughout the Department in 2020 to help advance and meet our goals (outlined in the Community Policing Strategic Plan) to strengthen **communication, education, problem-solving, and relationship-building**, for the progression of the **SFPD Organization** in the areas of 21st Century Policing and Procedural Justice.*



## Community Policing Strategic Plan

The Community Policing Strategic plan was developed by an Executive Sponsor Working Group. This plan is the product of the San Francisco Police Department's Community Engagement Division, in partnership with the City Performances Team of the San Francisco Controller's Office, San Francisco City Agencies and San Francisco Community Members. This plan consists of 5 goals and 21 objectives that are used to guide SFPD policy, training and day-to-day operations of the department and improve relationships with San Francisco residents and visitors.

## Community Policing Vision and Values Statements

The SFPD is committed to creating a safe, healthy, and vibrant community. Our spirit and work is guided by a guardian mindset, and we recognize that our role as protectors is rooted in empathy, understanding, and mutual respect. We partner and engage with community members and organizations to collaboratively identify and problem solve local challenges and increase safety for residents, visitors, and officers.

All members of the SFPD embody the following values, and in doing so, strive to earn the community's trust, support, and confidence:

### Respect

- *We respect the cultures and histories of the neighborhoods and communities in which we work.*
- *We treat all people equally and with dignity, without regard to actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability socioeconomic status, or any other trait.*



### Partnership

- *We proactively nurture relationships with and empower all San Francisco community members to take an active role in public safety and find solutions to local issues.*

### Honesty and Transparency

- *We develop and maintain honest and transparent communication with the communities we serve.*

### Responsibility and Accountability

- *We have the courage to take responsibility for our actions and be held accountable by ourselves and others.*





## Community Engagement Division-CED

The Community Engagement Division (CED) provides an overall Department structure and framework to enhance community relationships in our City. The Commander of CED is responsible for promoting and auditing Community Oriented Policing and Problem Solving concepts and efforts throughout the entire Department. Members assigned to CED work collectively to support the effort of all stations, bureaus and assignments in the Department, by promoting community policing and community engagement policies, procedures and practices.

Our goal as an organization is to establish and maintain trust, while creating partnerships with the residents, merchants and visitors of our city. The Community Engagement Division is required to provide the necessary structure and support so that the entire Department may accomplish these goals.

### Community Engagement Division includes:

#### **Healthy Streets Operations Center (HSOC) - 1011 Turk Street (415) 558-2723**

Located at the Department of Emergency Management, in collaboration with various City Departments, work to address homelessness and street behavior.

#### **Healthy Streets Operations Center Field - 850 Bryant Street, Room 128 Floor (415) 734-3112**

Officers assigned to the Healthy Streets Operations Center respond to homeless encampment related calls for service, work to get individuals into the Navigation Center or shelter, connect individuals to substance abuse or mental health treatment, and address quality-of-life issues.

**Youth and Community Engagement Unit (YCEU) - 3401 17th Street (415) 558-5595**

- Community Engagement Events
- Limited English Proficiency (LEP) Liaison
- Community Advisory Forums
- Community Police Academy
- Community Youth Police Academy
- Wilderness Program
- Police Activities League (PAL)
- Summer Youth Employment Program
- Holiday Toy Drives
- Reserve Officer Program
- Liaison to SF Safe
- Auxiliary Law Enforcement Response Team (ALERT)
- Safe Place Program



*San Francisco Police Department worked in partnership with the Sparkle Foundation on their 2020 Backpack Giveaway Drive. Samantha Tradelius, Executive Director and Founder of the Sparkle Foundation donated 250 backpacks, which were distributed to children in need.*

To increase safety through collaborative working partnerships between SFPD, community members, and organizations to identify and address local topics of concern, the Department saw the need to create a mobilized unit as part of the Community Engagement Division, this unit is the Community Liaison Unit.

## **Community Liaison Unit**

In October, SFPD launched a new Community Liaison Unit (CLU). CLU has been established within the Community Engagement Division (CED) to assist in fostering relationships between the Department and historically marginalized and Limited English Proficiency (LEP) communities in San Francisco. CLU partners and engages with community members and organizations to collaboratively identify and problem-solve local challenges and increase safety for residents, visitors, and officers. As stated in Goal 4 of the SFPD Community Policing Strategy Plan, CLU will engage in strengthening relationships with the communities that the Department serves, with a focus on increased officer visibility and pro-active engagement and crime-prevention strategies.

The CLU works in partnership with District Station Community Liaison Officers (CLO's), foot beats, and patrol officers to support each district in their efforts to build and improve relationships with communities within their district. This is accomplished through collaboratively implementing community policing strategies, proactively engaging communities, and supporting district station efforts and initiatives.

CLU coordinates with the Investigations Bureau to provide support and outreach to victims of prejudice-based and hate crime incidents and other incidents of violence against historically marginalized communities involving serious bodily injury or loss of property.

CLU works collaboratively with community groups and organizations to form working partnerships to address the needs of Limited English Proficiency (LEP) and historically marginalized communities in San Francisco. Through these partnerships, CLU utilizes a community policing approach to address problems and develop solutions.

# 2020 CED Highlights



# Auxiliary Law Enforcement Response

## A. L. E. R. T

**Program Coordinator: Marina Chacon**

The Auxiliary Law Enforcement Response Team (ALERT) program is designed to train volunteers to assist officers of the San Francisco Police Department in the execution of their duties.

While primarily focused on preparing its volunteers to assist law enforcement after a disaster, the ALERT program provides a wide spectrum of training to its members. ALERT volunteers frequently assist the SFPD in areas outside the disaster arena. It is open to those who live, work, or attend school in San Francisco. Graduates of the San Francisco Police Activities League (P.A.L.) Law Enforcement Cadet Academy are also eligible to join. All volunteers must be at least 16 years of age or older.



## ALERT Training

Volunteers receive training from the San Francisco Police Department and other San Francisco emergency-related departments. Based upon the volunteer's level of additional training, he/she may wish to obtain Team Leader or Senior Team Leader status.

The goal of the program is to locate, train, and then coordinate volunteers to safely perform law enforcement related tasks after major disasters and in non-emergency situations. ALERT will function as an adjunct to a law enforcement presence. Such tasks might include: traffic control, foot patrol of business and residential areas, reporting criminal activity, looting and property damage observation, supplying information to the incident Command Post, working in partnership with other civilian volunteer groups to provide well-being checks, assisting with medical aid, assisting with Command Post functions, assisting Animal Care and Control in the handling of pets, securing resource locations, and delivering logistical supplies.

In addition, ALERT members will direct individuals to mass casualty and shelter locations, assist at reunification centers, provide support at schools for reunification, and participate in Operation Return. Numerous other non-emergency tasks such as security assistance at street festivals, sports events and concerts as well as traffic and pedestrian control for parades and political demonstrations.



*During the global pandemic, the ALERT members rose to the occasion. From the beginning of the pandemic, the ALERT members went out daily to educate the San Francisco community on situational awareness regarding the coronavirus that plagued the nation. They passed out informational flyers, face coverings, and assisted patrol officers with enforcing shelter in place ordinances.*



## Operation Genesis

**Program Coordinator: Officer Jason Johnson #2333**

### Genesis Academy

The Genesis Academy takes youth from the City and County of San Francisco out of their comfort zone while challenging them to learn from the rich history of their cultural past, seize the opportunities of the present, and reclaim their future. Genesis Academy exists to serve the most disenfranchised and marginalized youth in San Francisco. Many Genesis students have been faced with challenges that the average adult would find insurmountable. This makes the Genesis Academy a unique educational program and provides a once in a lifetime experience to see the world from a fresh perspective through the lens of historical resilience. Students are taken to Ghana and Washington D.C. These trips are a great opportunity for a young person to positively alter the direction of their life path. Many Genesis alumni have returned and accomplished goals they had previously felt impossible by resetting their focus and reanalyzing their priorities. Each year, the organization is expanding in order to offer this opportunity to more students who can then go on to reclaim their individual and communal futures.

Genesis Academy currently provides two life changing courses: Kemetic Mathematics (For 9th and 10th grade students) and Africana Philosophy (for 11th and 12th grade students).

**Kemetic Mathematics** - As an academic discipline, this discipline began in Ancient Egypt as a method to perform multivariate analyses of intersecting and parallel trajectories arising from human relations and community development. Additionally, these same ancient scholars created the first methods of astronomy, physics and architectural design in order to honor human and spiritual orbits. This course seeks to engage students in mathematics by reintroducing them to the original purpose of mathematical computations, the understanding of symbiosis, with the aim of establishing a more amicable relationship between the subject and students who often struggle to grasp relevant concepts. Secondly, this course seeks to engage students in project-based learning and hands-on lessons that illuminate foundational concepts, while simultaneously creating salient lessons in communal ethics.

**Africana Philosophy** - The objective of this course is three-fold. First, students will understand the benefits of DuBois's veil. Second, students will have the critical thinking skills to deconstruct the obstacles separating them from the futures they seek to create for themselves. Third, students will have the necessary information to intellectually and emotionally digest the Ghana trip, making their brief voyage more salient and long-lasting. After returning, students will examine their own thinking on race, power and privilege before and after Ghana and measure any changes, preserving the transformation and preparing Genesis youth to be change-makers in their own communities.

## Youth Career Academy

The Youth Career Academy (YCA) is an exploration of the criminal justice system utilizing engaging lectures, project-based learning activities and facilitated discussions with leaders in their respective fields. The purpose of this course is to introduce youth to potential careers in the criminal justice system and begin the process of strengthening the relationship between specific subsections of the criminal justice system and marginalized youth. The aim of the course is twofold.

First, the course presents potential employment pathways for youth in the criminal justice system. Second, the course aims to positively reintroduce students to the criminal justice system by addressing possible negative views based on personal experiences and/or shared narratives by encouraging the rationale youth to imagine their own potential roles in reforming the criminal justice system. In this way, the course aims to inspire youth agency by discouraging fatalistic attitudes and encouraging critical thinking on the youths' roles as agents of change.



The Global Pandemic presented a lot of challenges throughout 2020 but that did not stop Officer Johnson from continuing to foster relationships with the youth. Officer Johnson was able to continue the Genesis Academy through virtual platforms.

The annual Ghana trip was canceled in 2020 due to the COVID-19 restriction.



## Summer Youth Programs 2020

**Programs Coordinator: Officer Rafael Rockwell #1195**

### **Future Graduates Summer Internship**

This summer internship program places youth into tech driven companies in San Francisco. As a partnership with SF Citi, this program allowed youth to gain experience and knowledge on life in the tech industry. The program provides a platform where companies are able to show the youth the many levels of technology and its impact in the world. The Department recruits youth from SFUSD, resource fairs, job fairs and referrals. Going out to the schools and other locations to engage youth and provide information on the program and supporting programs allows for a successful collaboration for the summer internships.

### **Future Grads Partners and Programs:**

**Architecture Foundation of San Francisco (AFSF)** provides a training program that allows youth to develop a foundation in the design field. AFSF teaches youth the dynamic world of architecture. Youth learn how to create and design structures for possible future builds using the most advanced technology and programming.

**SF Citi:** Provides support and partnering companies to host interns in their worksites. The youth are given training and tasked with real world responsibilities.

**Rec & Park:** Allowed teens to mentor younger youth in sports and leisure while also learning data entry skills as well as how to code.

### **Summer Internships**

2020 has been a challenging year due to the global pandemic from the COVID-19 virus, but that did not limit SFPD under Officer Rafael Rockwell from continuing the summer youth programs through virtual platforms.

- Future Graduates summer internship was a partnership between SF Rec & Park and SFPD that placed 30 youth, ages 13 to 18 in internships.
- Architecture foundation San Francisco (AFSF) was a partnership with SFPD, PUC and City Agencies that placed 25 youth in internships in the architecture field.
- Community Safety Initiative (CSI) is a partnership with SFPD, Mo' Magic, and the Public Defender's Office that placed 70 youth in internships. This platform gave youth an opportunity to learn more about law enforcement and a space to share their recommendations to address challenges facing community and the police.

## SFPD High School Internships

### Project Pull:

SFPD places high school students employed by Public Utilities Commission's Project Pull (PUC) in various divisions and units within the San Francisco Police Department. Mentors are asked to allow students to shadow, engage, partner and assist with task throughout the department.

This program was canceled in 2020 due to COVID-19 restrictions.



### Camp Mather Teen Outdoor Experience:

This joint agency event connects Juvenile Justice Youth and at risk/underserved youth with support agencies on a weekend excursion to Camp Mather. This program allows government agencies and non-profits to work together to help young people network and gain support. The youth are given the opportunity to receive gainful employment with Rec and Park and SFPD programs. The team spends several weeks working with the youth prior to the weekend camping trip. The camping trip is used as a way to build relationships and train the youth for their future job placements.

This program was canceled in 2020 due to COVID-19 restrictions.



## San Francisco Police Activities League

# P. A. L.

### **Program Coordinator: Sabine Medrano**

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 1,100 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. SFPAL is an independent non-profit that receives facilities usage 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 are offered full financial aid.

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.

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

In addition to the PAL Cadet program, PAL currently facilitates five different sports programs; Football, Flag Football, Cheer & Dance, Jiu-jitsu, 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.

The SFPAL Law Enforcement Cadet Program is a three part program; Summer Cadet Academy, SFPD Volunteer Internship, and Continued Professional Training and Community Service Project(s) led by sworn Department personnel, in a safe and structured environment, held at the SFPD Regional Training Facility in San Francisco, California. The emphasis is in teaching the Basics of Policing while learning leadership, career, and life skills. The Summer Cadet Academy is one month in duration where up to 25 Cadets per class attend courses each weekday for six hours a day.

PAL Cadets are trained by sworn SFPD personnel for a station level internship position. The curriculum parallels the SFPD Recruit Training Academy to become an SFPD Officer. The PAL Cadet Academy's current staff consists of two sworn police officers who organize, schedule, and coordinate various lectures and presentations related to policing; topics include: current training and tactics, policies and procedures, laws of arrest and detention, search and seizure, firearms safety, emergency vehicle operations, and crime scene investigations. The focus of this course is to provide Cadets with an insight into law enforcement training and tactics while teaching leadership and job skills.



## **SFPAL Football Program**

The SFPAL 49ers Football Program (formerly the Seahawks) has been active for more than 50 years at Kimbell Playground in the Western Addition. The program is designed to mentor youth through sports by teaching life skills; instilling leadership qualities, sportsmanship, respect for the game and each other, and a having positive attitude towards learning. Currently there are six dedicated volunteer coaches for the football program many of whom were former PAL Seahawks themselves in their youth. Seahawks football serves nearly 60 young boys every fall. SFPAL Seahawks is associated with Peninsula Pop Warner and Pop Warner Nationals. Football is available for boys and girls ages 7 and 12.

## **SFPAL Cheer and Dance Program**

The SFPAL 49ers Cheer and Dance Program takes place at Kimbell Field in the Western Addition. The program is designed to mentor youth through sports by teaching life skills; instilling leadership qualities, sportsmanship, respect for the sport and each other, and having a positive attitude towards learning. Currently there are five dedicated volunteer coaches many of whom are alumnae of the program themselves. The program serves approximately twenty co-ed cheerleaders in the Western Addition. SF PAL 49ers Cheer is associated with Peninsula Pop Warner and Pop Warner Nationals. Cheer and Dance is available for girls and boys ages 5 and 12.



The SFPAL PREP Flag Football Program, in conjunction with the San Francisco 49ers and San Francisco Recreation & Parks Department, takes place at Youngblood-Coleman Playground in the Bayview District during the spring season (April – June). The program is designed to mentor youth through sports by teaching life skills; instilling leadership qualities, sportsmanship, respect for the sport and each other, and having a positive attitude towards learning. Currently there are four dedicated coaches for the program. The program serves approximately 25 to 40 co-ed players. Rick Bruce; Executive Director of SFPAL, is one of the coaches for the program.



## SFPAL Jiu-jitsu Program

The SFPAL Judo Program was implemented over forty years ago by then Officer Joe Mollo. The program still thrives today. However, the program has transitioned into teaching the art of Jiu-jitsu. The classes are now instructed by both sworn members of the SFPD and members of the community who volunteer to mentor kids between the ages of 5-17 years old. Classes are held year round every Monday and Wednesday from 6pm-7pm at the SFPD Regional Training Center. Once again, the goal of this program is to mentor kids into becoming productive members of society by learning life skills through sports.

Kids are taught self-defense, respect, discipline, proper attitude, and 100% effort. These fundamentals can be applied to all aspects of one's life. In an effort to make our program more accessible to children and their families from all socio-economic backgrounds, SFPAL has waived the registration fee; making it completely free to join the program. SFPAL's goal is to instill self-confidence in all youth participants so that they may endeavor future challenges without reservations and strive for success.



## SFPAL Fishing Program

The SFPAL Fishing Program is offered to youth ranging in age from 11-15 years old completely free of charge. Kids are recruited to participate in the program from various school districts within San Francisco. Sworn officers, who are avid fishermen themselves, teach kids how to fish and instill a healthy respect for the environment.

SFPAL partners with San Francisco Whale Tours and takes inner city youth out on the San Francisco Bay to go whale watching and to learn about the environment from a conservationist. There are seven fishing trips through-out the season starting in April and ending in July. Three officers volunteer to lead 15 to 20 kids on each one of these fishing excursions in the San Francisco Bay. Each year, this program serves approximately 140 kids. This is a joint venture with the SFPD and the community to mentor kids and foster a positive and respectful attitude for the environment. We hope that participants of this program carry forward the lessons learned from these adventures and pass it along to future generations.



# P. A. L. Events & Drives



## SFPAL Track and Field Event

SFPAL hosts a one-day track and field event, the Kids' Games at Kezar, each year during the month of May. Rick Bruce (Ret. Captain & Executive Director of SFPAL), in conjunction with SF Recreation & Parks Department, host this event at the historic Kezar Stadium located in the Park District. Nearly 300 youth participants (ages 5 to 14) competed throughout the day in various track and field events including 50m, 100m, and the long jump, earning medals and ribbons awarded to them by sworn Department members. Recruits from the San Francisco Police Academy volunteer to run the event each year. This event allows youth to interact with law enforcement officers in a fun and positive manner.

## SF PAL Ice Skating Event

SF PAL, in conjunction with Boston Properties, hosts a one-day ice skating event; Winter Wonderland, each year during the month of December. During this event, youth are invited by SFPD officers to enjoy a fun day on the Embarcadero Plaza to go ice skating. Kids also enjoy a fun day of face painting, arts and crafts, a jumpy castle, a buffet lunch, and much more. This event allows approximately 200 youth to interact with law enforcement officers in a fun and positive manner.

## SF PAL Toy Drive

SF PAL in conjunction with Costco SF and the SFPCU, coordinates a Toy Drive each year benefiting St. Luke's Hospital; located in the Mission District of San Francisco. SFPAL Cadets collect all toys from various toy bins located throughout the city and bring them to children during the winter holiday season.

Approximately 300 kids are served each year.

## SF PAL Food and Coat Drive

SF PAL in conjunction with Costco SF, and the SF Police Credit Union, coordinates a canned food drive or a coat drive each year benefiting St. Anthony's Foundation, located in the heart of the Tenderloin District. SF PAL Cadets collect all the canned food or coats from various bins located throughout the city and bring them to donate to the unsheltered community and families in need.

This program collects approximately 2000 canned goods each year.

## SF PAL Clean-up Drive

SF PAL, in conjunction with Recreation & Parks Department, coordinates either an Ocean Beach Clean-Up or a Park Clean-up each year. SF PAL Cadets volunteer to clean up the parks and/or beaches located in the community where they reside in an effort to safeguard their environment for the future generations, to protect animals from hazardous debris, so that all residents can enjoy the beautiful landscape that San Francisco has to offer.

## SF PAL Boys and Girls Basketball

SF PAL adopted a new program in the winter of 2019, girls and boys basketball, in collaboration with the Academy of the Art University of San Francisco, serving an additional 10 participants. The program focuses on teaching the fundamentals of basketball in a safe and structured environment. The goal of this program is to mentor kids into becoming productive members of society by learning life skills through sports.

The team competes within the Catholic Youth Organization league and plays other teams throughout the City of San Francisco. The team is coached by sworn members of the SFPD and supported by the Urban Knights coach and player (Academy of Art University basketball program). The practice is held twice a week over the course of three months at the Academy of Art University facilities, allowing program participants to experience a University setting. The coaches mentor girls between the ages of 9 and 12.

In an effort to make our program more accessible to children and their families from all social-economical backgrounds, SF PAL has waived the registration fee; making it completely free to join the program.

SF PAL also adopted a boy's basketball program but has not been able to implement the program due to current COVID-19 restrictions. The program would serve an additional 10 youth, following the girl's program design.

The season for the boy's program is spring and would run for the course of three months. SF PAL is hopeful to start boys basketball in the spring of 2021, pending the lift of COVID-19 restrictions.



SFPAL Girls Basketball Team

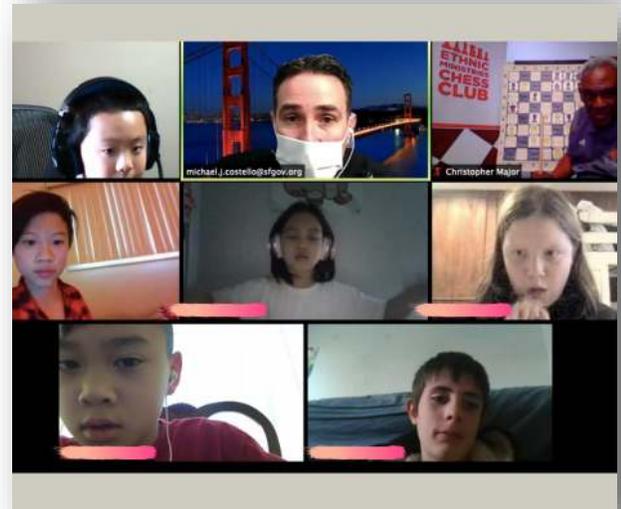


## SF PAL Expansion of Programs

In an effort to expand our programs offering and serve more San Francisco youth, SFPAL adopted three new programs in 2020: Chess, in collaboration with the Archdiocese of San Francisco; Art, in collaboration with the Academy of Art University; and CrossFit in collaboration with Potrero Hill CrossFit.

All programs are free of charge to all participants and are run by active police officers in conjunction with the subject matter experts. All materials are provided at no cost to the participants, and all programs are open to boys and girls.

Art and Chess serve youth ranging in ages from 8 to 14 and CrossFit serve youth ranging in ages from 11 to 18 years. The CrossFit program focuses on the CrossFit teaching methodology of health and fitness to promote confidence and develop empowered individuals, in a safe and structured environment. The Art program introduces participants to the elements and principles of design through fun and engaging projects, using a range of materials. Chess focuses on teaching kids the fundamentals of the game of chess in a safe and structured environment. These new program additions will serve an additional 30 to 35 San Francisco youth. The Chess and Art program would initially be offered online and transition to in-person programming at a later date as the COVID-19 restrictions are lifted. CrossFit will take place in an in-person setting following strict COVID-19 guidelines.



SFPAL Virtual Chess



SFPAL CrossFit



SFPAL Virtual Art Program

# Wilderness Program

## Program Coordinator Officer Karl Ma #1653

The SFPD Wilderness Program was established in 1981 to provide opportunities for San Francisco youth and law enforcement officers to engage in a challenging and positive experience using the outdoors.

Since 2004, the Wilderness Program has provided approximately 110 trips per year (2-3 trips per week Monday-Friday) to over 1500 San Francisco youth annually.

Wilderness events include:

- ◆ Day hikes to Angel Island, Ano Nuevo, Marin Headlands, McLaren Park, Mt. Tamalpais, Presidio Park, and Skyline Open Space.
- ◆ 2 Day backpacking trips to Angel Island and Pt. Reyes national Seashore.
- ◆ Kayaking
- ◆ Whitewater rafting
- ◆ Sailing on the bay

Unfortunately the Wilderness Program had to suspend its activities during 2020, due to the global pandemic that has plagued our nation. The Wilderness Program is looking forward to resuming activities once the pandemic restrictions are lifted to continue to foster positive relationships and mentorship the youth of our city.



# Relationship – Building

SFPD is committed to building strong trusting and respectful relationships between SFPD and all facets of the San Francisco Community.

Our commitment is shown through increased visible officer presence and proactive, positive engagement with individuals outside of calls for service, which leads to bias-free, dignified, and equal treatment and access to resources for all community members.





**Central District-Company A**

### **Captain Robert Yick**

*Robert Yick was born in France, but grew up a fifth generation San Franciscan in the Richmond District. He earned a Bachelor of Art in Management from Saint Mary's College, and began his law enforcement career in 1992 in the UC Berkeley Police Department. Captain Yick joined SFPD in 1994, working assignments at Central and Richmond Stations.*

*In his roles as Inspector, Sergeant, and Lieutenant, Captain Yick was assigned to Night Investigations, Domestic Violence, the Operations Bureau and the Internal Affairs Division, along with Mission Station. He was promoted to Captain in October, 2017.*

*In 2020, Captain Yick served as Commanding Officer of Central Station.*

Central Station adapted to a new way of community engagement during the pandemic and will continue to strive finding new ways to create even stronger ties with the community through relationship building. I am proud of the way Central Station's officers have created an environment of community partnership through respect, honesty, and responsibility. We are committed to continuing our work of communication, education, problem solving, and relationship building with the community.

### **Community Meetings**

Central station remained connected to community-based organizations by hosting virtual meeting to address any local issues and concerns. These community-based organizations include: Fisherman's Wharf CBD, Union Square BID, Nob Hill Association, Barbary Coast Neighborhood, North Beach Neighbors, North Beach Business Association, Chinatown Merchants Association, Stockton Merchants Association, the Port of SF, and BOMA throughout the year. I also periodically meet with District Supervisor Peskin, where we focus on crime and community issues.

Community meetings were hosted through Zoom in conjunction with SF SAFE in an effort to continue our community problem-solving efforts in the Central District.

## The Block Captain Program

To improve communication between the Chinatown foot beat officers and Chinatown merchants, Central Station created a Block Captain Program. Merchants in Chinatown volunteer to be “Block Captains” for their prospective block and are willing to meet with and share concerns with the Central Station Chinatown foot beat officers. This plan was enacted, in part, because there are almost 1000 businesses within Chinatown, and outreach to all 1000 businesses was not practical. The goal of the “Block Captain” program is to streamline open communication for all merchants and businesses in Chinatown and to provide all with easy and open access to police services via Central Station. The program provides a different set of communication channels for merchants and businesses who are unable or uncomfortable with directly contacting or communicating with police officers. These community members are able to reach out to their respective “Block Captain” or any other “Block Captain” in Chinatown, and voice their issues or concerns, which are then be relayed to one of the Central Station Chinatown beat officers.

The Block Captain Program initially began with our Chinatown foot beat officers, Central Station implemented this program to all of Central Station’s foot beats. Central Station’s foot beats consist of Chinatown, Fisherman’s Wharf, Union Square, and North Beach. Thousands of merchants in these areas now have easier access to officers to address issues of importance in their neighborhoods. A designated block of each foot beat comprised of many merchants has a community representative who checks in with officers on a regular basis. Foot beat officers are in constant communication with merchants and community leaders in their neighborhoods.

## Faith and Blue Weekend

Central Station hosted Faith and Blue weekend on October 12, 2020. Central Station reached out to the faith-based community to work in partnership to strengthen community relationships within the Central District. Officers and members from Saints Peter and Paul Church, National Shire of Saint Francis of Assisi, Buddha’s Universal Church, and The Presbyterian Church in Chinatown, walked with members of the community and religious community leaders for a peace march that educated and reached out to these religious groups in meaningful dialogue to strengthen our relationships.





### Self-Help for the Elderly

While the shelter-in-place orders were still in effect, members of the Command Staff and Central Station officers worked with Self-Help for the Elderly to organize community volunteers to help deliver prepared meals for those in need for Thanksgiving.

## Chinatown Night Out

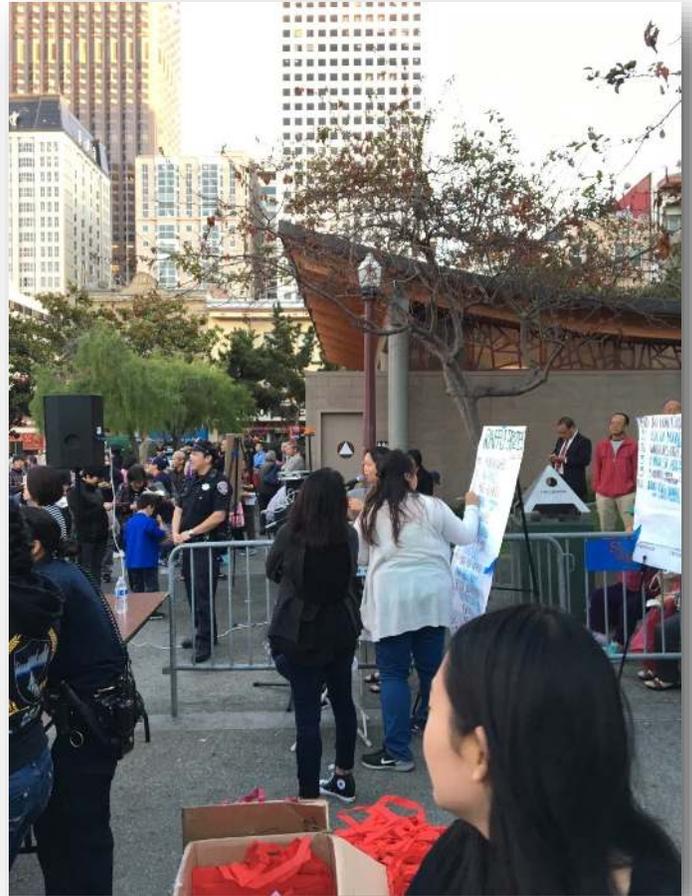
San Francisco Chinatown is the second oldest Chinatown and the second most densely populated community in the country. Residents are mostly monolingual speaking and historically reluctant in reporting crime.

The purpose of Chinatown Night Out, modeled after National Night Out, is to build strong partnerships between the police, community and all of the supportive agencies. Our theme is “Building Relationships” as we work to strengthen the relationships between the community and the police.

Building a strong relationship involves mutual trust and respect for one another. This starts when the police and the community are communicating with one another, identifying problems and then working with one another to solve the problems.

Our goal is to make Chinatown one of the safest communities in San Francisco. It all starts with all of us here working together. Knowing police officers are important and knowing your beat officers is essential as we work together daily.

Chinatown Night Out was canceled this year due to COVID-19 restrictions.





## **Captain Timothy Falvey**

*Captain Timothy Falvey was born in San Francisco and raised in South San Francisco, where he graduated from El Camino High School. He earned a Bachelor of Science degree in Accounting at the University of San Francisco and worked for seven years as an accountant before deciding police work was more interesting.*

*Captain Falvey's grandfather, two uncles, three cousins, one cousin's husband and one of his best childhood friends had all served in the SFPD and seemed to enjoy their jobs. Captain Falvey joined the San Francisco Police Academy in June 1995 as a member of the 183<sup>rd</sup> recruit class.*

*As commanding officer of Southern Station, Captain Falvey leads and manages the day-to-day operations of approximately 150 sworn law enforcement officers and civilian staff to deliver police services to the residents, merchants, and visitors of SOMA, Mission Bay, and Treasure Island.*

The members of Southern Police Station have supported the Department's Community Policing Vision and Values throughout 2020 in a variety of ways. While in person events have been limited due to the COVID-19 pandemic, Southern Station has used technology, social media, and our community partners to stay engaged with the community, educate the community and to address disorder that negatively impacts the quality of life for our residents, merchants, and visitors.

The members of Southern Station have worked collaboratively with businesses, business associations, residents, community organizations, youth-based organizations, other city agencies, non-profit organizations, and the Southern Station Community Police Advisory Board (CPAB) to identify community concerns and inform our deployment and decision making.

The events in which we participated (community meetings, D6 and D10 Town Halls, HOA meetings, community events, etc.) have focused on listening to the community's concerns, educating the public on the functions of the department, crime prevention tips and techniques, observed crime trends, and relationship building with the members of Southern Station.

## Community Meetings

Traditionally, Captain's monthly meetings are held at the district station's community room, however, I began to schedule the monthly meetings in various locations throughout the district. The idea is to give each of the neighborhoods in the Southern District the opportunity to meet with the station captain and express their concerns for their neighborhood. This was developed from listening to members of Southern's Community Police Advisory Board (CPAB) who felt that people may not go to the station. The meetings were held at various locations in the district until the COVID-19 pandemic caused a temporary halt to in-person meetings. Later, working with our partners at the non-profit organization San Francisco Safety Awareness For Everyone (SF-SAFE), the meetings were held virtually, via Zoom.

The Southern Station CPAB typically meets on the Wednesday before the Captain's monthly community meeting. At these meetings, members of the CPAB discuss concerns about issues in their respective neighborhood. The board is made up of merchants and residents throughout the district. SF SAFE also participated in these meetings. In addition to listening to their concerns, I share updates on crime statistics, emerging crime trends, and strategies for the CPAB members to share with their neighbors to address those emerging trends. The CPAB also is very involved in planning our National Night Out (NNO) event in August of each year.

This year, we began planning for NNO, hoping COVID restrictions would be lifted by August. When it became apparent that would not happen, we planned another event (a pumpkin and candy giveaway for Halloween).

## Social Media

To maintain a diverse set of communication channels, we enhance our in-person activities, meetings, and virtual participation with written communication and social media usage. The email distribution list for our Southern Station Weekly Newsletter is about 1,000 strong. This newsletter contains our private person of the month, our officer of the month, lists of upcoming community events, crime information and links to a variety of organizations that can assist with crime prevention (i.e., SF SAFE).

Our twitter account (@SFPDSouthern Station) has around 4,700 followers.



## Navigation Centers

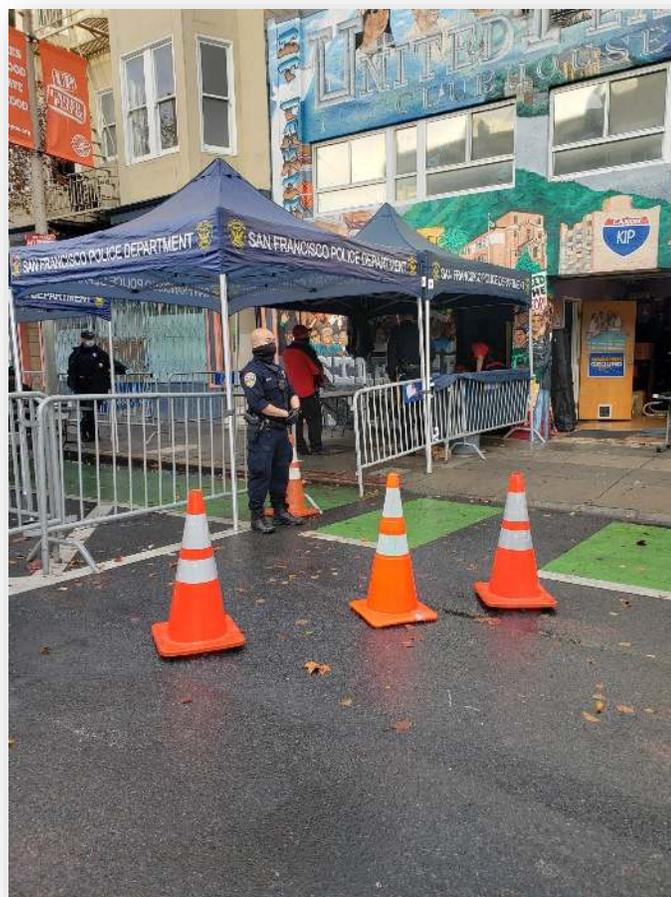
One of the biggest issues facing the Southern District is homelessness. Whether it is the location of the encampment, the size, the noise, the unsanitary conditions, or crime associated with the encampments, issues around homelessness generate a great number of calls for service and a majority of the external emails I receive. One of the city government's responses to address these concerns was the opening of Navigation Centers. Opening of Navigation Centers in residential neighborhoods is often met with a great deal of community concern. In order to be transparent about Navigation Centers, to transparently communicate, publicize, and educate the public about what the SFPD would be able to do in support of Navigation Centers, I attended several meetings during the planning process of opening two Navigation Centers in the Southern District. Additionally, I have been attending monthly community meetings to address concerns around the Embarcadero Navigation Center. In order to build relationships with the community, I brought the officers assigned to the "safety zone" around the Navigation Center to hear the community member's concerns directly from them, and to establish relationships with the Navigation Center staff members, the neighbors, the merchants, and the security directors of buildings around the Navigation Center.

In addition to the Southern Station Monthly Community Meeting, the monthly CPAB meeting and the Navigation Center meetings, Southern Station has hosted several Home Owner's Association meetings (HOA), neighborhood groups, business associations, and elected officials who have reached out to ask for a meeting. I attend these meetings and will often bring the foot beat or homeless outreach officers to hear the concerns, meet the neighbors, and establish or strengthen our existing relationships with the community members. At these meetings, the community is heard, the department members share crime reduction strategies in place, and the department members provide public safety information.

## Gun Buyback

December 12, 2020, in partnership with United Playaz, Southern Station hosted the 7th annual Gun Buyback event at 1038 Howard Street. This event is an example of our working with the community to address their concerns around gun violence and the accessibility to weapons of those with mental health issues.

A total of 228 firearms were collected during this event.



## Pumpkin and Candy Giveaway

On October 29, 2020, in partnership with the Southern Station CPAB, the SFPD Honda Unit, the SFPD Traffic Company, the California Highway Patrol and the UCSF-PD, members of Southern Station held a Pumpkin and Candy Giveaway to the children in the Southern District. The event was held at the PHQ. Officers canvassed the neighborhood in the weeks leading up to the event to let the neighbors know about it. They went to parks and playgrounds to hand out flyers and to meet the neighbors.

On the day of the event, we handed out 100 pumpkins and 165 bags of candy and various gifts for the children of the neighborhood. This was a tremendous opportunity for the neighbors around Southern Station and the children from around the district to meet police officers and establish relationships with those who may have been in underserved communities.





## **Captain Troy Dangerfield**

*Captain Troy Dangerfield is a 27-year Veteran with the San Francisco Police Department, and second generation SFPD Officer, following his father footsteps in law enforcement. He spent the first 7 years of his career working midnights in various Police districts in San Francisco. During that time Capt. Dangerfield became a Field Training officer and trained numerous officers how to be an effective Police Officer on the street.*

*In 2005 he was promoted to the Rank of Sergeant and assigned to Patrol where he worked at various police station and also worked at our Police Academy. In 2009 he was asked, by the Chief of Police at the time, to work in his office as the Spokesperson for the Department. Captain Dangerfield was honored to be selected for such a position. In that assignment as the Spokesperson he was able to highlight some of the good things that officers in the Department did to help the community. Captain Dangerfield was promoted to Lieutenant in 2010 and continued to have various assignment throughout the Department. In 2018, he was promoted to Captain of the Community Engagement Division where he devoted his time working toward strengthening relationships between SFPD and the Community, with a special focus on the youth. Captain Dangerfield is currently the Commanding officer of Bayview Police Station.*

***“I always believe to serve the community as a police officer you have to be part of the community.”***



## **Alice Griffith Violence Reduction and Community Engagement Plan**

In the Bayview District, the Alice Griffith Apartments were plagued with an unusual amount of violent crime in the first half of 2020. In particular, gun violence peaked in July 2020. In my opinion, increase communication with the property management company and the service providers on site was key. To increase communication in an effort to work on problem-solving to address the violent crimes in this area, I assigned two former School Resource Officers specifically to the Alice Griffith Apartments area. Their assignment was to engage the community with high visibility and communication in hopes that they could have residents be a part in the reduction of crime.

The two officers were assigned to the area Monday thru Thursday from 10:00 am to 8:00 pm with flexible hours to meet the needs of the community. The aforementioned Alice Griffith Community Engagement officers were in addition to the Housing Officers that cover all of the Bayview Family Housing Developments.

The Alice Griffith Community Engagement officers began their detail in late September and immediately received great feedback from the community. The community appreciated having the same officers that they could be on a first name basis with. It also decreased the response time to calls for service because those officers were already present. Almost immediately, we noticed a reduction of shots fired incidents during the time that the Engagement officers were working. We also had a reduction of speeding complaints and traffic collisions. The officers that worked the area said they experienced an increase in the number of residents who would come outside and socialize because the officers were there, and people felt safer.

As a Captain I feel that it is our responsible and full-time job to always look for new ways to reduce the violence that is occurring. All operations we try are not perfect. They are all a work in progress, however; we all must keep trying until we find something that works. The Alice Griffith operation is working.



## Youth Outreach and Engagement

Bayview Police Officers: Officer Dudley, Officer Thomas, and Officer Allen partnered with community youth advocate, Breonna Frierson, to plan this event.

Twenty high School students (all from Bayview Schools) went to the Downtown Marriott City Center in Oakland.



### College Acceptance Letters at The Black College Exp

4 students received acceptance letters to various colleges.

1 student received a \$50,000 scholarship.

## Youth Outreach and Engagement



The officers at Bayview Station enjoy doing youth outreach and engagement to build strong trusting and respectful relationships with the youth.

During the month of February, Dr. Charles Drew Elementary and SFPD hosted the African American Read! to kickoff the start of Black History Month.

## Bayview Resource Fair

**FREE**  
**BLACK HISTORY MONTH LEAP YEAR**  
**FAMILY**  
**RESOURCE Fair**

**SATURDAY**  
**FEBRUARY 29TH**  
**11AM - 3PM**  
**RAIN OR SHINE**  
*Bayview Playground*  
**5701 THIRD STREET**  
**(MLK Park)**

- FREE SWIMMING - FREE RAFFLE - FREE REFRESHMENTS
- SPECIAL GUESTS IN HONOR OF BLACK HISTORY MONTH
- SURPRISES - FREE DIAPERS
- TAX ASSISTANCE - VOTER INFORMATION
- RPD SCHOLARSHIPS AVAILABLE - CENSUS 2020

San Francisco Public Library | Bayview Senior Services | MONS | APRE | SAN FRANCISCO | CityBuild | SAN FRANCISCO | APRE | SAN FRANCISCO | SAN FRANCISCO | SAN FRANCISCO | SAN FRANCISCO

**BLACK LIVES MATTER**

**BLACK HISTORY MONTH RESOURCE FAIR**  
SATURDAY, FEBRUARY 29 • 11AM - 3PM



During Black History Month, Bayview Station worked in partnership with City agencies and community-based organizations to host a resource fair for Bayview residents. This fair was hosted to provide resources to those communities that are sometimes underserved. Resources included a food giveaway, diaper giveaways, voter registration, tax assistance, and fun and games for the youth.

## Christmas Toy Drive



SFPD worked in partnership with the City and community partners to deliver toys to children in the Bayview District for Christmas.

## Christmas Tree Mall



SFPD worked in partnership with community-based organizations and City partnerships to provide Christmas trees to Bayview families during Christmas.



**Mission District - Company D**

### **Captain Gaetano Caltagirone**

*Captain Gaetano Caltagirone belongs to the first generation of his Sicilian family to be born and raised in San Francisco. He earned a Bachelor of Science degree in Business Administration from St. Mary's College before deciding to make his career in law enforcement. Captain Caltagirone has worked as a patrol officer in the Bayview, Central, Park, and Southern Districts, and as a sergeant in the Tenderloin District.*

*On his promotion to lieutenant, Captain Caltagirone was responsible for the Market Street foot beat patrol and served as lieutenant of patrol at Southern Station. He also worked in the Airport Bureau's Traffic and Patrol Divisions and as lieutenant of the Taraval Station Investigation Team and at Tenderloin Station.*

*Captain Caltagirone became the acting night captain at Mission Station in July 2017, taking over as captain three months later. In 2020, Captain Caltagirone served as Commanding Officer of Mission Station.*

Mission Station supports the Department's Community Policing Vision and Values and is committed to creating a safe, healthy, and vibrant community. Our officer's spirit is guided by a guardian mindset and recognizes that our role as protectors is rooted in empathy, understanding, and mutual respect. At the heart of effective policing is a comprehensive community engagement strategy because Community Engagement leads to Community Policing which leads to effective Community Oriented Problem Solving.

Mission Station prides ourselves on our continued success building relationships with the mosaic of different communities within the Mission District. Mission Police Station and the many different Mission communities, continue our efforts by working together to reach common goals. We work collaboratively with local businesses, schools and residents. Support from SFPD's Community Engagement Division along with Mission Station's dedicated Community Liaison Officers help facilitate moving communities toward positive change and trusting relationships with our Officers.

To help families in need during the global pandemic, Mission Station help out with providing food to those families in need in the Mission District.

### **Cinco de Mayo Food Giveaway**

During the pandemic, there were many families in need of basic essentials such as groceries. Commander Perea and officers from Mission Station assisted in distributing grocery items to those in need.

### **Mission Family Food Deliveries**

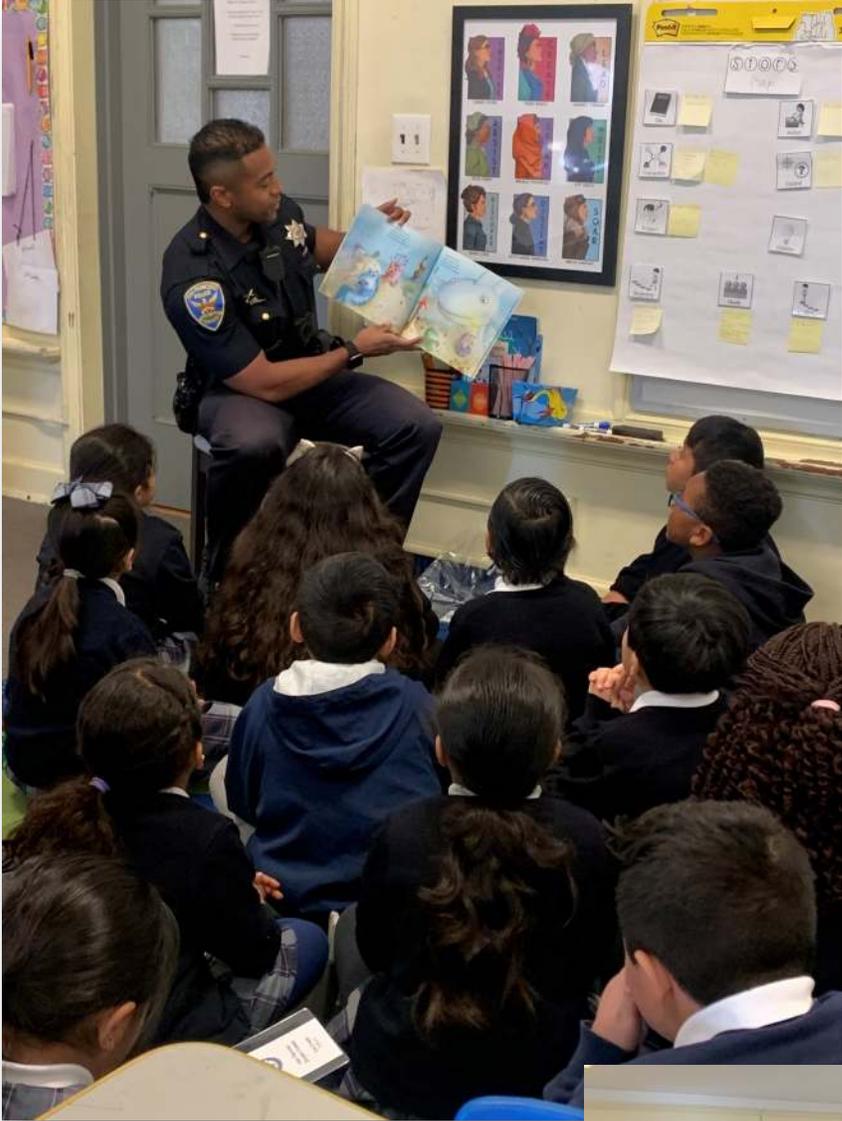
In April, Mission officers worked with the Mission Family Food Deliveries and were able to deliver much needed food supplies to eight families.

### **Esposito's Meals**

Mission officers worked in conjunction with Commander Teresa Ewins and a local restaurant which created Esposito's Meals, to put together a large food box with essential items. Mission officers handed out these boxes full of food to families in need in the district.



# Youth Outreach and Engagement



Mission Officers Hayes and Wise emphasize the importance of building relationships with the youth by taking time out of their day to read to the students at Mission Dolores Academy.





**Northern District– Company E**

***Captain Paul Yep***

Northern Station Captain Paul Yep was born at San Francisco’s Chinese Hospital and raised in Chinatown. He attended Lowell High School and earned a Bachelor of Arts degree in Business Administration from San Francisco State University.

Captain Yep joined the San Francisco Police Department in 1996, serving first as a patrol officer at Central, Northern, Southern, and Taraval Police Stations. He has also worked in the Community Relations Unit, Domestic Violence Reduction Unit, Vice Crimes Division, and station investigations teams.

Before his promotion to captain in 2016, Captain Yep was the director of basic training for the Police Academy. Captain Yep is currently the Commanding Officer of Northern Station.

This year has brought unprecedented challenges upon our profession of policing. Implementing the SFPD Strategic Plan 1.0 through out every single interaction is more crucial than ever before.

Working with the various communities throughout the Northern District while a global pandemic rages on has been a challenge, but Northern Police Station rose to the challenge.

## Merchants Walks

In August, I accompanied Chief Scott, Commander Fong, Captain Daniels and Sergeant Lee as we met with several merchants along the Divisadero Street business corridor. We ensured the merchants voiced their concerns and suggestions for how we could better patrol the Divisadero Street corridor.

In October, I met with Fillmore Merchants Association Executive Director Vas Kiniris and the San Francisco Council of District Merchants Associations Secretary Henry Karnilowicz. We then introduced ourselves to the Upper Fillmore Street merchants, and they expressed their gratitude seeing Officer Wilgus walking up and down the Upper Fillmore Street corridor.

At the end of October, Lieutenant McCray along with Chief Scott, Commander Fong, Captain Mannina, and Sergeant Lee, met with the JCBD (Japantown Community Benefit District). The Executive Director of JCBD, Grace Horikiri, and the operations manager, Bandon Quan showed where new surveillance cameras are located throughout Japantown and provided information on footage can be obtained.

Even during a global pandemic we were able to reaffirm our commitments to our community and strengthen our partnerships with our neighborhood merchants associations. Walking together while observing COVID-19 health guidelines was challenging, but the in-person interactions and connections provided more meaningful and valuable exchanges than “virtual” meeting.



## Faith and Blue Weekend

In October, we met with Reverend Dr. Amos Brown in celebration of the National Faith and Blue Weekend.

The mission of the National Faith and Blue Weekend was to facilitate safer, stronger and more unified community by connecting law enforcement officers and residents through local houses of worship. Our goal was to build trust and respect of the Western Addition community by meeting with such a prominent figure of the community and to listen to his recommendations.

Reverend Brown hosted the meeting at the 3rd Baptist Church and the theme of the meeting was communication, dialogue and listening. Reverend Brown emphasized that the police, residents and faith-based organizations were inseparable for we shared goal of a safe and vibrant neighborhood. Reverend Brown shared his experience, knowledge and a historical perspective about our neighborhood and community that was illuminating.



Northern CPAB Collecting School supplies

## Youth Outreach and Engagement

Youth outreach and engagement is a tenet of our Department's Community Policing Strategy. For Halloween, Northern Station CPAB volunteers met at Northern Station to assemble Halloween gift bags for the youth in the Northern district.

Northern Station officers engaged with youth from the Buchanan Street YMCA, Ella Hill Hutch Community Center, and Hamilton Park for a Halloween candy giveaway. Officers met with CPAB members at each location and made sure they were part of each candy giveaway.

In September, we also met with CPAB members and complied school supplies for the youth of Buchanan Street YMCA.





**Park District– Company F**

### **Captain Christopher Pedrini**

*Captain Chris Pedrini is a San Francisco Bay Area native who was raised in a family in which nine members, including his uncle and father, have been current or retired law enforcement officers.*

*Captain Pedrini was drawn to police work at an early age, he says, “Because I wanted to help people by providing for their safety. It is a duty and responsibility I felt strongly about then and still feel strongly about today.”*

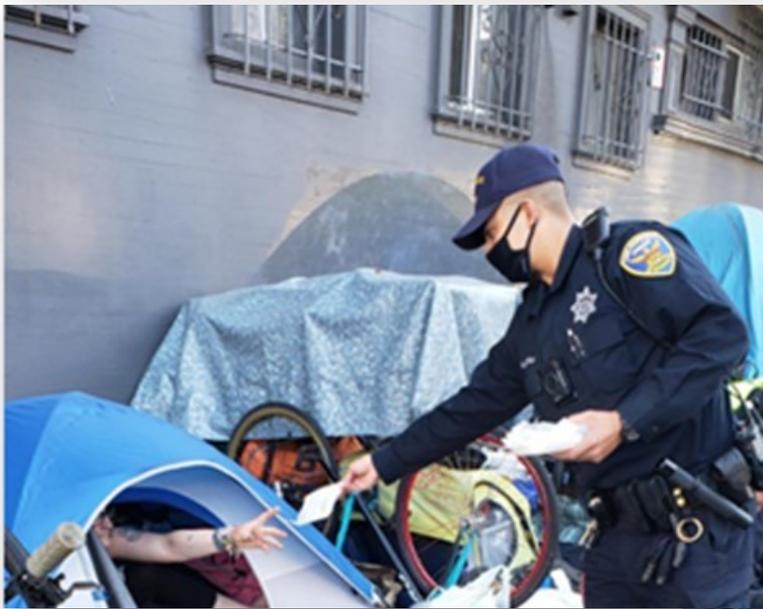
*Captain Pedrini holds a Bachelor of Arts degree in organizational leadership from Colorado State University and a Master’s degree in security studies from the Naval Postgraduate School in Monterey, California.*

*Captain Pedrini began his law enforcement career in 1990, serving in police departments in Half Moon Bay and Daly City before transferring to the SFPD in 1994. Since that time, he has worked in uniformed patrol, plain clothes, investigations risk management, administrations and homeland security.*

*Captain Pedrini is currently the Commanding Officer of Park Station.*

***At Park Station we empower our officers to engage and partner with people that recreate, live and work in the district, working together to solve problems and improve safety.***

SFPD believes that attention and services is the right of everyone in the City. All community members should feel that they receive the same treatment as any other individual in the city.



There are a significant number of unsheltered community members who reside in the Park District. During the pandemic, Park Station foot beat officers distributed mask to individuals living in encampments and educated this community on ways to protect themselves during the pandemic .

# Graffiti Cleanup



Members of Park Station participated in graffiti cleanup at Ulloa Street and Laguna Honda Boulevard.



## Toy Drive

During the holiday season, members of Park Station recognized the challenges a lot of families were facing during the extreme circumstance as a result of the pandemic. Members of Park Station collected over 75 toys during the SFPD toy.

## Food Delivery

Espostos Delicatessen donated care baskets for a food drive to assist families during the holiday season. Park Station officers helped deliver care baskets to a family in need.



### SFPD Toy Drive

We would like to thank all of the Police Officers and community members who brought toys to Park Station during the SFPD Toy Drive. The above picture is just some of the toys collected at Park Station during the Toy Drive. Over 75 toys were donated at Park Station this year! These toys will be donated to children citywide for the holidays!

**Thank You!**



**Richmond District– Company G**

### ***Acting Captain William Conley***

*A/Captain Conley grew up in San Francisco.. He is married and has four children; a 21-year-old daughter, twin boys that are 14 years old, and a 6-year-old son.*

*A/Captain Conley has been a police officer with the San Francisco Police Department for the last 25 Years. Most of his career has been spent in uniformed patrol. As an officer, he worked at Taraval, Bayview and Northern Stations, before transferring into the Vice Unit and Youth Services Unit.*

*In 2008, he was promoted to sergeant and worked at Mission SIT, P.L.E.S., and Northern Station. On his promotion to lieutenant in 2014, he served at Richmond and Southern Stations.*

*A/Captain Conley returned to Richmond a year later, and shortly after, he was asked to be the Acting Captain of Richmond Station.*

Richmond Station's primary goal for 2020 was to ensure the community receives the highest level of police services. Our goal is to work with the community to develop strategies and solutions to both address quality of life issues and criminal activity in the Richmond District. The community and the police are a team.

As the Acting Captain, I invited everyone to be involved with their Police Station. Yes, your station. I encouraged all members of the community to join the Captain's monthly Community Meeting, where I embraced the community of the Richmond District.

## Coffee With a Cop

To get to know the members of our community, Richmond Station hosted a Coffee With a Cop event. The purpose of this event was to give officers and community members the opportunity to sit down with each other to talk and collaboratively address the concerns of the community.



## Youth Outreach and Engagement

To mentor and build relationships with the youth, an officer assigned to Richmond takes time to read to the students at Alamo Elementary School.



## Food Delivery

Self-Help for the Elderly offers home delivered meals to ensure that seniors get the nutrients they need. Officers at Richmond Station worked in partnership with Self-Help for the Elderly to deliver meals to the senior community to ensure they are receiving proper nutrition while they shelter in place during the pandemic.

## Faith and Blue Weekend

In October, members of Richmond Station came together with community members and faith-based community leaders to celebrate National Faith and Blue Weekend. During this celebration, the Richmond District community, Richmond officers and faith-based leaders came together for a unity prayer to pray for the safety of officers and the community as we all work together to combat the challenging times some are facing during this pandemic.





**Ingleside District– Company H**

### **Captain Christopher Woon**

*Captain Chris Woon was born and raised in the Ingleside District belonging to a second generation Chinese Family. He earned a Bachelor of Science degree in Electrical Engineering from San Francisco State University and started with the SFPD in 1995,*

*During his career, Captain Woon worked as an officer at Northern, Ingleside, and Taraval Districts. He also served as a K-9 dog handler.*

*Upon promotion to Sergeant, Captain Woon served at Mission and Southern Stations in patrol and investigations. In his roles as a Lieutenant, he was assigned to Ingleside District, Legal Division, Airport Bureau Patrol and Special Services Division.*

*Captain Woon was promoted to Captain in October 2019, when he was given command of Ingleside Station.*

Community policing is a vital part of the efforts made by our department and its officers on a daily basis. Our daily interactions with the public, and the trust placed in us by those we serve help to build the valuable relationships we form with members of the community. 2020 brought unprecedented challenges, and everyone had to find new and creative ways to maintain the relationships that have been formed between law enforcement and the community.

It was inspiring to see how everyone adapted to the circumstances, and made an active effort to preserve these relationships through activities such as virtual community meetings and socially-distanced community events. The members of Ingleside Station are proud to be a part of this community, and we will continue to work with our diverse neighborhoods and organizations to enhance quality of life and create a safer place for all.

## Merchant Walks

Throughout the year before and after COVID restrictions were enforced and after they were lifted, representatives from Ingleside Station conducted several walks with the merchants. The merchants voiced concerns about issues in their area. The merchants were asked to call police to report suspicious people, occurrences and crimes. There were concerns expressed about the elderly becoming victims in their neighborhoods. Those issues were addressed with educating the merchants about crime prevention strategies (tips on how not to become a victim).

There were traffic concerns in some neighborhoods. Some issues were referred to SFMTA to apply for Residential Traffic Calming in those areas. Traffic Operations were set up for other areas for enforcement. The radar trailer was implemented in areas as a reminder for people to slow down. In some areas SF SAFE was asked to respond when an uptake in burglaries occurred to give them tips on Business Security. Merchant Walks have been conducted on the Cortland Corridor in Bernal Heights, Leland Corridor in Visitacion Valley, Diamond/Chenery in the Glen Park Neighborhood, Mission/Persia and Mission/Excelsior Corridors in the Excelsior.



## Faith and Blue Weekend

In October, Ingleside Station Officers, community residents, and Pastors Barb Cornejo and Noah Combs from Daring Faith Celebration Centre came together to celebrate National Faith and Blue Weekend (NFBW).

We met at the parking lot of the church and our SFPD K9 unit was present. This event sought to facilitate safer, stronger, and a more unified community by connecting law enforcement officers and residents through local houses of worship. We want to build connections to decrease biases and increase familiarity. The event gave us all an opportunity to meet, interact, and get to know one another through community engagement.



## Youth Outreach and Engagement

Throughout the year before and after COVID restrictions were enforced and after they were lifted Ingleside Housing officers took the youth from the Boys & Girls Club Sunnydale on a field trip to Chaparral Ranch in Golden Gate Park. These trips are intended to help kids get any and all exposure to the horses. The goal is to create a program to get kids riding and learning all about horse management in an effort to keep them focused and out of trouble.

A Hot Wing Eating Contest was organized at the Boys & Girls Club Excelsior. There were Arts and Crafts Day at the Boys & Girls Club Sunnydale weekly. Ingleside officers had bi-weekly basketball games at the Boys & Girls Club Excelsior. Housing Officers attended Reading Buddies at Visitacion Valley Elementary School weekly. The officers read one-on-one with students. The students benefit from reading with an officer and form a best buddies relationship for reading development. The Housing Officers assisted in the Family Day Caravan and Black Lives Matter mural painting for Sunnydale Family Day events.





### Sunnydale Halloween Event “Trunk or Treat”

Housing Officer Brittany Lewis along with her sister Brianna Noble and another family member, brought horses to the Sunnydale Halloween Event – Truck a Treat engaging with the Sunnydale community and children. They had the Oakland School for the Arts Fashion Department dress them in costume in a “Black Panther Salute” to show residents in the Sunnydale the human side of law enforcement and a proactive community policing approach.



Sunnydale Halloween Truck a Treat event





**Taraval District-Company I**

## **Captain Nicholas Rainsford**

*Captain Nick Rainsford is a first generation San Francisco native who grew up in an Irish family in the Sunset District.*

*Captain Rainsford attended St. Gabriel's grammar school and is a graduate of Sacred Heart High School. After high school, he joined the United States Marine Corps reserves and worked as a carpenter out of Local 22.*

*Captain Rainsford joined the SFPD in 1994. During his career, he has worked in a variety of assignments including Bayview, Central, Tenderloin, Richmond, Ingleside, Homeland Security and Staff Services Division.*

*Captain Rainsford is currently the Commanding Officer of Taraval Station.*

***“I joined the SFPD out of a sense of duty to serve the City I grew up in and I am honored to work in the neighborhood where I grew up and it is my goal to keep all neighborhoods in the Taraval District safe.”***

## Coffee With a Cop

Members at Taraval Station hosted a Coffee with a Cop to solicit conversation and input from the community. Members of Taraval Station like to make ourselves accessible and approachable to the community in order to build relationship with the community we serve.

Building relationships with the community helps with building trust and is an active prerequisite for effective problem-solving. It is easier to build relationships in good times than in crisis situations, and putting efforts into them in daily work has far-reaching positive outcomes.



## Merchants Walk

Commander Walsh, Captain Daniels, A/Captain Lozada, Officer Dun, and members of the Chief's Small Business Advisory Forum, checked in with the merchants in the Taraval District. Recognizing that during this pandemic, the merchants are essential workers who are putting themselves at risk to ensure that members of the community have food and essential items, we wanted to make sure that the essential merchants were doing well.



## Youth Outreach and Engagement

Members of Taraval Station, volunteers from local youth organizations, companies, community, groups, and City agencies joined together to plant "100 Trees for MLK!" Tree planting starting at Lawton Street and Sunset Boulevard.



## Resource Fair

SFPD along with City agencies, and non-profits organizations hosted resource fair at 1725 Irving Street as part of the Lunar New Year Celebration.



## Youth Outreach and Engagement

Happy Birthday Connor!! SFFD, SFPD, AAA, PG&E, and numerous other agencies join in to celebrate Connor's birthday. Connor loves all types of vehicles, so we all joined in and showed Connor what we were driving. Have a very Happy Birthday, Connor.



## Food Delivery

Captain Rainsford and the officers from Taraval Station help deliver donated boxes filled with food to assist families in need during the pandemic.



## Turkey Give Away

On November 25, 2020, Acting Captain Lozada and members of Taraval Station assisted OMI Family Resource Center and the YMCA in picking up 400 turkeys and distributing them to families in need.





**Tenderloin District– Company J**

### **Captain Carl Fabbri**

*Captain Carl Fabbri was born in Massachusetts and earned a Bachelor of Science degree in Criminal Justice from Northeastern University. He joined the San Francisco Police Department in 1995.*

*As an officer, Captain Fabbri worked primarily in plainclothes assignments at Park and Northern stations and with the Narcotics Division. After his promotion to sergeant, he worked at Bayview Station, in the Special Investigations Division, and at Northern Station.*

*As a Lieutenant, Captain Fabbri served as officer in charge of the Department's violence Reduction teams at Tenderloin Station, in the Crime Analysis Unit, in the Chief of Staff's office, and as the liaison to the San Francisco Unified School District.*

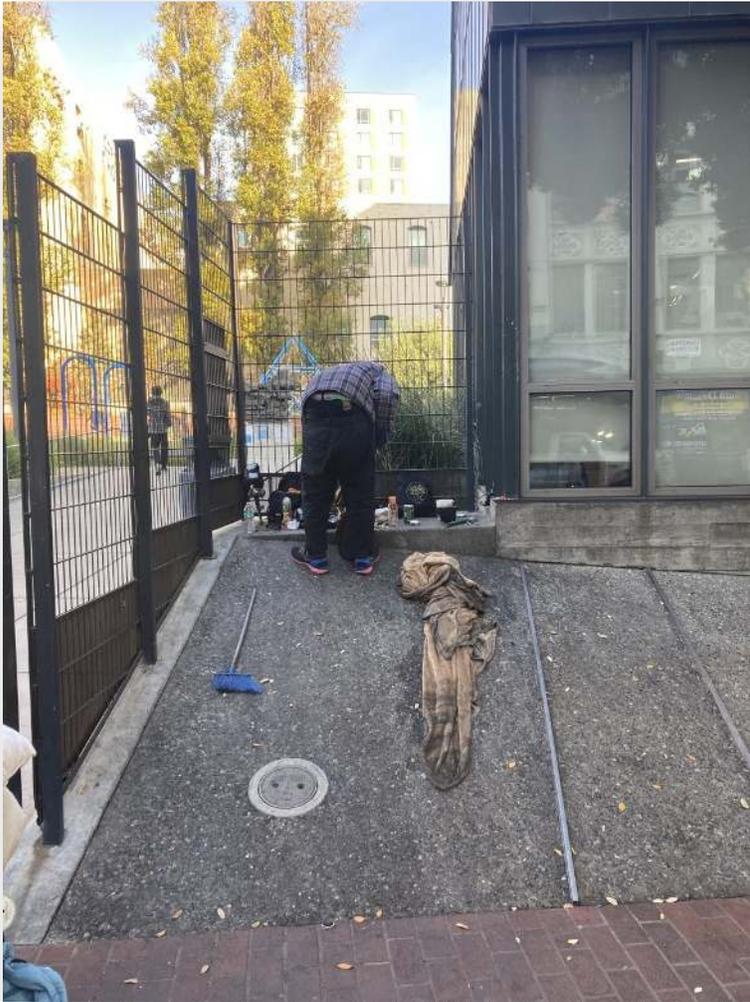
*In 2020, Captain Fabbri served as the Commanding Officer of Tenderloin Station.*

Tenderloin Station is committed to the success and safety of the Tenderloin Community. By working closely with the community to identify its greatest needs for department resources, Tenderloin officers are able to aggressively combat drug dealing and the associated violent crime that has historically blighted the district.

For many Tenderloin residents, this had restored optimism that the district will overcome its challenges and become a safer, thriving community.

## Boeddeker Park Project

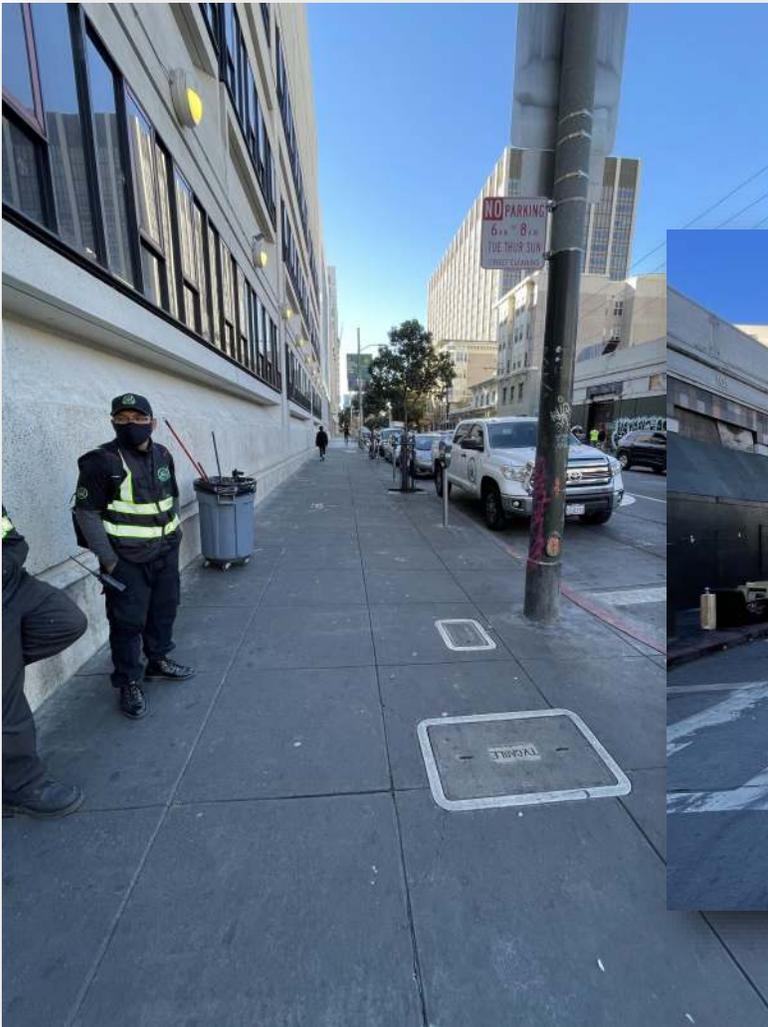
Boeddeker Park is a safe place for children and is a neighborhood icon. Recently, increased alcohol and drug use right at the front gate was creating an unsafe environment. One of our officers proposed a simple environmental design change which was implemented with great results!



## Neighborhood Safety Operation

Our latest Tenderloin Neighborhood Safety Operation was a two-day event that focused on the community that lives in the area of Golden Gate and Hyde Streets. This area has been plagued with drug dealers who bring violence, blight, and intimidation to the Tenderloin community from outside. Tenderloin Station set up an SFPD Mobile Command in this area to be on site and work alongside the Tenderloin foot beat officers. Narcotics officers, Tactical Honda Units, and additional City resources were brought in to work collaboratively with the community to address this issue that has plagued this community.

Successful community policing involves officers and community members working together to identify and address community concerns, focusing on root causes rather than reactive solutions.



## Community Feedback

Free-form Snip

Thank you so much for the bringing the SFPD officers to walk the beat on Golden Gate and Hyde today. While I was standing in front of 101 Hyde, talking to the officers, several community members stopped to thank them, explaining that they usually have to walk in the street to get down the block, how much that frightens them and how nice it was to be able to walk on the sidewalk.

Thank you for keeping faith with the people of the TL. Many, many people support your efforts.



Thanks to the mobile units around Turk and Hyde today, we can for the first time in weeks walk outside of our apartment and not be scared of drug dealers right outside our door. We can take kids outside without fear that they will witness people dealing and using drugs right outside their windows. We can walk outside not being scared of being yelled at, harassed, threatened or worst yet robbed or shot at. It has become a daily reality for all of us that we are scared to step outside our doors. I thank you for putting in place these mobile units that help keep the streets safe. I wish they could be there daily so we can safely walk out of our home.

So grateful for all you do. Thank you and bless you.

## Food Delivery

During the pandemic, many families in the Tenderloin were struggling to pay bills and buy food. Tenderloin Officers identified five great families in need of help. Chief Scott and Command Staff worked with Esposto's Catering to personally deliver boxes filled with healthy food to those families in need.



## Mutual Aid-SFPD Leads a Helping Hand



## MUTUAL AID TEAM TO NAPA-SONOMA COUNTY



SFPD is committed to creating a safe, healthy and vibrant community. Members of SFPD extends this vision to its neighboring cities and counties when in need.

SFPD lends a helping hand by sending officers to Sonoma County to assist and provide mutual aide to the areas that were devastated by the wild fires.

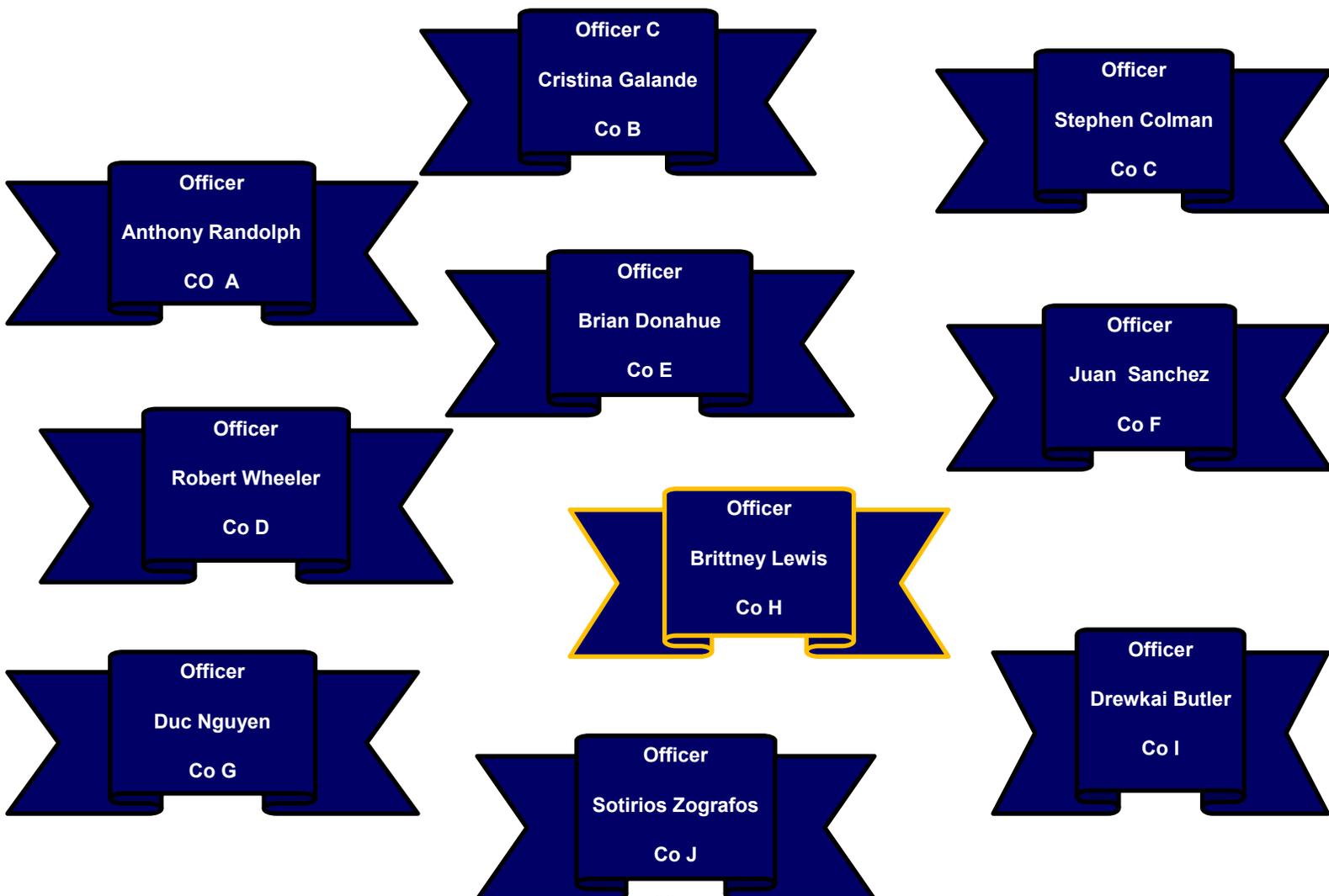


# Community Policing Awards- Officers of the Month 2020

To foster and advance the culture of the Department's guardian mindset and efforts made by Department members, the Department implemented Officer of the Month and Officer of the Year Awards Process. This award places value and brings department-wide recognition for good community policing practices that are displayed by Department members.

The recognition of Department members comes from the highest levels of leadership for this award-- the Assistant Chief, Deputy Chief, and Executive Director-- who are responsible for nominations from their respective bureaus. This escalates the level of recognition and allows senior leadership from Field Operations, Investigations, Administration, Special Operations, Strategic Management and the Airport Bureau to provide nominations for recognition of sworn members. The Chief's Office will feature the nominated Officer of the Month in a video message, which will show recognition at the highest level from the Chief's Office and will be disseminated department wide. Through the public display of the award at the Police Headquarters Building and feature in the Chief's Office message, the Department aims to elevate member's community policing actions and merits.

## First Community Policing Officer of the Month 2020 Nominees



## First Recipient of the Community Policing Officer of the Month Award



Ingleside Station congratulates Officer Brittany Lewis as the FOB Officer of the Month and first recipient of the Community Policing Officer of the Month Award. Officer Lewis' positive ethic and dedication was formed since her childhood. As a young girl raised in Oakland, California, Officer Lewis and her sister had the opportunity to be around horses, not by coming from a wealthy family, but by doing the hard work and different chores around the various stables in and around the Oakland Hills. Officer Lewis credits being around horses at such a young age as one factor that kept her out of trouble while growing up. As a result of her dedication and efforts growing up, Officer Lewis would eventually graduate from California State University, Sacramento, with a Bachelor of Science in Criminal Justice.

Officer Lewis has been with the San Francisco Police Department for approximately seven years, and she has worked assignments at Mission, Taraval, and Ingleside Stations. Officer Lewis is currently a member of Ingleside Station's Housing Unit. Along with excelling in her role as a police officer, Officer Lewis has proven to be a community connector, an ambassador, and an innovator. Through her outreach and involvement with the community, Officer Lewis has earned the trust of members in the areas she works in, and she has built on that rapport by helping those in need. An example of this outreach is an at-risk youth from the Sunnydale neighborhood that Officer Lewis was able to mentor. Officer Lewis was able to steer this young lady away from a path of truancy and potential human trafficking, and inspire her to consistently go back to school and believe in herself.

Officer Lewis' dedication to community outreach is further demonstrated by her involvement with "Mulatto Meadows," a riding program and youth equestrian non-profit. As noted on their website ([www.mulattomeadows.com](http://www.mulattomeadows.com)), "Humble, a Mulatto Meadows project, has the mission of exposing underprivileged and marginalized communities to the horse world, fosters respect, confidence, and accountability for urban youth through equine experiential learning." With the assistance of her sister, Briana Noble, and others at Mulatto Meadows, Officer Lewis has found another outlet to bring hope and inspiration to the youth in the Sunnydale neighborhood. On one occasion, Officer Lewis coordinated a community clean-up event to present the young boys and girls an opportunity to interact with and learn about the horses. At another event, Officer Lewis responded to requests from Sunnydale community members and the Captain of Ingleside Station at the time to be the "headless horseman (woman)" for Sunnydale's first Halloween Eve haunted house in at least six years. As recently as October 2020, Officer Lewis and members of Mulatto Meadows participated in the Sunnydale Halloween "Truck-a-Treat" event. During this event, Officer Lewis and others dressed in attire inspired by characters from the film "Black Panther." All in attendance, young and old, were in awe of Officer Lewis and the strength and positive message her involvement brought to the event. Ultimately, Officer Lewis has utilized good community policing practices in order to serve as a leader, be a guardian for the community, and present a positive example to community members and officers alike. Officer Lewis' dedications to duty and community not only helps to humanize the badge, but also to bring together those that are fortunate enough to get to know her, work with her, and have their lives positively impacted by her. We congratulate Officer Lewis on a well-deserved Officer of the Month Award.

# Collaborative Reform Initiative 2020 Highlights



In June the San Francisco Police Department announced the release of the first episode of its first-ever podcast, which aims to provide a forum to discuss the department's policies, projects, personnel, and future goals.

This first episode, titled "San Francisco Police Department and Collaborative Reform" was recorded on March 6.

The episode was moderated by David Stevenson, SFPD's Director of Strategic Communications, who spoke with SFPD Police Chief William Scott. The two discuss the Collaborative Reform Initiative (CRI), which SFPD has been engaged with since October 2016. CRI began after the U.S. Justice Department issued an assessment report that provided 272 recommended improvements for SFPD.

## Collaborative Reform Initiative

The goals of the Collaborative Reform Initiative Technical Assistance with the San Francisco Police Department is to **assess, monitor, and assist** the department, in collaboration with the community, in the **implementation and sustainment** of reforms that **increase public trust** through improvements in community policing practices, transparency, professionalism, and accountability while taking into account national standards, promising practices, current and emerging research, and community expectations.



## COLLABORATIVE REFORM INITIATIVE

An Assessment of the San  
Francisco Police Department

OCTOBER 2016



**COPS**  
Community Oriented Policing Services  
U.S. Department of Justice



## **Recruitment, Hiring, and Personnel Practice**

A guiding principle of the SFPD is its commitment to treating all people with dignity, fairness, and respect. It is crucial for members to carry out their duties in a manner free from bias and eliminate any perception of policing that appears biased. Biased policing is unsafe, unjust, and ineffective.

SFPD created a Staffing and Deployment Unit to provide key analytical insight into how SFPD hires, retains, and deploys its workforce.

## Diversity Strategic Plan

The goals of the Diversity Strategic plan are to create diversity in recruitment, hiring, and retention.

The diversity plan includes academy and field training, support and professional development, and organizational accountability. The plan contains a component of Organizational Accountability for data updating, analysis and review, all with the goal of driving decision making



## Improving Personnel Retention

The Training Division identifies trends with a goal to improve personnel retention and enables the Department to meet its overall diversity goals. The Review Committee examines release and attrition rate disparities within Academy classes and the FTO program and compares demographic release and attrition data.

## Staffing and Diversity

*Over the past 12 years, the percentage of diversity among recruits entering the SFPD Academy has increased. This trend is particularly apparent over the last five years.*

*In 2019, 22% of recruits who entered the Academy are Female. This was the highest percentage of Females in the past 12 years.*

## Bias-Free Policing Principle

A guiding principle of the San Francisco Police Department is its commitment to treating all people with dignity, fairness, and respect. It is crucial for our members to carry out their duties in a manner free from bias and eliminate any perception of policing that appears biased. Biased policing is unsafe, unjust, and ineffective. It also alienates the public, fosters distrust of police, and undermines legitimate law enforcement efforts.

## Academic Collaborations and Partnerships

**The Science of Justice**  
San Francisco Police Department  
National Justice Database City Report  
August 2020

William Scott,  
San Francisco Chief of Police

Center for Policing Excellence  
www.policingexcellence.org

**Stanford | SPARQ**

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**Criminal Justice**  
We work to sparq change in criminal justice by using behavioral science insights to improve police-community relations.

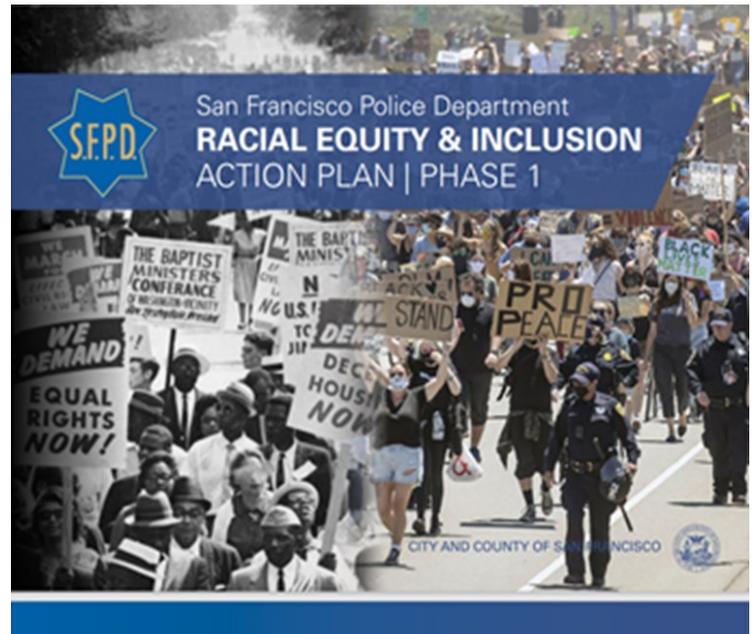
**Leveraging Stop Data**  
Each year, nearly a quarter of Americans of driving age interact with the police during routine traffic stops. Black tend to be disproportionately stopped. In partnership, SPARQ, the City of Oakland, and the Oakland Police Department are advancing evidence-based approaches to unlocking the power of information officers already collect about traffic "stop data." This data can be used to reveal the impact of routine law enforcement activities on communities and actionable ways to reduce racial disparities. Read our reports: [Strategies for Change](#) and [Data for Change](#).

**Innovating Police Trainings**  
A Pew Research Center survey of nearly 8,000 police officers found that 86% report that their job has become harder in the last year, highlighting the need for effective and comprehensive training. At the same time, communities across the country are requesting that officers undergo more training about complex issues like implicit bias and the use of force. While the demand for training is high, relatively little is known about the content and efficacy of officer trainings. To address this need, SPARQ is partnering with law enforcement agencies in California to research, develop, and implement trainings to improve police-community relations. Read our white papers: [Principled Policing: Procedural Justice and Implicit Bias Training](#) and [Principled Policing: A Path to Building Better Police-Community Relations](#).

**BIASED**  
Uncovering the Hidden Prejudice  
That Shapes What We See,  
Think, and Do  
\*  
JENNIFER L. EBERHARDT, PhD

## Racial Equity & Inclusion

The San Francisco Police Department's vision For Racial Equity & Inclusion is to seek out the appropriate measures, empower its marginalized employees, and dismantle patterns of racism and injustice within all sections of the organization.



*As the San Francisco Police Department continues to progress into the 21st century and build a culture around the 21st Century Task Force and the Collaborative Reform Initiative recommendations, it is imperative the Department reaches far beyond the mere presence of diversity, instead ensuring that employees' unique identities and experiences are valued, welcomed, and leveraged to meet*

<https://www.sanfranciscopolice.org/sites/default/files/2020-12/SFPDNewRacialEquityPlan.20201231.pdf>

## Training

The Bias related trainings are designed to teach members to be introspective and recognize their own biases. By recognizing their biases, members are instructed how to avoid these biases while performing law enforcement actions. The information is also utilized for the investigation of bias cases.

*98% of the department's members had taken courses meeting the Bias Training criteria.*

*Roll call trainings created for Department General Order 5.17 (Bias-Free Policing) & Department General Order 11.07 (Prohibiting Discrimination, Harassment and Retaliation)*

## **Use of Force**

The San Francisco Police Department's highest priority is safeguarding the life, dignity and liberty of all persons. Officers shall demonstrate this principle in their daily interactions with the community they are sworn to protect and serve.

The Department is committed to accomplishing this mission with respect and minimal reliance on the use of force by using rapport-building communication, crisis intervention, and de-escalation tactics before resorting to force whenever feasible.

## **Firearms Discharge Review Board**

The Firearms Discharge Review Board provides for the review of any firearm discharge by a board consisting of a member of the Commission, Deputy Chiefs of each Bureau, Range Master, Officer in charge of Risk Management, and the Executive Director of Department of Police Accountability.

Although a policy update began in July 2020, with the completion of several recommendations in December 2020, additional requirements under this policy have been implemented to include:

- The continuous review of policy, training, and procedures regarding officer involved shootings.
- Evaluation of policy, training, and tactical considerations of discharge incidents, to identify if the incident was influenced by policy failures, training, or tactics.
- A more timely review of officer involved shootings by the FDRB.
- The addition of a member assigned to the Academy to address training gaps.

# 2020 Use of Force Training Highlights

## Critical Mindset Coordinated Response - CMCR

“Critical Mindset Coordinated Response” (CMCR) has been selected as an official presentation to the International Association of Chiefs of Police (IACP) 2020 Virtual Training Event and Expo in October.

IACP, which is described “as the world’s largest and most influential professional association for police leaders,” and is “committed to advancing the safety of communities worldwide,” selected SFPD’s CMCR workshop as part of its prestigious leadership track in the “simulate” format for this year’s event.



The San Francisco Police Department has developed a new training course designed to reinforce sound field tactics using reasonable force options during street encounters.

The agency’s use of force policy dictates: “Using a critical decision-making model, officers shall collect information, assess the threats and risk, consider police powers and the Department’s policies, identify options and determine the best course of action, and review and re-assess the situation.”

The Critical Mindset Coordinated Response (CMCR) course is specifically intended to reinforce and enhance officers’ basic tactical knowledge, skills and abilities.

The CMCR training course focuses on five principals:

1. Assess and re-assess utilizing critical decision-making skills
2. Plan and coordinate to resolve complex, high-risk situations
3. Emphasize the need for leadership at the scene
4. Emphasize teamwork through communication and shared intelligence
5. Adopt the process of the “debrief” following an incident



Through classroom lectures, students are able to review tactical concepts, watch videos and complete tabletop exercises, but the main focus of the course is hands-on scenario-based training. Officers are challenged as they must cope with evolving scenarios that force them to determine whether apprehension or containment mode is appropriate. They are reminded to stay alert because situations are often fluid and the mode of response may require adjustment.

#### “DISCRETIONARY” VS. “NON-DISCRETIONARY” TIME

The training explores the difference between “discretionary” vs. “non-discretionary” time. If suspect behavior involves an immediate threat, officers have “non-discretionary” time and are expected to react swiftly to prevent death or serious bodily injury to innocent persons. If suspect behavior does not involve an immediate threat to others, officers have “discretionary” time to slow things down. This presents the opportunity to attempt de-escalation techniques and employ tactics advantageous for officers. A mantra emphasized in training is: “If time is available, take it!”

## TRAINING PART OF LARGER PROGRAM

The CMCR course is part of the larger training model within the San Francisco Police Department involving units such as the Crisis Intervention Team (C.I.T.), Emergency Vehicle Operations and Control, Physical Training and Defensive Tactics, Recruit Training Office and Range. Training staff from all disciplines meet monthly to ensure oversight, consistency and guidance for officers with respect to all the courses of field tactics and force options training to better prepare them for the challenges they face.

In light of changes to California state law regarding police use of force, the San Francisco Police Department wants to stay ahead of the curve. Fortunately, the agency's current use of force policy closely resembles California Penal Code 835a (revised law effective January 1, 2020). California law defines "totality of the circumstances" as follows: "All facts known to the peace officer at the time, including the conduct of the officer and the subject leading up to the use of deadly force." With this in mind, our training must provide officers with relevant and timely courses of instruction, especially when it comes to tactics and the application of force options.

Lead CMCR trainer, Sergeant Justin Bugarin, explains: "In a society in which the public demands aspects of policing to be better, we as a profession have an obligation to do so. The SFPD has chosen to take on the challenge."



# 2020 Charitable Contributions

## Pink Patch Project

During October, which is Breast Cancer Awareness Month, SFPD members and more than 170 other participating law enforcement agencies nationwide wore specially designed pink versions of their department patch to encourage public awareness about the importance of early breast cancer detection.



On Thursday, November 19, 2020, the San Francisco Police Department, in partnership with the San Francisco Police Officers Association, presented a check for approximately \$13,000.00 to Bay Area Cancer Connections (BACC), a non-profit organization that provides personal care and support to the breast and ovarian cancer patients and their families. The funds were raised through the Pink Patch Project, a collaborative effort created to raise awareness and funds for breast cancer research and treatment.

“On behalf of the San Francisco Police Department, it is our honor to partner with the San Francisco Police Officer’s Association to continue to support BACC’s important work,” said SFPD Assistant Chief Robert Moser. “In addition to raising much-needed funding every year, the Pink Patch Project helps to raise awareness about breast cancer. We’re proud to help support such an important cause.”



## **Dash and Splash Special Olympics Norther California 5K/10K & Polar Plunge**

On Saturday, February 29 2020, San Francisco Police Department officers and civilian staff participated in the San Francisco 5K/10K & Polar Plunge for Special Olympics Northern California.

The event took place at San Francisco's Aquatic Park (located at Jefferson and Hyde Streets). Opening ceremonies began at 9:45AM, followed by a 10AM 5K and 10K race. The Polar Plunge took place at noon. SFPD officers also participated in a Tip-A-Cop event at Buena Vista Café (2765 Hyde Street) to raise funds for Special Olympics Northern California.

SFPD has been assisting the Special Olympics for over 20 years. This years event raised \$10,000.00 to support over 17,000 Northern California Special Olympics athletes.



## SFPD Pride Patch Project

The San Francisco Police Department celebrated San Francisco Pride by raising funds for Larkin Street Youth Services ([larkinstreetyouth.org/](http://larkinstreetyouth.org/)). During the month of June, SFPD officers wore rainbow-patterned versions of the department's signature blue and gold patch. Donations for the patches benefited Larkin Street Youth Services, which supports homeless San Francisco youth, many of whom are LGBTQ.

This project, organized by the San Francisco Police Officers' Pride Alliance and unanimously approved by the San Francisco Police Commission, was developed to show support for San Francisco LGBTQ communities and highlight the inclusiveness of SFPD. Department members hope to encourage positive conversations and inspire other law enforcement agencies to work in partnership with local charities that support LGBTQ communities.

In addition to the patches, San Franciscans and visitors during Pride Month should also keep an eye out for SFPD's special Pride SUV on City streets. The Police Officers' Pride Alliance paid for the cost of wrapping the SUV, which will be used for recruitment and community engagement events. Keep an eye out for it and say hello when you spot our officers!

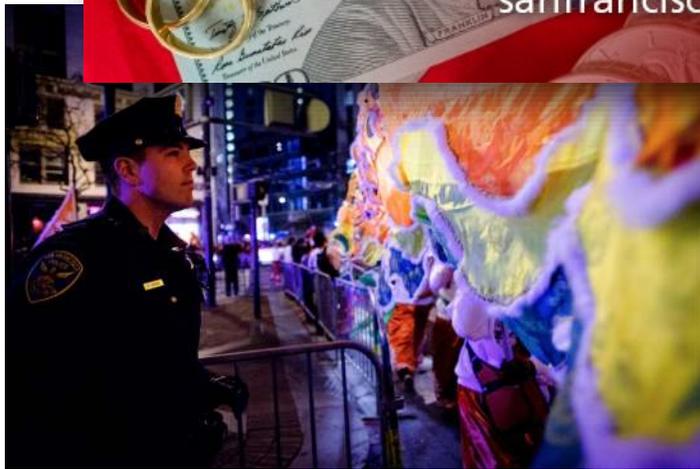


# 2020 Parades and Celebrations

## Chinese New Year Celebration



**2020 Year of the Rat  
Gung Hay Fat Choy!**



## Pride Celebration



**Pride Celebration Canceled due to COVID-19 restrictions.**



## 2nd Annual SFPD Black History Month Celebration

SFPD's Black History Month Celebration celebrated African American achievements and created an important opportunity for SFPD to strengthen the relationship with the community.

The event consisted of musical performances, spoken word, inspirational speakers, honoring community members, food, fun and more.



## St. Patrick's Day Celebration



**Emerald Society St. Patrick's Day Celebration canceled due to COVID-19- 19 restrictions.**

## Italian Heritage Celebration



San Francisco's Italian-American Community celebrates the

# ITALIAN HERITAGE FESTIVAL WEEKEND

OCTOBER 10 & 11, 2020



**2020 San Francisco Italian  
Heritage Parade celebrated  
virtually**



2020 Cinco de Mayo and Carnival Celebrations were canceled due to Covid-19 restrictions.



## **Defining the Future**

*2020 presented some unforeseen challenges with the onset of the global pandemic. This placed constraints on some of the traditional in person community engagement, community policing and problem-solving efforts outlined in the Department's Community Policing Strategic Plan. As a result, this inaugural annual report provides a summary of community engagement and problem-solving activities hosted by the Department to engage the community under these constraints. This report highlighted the Department's overall efforts to support the Vision, Values, Goals and Objectives outlined in the Community Policing Strategic Plan, as opposed to an analytical report summarizing the goals and objectives met through community policing under the Community Policing Strategic Plan.*

*Additionally, with the adoption of the Community Policing General Order (DGO 1.08) in February 2021, the Department has recently codified implementation of a data collection and metrics process. This process requires analysis of community policing and problem-solving data for review, improvement, and incorporation into policing strategies, which will be summarized as part of future annual reports.*

*In 2021, the Department looks forward to advancing our community policing efforts with more in-depth analysis of community policing data collected from 2020, 2021 and future years to measure progress, success, identify gaps and improvements to further enhance the effectiveness of the Department's community policing and crime strategies, to effectively police all communities with empathy, safety, and respect.*

## **Non-Emergency**

[1-415-553-0123](tel:1-415-553-0123)

For situations that require the police, but do not require an immediate response.

## **City Services & Questions**

[3-1-1](tel:3-1-1)

For reporting graffiti, abandoned vehicles, homeless concerns and encampments, etc. Staff can assist you in over 175+ languages.

## **Anonymous Tip Line**

[1-415-575-4444](tel:1-415-575-4444)

For information regarding ongoing criminal behavior occurring in your community.

## **Multi-Lingual Tip Line**

[1-415-558-5588](tel:1-415-558-5588)

## **SFPD Headquarters**

1245 3rd Street  
San Francisco, CA 94158  
[Get Directions >](#)

## **General Phone**

[1-415-837-7000](tel:1-415-837-7000)

## **Contact Your Police Station**

[Bayview 1-415-671-2300](tel:1-415-671-2300)

[Central 1-415-315-2400](tel:1-415-315-2400)

[Ingleside 1-415-404-4000](tel:1-415-404-4000)

[Mission 1-415-558-5400](tel:1-415-558-5400)

[Northern 1-415-614-3400](tel:1-415-614-3400)

[Park 1-415-242-3000](tel:1-415-242-3000)

[Richmond 1-415-666-8000](tel:1-415-666-8000)

[Southern 1-415-575-6000](tel:1-415-575-6000)

[Taraval 1-415-759-3100](tel:1-415-759-3100)

[Tenderloin 1-415-345-7300](tel:1-415-345-7300)