

Dear Acting Captain Altorfer,

Our office has completed its review of the materials related to Recommendation 43.2 that have been submitted to us as part of the collaborative reform process. After reviewing the package and information provided by the Department, the California Department of Justice finds as follows:

Recommendation 43.2:

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

Response to 43.2:

SFPD has a wide variety of partnerships for its youth-centered programs, which are described in detail in its package. These partnerships include one with the Academy of Art to develop an Art Program and another with CROSSFIT Portrero Hill to teach young people about health and fitness.

To ensure that these partnerships are supported and additional partnerships are identified, SFPD created a Youth and Community Engagement Unit (YCEU) within the Community Engagement Division which is staffed by two sergeants and five officers and is responsible for assessing and developing youth programs. SFPD recently codified the YCEU's protocol for assessing and developing of youth programs in the form of a Unit Order. Under that Unit Order, Youth Program Coordinators within the YCEU meet with the YCEU Sergeant on a monthly basis to discuss the status and progress of existing programs and the need for any additional support. The YCEU sergeant also annually meets on an individual basis with each Youth Program Coordinator—at least three months prior to the start of that Coordinator's program—to discuss the goals and expectations of that program and the broader resources needed for that program. These annual meetings must include an agenda and minutes; further, the Unit Order permits external stakeholders, including community members, to participate. These monthly and annual meetings provide an opportunity for SFPD to identify new partnerships and find ways to support existing ones.

Based on all of the above, the California Department of Justice finds SFPD in substantial compliance with this recommendation.

Please let us know if you have any questions or would like to discuss this further. Thank you.

Tanya

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Collaborative Reform Completion Memorandum

Finding # 43: The SFPD engages in a range of successful activities, programs, and community Partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit. The SFPD partners on a variety of projects and is to be commended. As the department expands its work with the local communities, it must continue to ensure cultural sensitivity to projects it is implementing and when seeking to partner with additional members of the community. Public perception and community customs need to be at the forefront of the decision process

Recommendation # 43.2 The SFPD should expand its partnership with and further support neighborhood organizations that work to provide art, sports, educational, and leadership development opportunities for young people in the community.

Response Date: 11/03/20

Executive Summary:

The Community Engagement Division (CED) is responsible for promoting and auditing the Department's Community Policing and Engagement efforts, which includes the expansion of partnerships with youth-focused neighborhood arts, sports, educational and leadership development opportunities for young people in the community. The Sergeant of CED meets with the Officers of CED on a continual basis to identify new partnerships for the expansion of programs in the areas of arts, sports and educational development. CED provides the structure and support for the department to expand its work with the local communities to ensure cultural sensitivity to projects, when seeking to partner with additional members of the community. Based on Objective 4.2 of the Community Policing Plan, it is the goal of the Department to provide bias free, dignified, equal treatment and access to resources to all community members through the youth focused programming. Public perception and community customs are part of the decision making process. It is the goal of CED to continue to expand the youth focus programs to provide diversity of programs to all communities.

Compliance Measures:

- 1) Plan, process and practice to expand partnerships with youth-focused neighborhood art, sports, educational development organizations.**

Neighborhood Youth-Focused Arts and Sports

The Police Activities League, the Wilderness Program, and the Summer Youth Programs are the umbrella for the Department's youth focused engagement activities in the area of Arts and Sports. These programs all have Officers who serve as the program coordinators. The youth and community engagement youth program coordinators consist of 2 Sergeants, 5 Officers, and as needed volunteer Officers from District Stations. The process for expansion begins with the Sergeant of CED meeting with the individual program coordinator to identify and discuss



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the status of current programs, identify partnerships for the expansion or creation of new programs and a plan of action for implementing new programs with identified partnerships.

The San Francisco Police Activities League (PAL) provides youth with healthy activities and leadership programs to develop positive characteristics for life. PAL serves almost 1,100 youth annually throughout the city with nearly a hundred volunteer civilian coaches and police mentors. PAL provides opportunities for youth of all communities to develop career and life skills through various sports programs, the Law Enforcement Cadet Program and community service opportunities. PAL's philosophy is to leave no child behind, and as such those who cannot afford the cost of programs, are offered full financial assistance.

The existing PAL programs consist of SFPAL Football program, SFPAL Cheer and Dance Program, SFPAL Jiu-jitsu, SFPAL Fishing Program, SFPAL Track and Field Events, SFPAL, and Ice Skating. These programs work in partnership with SF Park and Recreation, Peninsula Pop Warner, and SF 49'ers.

(See Attachment #1)- Summary of PAL programs

The Sergeant of PAL meets with the Program Coordinator Officer of PAL on a regular basis to discuss areas of expansion, identify partnerships and plan to implement programs as a continual review and improvement loop for the expansion of the PAL program. This year the PAL coordinator focused expanding the PAL program athletic programs as well as incorporate some arts programs as well.

Areas of expansion that were identified for the PAL program were:

- Expanding the athletic program to include boys and girls basketball
- Youth Focused Fitness program
- Youth Focused Art Program
- Youth Focused Chess Program
- Youth Focused Music Program
- Youth Focused Golfing Program

Identified partnerships for PAL included:

- Academy of Art University
- Archdiocese of San Francisco
- CROSSFIT Potrero Hill
- First Tee-Golf Harding Park

The PAL coordinator contacted representatives from the above identified partnerships to discuss a plan of action for implementing these new programs.

(See Attachment #2) – Example of email correspondence



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This year the following new programs with new identified partnerships were implemented:

- PAL worked in partnership with the Academy of Arts University to develop and implement an Art Program as well as Girls Basketball program. PAL is looking to start the Boys Basketball program in the spring of 2021, pending the life of COVID-19 restrictions.
(See Attachment #3)-Flyer for Art program and PAL summary of Girls Basketball.
- PAL worked in partnership with the Archdiocese of San Francisco to implement a SFPAL Chess program that provides youth the opportunity to engage through a virtual platform until COVID-19 restrictions are lifted.
(See Attachment #4)- Flyer for PAL Chess program
- PAL worked in partnership with CROSSFIT Potrero Hill to teach youth the methodology of health and fitness to promote confidence and develop empowered individuals in a safe structured environment.
(See Attachment #5)- Flyer for PAL CROSSFIT Program

Neighborhood Youth-Focused Educational Development

The Program Coordinator for the summer programs is responsible for identifying and developing youth focused education development programs. The Sergeant from CED meets with the Summer Programs Coordinator to discuss program, identify partnerships and implementation strategies.

Youth focused educational programs include:

- Future Graduates Summer Internship. This summer internship places youth into Tech driven companies connected in San Francisco. The program provides a platform where companies are able to show the youth the many levels of technology and impact the world.
- Partnership:
 - SF Citi: provides support and partnering companies to host interns in their worksites. The youth are given training and tasked with real work task.
 - 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 programing.
 - Rec & Park allows teens to mentor youth in sports and leisure while also learning how to code and data entry.

This year, the Sergeant of CED met with the Project Coordinator for summer programs to discuss and identify partnerships in order to provide virtual internships to allow youth the opportunity to continue their participation during the COVID-19 pandemic.

- Partnership identified:
 - MYEEP- The Mayor's Youth Employment and Education Program, this is a collaborative of non-profit organizations that provides workforce development to



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youth in 11 different neighborhoods in San Francisco. With a mission to provide job readiness training, work experience, academic support, and personal development to San Francisco youth challenged in their attempt to access employment.

- Community Safety Initiative (CSI)- is a joint program of the San Francisco Human Rights Commission and Collective Impact, a community-based organization in the western addition. CSI works to create a safe place for underserved youth to learn, live and dram without the fear of ridicule, judgement or low expectations. The youth develop skills, build relationships and learn about careers in law enforcement, technology, hospitality, and other industries positioned to address issues around diversity and equity.
- Opportunities for All provides access to career exploration and workforce development for San Francisco's youth and young adults. The initiative includes paid internships, mentorships, and apprenticeship for participants ages 13-24. OFA focuses on equitable access to these opportunities through workforce connection, support and job resources for both jobseekers and employers alike. (See Attachment #6)- MYEEP, CSI Partnerships and Opportunities for All

These partnerships provided virtual platforms for the Department to work in collaboration with the existing partnerships such as: SF Rec & Park, AFSF, Public Defenders Office, and Mo'Magic to provide virtual summer internships to 125 youth during the COVID-19 restrictions. Below are some examples of the Programs offered during the Virtual Summer Internships:

(See Attachment #7)- For Sparks Dialogue Summer Program Intern Packet

(See Attachment #8)- For Art and Safety Summer Intern Program

(See Attachment #9)- Memo for SFPD Jazz Project Youth Internship Program (Opportunities for All)

Evidence of support for neighborhood youth development initiatives/programs.

Department General Order (DGO)1.08 Community Oriented policing codifies in policy that the role of the CED provides the structure and support to audit and promote Community Oriented Policing and Problem Solving concepts throughout the entire Department. CED is responsible for promoting and hosting community engagement events and programs, which includes youth development initiative/programs.

(See Attachment #10)- Draft of DGO 1.08- *This draft was accepted by the Department through internal concurrence, adopted by the Police Commission on October 7, 2020 and is currently in the meet and confer process.*

(See Attachments #1-9) For evidence of the Department's support for neighborhood youth development initiative/programs.



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2) Ongoing review/improvement loop to ensure partnerships are identified and prioritized for support and engagement.

CED is responsible for ensuring partnerships are identified and prioritized for support and engagement. This is done through continual meetings between the CED Sergeant and the Program Coordinators.

For example: A lot of the existing programs and partnerships such as SFPAL football, basketball, track, in person summer internships, had to be placed on hold due to the COVID-19 restrictions. While these programs were placed on hold it became a priority of the Department to identify alternative platforms for the youth. Recognizing the tremendous social constraint places on the community, the Department did not want to forget about our youth. The Sergeant of CED continued meeting with the program coordinators to identify new partnerships and assist with providing modified youth focused programs for the Department during the pandemic. The continuous review/improvement loop with the CED Sergeant and the Program Coordinators ensured that partnerships were identified and prioritized for the support and engagement. This resulted in the Department being able to provide a plethora of youth-focused programs for the youth of our city during a National Pandemic.

These programs included: Virtual Chess, Virtual Bingo, Virtual Art Classes, Virtual Music Program, Virtual Summer Internships and Virtual SFPAL Cadet Class
(See Attachment #11)- For memo request for virtual platforms of programming
(See Attachment #12)- Virtual Graduation for PAL Cadet Class

CED is already seeking out new partnerships for further expansion of the SFPAL Art program, looking to identify partnerships for a youth focused golf program and looking for partnerships to expand the jazz music program through the PAL program.
(See Attachment #13)- Email regarding further expansion of programs

San Francisco Police Department Unit Order which is currently in concurrence "Youth and Community Engagement Unit- Youth Programs" (See Attachment #15), the purpose of this order is to establish the protocol for the assessment and development of youth programs in the Youth & Community Engagement Unit (YCEU) within the Community Engagement Division. This order will establish guidelines for the Sergeant of YCEU to meet on a regular basis with the community engagement program directors to review community engagement programs and identify new partnerships for areas of expansion of programs geared towards supporting our youth and building trust in the community

On 10-22-2020, members from SFPD Professional Standards participated in a conference call with members of Hillard Heintze and the California Dept. of Justice. During the prescreening, suggestions and guidelines were discussed for these recommendations as described below:

Recommendation 43.2:



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Cal DOJ and Hillard Heintze thought that the work being done to expand partnerships was excellent (including the pivot toward online partnerships during Covid), but that the work needed to be supported by policy to ensure it is ongoing. Cal DOJ and Hillard Heintze recommended a Unit Order to memorialize processes, including the continual meetings between the CED Sergeant and Program Coordinators. Submitting the package while the Unit Order is in concurrence would be acceptable. Additionally, Cal DOJ requested that SFPD include the number and type of CED staff that work on the partnerships.

Attachment List:

- Attachment 1: Summary of PAL programs
- Attachment 2: Example of email correspondence
- Attachment 3: Flyer for Art program and PAL summary of Girls Basketball.
- Attachment 4: Flyer for PAL Chess program
- Attachment 5: Flyer for PAL CROSSFIT Program
- Attachment 6: MYEEP, CSI Partnerships and Opportunities for All
- Attachment 7: Sparks Dialogue Summer Program Intern Packet
- Attachment 8: Art and Safety Summer Intern Program
- Attachment 9: Memo for SFPD Jazz Project Youth Internship Program
- Attachment 10: Draft of DGO 1.08-
- Attachment 11: Memo request for virtual platforms of programming
- Attachment 12: Virtual Graduation for PAL Cadet Class
- Attachment 13: Email regarding further expansion of programs
- Attachment 14: SFPD Unit Order Youth and Community Engagement Unit-Youth Programs



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Finding # 43: The SFPD engages in a range of successful activities, programs, and community Partnerships that support community policing tenets, particularly those coordinated through the Youth and Community Engagement Unit. The SFPD partners on a variety of projects and is to be commended. As the department expands its work with the local communities, it must continue to ensure cultural sensitivity to projects it is implementing and when seeking to partner with additional members of the community. Public perception and community customs need to be at the forefront of the decision process


Recommendation # 43.2: The SFPD should expand its partnership with and further support neighborhood organizations that work to provide art, sports, educational, and leadership development opportunities for young people in the community.

Response Date: 12/03/20


ADDENDUM:

On December 02, 2020, Acting Deputy Chief Pete Walsh signed Community Engagement Unit Order 20-01— Youth and Community Engagement Unit-Youth Programs. The signed and indexed version is attached to this addendum.

The signed Unit Order has been incorporated into the recommendation file and has been published on our Department network. In addition, PowerDMS has been updated to reflect the current recommendation file to include the Unit Order and the addendum.

Commander Daryl Fong #1552 
SFPD Community Engagement Div.

Executive Sponsor
Commander Daryl Fong


ACT CAPT. ERIC J. ALTORFER #151

Professional Standards & Principled Policing Unit
Acting Captain Eric J. Altorfer