



"Working together to create a safer and stronger community for all"

FORUM NEWS


NOVEMBER 2024

Newsletter for members of the San Francisco Police Department, LGBTQ+ Advisory Forum in San Francisco, California, USA.

FOUNDED IN 2010


LGBTQ.forum@sfgov.org

SFPD CO-CHAIR



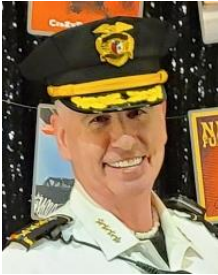
Captain Christopher Del Gandio

COMMUNITY CO-CHAIR



Greg Carey
(Castro Community On Patrol)

COMMUNITY CO-CHAIR



Ken Craig
(Community Patrol Service)

November 6 Forum Meeting At UCSF Campus

We hosted our latest Forum meeting #9 on Wednesday November 6th, 2024 at the **UCSF** campus in Mission Bay. Sincere thanks to forum member **Robert Mansfield** and **UCSF** for the space, cookies, and coffee.

- Attending this meeting:
- **Captain Christopher Del Gandio**, SFPD
 - **Ken Craig**, Community Patrol Service
 - **Greg Carey**, Castro Community on Patrol
 - **Robert Mansfield**, UCSF
 - **Paul Allen**, Chiefs Community Police Advisory Forum Liaison
 - **Br. Synthetic Soul**, Sisters of Perpetual Indulgence
 - **Cal Callahan**, Leather & LGBTQ Cultural District

Attendance at this meeting was much lighter than normal due to a number of notified absences.

We welcomed California State Senator Scott Wiener who represents California State Senate District 11 including all of San Francisco, Broadmoor, Colma, and Daily City as well as portions of South San

Francisco. First elected in November of 2016, Senator Wiener was just successfully reelected to the California State Senate in the November 2024 elections.

Senator Wiener spoke about his first connections with the Law Enforcement community as an attorney for the City and County of San Francisco, where the SFPD were the second most likely plaintiff in suits brought by civilians, second only to SF MUNI.



During his time defending the city, he got to know the SFPD command staff and Officers well. Elected to the Board of Supervisors for District 8 which includes the Castro, Senator Wiener worked closely with multiple SFPD district station Captains and Officers in support of his constituents.

Once elected to the California State Senate, rather than working to see existing laws applied when appropriate, Senator Wiener is now writing and supporting new laws and amendments to existing laws.

Senator Wiener discussed his belief that everyone who commits a crime must face some consequence, but also that the penalty should be appropriate and not unnecessarily lengthy. His focus is on detecting criminal activity and ensuring arrests and penalties ensue, as the best way to help deter crime.

Senator Wiener expressed concern that the new Trump administration may leverage Immigration and Customs Enforcement (ICE) within sanctuary cities which would lead to suppression of witnesses and fear.

Our Next FORUM MEETING Date

Mark your calendar:

Wednesday Jan 08, 2025

7 PM – 9 PM

[UCSF Mission Hall, 550 16th Street, San Francisco, CA](#)

Please be sure to RSVP well before the meeting date.

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SFPD Chief's Community Police Advisory Forum



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

The CCPAF is a group of civilian volunteers from the residential and business communities of San Francisco. Its role is to identify issues and challenges affecting their respective community and advise the Department about possible solutions. The CCPAF's overall commitment is to create a forum for open discussion to problem-solve issues and challenges with the goal of improving the safety of residents, visitors, and communities across the city.

The CCPAF is made up of the Chief of Police, one Department member from the Community Engagement Division (CED), and individuals from the San Francisco community who bring unique skills, knowledge, experience, and networks with them. Together, they make up the whole Forum and define its composition. Please refer to the Chief's Directive and a video message from Chief Scott, linked below, for further information on the CCPAF.

The Department is currently accepting applications from members of the San Francisco community for the position of Chief's Community Advisor for the 2025-2027 CCPAF term. Interested community members may apply by clicking on the link below and completing the CCPAF application. Applications will be accepted for 30 calendar days, starting November 1st and concluding on December 1st at 5 PM.

The first CCPAF meeting is scheduled for Thursday, January 9, 2025, at 6 PM at the San Francisco Police Headquarters. [CLICK HERE TO APPLY.](#)

SFPD NEIGHBORHOOD SAFETY TEAM

The Neighborhood Safety Team is a unit within the San Francisco Police Department Community Engagement Division focusing on crime prevention and safety awareness within our communities. With the help of residents, businesses, community groups, and other city agencies, we are striving to create safe and vibrant neighborhoods to live and work in San Francisco.

The Neighborhood Safety Teams services will provide people with the tools, skills, and knowledge to help prevent crime and violence in our neighborhoods. With the help of the Neighborhood Safety Team, residents will become advocates for safety and wellness in their communities. Services the Neighborhood Safety Team provides will be free to the San Francisco Community. The Neighborhood Safety Team looks forward to working with community members to create a Safer San Francisco.

Contact the Neighborhood Safety Team by email at NeighborhoodSafety@sfgov.org.

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SFPD First Openly Transgender Female Officer



The Commission on Peace Officer Standards and Training (POST) was established by the Legislature in 1959 to set minimum selection and training standards for California law enforcement. In 2021, POST was given additional authority by the legislature to certify peace officers, as well as to suspend and decertify peace officers for serious misconduct. The POST organization, with more than 260 staff members, functions under the direction of an Executive Director appointed by the Commission.

POST funding comes from the General Fund and the State Penalty Fund. The State Penalty Fund receives money from penalty assessments on criminal and traffic fines.

The POST Program is voluntary and incentive-based. Participating agencies agree to abide by the standards established by POST. More than 600 agencies participate in the POST Program and are eligible to receive the Commission's services and benefits which include:

- Job-related assessment tools
- Research into improved officer selection standards
- Management counseling services
- The development of new training courses
- Reimbursement for training
- Quality leadership training programs, and
- Variety of training resources, including high quality online self-paced courses and videos in the Learning Portal, catalog of available courses, and publications and guidelines

POST also awards professional certificates to recognize peace officer achievement and proficiency.

As part of a program of POST titled “History of Policing” series, the commission released a number of videos highlighting the challenges that law enforcement agencies and officers alike have faced, and how they overcame them. One such video presents SFPD Sergeant Mikayla Connell who fulfilled her dream of becoming a Police Officer mid-career. As the department’s first openly transgender officer, she paved the way for many other. Check out the inspiring video below:



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OUTREACH PROJECT



PROJECT: 2023-001
LEAD: Ken Craig
Gary Pegueros

Outreach to let members of the broader LGBTQ+ community know that our Forum exists and the work we do is a key objective.

SFPD is creating an official Forum page on their website, though this is delayed until the other Forums are up and running.

We strongly encourage all Forum members to attend their own District Police station Captains monthly meeting. This is a great opportunity to get to know your District station Captain and their staff, and to speak for a few moments during each meeting to promote our Forum.

We are actively reaching out to brother/sister LGBTQ+ programs and projects around the world to formally list them in our "Worldwide LGBTQ+ Law Enforcement Directory."

If you are traveling around the country, or around the world, consider reaching out to the local Police Department and try to arrange a meeting with their LGBTQ+ Officers or liaison. This is a great way to build connections between our Forum and other LGBTQ+ focused entities. We can provide you with a Forum challenge coin and other items to provide as gifts when meeting other individuals or groups.

Sign up to assist on this PROJECT, by emailing us at
SFPD.LGBTQ.Forum@gmail.com

SFPD SAFE PLACE PROJECT



PROJECT: 2023-002
LEAD: Greg Carey
Gary Pegueros

The "**SAFE PLACE**" program is a collaborative effort between the San Francisco Police Department and merchants to create safe places where victims of hate crimes, prejudice-based incidents, or other crimes can find refuge and be connected with law enforcement and other services.

The "**SAFE ZONE**" program was created as a project of our Forum to help persuade members of the LGBTQ+ community that SFPD Police Stations and Officers are safe places for them, and that they can report crimes and concerns to Police and they will be treated with RESPECT and COMPASSION.

We have already distributed 30 posters within two blocks of the Castro neighborhood and will schedule additional distributions in the Castro soon. We will also be collaborating with SOMA to distribute posters there, hopefully before the Folsom Street fair in late September.

This overall project is a broader citywide Safety collaboration with other departments that is being formed as an extension of the SF Police Officers PRIDE Alliance organization.

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LGBTQ+/SFPD HISTORY PROJECT



PROJECT: 2023-003

LEAD: Ken Craig

Robert Mansfield, Gary Pegueros

The history of the relationship between the San Francisco Police Department and the LGBTQ+ community is a long, complicated, and often misunderstood one. Many people within the Police Department and within the LGBTQ+ community may be largely unaware of that long and complicated history, and of the tremendous advances and progress that have been made over the decades. This project intends to create our own version of the history art piece shown above, produced by Tasmania Police.

We have started to build our “milestone events” lists and are seeking some SFPD resources to provide statements and memories for the project.

While we initially hoped to create this as a large art installation that could be displayed at museums and moved to different locations, the difficulty in finding an artist to work with has resulted in us reconsidering this approach. We are now hoping to create a series of videos which we can present in numerous mediums and we are working with the California Commission on Police Officer Standards and Training (POST) to accomplish this.

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Hate Crimes Investigations For Law Enforcement



Out To Protect

Education And Support For Law Enforcement Professionals

26 years ago James Bryd Jr. and Matthew Shepard were each victims of a hate crime murder that shocked our country. Hate crimes continue to be a significant concern for law enforcement and the communities they serve.

According to a recent study by the National Institute of Justice:

"Law enforcement officers often lack the training and knowledge needed to investigate, identify, and report hate crimes. The presence of a dedicated officer or unit enhances a law enforcement agency's ability to identify, respond to, and report hate crimes."

This course prepares law enforcement first responders to recognize, document and investigate hate crimes. Students will learn about state and federal hate crime laws, how to support hate crime victims, and hate crimes trends in the United States. The course is inclusive of all hate crime bias motivation types including sexual orientation and gender identity.

The learning outcomes for this course include:

- **The student will identify the elements of state and federal hate crimes law.**
- **The student will identify evidence and indicators of a hate crime.**
- **The student will explain how to effectively interact with hate crime victims.**
- **The student will demonstrate how to document a hate crime.**

This course reviews, updates, and expands on the content required in the basic academy. It is ideal for civilian and sworn first responders who are charged with taking crime reports that could involve a hate crime. Completion of the basic police academy is not required to be successful in this class. It is appropriate for civilian report takers, though it does include investigative steps that may be beyond the scope of a civilian position.

We offer two versions of this course including one specifically for California law enforcement personnel that is certified by California P.O.S.T. California law enforcement personnel can earn 8 hours of CPT credit. We also offer a version for agencies outside of California.

The Matthew Shepard Foundation provides a full scholarship that is automatically applied at the time of registration for all members of U.S. law enforcement.

[**CLICK HERE TO REGISTER AND BEGIN TRAINING**](#)

[**CALIFORNIA LAW ENFORCEMENT REGISTER AND BEGIN HERE**](#)

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SAN FRANCISCO POLICE DEPARTMENT

LGBTQ+ Advisory Forum



The LGBTQ+ Advisory Forum is comprised of a broad diversity of LGBTQ+ members from around the city who meet regularly to discuss community needs and concerns, and to help influence SFPD procedure and policy.

Participation in the Forum is open to anyone within the LGBTQ+ community who lives, works, or attends school in San Francisco.

CONTACT US FOR MORE INFORMATION

LGBTQ.Forum@sfgov.org

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REPORT HATE CRIMES



This location is a **SAFE PLACE** for victims of hate crimes and harassment to call 911 and wait for police to arrive.

EMERGENCY CALL 911