

The background features a complex geometric design. A diagonal line runs from the top-left to the bottom-right. To the left of this line, there are several distinct patterns: a white dot at the top left, a grey semi-circle, a series of concentric blue circles, a pink area with diagonal lines, a solid pink square with a white line pattern, and a grey triangle. The right side of the image is a solid blue background with the program title in white text.

# SSFPD LGBTQ+ LIAISON PROGRAM

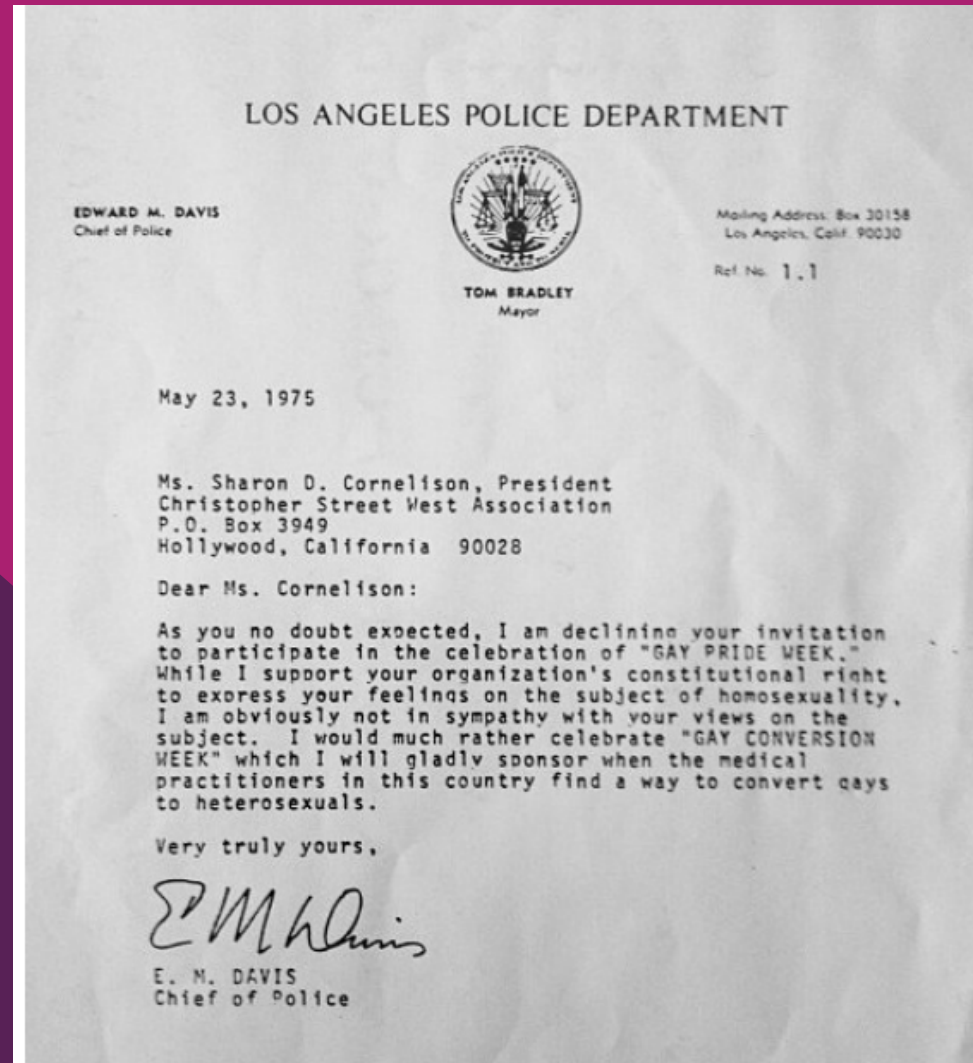
# JAMES DELOS SANTOS (HE/HIM/HIS)



# LGBTQ+ HISTORY AND STATISTICS

Stonewall Inn Uprising: June 28, 1969, NYPD conducts raid on known LGBTQ+ bar. At the time, it was illegal to serve alcohol to LGBTQ+, dress in gender affirming clothing in public or hold hands or dance with someone of the opposite gender. On the first anniversary of the incident, marches took place in several major US cities and ultimately lead to the birth of June Pride Month. Although recognized by many as the birth of the LGBTQ+ movement, there were several other clashes between police and the LGBTQ+ community before and after Stonewall, including at the Compton Cafeteria in San Francisco (1966)

# LGBTQ+ HISTORY AND STATISTICS



# LGBTQ+ HISTORY AND STATISTICS

- The number of LGBTQ+ identifying persons is increasing compared to older generations. One poll showed 28% of Gen Z adults aged 18-25 identify as LGBTQ+. These are our current and next generation of officers.
- According to the Williams Institute study, roughly 13% LGBTQ+ reported not calling police when they needed help, nearly 10% less likely to feel their needs were adequately met by police and roughly 22% said they would not call police in the future. LGBTQ+ persons are less likely to report crimes due to distrust of police, prior history with police and fear of being outed, judged or dismissed.
- In recent history, LE have been excluded from Pride Events due to tumultuous history with the LGBTQ+ community.

# POLICY

## LGBTQ+ Liaisons

### 1068.1 PURPOSE AND SCOPE

This department procedure establishes guidelines for the role of the South San Francisco Police Department's LGBTQ+ Liaisons within the organization and community.

### 1068.2 POLICY

Outline the role of the LGBTQ+ Liaisons within the South San Francisco Police Department and community.

### 1068.3 INTRODUCTION

The South San Francisco Police Department is committed to fostering a healthy, trusting, and inclusive relationship with the LGBTQ+ community through on-going training, community engagement, and designated LGBTQ+ Liaisons.

### 1068.4 PROCEDURES

The South San Francisco Police Department is committed to meeting the welfare and safety needs of its LGBTQ+ employees and those in the community it serves. By fostering an inclusive and collaborative environment, the South San Francisco Police Department seeks to strengthen the relationship between the organization, its employees, and community members while also opening lines of communication and creating mutual trust between the organization and the LGBTQ+ community. Through continuous and on-going training and community engagement, the LGBTQ+ Liaisons seek to establish a partnership with the community and create pathways toward building a better and more inclusive South San Francisco. LGBTQ+ Liaisons shall be responsible for the following:

- Serves as a personal, point of contact between the Police Department and the LGBTQ+ community.
- Assists, advises, and consults with the Police Department leadership and other officers on cases involving the LGBTQ+ community or LGBTQ+ issues.
- Provides/coordinates training for members of the department on LGBTQ+ topics.
- Meets with and provides a forum for business owners, community groups, and individuals of the LGBTQ+ community, and presents information on relevant law enforcement issues.
- Provides a forum for the LGBTQ+ community to express its concerns regarding crimes directed against the LGBTQ+ community.
- Attends events in the LGBTQ+ community (when possible) as a representative of the Police Department.
- Collaborates with community leaders, residents and businesses to design and implement public safety projects and programs to establish a closer, more effective dialogue between the police and the LGBTQ+ community.
- Identifies and attends training related to LGBTQ+ topics.
- Facilitates an overall open relationship between the LGBTQ+ community and the Police Department.

# 12 MONTH ACTION PLAN





# QUESTIONS?

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