



Healing & Safer Communities Committee

Policy & Practice Recommendations - April 2022

In June of 2020, San Diego Pride released a plan entitled [Path to Healing & Safer Communities](#) to chart a course forward to better address the public safety needs of our LGBTQ community and to hold law enforcement agencies accountable for bias in policing that disproportionately harms our transgender, Black, Indigenous, and People of Color community members.

San Diego Pride formed the [Healing & Safer Communities Committee](#) beginning with Black LGBTQ San Diegans to craft a plan to gather information around lived experience and make policy recommendations with regard to law enforcement agencies. The committee set goals and expanded their members to include diverse BIPOC LGBTQ representation, and then non-BIPOC LGBTQ representation. The committee then collected 244 online community survey responses, conducted 240 one-on-one interviews, and had 71 local LGBTQ and allied organizations sign on to the initial proposal. From these data, relationships, and two years of meetings the committee crafted draft policy recommendations for three audiences: San Diego Pride, policymakers, and law enforcement agencies. After meeting with LGBTQ liaisons from regional law enforcement agencies, the committee refined their draft policy recommendations.

What follows are the current recommendations from San Diego Pride’s Healing & Safer Communities Committee.

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Community Partner Organizations/Programs: San Diego Black LGBTQ Coalition, San Diego QAPIMEDA Coalition, San Diego Latinx Coalition, The Humanity Movement

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Founded in 1974, San Diego LGBT Pride is a 501(c)3 nonprofit organization whose mission is: Fostering pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally, and globally. www.sdpride.org

San Diego LGBT Pride • 3620 30th St, San Diego, CA 92104 • info@sdpride.org • Phone 619-297-7683



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Policy & Practice Recommendations to San Diego Pride

(APPROVED by San Diego Pride Board of Directors, April 20, 2022)

Year-Round Engagement:

- Continue LGBTQ cultural competency training with Law Enforcement Agencies as part of harm-reduction work.
- Continue criminal justice/carceral system reform advocacy in coalition with regional partners.
- Continue the Healing & Safer Communities Committee as a quarterly opportunity for LGBTQ community leaders and LGBTQ Law Enforcement Agency liaisons to connect, build relationships, address community concerns, and provide support to community members having challenges navigating the criminal justice system.
 - Provide an additional quarterly meeting opportunity for the non-LEA BIPOC community members to connect in advance of each full H&S meeting.
- Support the creation of and partner with a regional LGBTQ Law Enforcement/First Responder group to foster greater awareness of LGBTQ sworn and non-sworn personnel, support those coming out or pursuing a career in law enforcement, foster dialogue on issues of relevance to the LGBTQ law enforcement community, and provide for the safety and support of LGBTQ employees who have been the victims of discrimination or harassment in the workplace.

During Pride Celebration:

- Encourage off-duty sworn and non-sworn Law Enforcement Agency employees to volunteer with San Diego Pride.
 - Volunteering with San Diego Pride Parade & Festival safety department, emergency exit, and ID checks are particularly recommended.
- Law Enforcement Agencies are allowed to participate in the Pride Parade with the following recommendations:
 - In an effort to present an appearance that joins in the celebration of the San Diego Pride event while also helping to break down fear/barriers stemming from a traditional uniformed appearance, explore and wear specialized or unique uniform designs for use during the Pride Parade or Festival Booth. Law Enforcement Agencies are encouraged to support unique and specialized attire that is emblematic of the San Diego Pride event and helps show respect and appreciation to the LGBTQ community, and respects the history and intended purpose of national pride celebrations while also balancing the Law Enforcement Agency's need for a professional appearance of the law enforcement profession.

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Legislative Recommendations to Policy Makers

Reallocation of Resources & Response:

- Shift funding away from armed law enforcement response to nonviolent issues and invest in appropriately trained unarmed compassionate response. Support and response for people experiencing homelessness, addiction, domestic violence, traffic, and parking violations do not require armed response and would benefit from compassionate care.
 - Continue investing in and expanding Mobile Crisis Response Teams
 - Remove police from schools and reinvest in counselors and school nurses.

Demilitarize Police and Prioritize De-escalation Tactics:

- Prohibit military surplus equipment purchases.
- Ban tear gas and the use of chemical weapons on civilians.
- Institute Community Policing practices.
- Amend City and County requirements regarding police presence at large events – allow events to use alternatives to armed law enforcement as security measures.

Federal or State Policies:

- Reform or End Police Officers' Bill of Rights.
- End qualified immunity for Law Enforcement Officers.

Harm Reduction & Personal Safety:

- End Pretext Stops.
- Pass PROTECT (San Diego City) and similar policies in other jurisdictions.
- Address the high rate of deaths in San Diego County jails.
 - Specific reforms must include ensuring equitable health care access for individuals in detention.
- Ensure cultural responsiveness and language justice in Law Enforcement Officer response – especially for BIPOC and immigrant communities.
- Real-time online reporting for hate crimes and incidents with law enforcement with guaranteed follow-up within 24 hours (with appropriately trained officers for reporting).
 - Allow for multi-issue and multi-demographic options to support all types of hate-related incidents and intersectional issues of violence and discrimination. Ideally, this would be universal for San Diego County that directs to the appropriate agency (e. g., a report in Encinitas would go to the Sheriff).
 - Reporting portal should be available in multiple languages. Languages should be selected to reflect the primary languages spoken in San Diego County.

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- Real-time reporting *within* Law Enforcement Agencies for employees to report incidents of bias and/or discrimination.
- Fund community-based and -hosted 3rd party “Community Issue Reporting” to track safety and Law Enforcement Officer issue concerns to increase likelihood of reporting.

Data & Research:

- **SOGI (Sexual Orientation Gender Identity) Data Collection:** Pass legislation and/or ensure the implementation of local, county, and statewide policies that require SOGI data collection at all touchpoints of the criminal justice, public safety, and direct service systems in the same manner other demographic data is collected. (Intake, booking, victims services, counseling, reentry, and social services.)
- **Climate Survey:** County & City of San Diego Offices of Race & Equity and additional departments or agencies fully fund a regular (annual or bi-annual) independent climate survey of LGBTQ+ communities regarding the role of police (either a continuation of Pride’s 2020 – 2021 survey or a different survey model).
 - Prioritize conducting comprehensive studies, polls, or other research to evaluate the perception and experiences of a diverse cross-section of the regional LGBTQ community and the regional Law Enforcement Agencies to evaluate the current status and evolution of Agencies’ policies, the current status, and evolution of perception and relationships between the community and regional Agencies, and to inform future considerations or recommendations to continue to foster better community/Law Enforcement Agency relationships.
- **Audit of Personnel:** In the wake of the January 6, 2021 insurrection, and considering the rise in nationalist and white supremacist extremism around the globe, it is more important than ever to ensure those entrusted to protect the people are aligned with the values they have sworn to uphold. Partner local government agencies should partner with the FBI and the Department of Homeland security to assess Law Enforcement Agency personnel’s involvement with extremist and domestic terrorist organizations.

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LGBTQ Community Engagement Recommendations to Law Enforcement Agencies

Visibility:

- LGBTQ/POC officers create PSAs and write op-eds about the work, liaisons, LGBTQ competency training, as well as acknowledgments of the existing challenges.
- Create an LGBTQ Supportive Officer badge similar to Safe School Badges denoting officers who “graduated” from an elevated level of LGBTQ inclusivity training, provided by community members and vetted through trusted LGBTQ community organizations.
- During Pride Week, *if* participating in Pride Parade or Festival booth:
 - In an effort to present an appearance that joins in the celebration of the San Diego Pride event while also helping to break down fear/barriers stemming from a traditional uniformed appearance, explore and wear specialized or unique uniform designs for use during the Pride Parade or Festival Booth. LEAs are encouraged to support unique and specialized attire that is emblematic of the San Diego Pride event, helps show respect and appreciation to the LGBTQ community, and respects the history and intended purpose of national pride celebrations while also balancing the LEA's need for a professional appearance of the law enforcement profession.
 - If participating in a Pride Parade contingent:
 - Honor and acknowledge law enforcement's historical role in the 1969 Stonewall Riot and law enforcement's role in other historic acts of bias or violence against the LGBTQ and BIPOC communities
 - Hold signs with messages in support of the LGBTQ community, anti-racism and anti-discrimination messages, and/or signs that oppose the use of illegal violence or excessive force.
 - Hold larger and more visible diverse Pride Flags: e. g., rainbow, bi, and trans flags.
 - Encourage non-officer employees' participation from LEAs (e. g., dispatchers, counselors, and non-sworn staff).
 - Have partners, family, and friends walk with them.

Year-Round Engagement:

- Fund and support training for agencies that interact with law enforcement (e. g., social services) on cultural responsiveness (e. g., food insecurity, LGBTQ inclusivity, etc.) and on how to report to law enforcement if necessary to keep BIPOC & LGBTQ folks safer, and on alternatives to law enforcement that are led by LGBTQ BIPOC people.

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- Police Chiefs, Sheriffs, and other Law Enforcement Agency leaders come out in support of the Equality Act.
- LGBTQ Liaisons commit to attending quarterly Healing & Safer Community Committee as an opportunity to connect with LGBTQ community leaders, build relationships, address community concerns, and provide support to community members having challenges navigating the criminal justice system.
- Law Enforcement Agency employees and officers commit to being intentionally involved in LGBTQ-serving nonprofit organizations in addition to San Diego Pride: attend events and meetings, volunteer, donate, fundraise, etc. to foster healthy community relationships.
 - When Law Enforcement Officers attend community events, inquire and be sensitive to the wishes of the community in terms of the uniformed appearance of Law Enforcement Agency employees. Consider authorizing plainclothes or alternate appearance if desired.
- Support the creation of or the employee participation in a regional LGBTQ Law Enforcement/First Responder group to foster greater awareness of LGBTQ sworn and non-sworn personnel, support those coming out or pursuing a career in law enforcement, foster dialogue on issues of relevance to the LGBTQ law enforcement community, and provide for the safety and support of LGBTQ employees who have been the victims of discrimination or harassment in the workplace.