

— Building Justice in San Francisco —

*Racial and Ethnic Disparities in the
Criminal Justice System
Community Meetings Summary*

November 2015-May 2016

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Introduction

The Reentry Council of the City and County of San Francisco (CCSF), made up of 23 public officials and private individuals, embarked on a Justice Reinvestment Initiative (JRI) in 2013, with support from the Bureau of Justice Assistance (BJA). In 2014, the Council developed three separate but related strategies for justice reinvestment, concentrating on reducing the numbers of people in custody and under supervision while at the same time reducing racial and ethnic disparities across the entire criminal justice system.

In June 2015, as part of that work, the W. Haywood Burns Institute produced and presented a report for the Reentry Council—*San Francisco Justice Reinvestment Initiative: Racial and Ethnic Disparities Analysis for the Reentry Council*—and produced a *Summary of Key Findings*. Both reports can be found on the “Projects and Progress” page of the Reentry Council’s website, www.sfgov.org/reentry.

The Burns Institute’s disparity analysis report outlined severe disproportionality at every stage of the criminal justice system. According to the report, “while Black adults represent 6% of the adult population, they represent 40% of people arrested, 44% of people booked in County Jail, and 40% of people convicted.... Black adults are 7.1 times as likely as White adults to be arrested, 11 times as likely to be booked into County Jail, and 10.3 times as likely to be convicted of a crime in San Francisco.”¹

In addition, the report pointed out severe inadequacies in data reporting by San Francisco’s criminal justice partners. Some data were simply unavailable. Other data were incomplete when it came to reporting ethnicity. “Justice system stakeholders must improve their capacity to collect and record data on ethnicity of justice system clients,” the report states.² Given the data collection inadequacies, it is likely that actual disparities are even greater than those described in the report because the vast majority of Hispanics in San Francisco are likely counted as White, leading to an inflated number of White people and therefore an underestimate of the disparity gap between Whites and Blacks.

The Burns Institute presented its report at the June 23, 2015, meeting of the Reentry Council. James Bell, the Burns Institute’s executive director, returned to the Council’s August 18 meeting to point out the significance of the report and the urgent need for action from city and county stakeholders, as well as the community at large. Mr. Bell stated that the CCSF must take the call for changes in data collection and management seriously, pointing out that the data showed the depth of the problem but that without better data, it will be extremely difficult to understand why these disparities occur or how to reduce them. However, Mr. Bell also stated that the situation is too urgent to wait for new data—that all members of the criminal justice community must take immediate steps to change their practices in order to reduce racial and ethnic disparities as quickly as possible.

At both Reentry Council meetings, there was an outpouring of community support for change. More than 20 community members came forward, providing personal testimony of the impact of these disparities on their lives and the devastating impact on their communities.

As a first step, the Reentry Council decided to hold a series of meetings with agency leadership and other stakeholders. The Mayor’s Office convened a first meeting of criminal justice leadership and other

¹ W. Haywood Burns Institute for Juvenile Justice Fairness & Equity: *San Francisco Justice Reinvestment Initiative: Racial and Ethnic Disparities Analysis for the Reentry Council: Summary of Key Findings*, June 2015.

² *Ibid.*

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key stakeholders on September 8, 2015, to begin a conversation and develop a plan for change. Participants agreed on three priorities: (1) consistently measure disparity across systems, using standardized categories for race and ethnicity and being publicly accountable through data reporting, (2) conduct decision point analyses for each department, with a commitment to share findings publicly, and (3) gain the support of the Mayor and Board of Supervisors to fund solutions that emerge.

Structure of Community Meetings

Following the September 8 meeting convened by the Mayor's Office, Reentry Council staff were charged with planning and holding community meetings in communities that have been most affected by the racial and ethnic disparities. These meetings are partially funded by the BJA's Justice Reinvestment Initiative. The first of these meetings, Building Justice in the Bayview, was held at the Southeast Community Facility on November 20, 2015. The meeting was cosponsored by the Reentry Council of the City and County of San Francisco (CCSF), Five Keys Charter School, Lawyers Committee for Civil Rights, 3rd St Youth Center and Clinic, Transitions Clinic, and Young Women's Freedom Center. The meeting was facilitated by Ophelia Williams.

The second meeting, Building Justice in the Mission, was held at the San Francisco Women's Building on February 10, 2016. Sponsors for this meeting included the Reentry Council of CCSF, Lawyers Committee for Civil Rights, Faith in Action, Young Women's Freedom Center, Roadmap to Peace Initiative, Transitions Clinic, and Senior Ex-Offender Project. The meeting was facilitated by Marlene Sanchez-Roy.

The third meeting, Building Justice in the Tenderloin, was held at St. Anthony's Foundation on March 15, 2016. This meeting was cosponsored by the Reentry Council of CCSF, Lawyers Committee for Civil Rights, Youth Women's Freedom Center, Hospitality House, Tenderloin Housing Clinic, St. Anthony's Foundation, Community Housing Partnership, and Coalition on Homelessness. The meeting was facilitated by Lisa Marie Alatorre.

The fourth meeting, Building Justice in the Fillmore/Western Addition, was held at the African American Art and Culture Complex on April 13, 2016. This meeting was cosponsored by the Reentry Council of CCSF, Supervisor London Breed, Community Housing Partnership, Lawyers Committee for Civil Rights, Raw Talk for Life, Young Women's Freedom Center, Alamo Square Neighborhood Association, Lower Fillmore Neighborhood Association, Mo'Magic, Goodwill of San Francisco, San Mateo, Marin, and the Western Addition Career Center. The meeting was facilitated by Ophelia Williams.

A fifth meeting was called at the instigation of the Visitacion Valley community. The original mandate from the Reentry Council was to hold four meetings, but members of the Visitacion Valley community pointed out that the racial disparities for that community are second only to Bayview/Hunters Point. Visitacion Valley sits at the southernmost point of San Francisco and holds the highest concentration of public housing. In addition, there is an active Samoan and Chinese community in Visitacion Valley. Finally, this is a community that often gets left out of the conversation when discussing criminal justice policies in San Francisco. The meeting was held at River of Life Church on May 26, 2016. It was cosponsored by Reentry Council of CCSF, Lawyers Committee for Civil Rights, River of Life Church, The Village/SFDPH, Heritage Homes, Samoan Community Development Center, Goodwill of San Francisco, San Mateo, Marin, Britton Courts, YMCA-Sunnydale Site, Visitacion Valley Neighborhood Access Center, and Asian Pacific American Community Center. Approximately 25 monolingual Cantonese speakers attended the meeting along with two interpreters.

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The five meetings were well attended, with between 60 and 85 attendees each, including many community and CCSF policy makers. Each meeting was held in the afternoon from 3:30 to 6:00 p.m. and included an introduction from Reentry Council staff and facilitation by a local facilitator. Childcare and interpretation services were provided at most meetings. An example of the agendas used for these meetings is provided in Appendix 1.

At each meeting, Reentry Council staff provided an overview of the Justice Reinvestment Initiative and the disparities report. Participants discussed and agreed to a set of discussion ground rules, such as the following from the Mission Community meeting:

- Be respectful
- Be present
- Own your voice and speak your truth
- Expose yourself to new ideas
- Be OK with silence – give people a little bit of time to respond
- Open minds and open hearts
- One microphone – only one person talks at a time
- Check your own inventory
- Amnesty – temporary forgiveness
- Agree to disagree
- Step up, step back – let others have a chance to speak up
- Emphasize the voices of community members
- This is a safe space
- This is not a one shot deal – joint voices make change
- Make sure we have enough time at the end to allow for coming together for next step solutions
- Importance of follow-up

Participants were then asked to break into discussion tables and discuss the following questions:

1. How do racial disparities in the criminal justice system affect individuals and this community?
2. What strengths do this community and San Francisco government agencies bring to correct racial disparities?
3. What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

Participants reconvened as a large group and reported out about their discussions, highlighting key points. Themes that emerged from the meetings as a whole are summarized below. For a breakdown of key points by meeting, see “Appendix 2: Meeting Summaries” section of this document. A summary of the meeting evaluations is provided in Appendix 3.

Themes of Community Meetings

- 1. Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the community?**

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- **Law enforcement.** Poor relationship between the community and law enforcement, with a lack of trust and communication. Community does not feel safe and protected, “cringes” when they see a police officer, may not report crimes for fear of being targeted. Perceptions of unfair treatment, profiling (by race, gender, trans status), and differential response times by law enforcement. Disconnect between the community and law enforcement.
- **Families.** Disruption of family structure when parents are taken out of the home, resulting in one-parent families, displacement of children (including via Child Protective Services), and a disconnect between youth and elders.
- **Economic life.** Economic instability and increased poverty, which becomes institutionalized. Long-term employment, housing, and educational impacts, and an increased demand for social services. General lack of opportunity, resources/services (e.g., housing), and stability (in childcare, employment, and housing). Difficulty knowing how to access public services.
- **Mental health.** Hopelessness, frustration, and despair. Increase in trauma, depression, anxiety, and other mental health problems, as well as substance abuse. Dehumanization and stigma. Lack of personal strength and role models, especially male role models for youth.
- **Gentrification.** Gentrification leads to displacement and a loss of jobs (i.e., legal income), as well as opportunity, homes, and diversity. People and communities are marginalized. Public resources are directed toward new companies rather than residents in need.
- **Victims.** Loss of life, with victims being disproportionately people of color. Cases remain unsolved. Focus remains on perpetrator, while families of victims remain voiceless. Limited mental health assistance for victims, including children.
- **Cultural Divide.** Many communities experience language and cultural differences, particularly between older and younger residents.

2. Strengths: What strengths do the community and San Francisco government agencies bring to correct racial disparities?

- **Individual/cultural strengths:**
 - Resilience, culture of strength
 - Community pride and culture, sense of identity
 - Faith community
 - Strong families, with multi-generational roots in the community
 - History of positive cultural presence (artists, writers, musicians, social justice advocates, violence prevention)
 - Diversity of cultures, languages, histories, and perspectives
 - Values: tolerance, respect, and dignity
 - Entrepreneurship, in the form of local mom-and-pop stores
- **Organizational strengths:**
 - Community-based agencies, organizations, events, and involvement (e.g., employment, health, sports, seniors, mentoring at the jail)
 - Experienced at and knowledgeable about collaboration, coalition building, and resident engagement
 - Strong community advocates
 - Models for community-based solutions already exist

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- Violence prevention and intervention for youth
- Faith-based leadership
- **Government agency and partner strengths**
 - Collaborative courts
 - Healthy city budget/funding for nonprofits
 - Engaged public officials, “free thinkers”
 - Policy makers listen to the community (which thus has a voice)
 - Active CCSF supervisor (represents neighborhood needs)
 - Public Defenders office (works progressively with the community)
 - Police and sheriff’s department
 - K-12 programs

3. Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

- **Law enforcement**
 - Provide more/better/consistent, mandatory training in cultural sensitivity, cultural competency, implicit bias, psychological assessment/mental illness, crisis intervention/de-escalation, community integration, and trauma-informed practices.
 - Train officers in self-care and address the trauma they experience.
 - Periodically conduct mandatory psychological/behavioral assessment of officers, focusing on bias.
 - Automatically evaluate officers after a certain number of citizen complaints.
 - Increase the diversity among officers. Recruit from the communities they serve.
 - Improve the police discipline system and increase transparency related to misconduct. Use outside investigators for misconduct and use-of-force incidents.
 - Revisit/evaluate policies regarding (1) police productivity measures, (2) immigration raids (local law enforcement vs. ICE), (3) traffic/homeless citations and quality-of-life crimes, (4) gang charges against children, and (5) field investigation charges.
 - Increase community-based policing/more street patrols.
 - Increase communication with community organizations, leaders, stakeholders, and families affected by violence. Develop relationships with community members, church leaders, and businesses that can act as intermediaries when the community won’t talk to the police.
 - Provide therapeutic and educational resources for people while they are in jail.
- **General Criminal Justice System**
 - Improve the collection, management, and sharing of data. Create accessible and more accurate data systems, with public accountability. Record pedestrian and traffic stops by gender and race (self-reported). Share resources and information. Publicize data using a CompStat model.
 - Increase government/community interaction and collaboration. Build better relationships with the community. Have leaders be more visible and interact with the community. Increase intra-governmental cooperation (e.g., SFPD & Mayor/blue ribbon panel).
 - Review/reform policies regarding the gang injunction, sentencing, petty crimes, quality-of-life crimes, drug crimes, open injection services, the bail system, jail release hours, and laws that criminalize people based on status (vs. behavior).

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- Accept and implement the Blue Ribbon Panel recommendations (DA).
 - Reduce disparities by raising the standards for charging someone with a crime, changing criteria for diversion programs, implementing pre-arrest diversion, and expanding collaborative courts.
 - Create a commission on racial disparities and analyze the racial impact of new city policies.
 - Revise recruitment and hiring practices to increase diversity in criminal justice system agencies. Mandate cultural competency and implicit bias training.
 - Increase the use of restorative justice principles, reconciliation, victim-offender dialogues/healing circles, etc.
 - Increase the use of the racial justice approach.
- **Courts**
 - Address financial barriers: Eliminate fines, fees, and connection to driver's license. Implement a sliding scale for ticketing that is informed by economic class.
 - Expand funding, opportunities, and action at neighborhood and collaborative courts.
 - Implement community justice courts, restorative justice courts, and community-based conflict resolution programs.
- **Programs and Services**
 - Increase and improve access to medical and behavioral health services, including substance abuse treatment, public and mental health services, and mental health treatment for trauma experienced while in the criminal justice system.
 - Provide post-incarceration support and reentry programs that work. Focus on healing and involve community members.
 - Provide affordable housing, education, and employment opportunities, including mentorships and internship fairs.
 - Provide support for the parents and children of incarcerated individuals.
 - Improve access to services: Provide "one-stop shopping" using online technology, expand street outreach, provide resources in multiple languages, and fund more hands-on navigators and community health workers.
 - Fund more programming and services specifically designed for (1) women, and (2) Black fathers.
 - Expand union apprenticeship programs and waive criteria for participation.
- **Community**
 - Create/strengthen partnerships between businesses and the community, via stipends for job training, job readiness programs for those with barriers, reentry components in economic empowerment programs, and participation in community-building activities (beyond donating money).
 - Provide support for businesses.
 - Address housing issues: Prioritize affordable housing over new development, reevaluate housing restrictions and rent control, keep families together and provide them with resources, and increase accountability for organizations running shelters and SROs.
 - Community spaces: Provide meeting space and access to technology. Make community centers free and accessible.
 - Civic participation: Increase voter turnout (via education, registration drives, etc.) and hold town hall meetings. Provide more interpretation/translation services.
 - Engage the community as a catalyst for change. Shift the mind set to value all community members, and have community leaders intervene when problems occur.

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- Use church and other local leadership to mediate community conflicts.
- **Education/Youth**
 - Address discipline/behavior issues with youth of color without suspensions and expulsions.
 - Support youth via stipends, incentives, and peer-led support and advocacy, as well as paid opportunities for those who are incarcerated.
 - Improve education: Expand preschool, pay teachers better, monitor educational outcomes, and offer more nontraditional modes of education.
 - Use a racial justice lens for educational policy, funding, and outcomes, especially to support students in greatest need
- **Other**
 - Expand Ban the Box.
 - Involve victim representatives on reentry council, panels, etc.
 - Link all services with health care.
 - No jail rebuild.

Recommendations and Commitments from Five Community Conversations

Decision Point Analysis – By October 27, 2016, each department will create a decision point analysis action plan to reduce racial and ethnic disparities.

Data Collection Improvements and Consistency Benchmarks– By October 27, 2016, DataSF of the Mayor’s Office will present an action plan that outlines steps towards criminal justice data collection improvements and consistency benchmarks.

Maintain Community Engagement in Racial and Ethnic Disparities Work – Reentry Council members will seek ways to continue to engage with community around racial and ethnic disparities. This can be through sub-committee work, and a continuing presence at community forums on the topic. A post conversations recommendation has been made to add in a standing “Racial and Ethnic Disparities in the Criminal Justice System” agenda item on the Reentry Council agenda which prompts departmental and community report back.

Emerging Ideas Funding Support – During each year’s budget process, Reentry Council members will band together in support of reentry services for people with criminal histories, and submit a letter to the Mayor and Board of Supervisors that encourages funding for community based and systematic strategies that reduce racial and ethnic disparities in the criminal justice system, and which continue to advance evidence-informed housing, employment, education, behavioral health, and emerging services for people with criminal histories.

Appendix 1: Meeting Agenda Example

San Francisco Racial and Ethnic Disparities Community Meeting: Building Justice in the Bayview

Agenda

- | | |
|-------------|--|
| 3:30-3:45pm | <p>Arrival</p> <ul style="list-style-type: none"> • Food • Gather at Tables |
| 3:45-4pm | <p>Introduction</p> <ul style="list-style-type: none"> • Welcome • History of Burns Institute Report • Overview of Breakout Groups |
| 4-5pm | <p>Breakout Groups</p> <ul style="list-style-type: none"> • Impact • Strengths • Action Steps • Accountability |
| 5-5:45pm | <p>Report Back from Groups</p> |
| 5:45-6pm | <p>Wrap-Up and Closing</p> |

Additional Resources

Burns Institute – San Francisco Racial and Ethnic Disparities Analysis
<http://www.burnsinstitute.org/tag/san-francisco/>

Ella Baker Center Report – Who Pays?
<http://ellabakercenter.org/sites/default/files/downloads/who-pays.pdf>

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Appendix 2: Meeting Summaries

Bayview Meeting: Participant Discussion Summary

1. Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the Bayview community?

- Family/community impact
 - Parents are taken out of the home/families torn apart/families run by single mothers and grandmothers
 - Financial impact on families as well as emotional/traumatic effects
 - Too many CPS cases
 - Intergenerational gaps
 - Institutionalized poverty/ fewer people are working and contributing to the economy/accumulation of debt/few financial opportunities
 - Disconnect between youth and elders
 - High rate of substance abuse
- Impact from law enforcement
 - No community policing
 - Disproportionate incarceration of the Black population/generational cycle of incarceration/feeding of stereotypes and racial profiling/cycle of oppression/unfair treatment
 - Community does not feel safe
 - People cringe when they see police officers
- Impact from public officials/departments/rest of the city
 - Bad data, particularly with ethnic data (e.g., Latinos counted as White, Samoans counted as Asian)
 - Lack of public services
 - Lack of access to good trades
 - Unfair treatment
 - Stereotypes
 - City is unable to adequately address disparities

2. Strengths: What strengths do the Bayview community and San Francisco government agencies bring to correct racial disparities?

- Resilience
- People love living in the Bayview/strong sense of community/community pride
- Community collaboration/power of gathering together/people want the best for our community
- Small community agencies
- City services through probation and parole/city government is willing to provide resources (though they need to be put in the right places)
- Strong faith community
- Neighborhood connections
- Health programs
- Sports programs
- Senior programs

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- Community events
- Strength in diversity
- Youth and formerly incarcerated are untapped strengths
- Best real estate

3. Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

- City/State government and courts
 - Create accessible data systems—with public accountability (Mayor’s Office, Board of Supervisors)
 - Provide support for Bayview businesses
 - Affordable housing with wraparound services
 - Expand Ban the Box
 - Share resources and information
 - Link all services with healthcare (Department of Public Health)
 - More alternatives from a racial justice approach
 - Fund more hands-on navigators and community health workers (Department of Public Health)
 - Expand crisis intervention training with more funding for community mental health services (DPH)
 - Provide direct services and easy access for support for Black fathers
 - Increase union apprenticeship programs and waive criteria
- Law enforcement
 - Implicit bias training for all law enforcement. Mandatory ongoing and continual cultural competency workshops for all officers across all departments (All criminal justice partners)
 - Include therapeutic/education/resources program at jail and for outcoming probationers (Sheriff, Adult Probation, Juvenile Probation)
 - Trauma-informed training for all (All criminal justice partners)
 - Mandatory psychological and behavioral assessment for officers periodically (SFPD)
 - Automatic evaluations if officers receive X number of complaints in a given time period (SFPD)
 - Expand crisis intervention training (SFPD)
 - Evaluate productivity measures for police (count arrests where charges are dropped vs. where charges are filed) (SFPD)
 - Moratorium on filing gang charges and allegations on children in the Bayview and Sunnyvale (District Attorney)
 - Elimination of field investigation charges (District Attorney)
 - No jail rebuild
- Education/Youth Empowerment (SF Unified School District, Juvenile Probation)
 - Destroy the school-to-prison pipeline/address discipline issues and behavior with youth of color without suspensions and expulsions
 - Provide stipends and incentives for youth
 - Peer-led support and advocacy
 - Paid opportunities for incarcerated youth and young adults to address recidivism and increase economic power
- Courts

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- Address financial barriers—eliminate fines & fees and connection to driver’s licenses
- Implement an economic-class-informed sliding scale for ticketing
- Sentencing reform
- More opportunities and action at neighborhood courts
- More funding for collaborative courts

Mission Meeting: Participant Discussion Summary

1. Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the Mission community?

- Decreases trust in law enforcement and creates an “us versus them” mentality
 - Increases fear of reporting crime
 - Appears as racial profiling and reflects bigger system issues
 - Increases tension between police, communities of color, and white residents
 - Leads to gang injunctions
- Increased incarceration rates lead to:
 - Inter-generational instability and incarceration
 - Economic instability while in jail and after release
 - Increased poverty
 - Long-term employment/educational impact
 - Displacement of children of incarcerated parents
- Supports social and economic injustice
 - Increased fear and trauma
 - Increased hopelessness, frustration, despair – impact on individual and community
 - Lack of opportunity leads to depression and anxiety
 - Lack of role models, especially male role models for youth
 - Hinders community mobilization
 - Lack of knowledge of resources / how to navigate
 - Loss of life
- Gentrification and community displacement leads to:
 - Loss of jobs/legal income
 - Loss of opportunity
 - Loss of homes
 - Loss of diversity
 - Marginalization

2. Strengths: What strengths do the Mission community and San Francisco government agencies bring to correct racial disparities?

- Community-based programs and service providers
 - Models for community-based solutions already exist in the Mission
 - Community-based organizations have experience and knowledge, and work well together
 - We have a strong community-based partner assign people with reentry
 - Diversion programs
 - Collaborative courts
 - Violence intervention and prevention for youth, including after school activities
- Families and Community
 - Strong families with multi-generational roots in the community

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- Community culture, e.g., Latino, Black, PRIDE
- Local mom and pop business owners
- Community resiliency with a strong sense of identify
- Strong community advocates
- Decades of violence prevention work
- We know what needs to be changed, e.g., cleaner streets
- Si se puede (Yes, we can) attitude (political, social, economic)
- Deep potential for empowerment
- Government partners
 - Free thinkers in government
 - Engaged district supervisor and other public officials
 - A healthy city budget / funding for non-profits

3. Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

- Law Enforcement
 - Improve police discipline system
 - Increase training for police, including cultural sensitivity, positive community integration, and de-escalation practices
 - Implement psychological evaluations and regular mental health screenings with a focus on bias, especially following citizen complaints
 - Recruit from the communities they serve
 - Develop more cohesive policies regarding immigration/ICE raids, including strict separation between local law enforcement and ICE
- General criminal justice system
 - Government/Community Interaction
 - Increase intra-government cooperation, e.g., SFPD & Mayor/blue ribbon panel
 - Build better relationships with the community
 - Community and government leaders need to be more visible and interact more with the community, e.g., district leaders
 - Create a commission on racial disparities and conduct a racial impact analysis on any policy passed in SF
 - Increase individual and system accountability
 - Recruitment, hiring and training
 - Increase diversity in recruitment and hiring practices in all criminal justice system agencies
 - Mandate cultural competency and implicit bias training for all criminal justice agencies
 - Improve data collection and sharing
 - Publicize data using a CompStat model
 - Identify people correctly in the system
 - Pedestrian and traffic stops by race and gender (both self initiated and direct by community member)
 - Policies and Programs
 - Build on successful programs from other jurisdictions
 - Implement community-based conflict resolution programs, e.g., community justice and restorative justice courts.
 - Decriminalize petty and quality of life crimes, including street vendor ticketing

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- Revisit/study the impact of the gang injunction
 - Reform/review bail system
 - Expand alternative sentencing to the transition age youth (TAY) population
 - Engage in sentencing and bail reform
 - Increase post-incarceration support
 - Increase use of prevision-based models
- Service Provision and Access
 - Provide mental health treatment to deal with trauma experienced in the criminal justice system
 - Increase availability of substance abuse treatment
 - Increase public health and mental health service availability through local clinics
 - Provide one stop shopping for resources through on-line technology
 - Conduct more street outreach and provide resources in different languages
- Education
 - Expand preschool for all
 - Change income restriction for after school programs
 - Pay our teachers better
 - Better monitor educational outcomes
 - Change the perception of youth that education takes too long
 - Increase use of nontraditional modes of education
- Community
 - Implement a moratorium on building development and instead build affordable housing
 - Demand that tech companies be held accountable as community partners
 - Community engagement and activation
 - The people can be catalysts for change
 - Hold town hall meetings
 - Community leaders step up and intervene when problems arise “my brother’s keeper mentality”
 - Provide space for meetings and access to technology
 - Increase voting – educate and participate

Tenderloin Meeting: Participant Discussion Summary

1. **Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the Tenderloin community?**
 - Law enforcement and criminal justice system involvement
 - Lack of trust between the community and law enforcement
 - Residents are reluctant to report crimes for fear of being targeted
 - The community feels like they are treated disrespectfully
 - Arrests result in loss of resources, including access to public benefits, housing, employment, and voting, and negatively affect families
 - Some groups, including women and trans of color, feel profiled and victimized
 - Law enforcement doesn’t know the community well, doesn’t know where services are located
 - Low income communities become targets of police focus Lack of ability to communicate between law enforcement and community, i.e., Spanish language access
 - Law enforcement is perceived to respond more quickly to new residents and businesses and to be non-responsive to non-white residents

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- There is a cultural, economic, and social disconnect between public servants and the community. They don't live here.
- Social and economic impacts
 - Dehumanizes and stigmatizes individuals/groups
 - Creates more one parent families
 - Creates barriers to employment, education, and housing
 - Individuals feel targeted and resentful
 - Negatively impacts mental health, decreasing self-esteem and increasing depression
 - Leads to lack of investments in the community
 - Negatively impacts health and foster care system service provision
 - Engagement of new companies is superficial and yet public services and resources are being redirected toward these companies. This impacts residents' access to services.
 - Gentrification leads to displacement.
 - Economic stability results in more reliance on safety net services
 - Lack of resources for homeless services/SRO, quality of service providers, the box (convicted of a felony) on job/housing
- Community-based Organizations
 - Services agencies need a better understanding and respect for different ethnic groups. There is an assumption that you can treat everyone the same, when engaging the community.
 - Lack of communication among non profits

2. Strengths: What strengths do the Tenderloin community and San Francisco government agencies bring to correct racial disparities?

- Community members
 - Value respect, diversity and dignity
 - Desire to make things better
 - Tolerance
 - Strong sense of community
 - Sense of pride
 - Focus on civil rights and advocacy for low income people
 - Interest in preserving history
 - Resilient
 - Social justice awareness and a history of leading difficult conversations
 - Diversity of cultures, languages, histories, perspectives
 - Opportunities for resident engagement and community coalitions
 - There is a tremendous organizing base of people directly affected by disparities. The people and the community organizations are strong.
- Community Organizations
 - There are a significant number of providers and services in the community
 - Advocacy organizations fighting for justice and tenants' rights
 - Clean up crews promoting healthy/clean neighborhood
 - A significant percent of the city's (theoretically) affordable housing exists in the Tenderloin
- Government
 - The community has a voice and access to policy makers
 - Reentry Council members are willing to come to the table with us
 - Active CCSF Supervisors representing neighborhood needs

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- Proximity to the seat of government

3. Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

- Law enforcement polices
 - Moratorium on homeless sweeps and enforcement of quality of life crimes
 - Change police procedures and policies to increase accountability
 - Increase training of law enforcement to include self care, psychological assessment
 - Increase diversity in law enforcement
 - Increase community-based policing and communication with community leaders/stakeholders
 - Organize series of meet and greets between community organizations and law enforcement
 - Improve training of /expand utilization of crisis intervention team (prevent needless deaths/decrease incarceration of residents needing mental health services)
 - Revise traffic/homeless citation policies so that they do not disproportionately affect the poor.
- General criminal justice system
 - Improved data collection and analysis, including self report race
 - More collaboration with the community
 - Change criteria for diversion programs to reduce disparities and expand collaborative courts
 - Revise the bail system to be fairer to the poor.
 - Accept blue ribbon panel recommendations (DA)
 - Set higher standards for charging to reduce disparities
 - Decriminalize drugs/open supervised injection services.
 - Change jail release hours
 - Implement pre-arrest diversion
 - Abolish laws that criminalize people based on status versus behavior
- Increased and improved access to:
 - affordable housing
 - reentry programs that work
 - medical and behavioral health services
 - education opportunities
 - employment opportunities, including mentorships and internship fairs
 - support for parents and children of incarcerated parents.
- Community
 - Increased communication between new neighbors and local businesses and residents. This demystifies different community members – should lead to decrease in police calls
 - New community members need to participate in key activities associated with building community, beyond just giving dollars
 - Shift mindsets to recognize that there is value in all community members
 - Ensure greater access to translation/interpretation services for monolingual/limited English speakers, i.e., Latino community (especially during regular business hours)
 - Increase voter turnout of residents (registration, education, and mobilization)
 - Revisit suspension/expulsion policies in schools.
 - Increase partnerships between private sector and community-based organizations to support job readiness for those with barriers

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

- Increase accountability for organizations running shelters and SROs

Western Addition: Participant Discussion Summary

1. Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the Western Addition community?

- Incarceration/reentry
 - Children with incarcerated parents
 - Families impacted by criminal justice system go into survival mode
 - Public housing restrictions/exclusions
 - Cannot come back to your community
 - Cannot participate in jury duty
- Law enforcement/community interaction
 - Lack of conversation between the community and law enforcement
 - Lack of trust between the community and police
 - Community does not feel protected
 - People of color are assumed to be criminally involved
 - Sense of despair and hostility
 - Transfers of captains are too frequent
- Impact on victims
 - People of color are disproportionately victimized, cases are not solved
 - Focus is on the perpetrator, not the victim
 - Lack of mental health assistance for victims (including children)
 - Families of victims are voiceless
- Community impacts
 - African American population dropping in SF and increasing in criminal justice system
 - Disparities of black home and business ownership
 - Income disparities
 - Lack of opportunities for employment and education
 - Lack of stability – childcare, employment, housing
 - Limited services
 - Lack of personal strength, role models
 - Sense that African American male is an endangered species
 - Hopelessness
 - Family members not in the home
 - Gangs get power through “fearships” (people are too afraid)
 - Schools don’t know how to identify or address the disease of violence

2. Strengths: What strengths do the Western community and San Francisco government agencies bring to correct racial disparities?

- Community
 - Resilience / culture of strength
 - History of positive cultural presence (artists, musicians, activists, writers, etc.); has been dismantled
 - Sense of family
 - Entrepreneurship
 - Love in the community (support, accountability)
 - Faith community

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
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- Community-based organizations / grassroots programs
- Community-based employment services
- Community involvement (e.g., community members serving as mentors in the jail)
- Government Agencies/Representatives
 - Public Defender's office has been progressive in working with the community
 - Great at planning and conducting meetings
 - African-American district supervisor
 - K-12 programs
 - Police department
 - Sheriff's department programs

3. Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?

- SFPD
 - Meet with the new SFPD district captain and learn about his plan for policing the community
 - Solve homicides and provide justice for families
 - Eliminate gang injunctions/enhancements
 - Training
 - Require more cultural awareness training for police
 - Provide more training about mental illness
 - Increase use of restorative justice principles
 - Address trauma experienced by police officers
 - Use outside investigators for police misconduct and use-of-force incidents
 - Increase transparency related to police misconduct
 - Host meals with law enforcement and families affected by violence
 - Develop relationships with community members/businesses who can act as intermediaries and work with the community when the community won't talk to the police
- Victims
 - Victim representation on reentry council, panels, etc.
 - Facilitate victim-offender dialogues/hearing circles, for reconciliation
- Programming
 - Implement more effective in-custody and reentry programming that focuses on healing and involves community members
 - More funding for gender-specific women's programming
- Community
 - Increase collaboration
 - Reevaluate housing restrictions/rent control, keeping families together, resources for families
 - Collaborate with the SFUSD to create ways that the community can begin to have dialogue about improving the system for African Americans
 - Include reentry component / requirements in economic empowerment programs
 - Provide businesses with stipends for job training
 - Make community centers free and accessible

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

Visitacion Valley: Participant Discussion Summary

1. Impact of Racial Disparities: How do racial disparities in the criminal justice system affect individuals and the Visitacion Valley community?

- Community impacts
 - Chinese
 - Tensions between Chinese and Black members of the community
 - Muni drivers not sensitive to needs of Chinese elders
 - Housing very expensive for renters and homeowners
 - Others
 - Lack of male role models—in jail or not in home
 - Lack of community leadership—community is silenced
 - CPS often gets involved
 - Cycle of poverty is created for individuals and the community at large
 - History and culture of racial segregation (in the housing projects)
 - Poor educational outcomes
 - Need to promote greater self-responsibility
 - Disproportionate dependence on government services
 - Misunderstanding of culture
 - Lack of education on our rights
- Law enforcement
 - Chinese
 - Language barrier/miscommunication between SFPD and Chinese community
 - Chinese community feels ignored and neglected by SFPD/disrespected
 - Police treat Chinese as unimportant, unintelligent
 - Others
 - Fearful of police—stereotyping of the community
 - Community feels targeted based on race
 - Low morale amongst police officers
 - Less experienced officers use the community as a training ground
 - Anger toward SFPD
 - Creates a mistrust of governmental systems/hurts trust between law enforcement and the community/creates an environment of us vs. them/lack of trust of DA
 - Fear of entering the system with belief that everyone will at one time
 - Anger at the system
 - Men and women treated differently (when arrested)
 - Racial profiling
 - Lack of communication on both sides
 - Gang injunctions—separate families/communities
 - Law enforcement hires within families—lack of African American representation
- Incarceration
 - Extremely high levels of incarceration
 - People isolated from their support system—families, resources like housing, employment, etc.
 - Impact on family unit of incarcerated family members, particularly on next generation
 - Lack of role models that the community trusts

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

- Impact on victims
 - Community members don't feel safe in the community
 - Police don't help Chinese—lack of follow up when there is a complaint
 - Older people don't feel safe—atmosphere is lack of respect and older people are more likely to call the police
- Reentry
 - Unemployment/lack of resources for reentering population
 - Community holds much temptation with no handholding to connect to services

2. Strengths: What strengths do Visitacion Valley and San Francisco government agencies bring to correct racial disparities?

- Community
 - Chinese
 - Vigilant in calling the police
 - Meet together as a community—support each other
 - Others
 - Plenty of social programs/community services
 - Church is active in the community
 - Strong sense of cultural awareness and community
 - Collaboration of different organizations to bring about service
 - Leadership
 - Family oriented/close-knit community
 - Churches/strong faith community
 - Multi-cultural population
 - Ability to collaborate
 - Natural beauty—McLaren Park, Visitacion Valley Greenway, etc.
 - Leland Ave. commercial corridor
 - Community's ability to advocate for social change and our fair share of resources based on community's needs
 - Community based organizations and non-profit organizations
 - Visitacion Valley's YOUTH
 - Programming is available—5 Keys, VUAP, Boys & Girls Club, TURF, etc.
 - Community is focused on solutions
 - Hometown pride, residents value the community
 - Community events
- Government agencies/Representatives/community organizations
 - Chinese
 - Public safety workshops are extremely helpful
 - AAPAC provides translation services, also workshops on MUNI etiquette and disaster preparedness
 - Others
 - Diversity within police/police are involved in the community—Wilderness program
 - Police have had harassment training; bi-lingual police officers
 - Monthly meetings of over 25 service providers, CBOs, etc.
 - Police are pretty responsive
 - Police explore other options besides arrest

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

3. **Action Steps: What are three actions that could be taken right now to address racial disparities? Which agencies or community resources are responsible for each action step?**
- Law Enforcement/Criminal Justice
 - Chinese
 - More police who are Chinese
 - Community police who are not in uniform
 - More police presence
 - Others
 - Law enforcement leadership must model correct community policing behavior/only bring those recruits into the community who want to be there
 - Don't use our community as a training ground
 - More walking/bicycling in the community—fewer cars
 - Community members must eliminate personal biases against police officers (biases pass from generation to generation)
 - More diverse police—Samoan, Asian...must reflect the community
 - Officers and residents should start exchanging pleasantries—get to know each other as human beings
 - Shift police culture
 - Don't put officers where they don't want to be
 - Mandatory racial/cultural sensitive training forums on at least a quarterly basis with real consequences for noncompliance
 - More community involvement/It Takes a Village mentality
 - Police should focus on de-escalation
 - Inform community, including the schools, on restrictions regarding mandatory reporting and crimes that require arrest
 - Focus on recruiting from the community
 - Start reentry inside the jails and prisons and connect with services and churches
 - Engage community and police on a positive note using more foot patrols. Harder to imagine officer-involved shootings if people know each other
 - Hold weekly community check-in's with police (Sunday breakfast perhaps?)
 - Community
 - Chinese
 - Public announcements in Chinese/Better communication
 - Stop discriminating against Chinese and seniors
 - Provide mediation to address tensions between Chinese and Blacks
 - More senior housing
 - More translation services
 - Reopen senior centers or other community spaces (somewhere seniors can go to spend time and feel safe)
 - More access to affordable childcare
 - Others
 - More youth-led organizations
 - Support family values/greater parent/family involvement
 - Use a racial justice lens for educational policies, funding and outcomes, especially to support students in greatest need
 - Job training with real jobs for those with the greatest need: high unemployment, high poverty, formerly incarcerated
 - Develop/encourage more neutral grounds

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

- Build a culture based on strength, unity, desire to change, forgiveness
- Call on community-based organization to continue to host meetings like this
- Increase number of family services programs in the community
- Reach children with incarcerated parents and provide resources
- Bring Visitacion Valley out of the shadows

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

Appendix 3: Meeting Evaluations

Bayview Meeting: Evaluation Summary

About 40 people filled out evaluation forms. Overall, people enjoyed the meeting and felt it was very valuable.

1. Introduction:
 - a. The purpose was very clear
 - b. It was important to involve the community
 - c. Disparities report was very helpful
 - d. I was not clear before I came because the flyer had very little information on it
 - e. Agenda was helpful
 - f. I knew I would learn new things, meet new people, plus loved hearing so many perspectives
 - g. Good discussion
 - h. Needed fewer items on breakout/discussion group agendas
2. Facilitation (Ophelia Williams):
 - a. Very effective
 - b. Did a good job of managing time during the event
 - c. She was excellent
 - d. Engaging and inclusive of all in attendance
 - e. She asked if participants understood
 - f. Well spoken but approachable
 - g. Awesome
 - h. Good spirit
 - i. Fair
 - j. Kept it real
3. Table set up
 - a. Helped facilitate the conversation well
 - b. Able to look into everyone's eyes easily
 - c. Encouraged open and equal discussion
 - d. Good size groups—not too big or too small
 - e. Diverse group
 - f. Loved that it was assigned—got diverse group of stakeholders
 - g. Good ideas and nice people
 - h. Good g4round group rules and respectful
 - i. Met new people and small enough that everyone could speak
4. Group participation
 - a. Everyone participated equally
 - b. Everyone was respectful
 - c. Everyone seemed engaged and had the opportunity to contribute
 - d. Guidelines given were enforced well
 - e. Everyone was comfortable sharing honest perspectives
 - f. Understood suggestions from other tables
 - g. Would have liked more concrete actions steps

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco: Community Meetings Summary

- h. Time was too short to understand commitments and roles of city officials
- i. Did not hear commitments
- 5. Was coming to meeting a good use of time
 - a. I really enjoyed the meeting. I would have appreciated the opportunity to talk to more service providers as well as service recipients
 - b. Motivating and inspiring to see others working to improve racial disparities
 - c. Great opportunity to hear from the community
 - d. Always good to hear the struggles and work together to find a solutions
 - e. Very good and on time
 - f. Made me proud of my community
 - g. Time was not good in terms of including enough community leaders
 - h. It is important for all city government agencies to speak with each other about the steps which are needed to address social disparities in the criminal justice system
 - i. A needed discussion
 - j. This issue is critical and we need community input and accountability
 - k. Wanted more networking with other tables after the presentation

Mission Meeting: Evaluation Summary

About 12 people filled out evaluation forms.

- 1. Introduction
 - a. The purpose was clear
 - b. Most productive, well-organized, the facilitator kept us on track
 - c. Enjoyed the dialog
 - d. Facilitator asked clear questions, ideas for group agenda was outlined
- 2. Facilitation (Marlena Sanchez)
 - a. Effective
 - b. Okay
 - c. Wonderful!
 - d. From time to time the facilitator had to get her message across
 - e. Great and effective
 - f. Timely
- 3. Table set up
 - a. Liked sitting at the tables
 - b. Nice to get to know my group
 - c. Met new people
 - d. Easier to write on
 - e. No – less intimate circles are better
 - f. Encouraged communication
 - g. Great knowledge experience from different fields
 - h. Allowed individuals to engage and communicate
 - i. Liked that police were at the table
 - j. Allowed for circle discussions
- 4. Group participation
 - a. People actively participated
 - b. Everyone listened respectfully

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco: Community Meetings Summary

- c. Sufficient, fair, and impartial, everyone had equal opportunity to provide input
- d. Came late but felt part of the group, engaged, but no introductions were made
- e. Everyone had time to step up
- 5. Childcare
 - a. Did not use childcare
 - b. Did not use childcare but great to have
- 6. Action step development
 - a. Yes, table developed action steps
 - b. Actions steps were realistic
- 7. Understanding of other tables' suggestions
 - a. Understood other tables' suggestions
 - b. One table was confusing
 - c. Understood to an extent
 - d. They explained in great detail
 - e. The police participated
- 8. Understanding of city officials' role and commitment
 - a. Yes, understood role and commitment
 - b. Somewhat
 - c. N/A
- 9. Participate in the future?
 - a. N/A
 - b. Seven out of 11 provided email address
- 10. Was coming to the meeting a good use of time?
 - a. Yes. One complaint Thank you to every city agency at the start really grating especially since 90% of them left early it felt like a lot of thanks you for people graciously giving up their time to talk to people they serve
 - b. Yes
 - c. N/A
 - d. Good use, very focused and productive
 - e. Great to express my idea and concerns
 - f. Quick but powerful, allowed for different perspectives

Tenderloin Meeting: Evaluation Summary

About 28 people filled out evaluation forms. Some responses were translated from Spanish.

- 1. Introduction (purpose and message)
 - a. The purpose was clear
 - b. It's very important.
 - c. Had no clue. Assumed they were listening sessions, but the event was great. Suggestion: advertise as an interactive process to come up with community movement.
 - d. Flyer could have explained better, such as that the police would be there.
 - e. I would think keeping someone out of jail [This response may be to a question about recommendations for stronger messaging]
 - f. Agenda was helpful
 - g. Goal of meeting was unclear
 - h. Questions and outline were clear

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

- i. It was clear with data shown
 - j. Don't recall flyer saying that small table workshop format will be used
 - k. Great
 - l. Arrived late but it was so interesting—explanation was clear
 - m. Helped to identify issues
 - n. Clear and specific
 - o. Purpose was written on one of the handouts
 - p. The best one yet [has been to three]
 - q. Flyer could have better informed the reader about the intention behind the meeting
 - r. Looking forward to getting that trust back between SFPD and people on the street or at home
2. Facilitation (Lisa Marie Alatorre)
- a. A great person to “set the state” and provide guidance
 - b. Very good, excellent
 - c. Clear and specific
 - d. Very effective
 - e. Amazing
 - f. The best
 - g. Clear, concise, respectful, intelligent
 - h. Could have cut the intro down by ¼
 - i. Effective listener, control table
 - j. Small groups are more comfortable for me to speak than in front of a large group
 - k. Love the facilitator
 - l. Laid out the guidelines for the event very well
 - m. Communicated well
 - n. Very effective, defined purpose and strategy, easy to understand
 - o. Effective procedures
 - p. Clear instructions
 - q. Awesome. The norms she touched on like using the correct pronouns were political and important
 - r. Good at translating comments to paper and reiterating comments
 - s. Great
 - t. Fabulous. Clear and very empowering
 - u. Wonderful
 - v. Brilliant
3. Table set up
- a. Liked the table set up because we have different ideas and needs
 - b. It organizes us and makes us feel like community
 - c. Not enough room at table. Need round table to hear
 - d. Tables were diverse
 - e. Did not realize we would be seated with police/could not choose our seating
 - f. Easier to get in small groups and out of comfort zone
 - g. Good conversation
 - h. Good to see everyone's face
 - i. Diverse ideas, very productive
 - j. Would rather have heard SFPD reps answer community questions
 - k. Small group was better than large
 - l. Sitting with different people—different perspective

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
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- m. Meeting positive people who know more than me
 - n. Encouraged good dialogue
 - o. An interesting experience, articulating the language that speaks to exchanges of ideas
 - p. It compelled us to interact with each other
 - q. Liked the format but when table got off track, hard to redirect to task at hand
 - r. Wonderful to meet so many people
 - s. Tables make it easier
 - t. Don't like sitting so long. Back and legs hurt
 - u. Want an even distribution of community members/city officials
4. Group participation
 - a. Was able to actively participate in the table conversation
 - b. There were many opportunities to communicate our ideas
 - c. One person monopolized conversation but raised a lot of good points
 - d. Police presence unexpected and distracting
 - e. Was here more to listen
 - f. Could participate as much as possible despite being late. Great.
 - g. Got all my concerns out, were well received
 - h. There were two people who had more to say than the rest
 - i. Had to participate as scribe
 5. Interpretation headsets
 - a. There was an interpreter so audiphones were not necessary
 - b. Did not use headset because there only a few of us and the interpreter helped us
 - c. Headsets should have been provided; the translation was distracting at times
 - d. Did not use, appreciated them being there
 6. Childcare
 - a. Yes, used childcare. Thanks
 - b. Not used, but it was good to have
 - c. Not used, appreciated them being there
 7. Action step development
 - a. Yes, table developed action steps
 - b. No, table did not develop action steps
 - c. Yes and no
 - d. Kind of. They're big and broad ideas. More priorities than steps
 - e. Some
 - f. No, too abstract
 - g. That's a matter of opinion. The emphasis was on comprehensive data reform
 - h. We came up with some real good ideas together. Thank you!
 8. Understanding of other tables' suggestions
 - a. Yes, understood other tables' suggestions
 - b. Had to leave early
 - c. They were very similar
 - d. Role: yes. Not sure what is mean to understanding "commitment" of officials.
 - e. Lack of political orientation means "solutions" conflict; e.g., community friendly police vs abolition of police
 - f. Yes, but they don't address racial disparity
 9. Understanding of the role and commitments of city officials
 - a. Yes, understood role and commitment
 - b. Almost understood

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco: Community Meetings Summary

- c. Not discussed
 - d. No, did not understand
 - e. Understood some of it
 - f. Wonderful to see them there
10. Participate in the future?
- a. Sixteen people out of 28 provided email addresses
11. Was coming to the meeting a good use of time?
- a. Yes
 - b. One suggestion: Have it in the morning
 - c. Positive experience
 - d. Feels good to be part of an important convo with police in the room (not preaching to the choir). Diverse group.
 - e. Good ideas
 - f. Always something to learn
 - g. The spectrum of residents, service providers and law enforcement is an important beginning to begin to chip away at the basic giant issue of racial disparities. Thank you!
 - h. Helpful to see that folks show up. Assumption is we are on the same page...disagree
 - i. A learning experience. Opportunity to network with others
 - j. Opportunity to provide input on solutions
 - k. Hearing from community
 - l. Glad someone(s) are doing making an attempt to bring TL to the positive. Thx.
 - m. Encouraged important dialogue
 - n. Learning different perspectives
 - o. Great! Good group of activists
 - p. Important conversation
 - q. Was blown away by how many community members were here. Everyone at my table had a very real connection to the TL. I left feeling very encouraged and empowered by this community!
 - r. Let's have more!
 - s. Glad I attended!
 - t. I love improvement!

Western Addition Meeting: Evaluation Summary

About a dozen people filled out an evaluation form.

1. Introduction (purpose and message)
 - a. The purpose of the meeting was clear
 - b. Excellent
 - c. Sat in on a planning meeting
 - d. Have attended other meetings
 - e. More meetings would be helpful, invite youth
 - f. Online flyer is great
 - g. Messaging was great
 - h. Messaging was fine
2. Facilitation (Ophelia Williams)
 - a. Capturing the state and addition of the city

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
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- b. Great speaker, but don't tell older people and white people to step aside for younger people and people of color
 - c. Awesome table facilitator
 - d. Highly effective, great presentation
 - e. Gave supporting data for narrative so conversation was based on facts
 - f. Phenomenal. True words. Wonderful
 - g. Effective in giving background
 - h. Excellent
 - i. Very clear and inspirational
 - j. Good
3. Table set up
- a. Liked sitting at the tables
 - b. Organized
 - c. Comfortable group
 - d. Got to hear from a lot of people with different perspectives on the community. Very informative.
 - e. Felt comfortable talking to law enforcement
 - f. Met new people. Great
 - g. Easy to talk to one another
 - h. It was fine
 - i. Easier to engage with round table
4. Group participation
- a. Was able to actively participate in the table conversation
 - b. No, could not actively participate. A lot of aggressive speakers and conversation moved fast as time was a factor.
5. Childcare
- a. Did not use childcare this time but did at others
6. Action step development
- a. Yes, table developed action steps
 - b. Put money back into the center in the community for youth 14-35
 - c. We knocked it out
 - d. Action steps yes. No discussion involving city agencies
7. Understanding other tables' suggestions
- a. Yes, understood the suggestions that came from other tables
8. Participate in the future?
- a. The evaluation form had no email addresses from attendees
9. Was coming to the meeting a good use of time?
- a. Yes
 - b. Learned more about resources in this area and plans for change
 - c. Connected with folks
 - d. Good to hear different perspectives/thoughts
 - e. Absolutely. Really grateful that these meetings are taking place
 - f. We need to know what is needed in the community by community members
 - g. Prime subject for my job working in federal reentry court
 - h. Learned a lot about problem solving
 - i. Great to see a gathering of community members and leaders
 - j. It was the third community meeting I attended. The issues are similar.

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
Community Meetings Summary

Visitacion Valley Meeting: Evaluation Summary

About 14 people filled out the evaluation form.

1. Introduction (purpose and message)
 - a. Meeting purpose was clear
 - b. Great meeting
 - c. It was clear and effective. I really appreciated the police showing up.
 - d. Overall I thought it was beneficial
 - e. It was verbally communicated and written as well
 - f. It's important and necessary for a community to come together to collaborate on how to start resolving what can work and not
 - g. We do this over and over; when does the action take place of years of meeting
 - h. I believe its purpose was for effective and positive change
 - i. The message was clearly outlined
 - j. To build relationships and talk about issues that will help the community
 - k. Focused and on point
2. Facilitation (Pastor Robert Cowan)
 - a. Pastor Cowan did a great job speaking as well as hosting.
 - b. Amika (table facilitator) was wonderful
 - c. Patient and kind
 - d. He did a good job
 - e. He announced the meeting for weeks. Very welcoming and friendly
 - f. Consistent effort of mutual communication of all entities. It shows his leadership.
 - g. I like that he gave his church. More pastors should do this
 - h. He did a good job all the way around
 - i. He was supportive, do as told by GOD
3. Table Set Up
 - a. It allows everyone at the table to get to know each other better
 - b. It can become more intimate
 - c. Made it more personable
 - d. Good mix
 - e. Wonderful people that do awesome work in the community
 - f. It was good but we needed more time
 - g. I would rather sit than stand.
 - h. I feel it is easier to communicate in smaller groups rather than one large group
 - i. It creates community
4. Group Participation
 - a. Everyone was extremely kind and respectful.
 - b. Tables are very effective
 - c. Everyone was given a chance to speak
 - d. Everybody was friendly
 - e. Not enough time to express their needs
 - f. Nice environment.
5. Childcare
 - a. My daughter had fun!
6. Action Step Development
 - a. Everyone came together

Racial and Ethnic Disparities in the Criminal Justice System in San Francisco:
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- b. Great process
- c. Not enough time
- 7. Good use of time?
 - a. Allowed me as an officer to get to know and interact with the community
 - b. Absolutely
 - c. Always good to speak with the community
 - d. This topic is dear to my heart and it's worth the time for the sake of the wellbeing of the community
 - e. I made good networking and a friend with the officer at our table
 - f. I am a part of the community and should do my part
 - g. It is good to hear from a diverse group and see many different perspectives
 - h. Always good to share about community impact.
 - i. I get to impact the community