



Ending Racial Discrimination in Traffic Stops:

Feedback from Community on Traffic Stops
and San Francisco Police Department
Department General Order 9.01

DRAFT REPORT FOR PUBLIC COMMENT

City and County of San Francisco
Human Rights Commission and Office of Racial Equity
with Community Stakeholders

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INTRODUCTION

Purpose

In fall 2022, the San Francisco Human Rights Commission (HRC) conducted public workshops and questionnaires on pretext traffic stop policy. This report summarizes themes from community members about how to end racial discrimination in traffic stops.

Earlier in spring 2022, the San Francisco Police Commission (Police Commission) introduced a draft policy that would change when San Francisco Police Department (SFPD) officers are allowed to make “pretext traffic stops.” A “pretext traffic stop” is when a police officer stops a person for a traffic code infraction because they want to search or investigate them for something unrelated. SF HRC used the draft policy as a basis for discussion at public workshops and in questionnaires.

We provide the findings in this report from our perspective as an independent department of the City and County of San Francisco with expertise specifically on human and civil rights. Throughout this report, we have sought to center community voices from neighborhoods with the highest numbers of traffic stops and to lift up the insights and experiences of people of color whose lives have been and continue to be most impacted.

Acknowledgments

HRC offers gratitude to community members for sharing their **insights and experiences**; to partner organizations for their support in creating **welcoming and lively engagement spaces**; and to members of the Police Commission and Police Department for their **willing participation throughout the engagement process**.

About the San Francisco Human Rights Commission (HRC)

The Human Rights Commission **advocates for human and civil rights, and works in service of the City’s anti-discrimination laws to further racial solidarity, equity, and healing.**

HRC is a department of the City and County of San Francisco.

BACKGROUND

Traffic stop policy changes across the U.S.

Over the last century, the role of police in traffic enforcement has expanded dramatically. In the 1920s, when cars began to be mass produced for the first time, police were given discretion to issue tickets and search cars without a warrant to enforce traffic safety. By the 1980s and 1990s, the police were being trained by the federal government to use traffic stops as a pretext to search for evidence of crime and seize assets. Training materials advised local officers to pull over “ethnic groups associated with the drug trade” and included racialized profiles to look for (examples: “dreadlocks,” “lots of gold”).

Today the police have broad discretion to stop, search, and seize property from people on the road. These powers continue to be disproportionately used against people of color, especially Black Americans, American Indians/Native Americans, and immigrants. In recent years, almost a third of documented police killings of unarmed people began during a traffic stop.

In response, communities across the U.S. continue to call for changes to the role of police in traffic enforcement. Varying approaches to traffic stop policy, practice, and accountability have been taken in places as far apart as Berkeley, Minneapolis, Los Angeles, Philadelphia, Seattle, Massachusetts, New Mexico, Oregon, Tennessee, Texas, Washington, and Virginia.

In 2015, the [California Racial Identity and Profiling Act \(RIPA\)](#) prohibited police from racially profiling people and created a state oversight board. It also required all law enforcement agencies in California to report data each year on:

- All vehicle and pedestrian stops, including observed age, race, gender, disabilities; date, time, location; reason for the stop, actions taken, evidence or property seized;
- Any complaints alleging racial and identity profiling.

*“Throughout Sandra Bland’s life, being policed while driving was violence, poverty, and discrimination. [...] **The overpolicing of cars is a fact of life for people of color in America.**”*

*“In 2015, [the year that Sandra Bland died in police custody] 27 percent of police killings of unarmed citizens began with a traffic stop. [...] **Driving, or even just being in a car, was the most policed aspect of everyday life.**”*

-Sarah Seo, Policing the Open Road

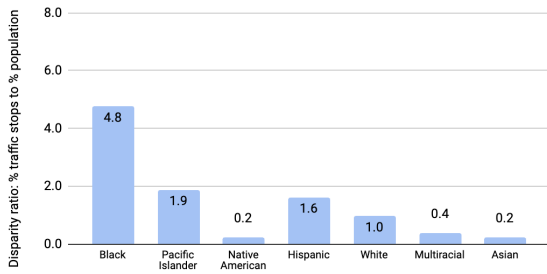
Racial disparities in traffic stops

According to the [California Racial and Identity Profiling Advisory Board](#), the San Francisco Police Department (SFPD) has some of the **highest rates of disparity in stopping Black and Pacific Islander residents** compared to every other major city and county in California. At the same time, compared to people of other races, Black residents are more frequently let go by SFPD with no action, suggesting a very high rate of pretext stops against them.

(Note: the data below and on the following pages are based on what an officer “perceived” a person’s race, and use the categories set by the Racial and Identity Profiling Advisory Board and SFPD).

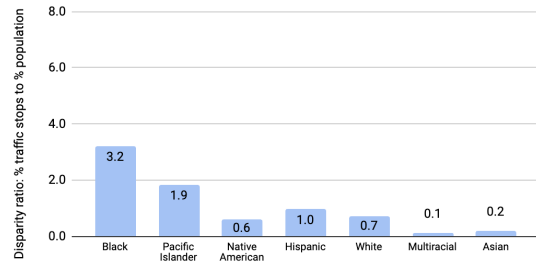
San Jose Police Department

Racial disparities in traffic stops (2020)



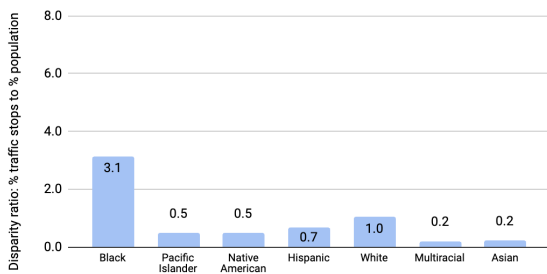
Los Angeles Police Department

Racial disparities in traffic stops (2020)



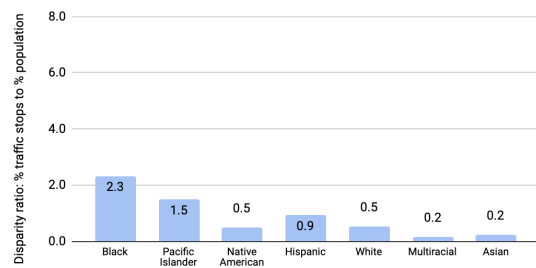
Sacramento Police Department

Racial disparities in traffic stops (2020)



Oakland Police Department

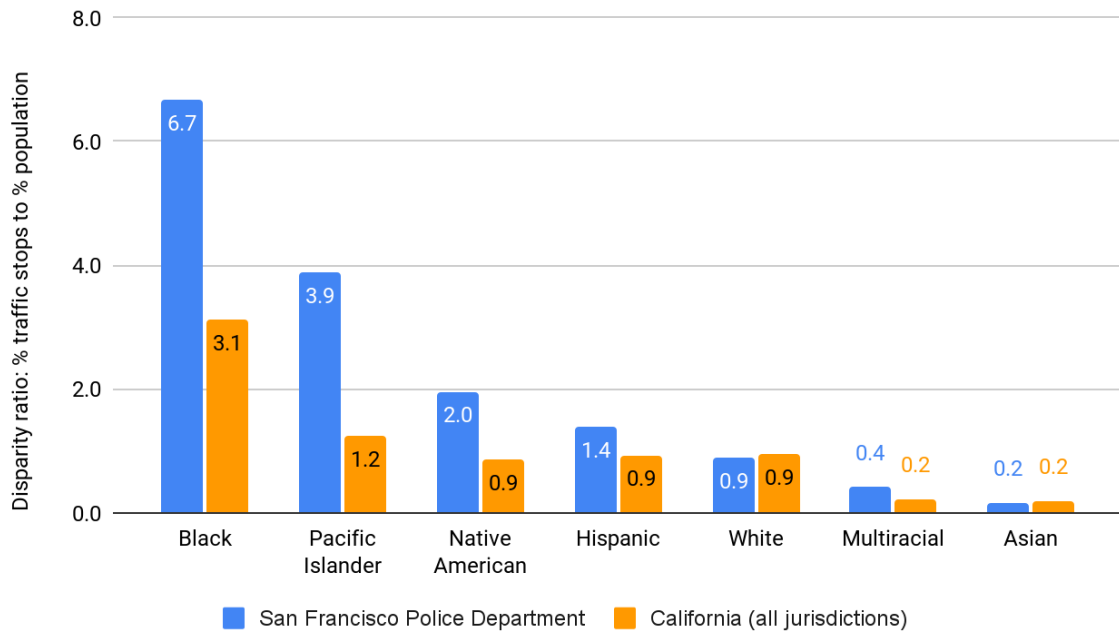
Racial disparities in traffic stops (2020)



Source: Racial Identity and Profiling Advisory Board: Annual Report 2022

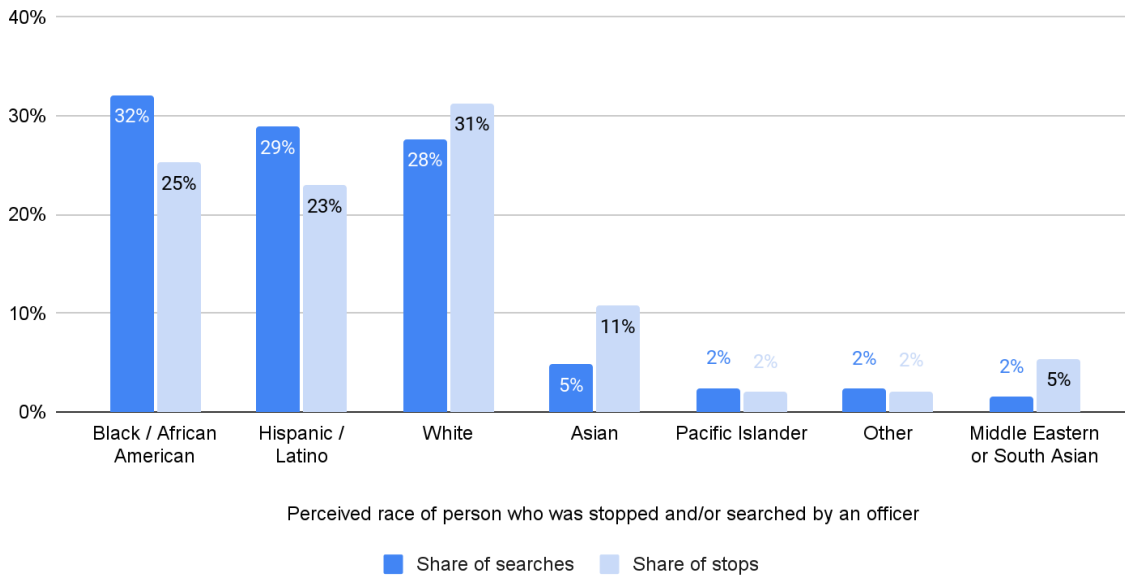
San Francisco Police Department vs. California statewide average

Racial disparities in traffic stops (2020)



San Francisco Police Department

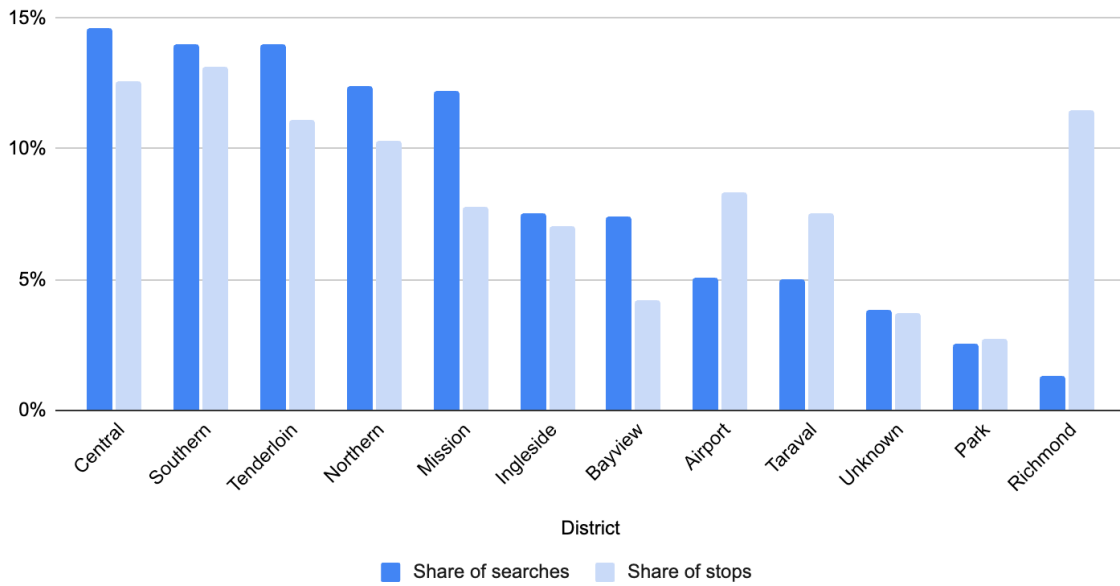
Percent of all searches vs. percent of all stops (2022 Q2)



Sources: Racial Identity and Profiling Advisory Board: Annual Report 2022 (top), SFPD Quarterly Activity and Data Report Quarter 2 2022 (bottom)

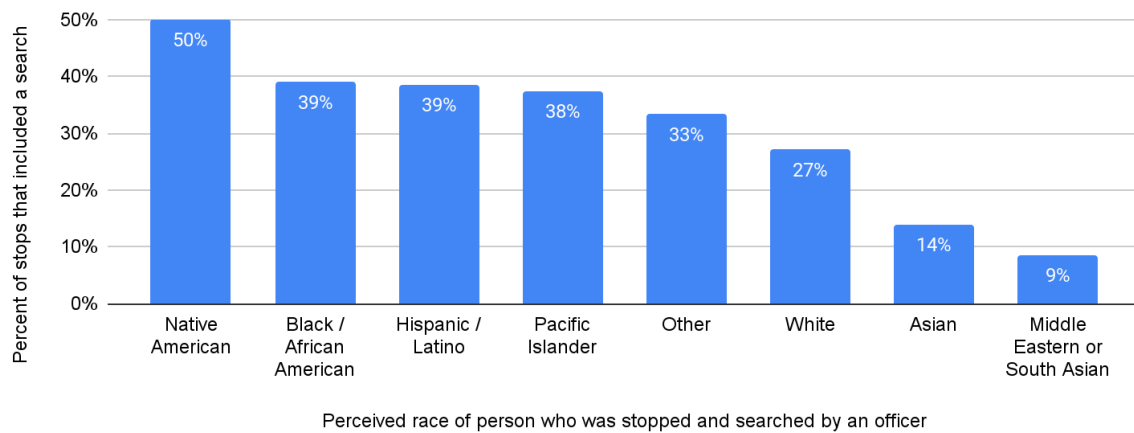
San Francisco Police Department

Percent of all searches vs. percent of all stops (2022 Q2)



San Francisco Police Department

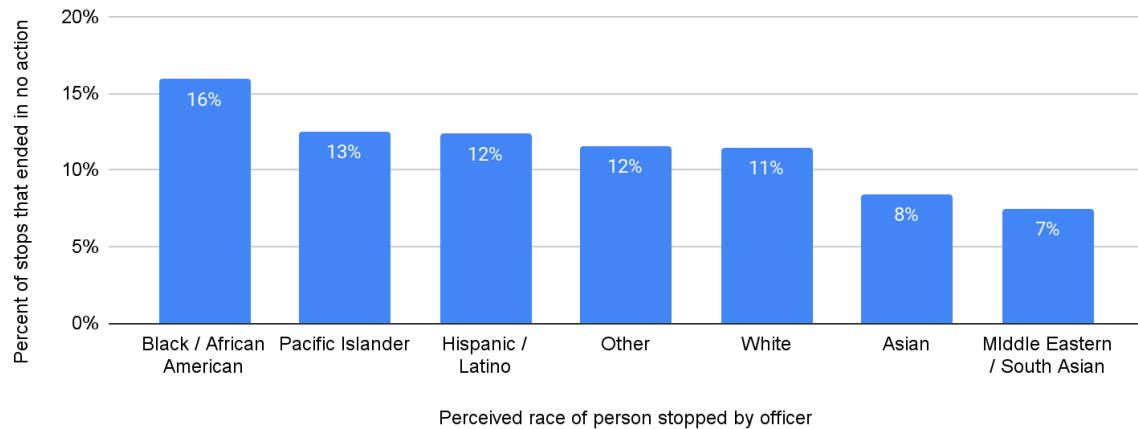
Stops against people of a specific race that included a search (2022 Q2)



Source: SFPD Quarterly Activity and Data Report Quarter 2 2022

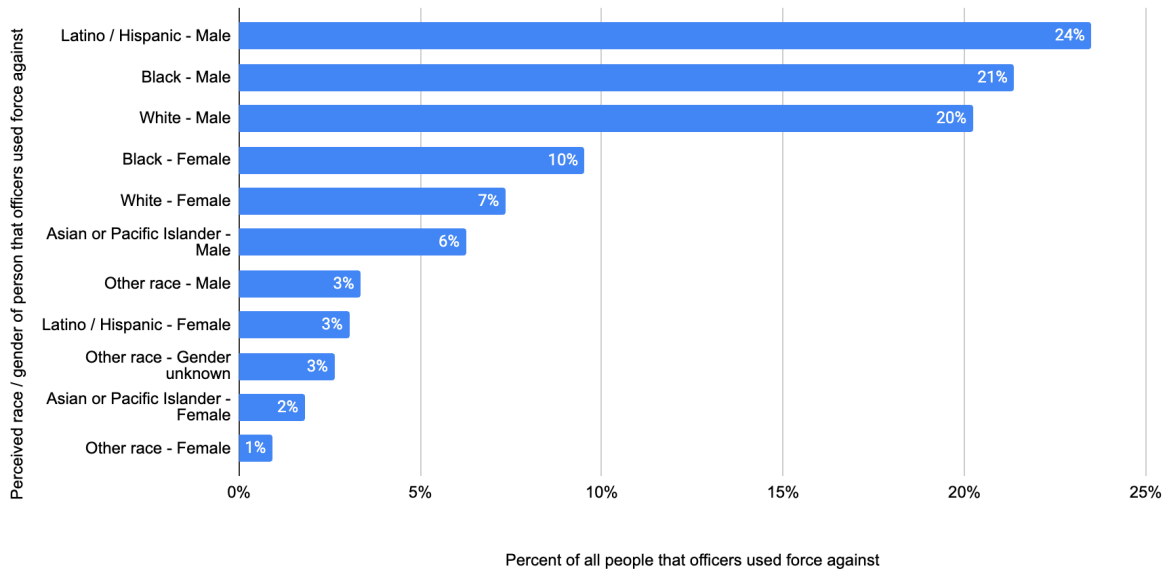
San Francisco Police Department

Stops against people of a specific race that ended in no action (2022 Q2)



San Francisco Police Department

Race and gender of people who police used force against (2022 Q2)



Source: SFPD Quarterly Activity and Data Report Quarter 2 2022

Proposed SFPD traffic stop policy (May 2022 version)

In May 2022, the San Francisco Police Commission proposed a draft version of Department General Order 9.01 (DGO 9.01) to limit when police officers should conduct traffic stops for people in cars, walking, or biking in San Francisco.

According to this draft policy, these limits would not apply to commercial vehicles; when there is a matching suspect description; or for any felonies or misdemeanors not listed.

The draft policy would also still permit police officers to mail citations if they can identify the vehicle owner. The major sections of the policy are outlined below and on the following page.

Overall policy (9.01.03)

Ban on “biased stops”

A “biased stop” is when an officer stops someone:

- Without a suspect description, AND
- Is motivated by their race, color, ethnicity, national origin, age, religion, gender, sexual orientation, disability, socioeconomic status, dress, appearance, or neighborhood.

Limits on “pretext stops”

A “pretext stop” is when an officer stops someone about a potential traffic infraction so that they can search or investigate them.

Limits on “pretext stops” would **not** apply:

- To commercial vehicles
- If there is a matching suspect description
- For any felony or misdemeanor not specifically listed in the policy

Data collection, reporting, supervisory review (9.01.06)

Officers

Must record data by end of shift, and complete incident report with traffic stop reason for any searches or questioning

On duty officers in charge

Must provide supervisory review for all citations and camera footage

Sergeants

Must do quarterly review of traffic stop data for their supervision group

**Specific local and state traffic infractions to
NOT enforce with a stop (9.01.04)**

License plates	Vehicle registration	Vehicle lights
Missing one license plate; mounting or illuminating license plate incorrectly	Expired registration tags or missing tags	Headlights, tail lights, or brake lights not working (unless full set is out and it is after sunset)
Vehicle windows	Vehicle mirrors	Signaling, U-turns
Tinted windows; hanging objects from windows	Hanging objects from mirrors	In specific situations (unless likely to cause injury or death)
Littering from vehicle	Sleeping in car	Parking infractions
(Unless likely to cause injury or death)	At any time	If someone is in the car
Walking	Bicycles	Scooters
Crossing street outside crosswalk (unless likely to cause injury or death)	Riding bike on sidewalk or too far from right side of road	Riding non-motorized scooter on sidewalk

Mailing a citation or warning without a stop is allowed (9.01.04)

If vehicle is unoccupied	OR	If vehicle owner can be identified
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Limiting searches and questioning (9.01.05)

Investigatory questions	Consent to search	Asking about parole or probation status
Only allowed with reasonable suspicion or probable cause	Only allowed with reasonable suspicion or probable cause	Only allowed with reasonable suspicion or probable cause

Existing SFPD policies related to traffic stops and racial discrimination

SFPD also has several other policies related to traffic stops or racial discrimination. These include but are not limited to:

Bias-Free Policing Policy (DGO 5.17)

- Establishes commitment to bias-free policing, including racial and identity profiling, implicit bias, and bias by proxy (enforcing calls for service that are caused by racial bias)
- Prohibits using race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability or socio-economic status as a basis for establishing either reasonable suspicion, probable cause, or asking for consent to search

Investigative Detentions (DGO 5.03)

- Requires reasonable suspicion to detain a person or do a pat search
- Requires probable cause to arrest a person
- Detaining someone for an unreasonably long time, restraining or using force on them without justification can be an unlawful “de facto” arrest

Community-Oriented Policing and Problem Solving (DGO 3.11)

- Establishes community policing as an important part of district stations
- Encourages police to work closely with community members in responsible, creative ways to increase safety

Performance Improvement Program (DGO 3.18)

- Requires every officer’s performance and behavior patterns to be supervised by a sergeant, and to be documented in a Performance Improvement Binder
- Defines the supervisory duties of sergeants, lieutenants, command officers

Collaborative Reform Initiative

- After multiple SFPD shootings of civilians, the City and County of California requested that the U.S. Department of Justice (U.S. DOJ) assess SFPD practices and policies. In 2016, U.S. DOJ identified 94 findings and 272 recommendations for use of force, bias, community policing, accountability, and recruiting/hiring.
- In 2017, California Department of Justice (Cal DOJ) assumed oversight of SFPD’s implementation of these recommendations

OUTREACH AND ENGAGEMENT PROCESS

Community listening sessions

From August through November 2022, HRC facilitated 19 community workshops to discuss pretext traffic stop policy. These were attended by a total of 312 community members (not including attendance at tabling events).

HRC prioritized neighborhoods that have a high number of traffic stops for in person workshops. These were generally held in the early evening and included light dinner to encourage community members of all ages to join. HRC publicized the workshops through email lists, social media, and by partnering with dozens of government and community organizations. The date and locations of the workshops, as well as government and community organizations that provided support or participation, are listed in the appendix.

The Police Commission ensured that at least one member attended each workshop to help explain the draft policy and respond to questions from community members. SFPD Chief William Scott, other SFPD command staff, as well as Department of Police Accountability staff also participated in a small number of workshops to discuss their work.

Online questionnaire

In addition to community workshops, HRC also conducted an online questionnaire in English, Spanish, and Chinese. A total of 226 people responded to the questionnaire.

The questionnaire was designed to gather experiences and opinions and to supplement discussion from the workshops, not as a statistical study or poll. The first section of the questionnaire was written by the Police Commission and SPFD; the second section of the questionnaire was written by HRC. Links to the questionnaire were distributed electronically through HRC email lists, social media, as well as via QR code at the community listening sessions.

Lessons on engagement

Compared to before the pandemic, community participation at engagement events has dropped. Each community listening session on the pretext traffic stop policy drew only between 5 to 35 participants in person (not including staff); online events were similar in attendance. In contrast, before the COVID-19 pandemic, over a hundred people would regularly attend a single community listening session with HRC.

As the pandemic continues to evolve, our outreach and engagement methods will have to evolve too. Future engagement efforts may need to involve: more one-on-one outreach to residents, including in multiple languages; holding events immediately next to busy public spaces; a mix of weekday and weekend events; providing children's activities or childcare at the same time; planning for a large number of small group discussions, rather than a small number of large group discussions.

SFPD held separate, closed discussion sessions with its officers and the San Francisco Police Officers Association to review the pretext stop policy. HRC was not permitted to attend any of these sessions, nor did SFPD provide any insights or takeaways from those sessions. Until officers can discuss their opinions and experiences with community members openly, it will be difficult to create mutual, constructive understanding between them about specific areas of agreement or disagreement on policy issues.



COMMUNITY THEMES

What people saw in the draft policy

Many reasons for traffic stops no longer make sense

Community members broadly agreed that police officers should not make traffic stops for infractions that are not related to public safety, especially road safety. Many of the technical “infractions” listed in the draft policy did not have a clear safety rationale or even contradicted people’s own safety practices. Examples of things that people commonly agreed should not be punished with a traffic stop or fine, but that they or acquaintances had been pulled over were: tinted windows; hanging objects from a mirror or windows; expired registration tags.

Many people also said that fines for equipment and registration problems, such as a broken headlight or tail light, are expensive and make it more difficult for people to fix these problems quickly. While people generally agreed it is important to have working lights and a current registration, they pointed out these issues are usually temporary and due to being short on money and time. They did not think these were serious enough safety problems for police officers to enforce.

Many people thought that the law against sleeping in a car should be repealed entirely, especially given the housing crisis in the city. Currently, the City and County of San Francisco prohibits sleeping, resting, or eating in any vehicle between 10 PM and 6 AM. One participant described being detained and searched by an officer for over an hour after they took a nap in their car in the middle of a late night work shift. Other participants were very surprised that this is illegal, noting that they have encouraged young drivers to pull over and sleep in the car instead of driving while drowsy.

*“Has there been a conversation about time tracking and reallocating police officer time? What police officers should be **pivoting to in their work** as they move away from pretext stops?”*

***“I don’t think petty traffic enforcement should be an SFPD priority.** Very serious infractions, sure. I support the SFPD. I was involved in the [District Attorney recall] by the way. I think our police should focus on serious street crime and what was previously dubbed near harmless, quality of life crime.”*

*"There are blatant abuses all over the City daily. I could give you five spots to set up shop, and **you'd be writing violations all day long**. Running stop signs all over the west side, failure to yield to pedestrians every time I cross Portola at San Pablo. Daily bike lane violations up and down Portola and Valencia everyday."*

*"Officers should ask for **license, registration, and insurance** – that's it."*

Many people are being stopped and questioned by police because of their race

Many, many people - including both community members and sworn law enforcement officers alike - shared their personal experiences of being stopped, questioned, and searched by police because of their race. They described being stopped by officers for unnecessary or illogical reasons, such as:

- "Loud muffler," despite no modifications
- "Tinted windows," even for factory tints
- Driving "too slowly," "too late," or "in this neighborhood"
- Walking or biking in a way that may have been a technical "infraction", but that was safer and common at that specific location
- Being accused of something done by the car in front of them
- Suspect descriptions that matched nothing except their race

Many people felt that unnecessary stops created opportunity for racial harassment and violence from officers. Fear and trauma from these interactions stayed with community members and their family. They described being treated by officers in ways that felt demeaning or dangerous, including:

- No reason given for the traffic stop before being asked about supervision status (probation, parole, etc.) or searched
- Questioning passengers, not the car driver
- Aggressive lecturing or unsolicited advice, including on how to avoid being racially profiled
- Detaining people and searching them for multiple hours, then releasing them with no ticket
- Requiring people to sit on the sidewalk or lay on the ground
- Pointing guns at people who had no weapons
- Taking these actions while people were with their children, or directing these actions at children

These experiences were most common among Black and Pacific Islander participants, followed by Latine and Middle Eastern participants. In particular, Black participants were most likely to have experiences where officers asked about supervision status before even explaining the purpose of the traffic stop. In contrast, while some Asian participants had experienced unjustified traffic stops, they were much less likely to have been asked about their supervision status or to have been searched by officers.

Community members broadly agreed that racially discriminatory traffic stops should never be allowed. The draft policy includes several exceptions: it would continue to allow officers to stop people for reasonable suspicion, probable cause, or a matching suspect description; it would also allow pretext traffic stops for commercial vehicles. Some people reacted to this by stating that it should be unacceptable for police to racially profile them at any time, whether they are at home or at work. Moreover, at every workshop, community members believed that officers are using claims of reasonable suspicion or matching suspect description to enable and cover discriminatory misconduct. Multiple participants suggested that officers should be required to show documentation of the actual description when stopping someone who allegedly matches a suspect description; when prompted, others thought that the standard for investigatory questions and searches should be increased to probable cause instead of reasonable suspicion during traffic stops.

*"I got stopped walking down the street cuz I **'fit the description'** of a Black man with green pants and black shirt, but I was wearing black pants and a green shirt. They need a better way to be clear on who they looking for."*

*"Police can pull us over and say it was a mistake after, but that doesn't take away the **trauma** we go through during the stop when **our children are inside the car.**"*

*"A friend of mine was stopped because she has a bumper sticker - I heart Mission - and was told by the officer that they recommended she take it off or **she would keep getting pulled over.**"*

*"Being pulled over is to be expected. It's not getting pulled over, **it's the things that happen once you're pulled over.** The police are argumentative. **The police are trained to pull over Black people** in Black communities because of the opportunity to get evidence for crimes. In white communities, Black people get pulled over because they are Black, people think they are doing wrong."*

*"When I get pulled over, I've already been programmed about how to get pulled over. I do what they say, **any form of resistance, even in conversation, will result in a bad interaction.** No quick movements, officers already on defense with the idea that I have something in the car that shouldn't be there. I tell the officers when I'm pulling my wallet from the dashboard, when I'm pulling my license and insurance from my wallet."*



What people want to see change across policy, practice, and culture

Ending racially motivated traffic stops and misconduct

Community members were skeptical that a written policy alone would change the behavior of police officers. They repeatedly noted it is already unconstitutional and unethical for officers to discriminate based on race, yet officers are still disproportionately stopping and escalating interactions with people who are Black, Pacific Islander, Latine, and American Indian. Even with existing departmental policy prohibiting biased policing, SFPD's practices are still resulting in racially discriminatory impacts on communities.

At every workshop, people stated that changes in policy would need to be accompanied by deeper changes in officer supervision, discipline, training, and overall department culture. Each officer's individual intentions and motivations need to be aligned with departmental systems of accountability to end racial discrimination by SFPD.

Daily and weekly monitoring of racial disparities in traffic stops

Community members proposed that officers' traffic stop data be reviewed on a daily and weekly basis by their supervisors for racial disparities. They were adamant that individual and team patterns in racially discriminatory traffic stops needed to be identified and corrected immediately, not weeks or months later. Some of them also suggested regular audits of officers body camera footage from traffic stops for biased or otherwise unprofessional conduct.

This is consistent with recommendations from both the California Department of Justice (Cal DOJ) and the Center for Policing Equity. In a [February 2022 report](#), Cal DOJ stated:

"Cal DOJ had recommended that SFPD institute supervisory review of Racial and Identity Profiling Act of 2015 stop data entries to provide for timely corrections of errors, ensure data is being reported consistently, aid in sergeants' discussions with their officers regarding the elimination of biased policing, and identify other issues warranting corrective action. SFPD has resisted this recommendation out of concern for sergeants' time and has created an alternative centralized auditing approach where the Business Analysis Team reviews entries on a quarterly basis. SFPD's current approach does not provide direct supervisors with additional insights into their officers' day-to-day policing and does not ensure timely corrections or feedback for individual officers that would provide consistent generation of data within SFPD" (13-14).

Similarly, the Center for Policing Equity recommended to SFPD in 2020 that officers should be required to submit a brief narrative explanation of the basis for each stop on a daily basis, and their supervisors should review these on time.

There was frustration and anger at the lack of timely monitoring by SFPD, and belief that this means SFPD has no intention of ending racial profiling or discrimination. Some participants thought that given the hierarchical structure of police departments, SFPD leadership has the ability to end discriminatory traffic stops at every precinct, but is choosing not to do so. How will SFPD, DPA, and the Police Commission move the needle on data collection and auditing, so that they can collectively make more informed decisions about deployment, resourcing, discipline, and training?

*"[I am] interested in taking police out of the process because for whatever reason it just seems like the browner you are the more likely [you are] to get stopped. Normies aren't getting caught up in catching the 'bad guys.' Whether I trust the Chief or not is almost irrelevant; he can't be in every police car and have faith that the other officers will **do the right thing.**"*

Emotional closure through police and police accountability processes

Multiple people mentioned not receiving satisfactory closure in their interactions with SFPD or DPA. For people who asked for help during or after a crime, they described receiving little to no assistance. For the few people who had submitted complaints about officers, they felt the outcomes had not been timely or meaningful.

Community members had various ideas for how to increase access to and knowledge of all these processes. Many people suggested that during a traffic stop, officers should be required to also provide information about DPA. Others suggested making it faster and more affordable to contest a citation after a traffic stop, instead of having to take time off work to attend court in person. Some also proposed that evidence of misconduct or racial discrimination from a traffic stop should be communicated more clearly to people, as well as documented in an officer's personnel file so that it would be accessible to defendants in court. Similarly, Cal DOJ has recommended to SFPD "in the interest of transparency that the closing letter to complainants [should] provide greater detail regarding how complaints were investigated and decided."

Community leadership participation in officer discipline

Community members had very low confidence in existing officer discipline and accountability processes. Some of them stated that it was common knowledge among both residents and officers which individual officers did not follow department policies and had ongoing patterns of misconduct, but that no corrective action was ever taken by SFPD.

Many participants did not know there was a Police Commission or a Department of Police Accountability (DPA), nor were they familiar with individual commissioners or DPA staff. Some people proposed having leadership from trusted nonprofit community organizations participate in officer discipline processes so that they could contribute insight into local incidents and dynamics. They also thought this would build faith among residents in oversight processes.

Officer engagement and investment in their communities

Many people felt that officers' actions reflected a lack of knowledge about their communities, and that this translated directly into less effective law enforcement. As Cal DOJ wrote in its February 2022 report: "Community policing provides the foundation to establish police legitimacy." A frequent theme at workshops was that officers should be trained to understand and engage with the communities they serve.

Community members thought that the process of relationship-building and education would be an antidote to racially prejudiced attitudes. They wanted officers to see them as whole people, instead of as potential suspects; they also wanted officers to be invested in positive outcomes for their communities, instead of making assumptions about their cultural practices. There was a broad range of ideas about how to do this, from recreational, such as sports, youth events, and cookouts, to structured, such as community-led trainings.

*"[Police officers] need more trainings to learn and understand our **cultural practices**."*

*"Why don't the officers come into our neighborhoods to **greet us and join our celebrations** rather than parking at the corners **watching us and waiting to catch us?**"*

A shift to being supportive, not punitive

Community members repeatedly stated that they want to be treated with basic courtesy and respect by officers. They emphasized a strong belief that all people deserve dignity in their interactions with officers during traffic stops, regardless of race, gender, sexual orientation, class, and supervision status. Many of the behaviors they suggested for officers are outlined in SFPD's [Bias-Free Policing Policy](#), but do not appear to be implemented consistently or monitored (examples: being "courteous and professional" during traffic stops; introducing themselves and providing an explanation for the stop before asking for identification; not detaining people for longer than needed).

Officers have a very high level of power and discretion during traffic stops. While some people suggested that SFPD or community organizations should offer more education about legal rights related to traffic stops, others stated that they understood their rights, but felt pressured to consent to questioning and searches to prevent further escalation and retaliation. Instead, they wanted officers to proactively change the tone of traffic stops by asking after people's wellbeing and safety, instead of assuming criminal intentions.

"Their motto is to protect and serve, but they put their wellbeing above ours."

*"When the police get to **know community** and try to **engage with community**, that's crime prevention."*

CONCLUSION

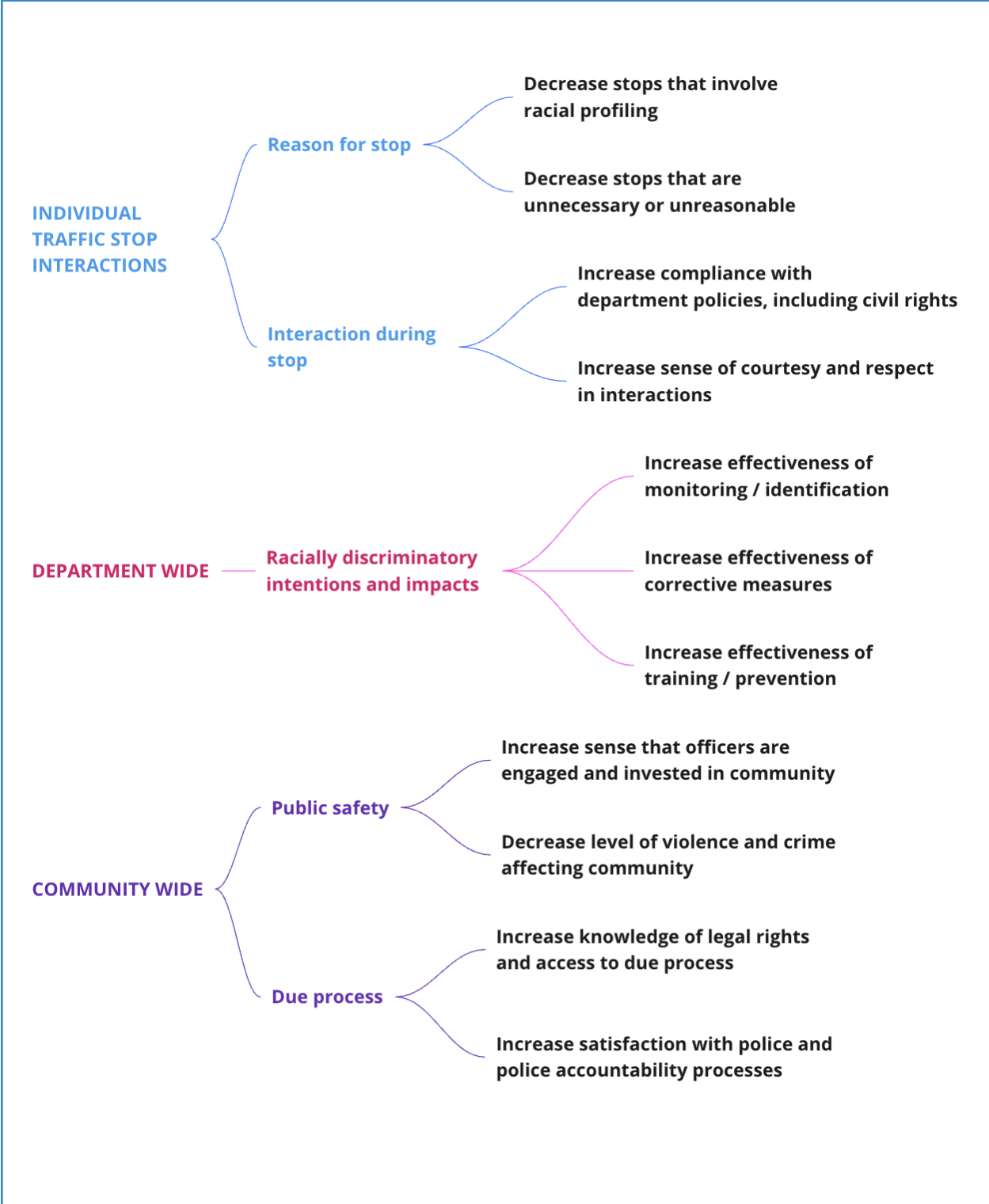
Objectives from community for policy, practice, and culture

At the community listening sessions and in the online questionnaire, people named a broad set of objectives for change: for individual traffic stop interactions, for the police department, and for their community. A written policy that intends to address only one or two of these objectives is not enough for racial justice. Instead, SFPD needs to work closely with the communities it serves to create progress in departmental culture, practices, and policies across all of these objectives.

Every department, agency, and commission within the City and County of San Francisco that provides justice services must be in alignment with each other on how to end racial discrimination. It is inefficient for departments and agencies to work at cross purposes or to undermine each other, whether intentionally or unintentionally. Together, they make up a single justice system, within a single City and County, that must hold itself accountable to our communities.

"The problem is always one of weaving paper triumphs - the words of judges - into the fabric of human conduct. That process is long and wearisome."

-NAACP, The Legal Front (1940)



APPENDIX

Community listening sessions: dates and locations

Date	Location	Format	Neighborhoods
Aug 2, 2022	National Night Out - Bayview Opera House	In person	Bayview, Hunters Point
Aug 2, 2022	National Night Out - Ella Hill Hutch Community Center	In person	Western Addition, Fillmore
Aug 2, 2022	National Night Out for Safety and Liberation - Mission Creek Park	In person	Bayview, Hunters Point, Potrero Hill
Aug 2, 2022	National Night Out - Boys & Girls Club	In person	Tenderloin
Aug 18, 2022	Dream Keeper Initiative Monthly Convening	Online	Citywide
Aug 26, 2022	Human Rights Commission Roundtable	Online	Citywide
Aug 30, 2022	Latino Task Force	In person	Mission
Sept 6, 2022	Coalition for Community Safety and Justice	Online	Citywide
Sept 6, 2022	San Francisco Main Library	Hybrid	Tenderloin
Sept 12, 2022	API Council	In person	Chinatown
Sept 20, 2022	Bayview Opera House	Hybrid	Bayview, Hunters Point
Sept 25, 2022	Office of SHARP - Gender Based Non-Violence Collective	Online	Citywide
Oct 11, 2022	Invest Black/OMI Community Collaborative	Online	Lakeview, Ocean View, Merced Heights, Ingleside
Oct 19, 2022	Excelsior Community Collaborative	Online	Excelsior, Outer Mission
Oct 26, 2022	GLIDE Memorial Church	In person	Tenderloin
Nov 8, 2022	African American Arts and Culture Complex	In person	Western Addition, Fillmore
Nov 9, 2022	Bridge Community - HOPE SF	In person	Potrero Hill
Nov 15, 2022	Samoan Community Development Center	In person	Sunnydale, Visitacion Valley
Nov 16, 2022	Booker T. Washington Community Service Center	In person	Western Addition, Fillmore

Government and community organization participants

- A Living Library
- African American Arts and Culture Complex
- African American Early Child Educators
- API Council
- Bayview Opera House
- Bernal Heights Neighborhood Center
- Booker T. Washington Community Center
- Excelsior Boys and Girls Club
- Bridge Housing
- Catholic Charities
- Coalition for Community Safety and Justice
- Collective Impact
- Community Alliance for Special Education
- Community Youth Center
- Department of Police Accountability
- Department on the Status of Women
- Excelsior Action Group
- Excelsior Collaborative
- Family Day Care Home
- Fillmore Merchants and Neighborhood Collaborative
- Glide Memorial Church
- HOPE SF Potrero
- Inner City Youth
- Institute for Community Engagement
- Invest Black SF
- IT Bookman Center
- Justice and Equity for Transformation Council
- Latino Task Force
- Lick Wilmerding High School
- McLaren Park Collaborative
- MAGIC Programs, San Francisco Public Defender's Office
- Minnie and Lovie Ward Rec Center, San Francisco Rec and Parks
- Mission Girls
- Mission YMCA
- Neighborhood Empowerment Network
- New Mission Terrace Improvement Association
- Oceanview Library
- OMI Community Collaborative
- OMI Cultural Participation Project
- OMI Neighbors in Action
- Our Kids First
- Outer Mission Merchants & Residents Association
- Park, Recreation and Open Space Advisory Committee
- Roadmap to Peace
- Samoan Community Development Center
- San Francisco Housing Development Corporation
- San Francisco Police Commission
- San Francisco Police Department
- San Francisco Public Library
- San Francisco Bike Coalition
- San Francisco Black Wall Street
- San Francisco Parks Alliance
- Street Violence Intervention Program
- Tenderloin Boys and Girls Club
- Tenderloin Community Benefit District
- The Good Rural
- Young Asian Women Against Violence
- Young Women's Freedom Center
- Youth First