



CITYWIDE

PUBLIC SAFETY

PURPOSE

Address the continuing and escalating hate violence across communities

NEED

Perception that existing processes are not working for people in the community and belief that there is a lack of support and increased traumatization

CONTEXT

Hate crimes in San Francisco have doubled over the last five years, with the largest increases being hate crimes due to racial bias

WHY DEVELOP A CITYWIDE STRATEGY



PROCESS

City departments provided data to HRC about their existing programs, processes, and services for people who have been affected by hate-related incidents or crimes. HRC also created case studies based on recent community incidents and facilitated a workshop for City staff to assess their departmental responses and identify unmet community needs.



FINDINGS

RELATIONSHIPS

A referral is not a relationship

ACCOUNTABILITY

A referral does not ensure support is received

SAFETY NET

lack of resources or access to resources can manifest as an incident of hate

IMPACT VS INTENTION

Not enough attention is paid to the impact of programming vs the intent of programming

RECOMMENDATIONS

STANDARDIZE REPORTING

Shared definitions and and reporting to increase transparency and improve accountability

PRIORITIZE LANGUAGE ACCESS

Across City services and programs

CITYWIDE RESPONSE PROTOCOL

Establish shared values and practices to support those who have been harmed and those who cause harm

CIVIL RIGHTS ENFORCEMENT

Create a restorative justice pathway

COMMUNITY PARTNERSHIPS

Create a transformative justice pathway, that includes Resilience Navigators

INVESTMENT

Social justice and equity
Cross-cultural activities

Resources

[Stand Together SF](#)

Toolkit with list of programs to address bias and discrimination

[Landscape Analysis](#)

The Human Rights Commission has created an inventory and analysis of public safety programs and services

[Stop AAPI Hate](#)

Data collection on hate violence against API communities in SF, California, and nationally

[Office of Civic Engagement and Immigrant Affairs](#)

OCEIA has a list of resources available to support community. Also leads the Community Ambassador program

[Hollaback!](#)

Hollaback! provides trainings on how to do your part to protect your neighbors and co-workers when bias and harassment collide in front of you

[Coalition for Community Safety and Justice](#)

Coalition to address the safety of the API community against violence, racism, and xenophobia