

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Caren Act (File No. 200735)
Date: Monday, October 26, 2020 9:22:54 AM

From: Stef Lau-Chen <steflauchen@gmail.com>
Sent: Monday, October 26, 2020 8:07 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Caren Act

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Board of Supervisors,

I was born and raised in San Francisco. I am dismayed and concerned that you are considering naming a hate crime, the Caren Act.

Doing so vilify's and perhaps even discriminates or further causes discrimination against innocent women who are named Karen, Caren, Caryn. It certainly further causes ill will toward many women with this name. While making fun of the name seemed like what society was doing and seems "harmless" fun, it was never a funny joke or harmless and making the name associated with a *hate* crime is taking it too far and perhaps causing other problems for anyone with this name. Words matter. Ironically, words matter is largely related to the actual hate crime you are trying to prevent, yet you are causing detrimental effects for women and girls with this name.

Everyone deserves to be called by their given name and treated with respect. Please model that by calling the Act, something else, the hate crime that it is. Do not associate it with a specific woman's name, pulling her down with a crime she did not commit. Even worse, associating her name with a *hate* crime when someone else commits it (not her!).

Imagine a person you know that you care about. Would you purposely name a hate crime after that woman or girl?

Best,

Stephanie K. Lau

From: [Board of Supervisors \(BOS\)](#)
To: [BOS: Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Caren Act versus Interracial Crime Statistics
Date: Monday, October 26, 2020 8:14:02 AM

From: Alan Tarot <alantarot3@gmail.com>
Sent: Friday, October 23, 2020 2:01 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Caren Act versus Interracial Crime Statistics

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear San Francisco Board of Supervisors,

Summary:
Caren Act versus Interracial Crime Statistics.

In reference to:

October 22, 2020

San Francisco Board passes "Caren Act" to punish "entitled white women" who call 911 on non-whites

<https://www.infowars.com/posts/san-francisco-board-passes-caren-act-to-punish-entitled-white-women-who-call-911-on-non-whites/>

March 30, 2020

Number of people shot to death by the police in the United States from 2017 to 2020, by race

<https://www.statista.com/statistics/585152/people-shot-to-death-by-us-police-by-race/>

2017

457 whites killed by police
223 blacks killed by police
179 Hispanics killed by police

2018

399 whites killed by police
209 blacks killed by police
148 Hispanics killed by police

2019

370 whites killed by police
235 blacks killed by police
158 Hispanics killed by police

2020 (as of March 30, 2020)

42 whites killed by police
31 blacks killed by police
13 Hispanics killed by police

April 21, 2015

Police kill more whites than blacks, but minority deaths generate more outrage

<http://www.washingtontimes.com/news/2015/apr/21/police-kill-more-whites-than-blacks-but-minority-d/>

1996-2011 statistics

National Gang Center

Blacks and Hispanics make up over 80% of street gang members in America

<https://www.nationalgangcenter.gov/survey-analysis/demographics>

Total interracial violent crimes between blacks and whites in the U.S. in 2018:

593,598

Black crimes against whites:

537,204 (90% of total number)

White crimes against blacks:

56,394 (10% of total number)

Source:

May 10, 2020

<https://www.unz.com/sbpd/was-murder-of-white-octogenarian-couple-visiting-their-sons-grave-at-veterans-cemetery-in-delaware-by-a-sheldon-francis-a-black-male-a-racial-revenge-shooting-motivated-by-ahmaud-arbe/>

FBI crime statistics from 2013 show that blacks kill whites **nine times more often** than whites kill blacks.

FBI Chart: Racial homicides: whites versus blacks (2013)

<https://imgur.com/gallery/1OTcCRH>

Summary:

Justice Department crime statistics that were removed from online view by the Obama administration: Black men sexually assault white women at a rate of 37,000 times the rate that white men sexually assault black women.

Interracial crime statistics

May 3, 2007

"In the United States in 2005:

37,460 white females were sexually assaulted or raped by a black man, while between 0 and 10 black females were sexually assaulted or raped by a white man."

(White on black rape is statistically zero.)

"What this means is that every day in the United States, over 100 white women are sexually assaulted or raped by a black man."

<http://www.humanbiologicaldiversity.com/articles/Auster%2C%20Lawrence.%20%22The%20Truth%20of%20Interracial%20Rape%20in%20the%20United%20States.%22%20FrontPageMagazine%2C%20May%2003%2C%202007.pdf>

September 4, 2018

Investigation: Potentially 39 million cases of identity theft by illegal aliens from 2012 to 2016

<https://www.breitbart.com/politics/2018/09/04/investigation-potentially-39m-cases-of-identity-theft-by-illegal-aliens-in-last-four-years/>

This is **only** in the state of Texas, **not including** the other 49 states.

In Texas, between June 1, 2011 and June 30, 2020, these 219,000 illegal aliens were charged with more than 350,000 criminal offenses:

Arrests:

- 640 homicide charges
- 39,537 assault charges
- 6,647 burglary charges
- 43,361 drug charges
- 533 kidnapping charges
- 18,070 theft charges
- 27,482 obstructing police charges
- 1,922 robbery charges
- 4,238 sexual assault charges
- 5,440 sexual offense charges
- 3,575 weapon charges

DPS criminal history records reflect those criminal charges have thus far resulted in over 138,000 convictions:

Convictions:

- 293 homicide convictions
- 15,980 assault convictions
- 3,565 burglary convictions
- 20,233 drug convictions
- 205 kidnapping convictions
- 7,805 theft convictions
- 12,660 obstructing police convictions
- 1,158 robbery convictions
- 2,054 sexual assault convictions
- 2,666 sexual offense convictions
- 1,471 weapon convictions

updated on June 30, 2020

https://www.dps.texas.gov/administration/crime_records/pages/txcriminalalienstatistics.htm

--Michael

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Caren Act? Are you kidding? (File No. 200735)
Date: Thursday, October 22, 2020 8:42:26 AM

From: ocboardgames@outlook.com <ocboardgames@outlook.com>
Sent: Thursday, October 22, 2020 6:30 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Caren Act? Are you kidding?

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I saw this on CNN's website but figure it must be a joke? Surely there's ONE sane human still on your board? Somebody who realizes that to many of us, this is no different than if you announced the n-bomb act. Creating, labeling us with, and then celebrating a new epithet is sad, disturbing, and reveals you all for the hypocrites you are. SF has been an island of freaks for decades (proverbial, I know you're a peninsula), but this is a new low. This decision will not age well. If any of you actually accomplishes something that earns your form being sculpted for posterity, I giggle thinking about what they'll do to THOSE statues when the pendulum comes swinging back the other direction. Keep on lifting it higher and higher. It'll make the rebound all the more spectacular. Praying for you.

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: The name Karen act or Caren Act is my name-I am out raged at you destroying my name (File No. 200735)
Date: Wednesday, October 21, 2020 3:18:41 PM

From: Karen Taylor <taylorgirlsf54@gmail.com>
Sent: Wednesday, October 21, 2020 1:04 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>
Subject: The name Karen act or Caren Act is my name-I am out raged at you destroying my name

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Stop the horrible naming of a new act in my name Karen, Caren. You are destroying my life by taking me down in your ridiculousness of using a real persons identity. I and other people named Karen, Caren are outraged. Why are you destroying us or making us feel "dirty".???????? Stop or I will file a class action lawsuit against SF Board of Sups, Mayor, and everyone involved in this horrible, awful action. You make me feel dirty and how can I overcome your actions. My son is part African, I am white ,n I will sue you. Karen Marie Taylor

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Naming of hate crime act - please change!!! (File No. 200735)
Date: Wednesday, October 21, 2020 12:36:27 PM

From: Caren Trgovcich <ctrgovcich@gmail.com>
Sent: Wednesday, October 21, 2020 11:27 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Naming of hate crime act - please change!!!

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

As a Caren with a "C", all my life I have heard comments like "never saw that spelling before." This is correct; there are not many of us but people remember our name and frequently refer to us as "Caren with a C" (to distinguish us from other Karen's that may be present). As a relatively rare spelling of the name, your naming of the hate crime act by spelling it with a "C" now targets us for endless future ridicule, whether we currently reside in the City or not. Just call it what it is (how about No Hate 911?)...or use the spelling that has always been used (with a K). Why must San Francisco target yet another group of women that have at least been able to respond to the inevitable joke thus far by saying "that's not my name!"? Please rethink the name of this Act which is intended to rightly, punish people for their racist beliefs.

Sincerely,

Caren



Virus-free. www.avg.com

From: [Lew, Lisa \(BOS\)](#)
To: [Carroll, John \(BOS\)](#)
Cc: [Wong, Jocelyn \(BOS\)](#); [Jalipa, Brent \(BOS\)](#)
Subject: FW: Concern re: naming of recent legislation (Caren Act)
Date: Wednesday, October 21, 2020 12:06:32 PM
Attachments: [image001.png](#)

Hi John,

Forwarding you a public correspondence for File No. 200735.

Lisa Lew
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
T 415-554-7718 | F 415-554-5163
lisa.lew@sfgov.org | www.sfbos.org

(VIRTUAL APPOINTMENTS) To schedule a “virtual” meeting with me (on Microsoft Teams), please ask and I can answer your questions in real time.

Due to the current COVID-19 health emergency and the Shelter in Place Order, the Office of the Clerk of the Board is working remotely while providing complete access to the legislative process and our services.



Click [here](#) to complete a Board of Supervisors Customer Service Satisfaction form

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Caren Trgovcich <ctrgovcich@gmail.com>
Sent: Wednesday, October 21, 2020 11:54 AM
To: Lew, Lisa (BOS) <lisa.lew@sfgov.org>; Wong, Jocelyn (BOS) <jocelyn.wong@sfgov.org>; Jalipa, Brent (BOS) <brent.jalipa@sfgov.org>
Subject: Concern re: naming of recent legislation (Caren Act)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good morning - I do not currently reside in the City, but was born there, my family lives there and I visit frequently. I understand that there will be one more vote by the Board before the Act is sent to the Mayor. As a woman given the name Caren at birth, I am hoping that they will reconsider the name of the Act. There are not many of us named Caren with a "C", but I have been proud to carry that spelling, up until this morning when my husband and others joked that I am now the poster

child for racist hate crimes. There are all sorts of names on legislation; but the names seem to be more often chosen out of reverence than revulsion. Can't the Board come up with a different acronym? Below is the email that I sent to the general email address for the Board:

As a Caren with a "C", all my life I have heard comments like "never saw that spelling before." This is correct; there are not many of us but people remember our name and frequently refer to us as "Caren with a C" (to distinguish us from other Karen's that may be present). As a relatively rare spelling of the name, your naming of the hate crime act by spelling it with a "C" now targets us for endless future ridicule, whether we currently reside in the City or not. Just call it what it is (how about No Hate 911?)...or use the spelling that has always been used (with a K). Why must San Francisco target yet another group of women that have at least been able to respond to the inevitable joke thus far by saying "that's not my name!"? Please rethink the name of this Act which is intended to rightly, punish people for their racist beliefs.

Sincerely,

Caren



Virus-free. www.avg.com

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Karen is not a hate word, so please stop. (File No. 200735)
Date: Wednesday, October 21, 2020 10:29:57 AM

-----Original Message-----

From: K G <Kalena2018@outlook.com>
Sent: Wednesday, October 21, 2020 10:22 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Karen is not a hate word, so please stop.

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Enough is enough with the “Karen” bashing. Be more professional, stop being what you are protesting. Your attempt to end conscious/unconscious bias and racism by turning my name into a hate word is creating more bias against...Karens!

I am careful to not use my name Karen when placing take out orders at certain places because of this anti-Karen sentiment. Who knows what someone will do to my food or drink. I am offended by seeing “F*** Karen” signs at rallies that promote rights, fairness, equality and justice. Why do you not see the irony?
So please...just stop. Do the right thing, rename your measure.

Karen

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: 911 on POC (File No. 200735)
Date: Wednesday, October 21, 2020 9:12:15 AM

From: ChesterCooperpot <ChesterCooperpot@protonmail.com>
Sent: Wednesday, October 21, 2020 8:02 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: 911 on POC

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Im doubling my calls to 911 anytime I see a black or brown thug jaywalking.

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: The Caren Act (File No. 200735)
Date: Wednesday, October 21, 2020 8:09:09 AM

From: Parris Lane <parrislane@gmail.com>
Sent: Tuesday, October 20, 2020 8:32 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: The Caren Act

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please pass the Caren Act:

Thank you~ My partner has been working in the Avenues for over 30 years for the same family. There is a dog walk near his client's home. A couple of months ago, a white female, walking with her husband and baby in a stroller, saw him on a ladder working and started staring at him. He stared back and immediately got off the ladder to ignore her presence and began working in the garage... Ten minutes later, SFPD finest came with their guns drawn out on him. He started yelling at them to put their guns down and saying that he worked there... The cops told him to stop yelling, but he had to speak really loud in hopes that the neighbors or the elderly man he works for would come out to help him. No one heard him. They wanted his ID and wanted him to prove that he worked there, and when he tries to pull out his keys.. the cops started yelling at him. The only proof was the elderly man in the house, but they didn't want him to go inside the house. So they did allow him to go to the door, and he started yelling for the owner. One move and he could've been easily killed. This is the 8th time cops have been called on him from folks walking on the dog trail. I wanted to go on the trail, holding a sign saying, " Dear White Women: Please stop calling the cops on the Black man working here. He's been working here for over 35 years. With the hostile climate in which we live in, it really shook him up as he realized he could've been easily killed. This is not a joke. "For Black folks, this is a life or death matter ."

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: The name of the "CAREN" act (File No. 200735)
Date: Wednesday, October 21, 2020 8:05:17 AM

From: Justine French <justinfrench1728@gmail.com>
Sent: Tuesday, October 20, 2020 7:21 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: The name of the "CAREN" act

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi,

I recently read in the Guardian that you have voted to approve the Caution Against Racial and Exploitative Non-Emergencies Act. I think that this legislation is necessary and important, but I do not understand why it was named after a stereotype. It's one thing to joke about Karens on the internet, but it's quite another to name a piece of legislation after it. It needlessly antagonizes people named Karen, and it gives those who oppose this law free ammunition that they do not need to have. I hope you consider changing the name of this act.

Thank you,
a concerned citizen

From: [Gabriella Ruiz](#)
To: [Carroll, John \(BOS\)](#)
Subject: [Police Code - Discriminatory Reports to Law Enforcement] - SUPPORT
Date: Thursday, September 24, 2020 10:14:37 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear clerk of the public safety and neighborhood services committee,

I am emailing you on behalf of Tenderloin Neighborhood Development Corporation, to **express our full support for Supervisor Walton's legislation** to make it unlawful to cause a peace officer to contact a person solely to discriminate against the person on the basis of the person's race, ethnicity, religious affiliation, gender, sexual orientation, or gender identity; creating a civil cause of action and providing for damages for violating the prohibition.

Best,

Gabriella Ruiz, Policy and Planning Manager
Tenderloin Neighborhood Development Corporation
210 Golden Gate Ave. San Francisco, CA 94102
o: 415.358.3955 | c: 415.912.0118
pronouns: she, her

My name is Marty Jaye and I am a member of San Francisco Interrupting Racial Profiling under the direction of Angela Jenkins. We wanted to bring everyone's attention also to another insidious aspect of citizen surveillance that leads to racially biased 911 calls. Since the onset of SF-IRP, we have focused on intervening in racial profiling on social media, particularly on the neighborhood platform Nextdoor. In its Crime & Safety section, in line with the popular police safety mantra, "If you see something, say something," people observing "suspicious" activity urge each other to contact SFPD with their descriptions of suspects. The problem here, as with other 911 calls, is that observations motivated by implicit or explicit racial bias can and do proliferate. A vague photo of a dark-skinned man suspected of mail theft elicits comments such as "That looks like the man I saw walking past my house" and "Yes, I saw that same man sitting on a bench at the end of my street eating an apple." Prompted by this one conversation, any Black man walking down the street or sitting on a bench in the neighborhood becomes a criminal suspect.

Recently SF-IRP and our sister group Oakland's Neighbors for Racial Justice have begun organizing with other grassroots groups alarmed at an uptick in racist postings on Nextdoor. Prior to the murder of Ahmaud Arbery earlier this year, numerous Nextdoor messages circulating photos and descriptions and calls to police had reported a Black man allegedly entering a home under construction. Subsequent investigation found that Arbery had stopped by the property while out running but had engaged in no illegal activity and had remained for only a brief period. Likewise, Floyd's killing by Minneapolis Police Officer followed a 911 call reporting a Black man using suspected counterfeit \$\$ at a nearby shop.

911 calls prompted by racist profiling on social media as well as the proliferation of anti-Black Lives Matter rants in these venues have sparked alarm across the country. Our goal is to join with others across the nation in holding social media platforms to account for continuing to permit racist injury to people of color.

The 14th Amendment to the US Constitution guarantees equal civil and legal rights to African Americans and states that "no state shall deprive any person of life or liberty...without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws." In civilian crime watch portals, Black people are impeded from moving in their community without surveillance and under their own recognizance, thus depriving them of the presumption of innocence and in violation of due process guarantees in the 5th and 14th amendments. Black people in our communities must be free from citizen surveillance based on racist bias.

From: [daniel.ip](#)
To: [Carroll, John \(BOS\)](#)
Subject: Fwd: Letter to SF Board of Supervisors, Public Safety and Neighborhood Services Committee
Date: Saturday, August 15, 2020 3:09:10 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Police Code - Discriminatory Reports to Law Enforcement
File No. 200735 (introduced on July 7)

Existing Law

It is not currently unlawful under City law to cause a peace officer to contact a person with the intent to discriminate against that person on the basis of the person's race, ethnicity, religious affiliation, gender, sexual orientation, or gender identity.

Amendments to Current Law

The proposed ordinance would make it unlawful to cause a peace officer to contact a person with the specific intent to discriminate against that person on the basis of race, ethnicity, religious affiliation, gender, sexual orientation, or gender identity. The ordinance creates a civil cause of action for the victim of such discrimination against the person who caused such contact to occur, allowing a successful plaintiff to recover special and general damages of at least \$1,000 plus costs and attorney's fees, and punitive damages in the proper case.

Dear Committee Members of the Board of Supervisors of the City of San Francisco:

I write to address the proposed CAREN Act and to have you consider a different acronym only. I have no issue with the proposed amendments to current law (*supra*) or its substantive aspects. The acronym for the CAREN Act has discriminatory implications for the following reasons stemming from the treatment of the name "Karen" in recent times:

History of the "Karen" Meme and Its Usage in the Media

The Karen meme has several suspected origins. (Greenspan, Rachel [May 27, 2020]. "How the name Karen became a stand-in for problematic white women and a hugely popular meme". Business Insider. Retrieved July 17, 2020.) It is most popularly associated with an anonymous Reddit user, who posted "Fuck_You_Karen" denigrating his ex-wife, Karen, whom he alleged had taken both his children and his house during divorce proceedings.

In modern times a Karen has been depicted as one who "demands the world exist according to her standards with little regard for others, and she is willing to risk or demean others to achieve her ends." (Tiffany, Kaitlyn [May 6, 2020]. "How 'Karen' Became a Coronavirus Villain". The Atlantic. Retrieved May 20, 2020.)

In recent memory, the most glaring example of a "Karen" is Amy Cooper who notoriously and falsely accused Christian Cooper, a black man, who asked her to put her dog on a leash in

Central Park, New York.

In San Francisco, Lisa Alexander who is most recognized as the “San Francisco Karen,” after a clip went viral this year, in which she demands to know if James Juanillo (a Filipino American) was defacing private property, when he in fact was stenciling “Black Lives Matter” in chalk on the front of his own home.

All the Karen memes/stories which have been publicized this year, feature white women behaving badly. The media has overlooked or ignored abysmal behavior of non-white women named "Karen" or otherwise. There could be a justifiable reason for that. At least in my personal view, 2020 has been a year of vindication for many. White women for some have been seen as a pinnacle of American society as the untouchable and the unassailable. A sort of individual, who at all times must be protected, can be incorrigible, and can command others, or the system, to abide by her wishes at the snap of her fingers. In its ugliest form, it is against minorities, as Amy Cooper and Lisa Alexander exemplify.

Discriminatory Intent and Disparate Impact

In *Washington v. Davis* (1976) 426 U.S. 229, 244 the Court held that that one claiming harm based on the disparate or disproportionate impact of a facially neutral law must prove intent or motive to discriminate. However, the Court noted that “an invidious discriminatory purpose may often be inferred from the totality of the relevant facts, including the fact, if it be true, that the law bears more heavily on one race than another. It is also not infrequently true that the discriminatory impact . . . may for all practical purposes demonstrate unconstitutionality because in various circumstances the discrimination is very difficult to explain on nonracial grounds.” (See also *Village of Arlington Heights v. Metropolitan Housing Development Corp.*, (1977) 429 U.S. 252).

With the CAREN Act, the discriminatory purpose can be potentially discerned by the name of Act itself, due to the Act's promulgation within the context of the Karen memes discussed (*supra*). The two foregoing examples of Amy Cooper ("Central Park Karen") and Lisa Alexander ("San Francisco Karen") are prototypical "Karen" stories that may form the backdrop of the CAREN Act's title. This would evidence the purpose behind the Act, thus evidencing discriminatory intent.

More importantly disparate impact is a real consequence of the Act. The CAREN Act would allow "a successful plaintiff to recover special and general damages of at least \$1,000 plus costs and attorney's fees, and punitive damages in the proper case." It is hard to imagine, how a white woman as a plaintiff would leverage the Act in her favor in a judicial setting, as well as a non-white woman. As a civil litigator, with experience in with juries, I can say with complete confidence that a white woman plaintiff would face an uphill challenge in seeking the damages, costs, and punitive damages proposed by the Act among a diverse member of her juror peers.

Other examples of potential disparate impact are white women named Karen or Caren who in their daily interactions with people would face ostracism simply because of their skin color and their gender. Even worse of a situation would arise, if a white female job applicant experiences discrimination solely based on her gender and her name. Another hypothetical (but not unrealistic) example is an Asian woman named Karen or Caren who makes a complaint, and in doing so is ridiculed as a "Karen". Depending on the circumstances she

could have a colorable claim of gender discrimination.

From a personal and anecdotal perspective, a few months ago I made some joking remarks to my black male paralegal about the whole Karen phenomenon. Wondering why he was not laughing with me, he shared that his mother is named Karen. My take away from that, is that there are blacks who may have that name, or know people close to them with that name, that are not sharing the humor.

The foregoing examples are non-exhaustive. It is a given that the CAREN Act is to provide a legal recourse to persons, against others who use police powers for abuse. The only issue is how the Act will be perceived by the public, and how it will actually be enforced, and the disparate impacts that it creates. The name of the Act itself at the very least provides an environment for the media's retort on white women acting out of line, to breed and foster.

Dr. André Brock, associate professor of Black digital culture at Georgia Tech whose research is leading the conversation on the impact of Black Twitter, writes:

“Memes have power above and beyond just humor. We often use metaphor, which is often at the heart of memes, and emotion or affect to make shorthand of things which deeply affect us. A lot of times, it’s funny; a lot of times, it’s cathartic; and other times, it’s racist. I try to push back on the idea that memes are frivolous way of articulating a particular phenomenon because in many ways, it’s much more potent shorthand than me trying to explain to you exactly the way people are reacting to a certain situation...Social media is a platform for communicating feelings and the stronger the feeling, the more viral things go.”

(<https://time.com/5857023/karen-meme-history-meaning/>)

Dr. Brock, in my view, articulates the role of social media and memes quite effectively.

However, the role of memes and internet culture should not be the standard that a public entity adopts. The City of San Francisco, Public Safety and Neighborhood Services Committee, has a role and function that lies far above that of internet trolls, popular culture, or the despicable examples that is Amy Cooper or Lisa Alexander; women who happen to not be named Caren or Karen.

The stated purpose of the Committee on File No. 200735 is to redress a wrong caused by systemic racism. However, for maintaining a face of neutrality in its legislative function, the Committee must not be swayed by embracing the racially charged fulminations that have dominated this tumultuous year. The Committee must rise above that and create a facially neutral law, with equal treatment and application among all. Otherwise, the proposed legislation faces realistic Constitutional challenges ahead.

As this letter began, it is not its purpose to change the proposed Amendment to existing law in its substantive aspects. The ONLY aspect I wish the Committee to consider is changing the name of the Act. Even if this letter is mistaken in its analysis of racial or gender equality, the Committee must also consider the impact it has on innocent women's names that have nothing to do with the atrocious behavior of the women being mocked as the "Karens" of the world. We all go through life with our skin color and our name. The former less mutable than the latter. However, we can spend a lifetime building our name and reputation, which can be lost in a moment. The Committee should not participate in that effect.

As a public entity the Committee must hold itself to the highest standard of fairness and progressiveness and ensure that its actions create a safe haven for all who will abide and be

affected by its actions.

Respectfully submitted.

Daniel Ip, Esq.

--

Thank you
Daniel

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: The Definition of Institutional Racism
Date: Monday, August 3, 2020 1:15:35 PM

From: Marcus Sebal3 <marcussebal3@yahoo.com>
Sent: Friday, July 31, 2020 8:24 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: The Definition of Institutional Racism

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Would include passing a law .. CAREN Act .. with explicit reference to one particular race.

This is one liberal Democrat saddened that fellow Democrats are so blunted and blinded in their grievance that they wish to simply re-arrange the parameters of institutional racism rather than work to eliminate.

From: [Erik Triana](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: CAREN act
Date: Wednesday, July 8, 2020 2:23:14 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Thoroughly disgusted by the overtly racist act by shamann walton and the curiously racist naming of her proposed legislation. looking forward to the introduction of the Newly Integrated Grocery Generating Emergency Resources for the Supervisors consideration. State Providers of Infants Children & Kids, Freedom And Gyroscopes all good legislation as well. Racist pieces of shit. White Lives Matter too assholes.

From: [Karen Kesseru](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: CAREN act
Date: Wednesday, July 8, 2020 7:51:05 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear entire Board of Supervisors:

There is a stereotyping meme on social media that has created yet another name-calling pejorative towards a group of people, this time WOMEN and especially women - sisters, daughters, mothers, wives, friends - named Karen.

How clever of you to create a mnemonic and to change the spelling to name your new law outlawing racially motivated calls to 911, a mnemonic that promotes this hurtful stereotype. Surely you didn't mean to purposely move the city consciousness towards continued negativity, surely you just thought you were socially instep.

There are men included in this racist mindset. There are people named every other name. Yet you chose to disparage every woman named Karen, Karin, Carin, Caryn..... were you aware there is even an ethnolinguistic group named Karen located in Thailand and Myanmar?

The socially responsible action to take is to apologize and then make a name change to this law.

Thank You,
Karen Kesseru

From: [Krista Ranta](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: About the Sexist, Ageist Karen/Caren slur - I hoped the oppression would fade away. Please do not institutionalize it by naming an Act after it!
Date: Wednesday, July 8, 2020 8:10:34 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Shamman Walton,

Please reconsider the naming an important bill with a contempt-filled pop-reference to the slur "Karen or Caren". "Caren/"Karen" memes and references are an example of the ugliness of prejudices we want to leave behind us. It almost seems like someone is trying to sabotage the act by giving it a discriminatory name. Is the Council trying to get PR by bringing attention the a problem of creating new derogatory terms? If so, It seems like very bad timing since we are in the middle of several divisive crises.

Please take a moment to read this op-ed out of the Sydney Morning Herald that starts a dialogue about what is so incredibly wrong, cruel and narrow-minded use of the term "Karen" or "Caren". A "Caren act" is just another signal that we are a long way from ending institutionalized prejudices and discrimination. The term "Karen/Caren" is all about putting generations of women back in their place.

https://www.smh.com.au/national/thanks-for-noticing-us-gen-z-but-we-need-to-talk-about-karen-20200213-p540mv.html?utm_medium=Social&utm_source=Facebook&fbclid=IwAR1y8nk2yCd53y-nr6DVrBqpJXW8cLMDSU6HR8eQP06xgTmf4uGi3alAGfs#Echobox=1581724244

My Mother-In-Law is a lovely, gracious woman named Karen who never found her voice and people walk all over her. Her departed husband was a kind, generous man named Dick. Karen was lucky to find Dick. Would San Francisco propose a "Dick Act" too?

I worked as one of the first women that worked for a major municipality in trades that had a male monopoly. I was criticized for taking a job away from "a family". I had to put up with lots of hazing and dangerous set-ups as they tried to get me to quit. I had hopes that future women could hold jobs that paid enough so that they could take care of themselves and I wanted to prove that women were capable of the work. I was proud of our trailblazing. I am now so disheartened after hearing so many people trying to discount us and shut us down again.

Krista Ranta
360-943-1007

From: [Karen Shane](#)
To: [Waltonstaff \(BOS\)](#)
Cc: [Board of Supervisors. \(BOS\)](#); [Breed, Mayor London \(MYR\)](#)
Subject: Please Reconsider the name of the CAREN Ordinance
Date: Wednesday, July 8, 2020 8:53:32 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Honorable Supervisor Walton, all San Francisco Supervisors and Mayor Breed,

Please reconsider the naming of the Ordinance that was introduced at last night's Supervisor Meeting. Yes, I am named Karen, and I do speak up for injustices on a regular occasion. However, the 3 other Karen's I know and I are not like portrayed. I could go on how this is like any other profiling done to Race, Religion or you name it, but think that is understood.

I appreciate the use of the Capital C. However, it is still pronounced as a hard C and like our name. So could we attempt at coming up with some other acronym that doesn't vilify a whole group of people named Karen/Caryn/Caren.

I did consider adding KRON news as a cc to this request, but decided that would be a "Karen."

Thank you for your time,

Shane (my new name)

From: [Shannon Drake](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: CAREN Act is unenforceable & divisive.
Date: Wednesday, July 8, 2020 1:28:51 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

The proposed CAREN act is a bad idea, in most cases it is nearly impossible to prove beyond a reasonable doubt that a call is racially motivated, this creates incredibly dangerous grey area in our legal system that can easily be abused. It will also cause more division in our communities as people will undoubtedly read bias into the rulings.

This will drive a wedge between the racial groups of our city and create prejudice where none existed previously as groups start to blame each other for erroneous convictions. We are already dealing with this issue when it comes to police brutality, we don't need to add more fire to that pot.

It will also promote segregation between racial groups as the potential for negative interactions start to carry more dramatic consequences. It will become safer to just avoid other racial groups than it will be worth it to work together.

It will also create an incentive for criminals to target other races because they will be able to claim "racial discrimination" if a person calls the cops on them and the cops arrive before a crime was committed. The criminal can easily say "I wasn't trying to do XYZ, the caller is obviously racist!"

I urge the BOS to drop this bill, it is toxic to our city.

From: [Carynn Silva](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: CAREN ACT? Name hypocritical, you think?
Date: Wednesday, July 8, 2020 5:54:50 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I take the name of this Act introduced by Mr. Walton as highly insulting and ignorant. Someone decided to create this racist meaning to the name "KAREN" in which has come to symbolize a stereotype of whiteness and continue to use it and spread it around social media without the consideration that this name is of birth names people personally use.

This causes discrimination and is being used as a racist term against white women. This "CAREN Act" is "This bill could protect millions of Californians from becoming targets of hate and prevent the weaponization of our law enforcement against communities of color". However the use of this name "CAREN Act" is racist in itself for it's use. Be considerate to the fact that this name belongs to actual people that have to live, breathe, and survive in their society. White, Black, Brown, doesn't matter, people of authority need to stop dividing us.

Choose another name.

Thank you,
Carynn Silva (And I absolutely love my first name my Mother gave me when I was born).

From: [Vic Vicari](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: Caren Act
Date: Wednesday, July 8, 2020 7:01:37 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it may concern:

I do not have objection to this act; the issue it is trying to address is wrong.
I do strongly object to the the name. The insensitive choice of many people to use the name Karen as a general purpose term of disapproval for middle age white women needs to stop. It has a significant negative impact on too many good women with this name. The name you have chosen for this act perpetuates this problem and that is wrong.

Two wrongs do not make a right. Please rename your act.
Sincerely,
Vic Vicari.
Sent from my iPad

From: [Karen Simon](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: Caren Act
Date: Thursday, July 9, 2020 7:27:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I heard on the news this morning that you are considering enacting a statute that you are naming the Caren Act. While I find the Karen memes funny, to stereotype and stigmatize any group of people, even a group identified solely by their name, is neither funny nor is it appropriate. It is, in fact, legalizing discrimination.

As a person who is a member of that group, I hope your Board will not take an action that is clearly harmful and belittling to anyone. Proof of my point is that expressing my opinion about this action will be mocked and dismissed due to the stereotype.

Karen Simon
704-517-8814

Sent from my iPhone

From: [Caren Batides](#)
To: [Board of Supervisors, \(BOS\)](#)
Subject: Caren Act
Date: Thursday, July 9, 2020 10:58:00 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello

As a white woman named Caren, I am asking you to please consider changing the name of your new Act referenced below.

The "CAREN Act" (Caution Against Racially Exploitative Non-Emergencies) was introduced on Tuesday at a San Francisco Board of Supervisors meeting by Supervisor Shamann Walton.

The name of the act places a target on my name as a racist and I am not. By associating the name "Caren" or anyone else's name with such a law, really is offensive. It is at its face a form of bullying. I am sure that Shamann would not want to have their name made fun of and associated with demeaning behavior.

Thank you for your consideration
Caren Batides

From: [Krista Ranta](#)
To: [Jalipa, Brent \(BOS\)](#); [Lew, Lisa \(BOS\)](#); [Wong, Jocelyn \(BOS\)](#)
Subject: Proposed Anti-Discrimination Act named after ageist, racist, sexist slur - About Karen/Caren
Date: Wednesday, July 8, 2020 8:50:38 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Greetings,

Please reconsider naming an important bill with a contempt-filled pop-reference to the slur “Karen” or “Caren”. “Caren/”Karen” memes and references are an example of the ugliness of prejudices we want to leave behind us. It almost seems like someone is trying to sabotage the act or punk the public or the Council. Or, is the Council trying to punk everyone by bringing attention to a problem of creating new hate-filled derogatory terms? If so, It seems like very bad timing since we are in the middle of several divisive crises.

Please take a moment to read this op-ed out of the Sydney Morning Herald that starts a dialogue about what is so incredibly wrong, cruel and narrow-minded use of the term “Karen” or “Caren”. A “Caren act” is just another signal that we are a long way from ending institutionalized prejudices and discrimination. The term “Karen/Caren” is all about putting generations of women back in their place.

https://www.smh.com.au/national/thanks-for-noticing-us-gen-z-but-we-need-to-talk-about-karen-20200213-p540mv.html?utm_medium=Social&utm_source=Facebook&fbclid=IwAR1y8nk2yCd53y-nr6DVrBqpJXW8cLMDSU6HR8eQP06xgTmf4uGi3alAGfs#Echobox=1581724244

My Mother-In-Law is a lovely, gracious woman named Karen who never found her voice and people walk all over her. Her departed husband was a kind, generous man named Dick. Karen was lucky to find Dick. Would San Francisco propose a “Dick Act” too?

I was one of the very first women that worked for a municipality in trades that had a virtual male monopoly. My first job interview I was told that I was the

most qualified but they didn't want any women in their shop since it was like a club house and a nice escape from their wives. I got my foot in the door of my chosen career path by working in the lab. They didn't want to give me the job but I was the most the experienced through volunteer work and I was educated in the field. Lucky for me, they were in a pinch and I got hired. They told me that they relented because lab work was much like cooking. I was criticized for taking a job away from "a family". They were worried I would get married and pregnant and leave them in a lurch. The job got tougher as I gained more skills. I moved to work at a major Municipality. I had to put up with lots of hazing and dangerous set-ups as they tried to get me to quit. Those jobs had never been done before or since. They were THAT dangerous. Again, they didn't want to hire me and take a job from a family man, but by this time they knew that they couldn't turn me away based on my sex when I was far more qualified than nearly 300 other applicants. I was told Affirmative Action did "this" and there was resentment. I had hopes that future women could hold jobs that paid enough so that they could take care of themselves and I wanted to prove that women were capable of the work. I was proud of our trailblazing. I am now so disheartened after hearing so many people trying to discount us and shut us down again. I never did have children...

Please don't throw us and the "Karens" of the world under the bus by institutionalizing prejudices and slurs. We dedicated our lives to finding our voice and tearing down discriminatory walls that were created by such generalizations.

Sincerely,

Krista Ranta
360-943-1007