

## Introduction

The U.S. President, members of Congress, state governors and assemblymen, community leaders, and activists - all condemned racism, targeted anti-Asian attacks and violence. The Atlanta killings were the sparks that set off the fires, and incited the relatively quiet Asian-American community to stand up and denounce loudly on the racism, bigotry and unprovoked attacks. The unsafe environment gave them great fears of the hate crimes targeting them.

Some felt that the hate virus is worse than the CoVID-19 virus, and called it a double pandemic which would continue to lock them at home despite the CoVID vaccines. Even when businesses were to open up, many Asians, especially the elderly, and especially women, worry about going out.

Reasons leading to this surge in anti-Asian hate crimes are multifactorial and complex, and not possible to resolve in a short time. For now, we rely on police to provide us the protection needed so we can feel safe and go out.

That's the reason why we have invited leaders from the San Francisco Police Department to join us tonight so that they can teach us how we can protect ourselves, and tell us what they have done and what thing they can do more for us.

Distinguished guests from the SFPD:

- Asst. Chief Mike Redmond
- Cmdr. Daryl Fong – In charge of community relations
- Cmdr. Peter Walsh – In charge of 10 district stations
- Capt. Paul Yep – in charge of the Northern Station
- Sergeant Tina To (interpretive assistance)

Two community leaders were also present to ask questions:

- Dr. Dennis Chew, retired school principal and co-chair of the API Forum
- Mr. Ed Siu, chair of the Chinatown Merchants United Association

The Asian community and other communities of color should all work with the SFPD to come up with a plan to rebuild a safer community.

Asst. Chief Redmond wanted everyone to know that “our hearts and prayers go out to all the victims not only here in San Francisco but throughout the country. We really take things very seriously when a

## 介紹

從總統到國會議員，再到州長，社區領袖和維權人士，他們都譴責種族主義，反亞裔的仇恨襲擊和暴力。亞特蘭大市的殺戮是點燃大火的火花，並煽動美國亞裔民眾和社區站起來，大聲抗議不安全的環境，並擔心針對他們的仇恨犯罪。

一些人認為仇恨病毒比新冠病毒更糟，並稱其為雙重瘟疫大流行，儘管使用了新冠病毒疫苗，但仍需要繼續待在家裡保持安全。即使商業開放後，許多亞裔，特別是老年人，尤其是婦女，仍擔心外出。

導致反亞裔仇恨犯罪激增的原因是多元素和複雜，目前，我們最需要是警察的保護，讓我們感到出門所需的安全。

這就是我們邀請舊金山警察局的領袖們今晚參加們圓桌會議的原因，以便他們可以教我們如何去保護自己，並告訴我們他們做了什麼保護我們，以及他們可以為我們更多做什麼。

圓桌會議舊金山警局來賓：

- Mike Redmond 助理警察局長
- Daryl Fong 鄭子文指揮官 - 負責社區關係
- Peter Walsh 指揮官 - 負責 10 個區的警局
- Paul Yep 葉隊長 - 負責北區警察局
- Sergeant Tina To (幫助翻譯)

兩位社區領袖也被邀參加會議提出問題：

- Dennis Chew 趙拱儀博士-退休校長兼亞太裔論壇聯席主席
- Ed Siu 邵旗謙先生- 舊金山商戶聯會主席

亞裔社區和其他有色人種都應該與舊金山警局一起制定一個更安全的社區計劃。

助理警察局長 Redmond 希望每個人都知道，“我們為了不僅在舊金山，而且在整個美國所有的受害者祈禱和紀念。我們真的非常認真地調查罪案-

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crime is committed - that we investigate it to the fullest extent and at least try to bring closure with some type of arrest for the family.”

Cmdr. Daryl Fong stated, “We share the community’s concerns with the violence, the incidents and the different attacks particularly against our elders within the AAPI community.”

Cmdr. Peter Walsh said that he is currently in charge of all the 10 police stations - 5 regular (Golden Gate Division: Bayview, Ingleside, Taraval, Richmond, and Park Station) and 5 temporary (Central, Northern, Southern, Tenderloin, and Mission) in San Francisco, and wish to reach out to the community “so when we see issues like this, if we need to move [police] to make [community] feel safer and to have higher visibility to show up to events such as this, and to make sure the community knows that we’re there. We really want to be there for prevention. We want to help these [violent] events not happen. But they have unfortunately happened.”

Capt. Paul Yep is currently the Captain of Northern Police Station, formerly the Captain of Central Police Station (in SF Chinatown). He said that violence against the API community “is not a new topic for us. It’s been happening for years but what’s happening now is unprecedented. So even when I was working at Central Police Station, I remember talking to Ed Siu and Eva Lee, and there was already some violence going on there. I worked really closely with Asst. Chief Redmond who helped us increase foot patrols at that time which still exists today...and we’ll work even harder to see what we can do to make the community feel safe.”

### What has the SFPD done to curb anti-Asian hate crimes

- Increase foot patrols - Put more police on the street - more visible. Visibility (of policemen) is a crime deterrent. (Always explore different avenues to support the district station captains with patrol)
- SFPD Structures:
  - 10 police district stations
  - Special Investigations Bureau which investigates hate crimes (under Asst. Chief Redmond)
  - Special Operations Bureau
    - Community Engagement Division (under Commander Fong) - promote community policing and provide liaisons to diverse communities including the AAPI community

盡我們所能進行最大程度的調查，設法逮捕罪犯至少以慰家人。”

Cmdr Daryl Fong 亦說：“我們同社區一起關注暴力，仇恨事件和不同的襲擊，特別是針對我們亞太裔的老年人的暴力事件。”

Cmdr Peter Walsh 說，他目前負責舊金山的 10 個區的警局，其中 5 個是常規的（金門分部：Bayview, Ingleside, Taraval, Richmond 和公園站），另外 5 個是臨時的（例如，中區，北區，南區，田德隆區 米慎區）。希望會與社區建立聯繫。“因此，當我們看到問題時，如果我們需要調動警察以使市民感覺更安全，並給此類襲擊事件更高的可見度，我們要確保社區知道我們是在這裡保護他們的。的確，我們真的很想防止罪案。我們希望防止這些事件發生。但是不幸的是他們都發生了。”

葉隊長(Paul Yep) - 目前是北區警局隊長，以前是中央警局隊長（在舊金山唐人街）。他說，針對亞太裔社區的暴力行為“對我們來說不新。已經發生了很多年了。但是現在發生的暴力事情是前所未有的。所以即使我在中區警局工作時，我記得曾與邵先生（Ed Siu）和李小姐（Eva Lee）交談那裡發生的一些暴力事件。我與助理警察局長（Redmond）緊密合作，當時他幫助我們增加了步行巡邏，直到今天仍然存在……而且我們將更加努力地工作，以期看到可以做多些什麼來使社區感到更安全。”

### 迄今為止，舊金山警局 SFPD 為遏制反亞裔仇恨犯罪所做的工作

- 增加步警巡邏-在大街上部署更多的警察，令可見度被注意到起威懾作用。（探索不同的途徑來支持區警長增加巡警）
- 舊金山警局 SFPD 結構：
  - 特別調查局 - 調查仇恨犯罪的特別調查部門（由雷德蒙德 Redmond 助理警察局長領導）
  - 特別行動局 -
    - 社區參與部（Cmdr. Fong 領導） - 促進社區警務並向亞太裔社區提供聯絡
  - 預防計劃

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- Prevention program
- Intervention program
- Street Violence Intervention program (SVIP)
- Investigation: Look for patterns...if we think this is related to any other crime. So there's a lot of coordination within the department once a crime occurs
- Citywide response: Quick, AAPI redeployment plan for officers in the city when things happen, especially if multiple crimes are occurring. All 10 captains along with the Investigations Bureau to find the areas that we really need to move people to. Some stations may need a little bit extra help
- Work with the community, e.g. Community Youth Center of San Francisco (CYC) to find education solutions and preventive measures (community safety cycle)
- Providing support at a new high level to victims and families from different venues: SFPD community liaison, DA, DPH, etc.
- **New Community Engagement Division (CED)** established in October 2020 to handle increase in prejudice-based type incidents, underreporting and lacking resources and support in the AAPI community. Let the community know that SFPD is doing what we can, trying to engage as much as possible, "helping to talk to victims not just as police officers but his fellow community members to get everybody moving forward," and stop prejudices as quickly as possible
  - Established an anonymous tip line in December 2020 specifically for the Cantonese and Mandarin speaking community
  - Community Liaison Unit (Part of CED) - Work with our community partners and the district stations to outreach and share information about resources available in CED
  - Provide oversight and the structure for promoting community policing throughout the department
  - Provide safety foot patrols throughout various districts populated with SE Asians: Chinatown, Tenderloin (Larkin St.), Sunset (Irving, Taraval St), Ingleside (Visitacion Valley corridor), Bayview (San Bruno corridor), etc.
  - Victim services crisis response to provide financial trauma support
  - Language access and assistance (through 311 service?) and community partners
  - Provide oversight on the investigative process as well as the criminal justice system
  - Advocate in and support cross-cultural activities and education in diverse communities
- Cross-cultural collaborations – 100% behind working with community leaders from the Black and Hispanic communities
  - 行動計劃
  - 街頭暴力干預行動計劃 (SVIP)
- 調查：尋找重複的模式.....如果我們認為這與任何其他犯罪有關。因此，一旦發生罪案，警局內部就會進行大量協調工作
- 全市警局的響應：在事情發生時，尤其是在發生多種犯罪的情況下，快速的重新部署計劃，為犯罪地方快速提供警員。所有 10 位分局警長和調查局一起找到我們真正需要將人手轉移到的區域。一些警局可能需要一點額外的幫助
- 與社區合作，例如舊金山社區青年中心 (CYC) 尋找教育解決方案和預防措施 (社區安全期)
- 為來自不同地點的受害者和家庭提供新的高度支持：由 SFPD 社區聯絡，地區檢察官，公共衛生局等支持。
- 隨著偏見人群的增多，SFPD 於 10 月 2020 年在亞太裔社區中少有報導，缺少資源和支持的情況下成立了新的社區參與部 (CED)：讓社區知道警局正在用最大努力和盡所能參與，“不是以警員身份，而是以社區成員身份，與受害者一起交談，讓所有人一起向前邁進”，並儘快消除大家的偏見。
  - 在 2020 年 12 月為廣東話和普通話社區建立了匿名報案專線
  - 社區聯絡處 (CED 的一部分) - 我們的社區合作夥伴與區警局合作，以擴展和共享有關 CED 中可用資源的信息
  - 提供監督和結構以促進整個警局的社區治安
  - 在遍布東南亞裔的各個地區提供安全步行巡邏：唐人街，田德隆區 (拉金街)，日落區 (歐文街，塔拉伐街)，英格爾賽德區 (Visitacion 山谷走廊)，灣景區 (聖布魯諾走廊) 等。
  - 受害者的應對危機服務，以提供財務支持
  - 通過 311 電話服務和社區合作夥伴獲得語言和其他的幫助
  - 對調查過程以及刑事司法系統進行監督
  - 在不同社區中倡導和支持跨文化活動和教育
- 跨文化合作 - 百分百支持與黑人和西班牙裔社區的領導合作打擊犯罪



## What will be done in the near future:

- **Police Ambassadors program** – Redeployment of officers that are in non-patrol functions to support district stations for more visibility on the street. To be deployed in corridors with patterns of incidents of violence (different from the ambassador's program at Union Square)
- **Community Ambassador program** - Form partnership with Street Violence Intervention Program (SVIP), Community Youth Center (CYC) and Self-Help for the Elderly for a cross-community effort to provide liaison and enhance safety. The team will be wearing similar group clothing (vest/jacket) for visibility and identification. This groups will be educated by the police department and getting proper training, and will meet merchants and people everywhere from Portsmouth to San Bruno and Leland Ave. This will help build trust among the different communities together taking on the issues in the front, with police in support in the back.
- **Careful advance planning:** An awareness that Asians are not just in Chinatown. When there are events that a lot of Asians would congregate, or on San Bruno Ave., or Leland Ave, or Clement St., SFPD would anticipate and plan to deploy more officers for the area. The 10 district station captains have submitted plans for review and approval by Asst. Chief Redmond.

## Defunding of the SFPD

Asst. Chief Redmond responded, “We’re still in conversations with regards to the budget...still working out on the total amount. Obviously we’ve we have lost some money through the defunding effort.

“We have been involved in a lot of conversations around re-envisioning of police. We are very much in support of a lot of the conversation around the officers not being responsible for a lot of some of the social issues, quality of life issues in the city.

“The city has started a couple of programs by the street crisis response team which takes some lower level calls off of our plate. One of the concerns we have is to not have things in place. Obviously we are a 7-day-a-week, 24-hour operation here. Many other departments aren’t like that. So there has to be some capacity build up before we transfer some of these responsibilities. The officers are still handling a lot of the calls because of the capacity issue.”

## 在不久的將來將會做什麼：

- **警察大使計劃** - 將非巡邏職能的警官重新部署，以支持分區警局在有暴力事件的街道上提供更多的巡警。（與聯合廣場之警察大使計劃不同）
- **社區大使計劃**-與街頭暴力干預計劃（SVIP），社區青年中心（CYC）和安老自助處結成夥伴關係，跨社區努力以提供聯絡並提高社區安全。團隊將穿著類似的團體服裝（背心／外套），以增加可見度和識別。該小組將接受警察部門的教育並適當的培訓，並將與華埠花園角，聖布魯諾和利蘭德大街等各地的商人和市民會面，這將有助於建立不同社區之間的信任，一起共同應對前線的問題。並由警察在後面給予支持。
- **精心計劃將來：**意識到亞裔不單單是在唐人街。當在許多亞裔聚集的地方有事發生時，或在聖布魯諾和利蘭德大街或 Clement St. 等地方，各地的商人和市民會與警局會面，計劃在該地區部署更多警員巡邏。10 個區分局的警長已提交計劃書給助理警察局長（Mike Redmond）審核。

## 警局的經費被削減

助理警察局長（Mike Redmond）回應說：“我們仍在討論經費問題……仍在計算削減了的總金額。顯然，我們在削減經費過程中損失了一些錢。

“我們參與了重新構想有關警察任務的許多對話。我們非常支持圍繞那些是不用警員負責的任務的廣泛對話，如城市中的許多社會問題，生活質量問題。

“這個城市的街頭危機應對團隊已啟動了幾個項目，即是該團隊已刪除了我們一些較低級的工作。我們要擔心的問題之一是沒有適當的支架。顯然，我們的工作是每週 7 天，每天 24 小時不間斷的。但許多其他部門卻不是那樣的。因此，在我們移交其中一些職責之前，必須先建立一些資源。由於人手不足問題，警員們仍在處理許多電話。”

## Hate Crime and Homelessness in San Francisco Chinatown

A high percentage of the unsheltered population has mental health problems. If there is a crime that occurs and the SFPD responds and takes that person into custody, the SFPD is responsible for putting together the best investigation and working with the District Attorney. The courts will decide the mental capacity of somebody, especially in violent crime type situations. The SFPD would do the best investigation and support the victim around the incidents.

A real discussion is going on with the police department on whether we should be involved in responding to these calls or not in the future. Obviously if a crime happens, yes. But if it's a social issue of somebody who hasn't committed a crime, then we're not involved in that.

### Healthy Streets Operations Center Collaborative

The Healthy Streets Operations Center Collaborative is a Health Services Administration city-wide collaborative involving multiple city agencies including the Department of Home Assistance, Supportive Housing, Department of Public Health, Department of Public Works as well as the Police Department in the CED under Cmdr. Fong.

Cmdr. Fong's comment:

"When we address a lot of these issues surrounding the unsheltered population, particularly around larger encampments, we often use a collaborative approach to resolve those issues. We'd allow the other city agencies to take the lead.

"Oftentimes they'll do an initial assessment. And if appropriate, try to connect them with the appropriate resources through other city partners so that's kind of the approach. They offer services to engage the individual, whether that be shelter, mental health or other resources that may help that person get off the street and into a better path.

"We'll see if enforcement is necessary to address the issue if it's related to crime or other issues."

Currently there is a contingent of officers that are assigned to support this larger operation of addressing the large encampments.

During the pandemic, we've been able to resolve through this particular strategic approach.

If and when the homeless people were committing

## 舊金山唐人街的仇恨犯罪和無家可歸者

絕大部分的無家可歸者都有精神健康問題。如果發生罪案，舊金山警局會回應並將其拘留。舊金山警局也會負責盡力調查，並與地方檢察官合作。法院將決定罪犯的心理狀況，尤其是在暴力犯罪類的情況下。舊金山警局將盡力調查，支持罪案中的受害者。

警察部門正在進行真正的討論，以確定是否應參與其中，在未來是否要回應求助電話。顯然，如果有犯罪發生，警察是會出差回應的。但是，如果攻擊的人沒有犯罪記錄而是只有社會的問題，那麼警察就不會參與。

### 協作維持街道健康運營中心

"協作維持街道健康運營中心"組織是全市內衛生服務管理部門的協作組織，涉及多個城市機構，包括居家援助部，支持性住房，公共衛生局，公共工程局以及從 Cmdr. Fong 管理的警察部門中的 CED。

Cmdr. Fong 的評論：

"當我們解決許多圍繞無家可歸者的問題時，尤其是在較大的營地周圍，我們經常採用協作的方法來解決這些問題。我們將允許其他城市機構帶頭。

"通常，他們會進行初步評估。而且，如果合適，會嘗試通過其他城市合作夥伴將他們聯繫到適當的資源，就是這種方法。他們會提供服務以吸引人，無論是庇護所，心理健康服務，還是其他可以幫助該人走上一條更好的人生道路的資源。

"如果與犯罪或其他問題有關，我們將看看是否有必要採取執法行動來解決該問題。"

目前有一批警員被分配去支持更大的行動以解決大型無家可歸者營地。

在大流行期間，我們已經能夠通過這種特殊的戰略方法去解決問題。

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crimes, was there a correlation of them committing hate crimes or just committing crimes of opportunity because they need the money?

I don't know if we've done an analysis through our crime strategies unit to actually see if there's a correlation between hate crimes and the unsheltered population. But based on our tracking under the Community Liaison Unit, the incidents that have targeted the AAPI community recently hasn't shown a pattern of a large contingent of unsheltered individuals who were involved in that type of behavior.

One of the things that we really do on the investigative side is when there is a crime and we make an arrest, the investigators are all trained to elicit questions and try and determine motives if it could meet the element of a hate crime or not, right from a witness to the crime or the suspect if they waive their Miranda Rights.

Capt. Yep gave an example of how seriously we're taking these crimes and how the police department worked to support the community. On Monday morning in the area of Polk in Washington St., A person attacked five Asian victims.

First, Capt. Yep was notified immediately as soon as the officers were able to contain the scene.

Second, Cmdr. Walsh and Asst. Chief Redmond were also notified.

"The victims insisted that this was a hate crime and that the police needed to look into it. We absolutely agreed with that, even though the suspect didn't say something derogatory towards the Asian victims. What the victims told us was that they were attacked, all Asian persons at the exclusion of other people that were present there. So we had our Special Investigations team come out to reinterview the victims. The suspect was charged with assault with a deadly weapon and hate crime.

"This person was also potentially a person that may or may not have some mental issues. But that would be determined later. But when a crime occurred, and the SFPD took it seriously. And they would always take it seriously when an arrest was made.

"Commander Fong was notified so his team could reach out to see if the victims needed additional assistance.

"This was an example of how seriously we're taking each crime, how everyone on this call was involved

如果無家可歸者在犯罪時是否可與仇恨犯罪聯繫在一起?或僅僅是機會主義犯罪?

我不知道我們的犯罪策略部是否做過分析，實際了解仇恨犯罪是否與無家可歸者關聯。但是根據我們在社區聯絡處的跟踪，最近針對亞太裔社區中的罪案並沒有顯示出是大批無家可歸者所為。

在偵查方面，我們真正要做的一件事是，當有罪案發生並且將疑犯逮捕時，所有調查人員都受過訓練，如果疑犯放棄其米蘭達權利。偵探懂得怎樣向證人到疑犯問話，嘗試確定動機是否可以滿足仇恨犯罪的條件。

葉隊長舉了一個例子，以說明了我們對這些犯罪的重視程度以及警局如何為社區提供支持。星期一早上，在波克地區的華盛頓街地段，有一名男子襲擊了五名亞裔受害者。

首先，當警員一旦控制住現場，便立即通知葉隊長。

第二便通知 Cmdr. Walsh 和助理警察局長 (Mike Redmond)。

"受害者堅持認為這是仇恨犯罪，要警察必須對此進行調查。我們絕對同意這一點，即使疑犯沒有對亞裔受害者說些貶損的話，受害者告訴我們當他們遭到攻擊時，有其他族裔的人在場，但所有受襲的人都是亞裔，其他族裔的人被排除在外。因此，我們派了特別調查小組出來對受害者重新進行問話。該疑犯被控以致命武器毆打和仇恨犯罪。

"此人可能是有精神問題的人。但那將在以後確定。但是，當犯罪發生時，SFPD 對此非常重視。當疑犯被捕時，他們總是會認真對待疑犯。

"Fong 指揮官也收到通知，以便他的團隊可以伸出援手，查看受害者是否需要其他援助。

"這是一個例子說明了我們對每件罪案的重視程度，參與此行動的每個人如何以某種方式參與和



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somehow where we can take action,” said Capt. Yep.

File a police report on hate speech/behaviors even if they did not reach a level of crime, because that same person could escalate over the next couple of weeks or couple of days where it turns into it another crime incident which doesn't rise to where the DA were going to do a hate crime investigation. But the SFPD has communications with the DA that if there is a pattern, then they should look at the case as a hate crime.

When the SFPD identifies a pattern of behavior that someone is a threat to the community, they work directly with the assigned district attorney to try and have that person held so they don't get released so even if the crime would be something where they would be released.

### Safety of the community if the suspect is released

There's a lot of community concern particularly around the increase in the unsheltered population. Under CoVID, we saw almost a two-fold increase in structures and tents (for the homeless) on our streets.

But over the course of the last four-to-six months, people were being sheltered in place, safe sleeping sites that have been set up throughout the city. Shelters have been made available and there has been almost a 50% reduction in the number of structures including tents on the street...The situation has improved at least, based on our tracking and analysis that we've done particularly in areas down in the channel or in the downtown area, which were inundated with tents and behaviors surrounding these encampments that have brought concerns to the community.

### How shops can keep safe

- Businesses should never put themselves in harm's way - never confronting an individual particularly if that person is exhibiting some sort of dangerous types of behavior
- Call 911 so that the officers can respond accordingly and take appropriate action
- Never have businesses or merchants or citizens put themselves at risk and just utilizing the proper resources to report and request assistance
- Can use pepper spray for self defense

A very effective **merchant's block program** to build relationship - one was put together in the Chinatown area. Block captains or the merchants connected with the foot patrol officers in that particular corridor. A number of officers and many of the merchants have

採取行動。”

即使仇恨言論／行為沒有達到犯罪水平，也要向警方舉報，因為同一個人可能在接下來的幾週或幾天內升級為另一種犯罪事件，但仍然不算是犯罪行為而被地區檢察官當仇恨犯罪調查。但是，如果警方與地區檢察官溝通有某種模式存在，那麼檢察官便應該研究一下情況作為仇恨犯罪起訴。

當警方確定某人對社區構成威脅的行為模式時，他們便直接與指定的地區檢察官合作，為了試圖將該人關押，以便他們不要被釋放，即使疑犯犯的罪是應該被釋放的。

### 疑犯獲釋後的社區安全

社區有很多需要關注的事，尤其是無家可歸者人口的增加。在冠狀病毒的環境下，我們看到街道上的結構和帳篷（無家可歸者的）幾乎增加了兩倍。

但是在過去的四到六個月中，無家可歸者被安置在適當的地方，整個城市都建立了安全的睡眠場所。庇護所已經可以使用了，街道上包括帳篷在內的建築物數量幾乎減半……至少根據我們的跟踪和分析（尤其是在海峽或市中心地區被帳篷淹沒的情況下所做的跟踪和分析），這些營地周圍的帳篷和行為引起了社區的關注，情況已經有所改善。

### 商店如何確保安全

- 商人絕不應對自己造成傷害-絕不與個人面對面衝突，特別是如果該人表現出某種危險的行為員
- 撥打 911，以便警員可以做出相應回應並採取適當行動
- 商人或公民從來不要冒險，只要利用適當的資源來報警和求助
- 可以用胡椒噴霧劑自禦

用一個非常有效的**商人街區計劃**來建立警民關係-在唐人街地區建立了這個計劃。商人可與該特定街道走廊中的步行巡警或隊長直接聯絡。許多警員和商人之間都有著直接的接觸和互相熟悉。警

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direct contact and familiarity with each other. SFPD encourages foot patrol officers to have that type of engagement and relationships with the merchants in their respective corridors. Merchants can reach out to them even if the activity doesn't rise to the level of a 911 call. If it's a problematic individual that perhaps needs an evaluation or intervention by an officer, merchants can reach out to them accordingly for that support.

#### **Building collaborative relationships with the African-American community**

From an anonymous attendee's comment: "Worry that more policing means more risk of unjust murders of Black Americans. We must form bridges and relationships with the local Black-American community to reduce violence against Asians. Police officers must receive more education to combat internalized racism to avoid tragedies like George Floyd. Chinatown residents will not be safer without a strong relationship with the black community leaders."

The SFPD answered that they work as hard as they can in every community. One of the focuses for our department is to look at the past and get better in the future.

Cmdr. Fong: "When we looked around hate crimes and we created our community liaison unit to focus on things like that we wanted to have a variety of officers working in that unit who could cross over to all communities. Because I have a big belief as a police officer, no matter what race you are you have to be able to work with all communities. And we all have to support each other...and the police have to be part of that community."

"We did an event last week in the Bayview - talking about violence in that district and how we police that district when there's violence."

"We've made a lot of changes in our deployment and in what we do. It's very much community based, more than trying to create disparities and doing traffic stops and stopping people on the street and things of that nature."

"...really thinking about what's the impact of adding police to a community, what it does, and what does that do. We want it to be positive. Not negative. So that is very much a focus for our department, and the unit that we have represents everyone in San Francisco. And I believe any of those officers, no matter what race they are, could work with any of the communities in the city. And we want to get to our whole department being like that."

方鼓勵步行巡警在各自的走廊與商人進行這種接觸和建立關係。即使發生的事故沒有達到 911 的水平，商人也可以與巡警聯繫。如果是有一個有問題的人，可能需要警員做評估或干預，則商家可以直接的與警員聯繫以得到支援。

#### **與美國非裔社區建立合作關係**

來自一位匿名與會者的評論：“擔心隨著警務工作的增加，帶來更多不公正地殺害美國黑人的風險。我們必須與黑人社區建立橋樑和聯繫，以減少針對亞裔的暴力行為。警員必須接受更多的教育打擊內部種族主義，以避免像喬治·弗洛伊德這樣的悲劇發生。沒有與黑人社區領袖的牢固關係，唐人街居民將很難會更安全。”

警方回答說，他們在每個社區都盡力而為。我們部門的重點之一要回顧過去，並在將來變得更好。

Cmdr. Fong: “當我們查看仇恨罪案時，我們成立了社區聯絡處，在那個單位我們專注於加入各種種族的警員去跨越所有社區。因為我作為警察有一個很大的信念，那就是無論您是哪種族，您都必須能夠與所有社區一起工作。我們都必須互相支持……警察必須融入為該社區的一部分。

“上週我們在灣景區做了一個活動，談論該地區的暴力行為，以及發生暴力事件時我們在該地區如何維持治安。

“我們在部署和我們所做的工作中進行了很多更改。這很大程度上是基於社區需要，而不是試圖造成差距，如無故截停車或截停人搜查。

“……真的在深思在社區內添加警察有什麼影響，它的作用是什麼，以及有什麼的後果。我們希望它是正面的。不是負面的。我們部門的重點和我們的單位是要代表舊金山的每個人。而且我相信這些警員中的任何人，無論他們是什麼種族，都可以與任何社區一起工作。我們想整個警察部門都像是這樣。”



### **Cultural Competency Training in the Police Academy's Program**

When the officers go through their recruit training, they go through cultural competency training in which they are exposed to multiple cultures and multiple diverse communities. We also have them go out in the community in a community immersion to various communities such as exposure to the AAPI community, the African-American community, the Latinx community or like the LGBTQ community. They are also exposed to the issues surrounding the unsheltered population as well...in advance of actually having to tackle in their responsibilities as they become police officers.

### **Black- and Asian-Americans Joining Forces**

The SFPD participated in a call where NAACP was meeting with the Chinese-American Democratic Club last week about this issue. And it was a powerful meeting in that it's so important that they decided to work together to go ahead and they organized a march and then unified against the whole concept of AAPI.

The SFPD Chiefs and commanders are 100% behind cross-cultural collaboration.

### **警察學院課程中的文化能力培訓**

警察在培訓中要進行文化能力培訓，在這種培訓中，他們需要面對多種情況，文化和多個不同的社區。我們還讓他們融入各種社區，例如接觸亞裔社區，非裔社區，拉丁裔社區或 LGBTQ 同性戀社區。他們也面臨著與有關無家可歸者的問題……提前學會解決他們成為警察時實際需要解決的問題的責任。

### **美國黑人和亞裔聯手**

上週舊金山警局參加了全國有色人種協進會與美國華裔民主俱樂部就此問題舉行的電話會議。這是一次非常重要，非常有影響力的會議，他們決定一起努力前進，並組織了遊行。然後統一對亞太裔的整體支持。

舊金山警局的局長和指揮官都 100% 支持跨文化合作。