

Memorandum

TO: ALL DEPARTMENT PERSONNEL

FROM: Anthony Mata
Chief of Police

SUBJECT: LGBTQ+ AWARENESS TRAINING

DATE: March 10, 2022

APPROVED

Memo# 2022-005

BACKGROUND

In 2018, Governor Brown signed [Assembly Bill 2504 \(link\)](#) into law, adding [Penal Code section 13519.41 \(link\)](#). This section requires that POST develop and implement a course of training regarding sexual orientation and gender identity minority groups in this state. Per the Penal Code, this course was incorporated into the basic academy for all law enforcement officers and dispatchers. However, existing Department members were never provided this training.

As a progressive and innovative agency, the Department moved beyond the required minimum set forth in the Penal Code to include the following:

- Training Bulletin 2018-006 regarding Undercover Investigations of Lewd Conduct Complaints
- Training Bulletin 2018-008 regarding the Safe Place Program
- Training Bulletin 2021-004 regarding LGBTQ+ Community Interactions
- Memorandum 2021-004 regarding Transgender or Intersex Individuals
- Creation of LGBTQ+ Recruiting Print and Video Ads, for example [SJPD+ Your Family \(link\)](#)
- Creation of LGBTQ+ Academy Training and Field Trips to the Billy DeFrank Center
- Creation of the LGBTQ+ Liaison Officer Program
- Creation of the Chief's Advisory Committee for the LGBTQ+ Community
- Annual Participation in the Silicon Valley Pride Parade
- Annual Participation in the LGBTQ+ Flag Raising
- Authorization of the Rainbow Shoulder Patches

While these are excellent steps toward an inclusive environment, the Department is constantly seeking ways to improve our interactions both internally and externally with all members of our community.

ANALYSIS

In 2021, a cadre of Department personnel attended a train-the-trainer program entitled *LGBT Awareness for California Law Enforcement* by Out to Protect, Inc. Using the information and materials from the course, the Department personnel created a POST-certified, San Jose-specific 4-hour training course for LGBTQ+ Awareness.

The course addresses five key topics:

1. The difference between sexual orientation and gender identity and how these two aspects of identity relate to each other and to race, culture, and religion.
2. The terminology used to identify and describe sexual orientation and gender identity.
3. How to create an inclusive workplace within law enforcement for sexual orientation and gender identity minorities.
4. Important moments in history related to sexual orientation and gender identity minorities and law enforcement.
5. How law enforcement can respond effectively to domestic violence and hate crimes involving sexual orientation and gender identity minorities.

To succeed in training all Department members, the program will be divided into two phases.

Phase 1

Phase 1 will begin immediately and will cover all Department members, both sworn and professional staff, assigned outside Patrol and the Communications Control Room. Department members will attend the class on a work day, for release time.

For clarification, any Department member regularly assigned to work in a beat, district, or division is considered to be in Patrol. This includes Community Service Officers, but it does not include Special Operations personnel. Similarly, any Department member regularly assigned to work as a call taker, on a radio channel, or on the bridge is considered to work in the Communications Control Room.

Phase 1 will end on July 31, 2022. By that time, all Department members assigned outside Patrol and the Communications Control Room will need to have attended the 4-hour LGBTQ+ Awareness Training.

During Phase 1, Department members assigned to Patrol or the Communications Control Room may choose to attend the training on release time.

Phase 2

Phase 2 will begin mid- to late-summer and will cover all Department members, both sworn and professional staff, assigned to Patrol and in the Communications Control Room. A Department memorandum will be sent at the beginning of Phase 2 with additional information.

Process

All class scheduling will be through Eventbrite. Class sizes will be limited to facilitate participation in learning activities. **It is recommended all Department members sign up early and attend the**

session for which they are scheduled. In the event of exigent circumstances, Department members may cancel their scheduled class and reschedule for another date, subject to availability.

Click this link to schedule a class:

<https://www.eventbrite.com/e/lgbtq-awareness-training-tickets-292818627397>

Any questions should be referred to [REDACTED]
[REDACTED]

ORDER

For Phase 1, all Department members, both sworn and professional staff, assigned outside Patrol and the Communications Control Room shall attend the 4-hour LGBTQ+ Awareness Training on a work day, for release time. No overtime is authorized for the training. Work with your chain of command for release time. The training must be completed by July 31, 2022.

Patrol and Communications Control Room staff may attend the training during Phase 1 if release time is authorized through your chain of command.

Additional information regarding phase two will be provided at a later date for personnel assigned to Patrol and who work in the Communications Control room.



Anthony Mata
Chief of Police

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