

# The Community Safety Initiative

is a joint program of the San Francisco Human Rights Commission and Collective Impact, a community-based organization in the Western Addition. CSI aims to create a safe space for underserved youth to learn, live, and dream without the fear of ridicule, judgment, or low expectations; and to expose participants to positive opportunities and experiences.

CSI was developed in 2015, in the wake of a Western Addition shooting that left 4 young men dead. Conversations about how to address the violence that youth and teens of color disproportionately experience - both at the hands of law enforcement and community members - grew into a plan for action. The San Francisco Human Rights Commission and Collective Impact joined with the SF Police Commission, Office of the Mayor, SFPD, and HOPE SF to pilot a targeted intervention for historically underserved youth across San Francisco.

“What we all want is public safety. We don't want rhetoric that's framed through ideology.”  
—Kamala Harris



San Francisco Community Safety Initiative  
[www.communitysafetyinitiative.org](http://www.communitysafetyinitiative.org)

# What Is The Community Safety Initiative?



## SFPD Partnerships

CSI's partnership with the San Francisco Police Department is central to its success. CSI students (teen and transitional age youth, or TAY) reside in neighborhoods with some of the highest rates of crime in the City, and have experienced strained interaction with law enforcement; the program works to bring young people together with SFPD in a way that fosters mutual tolerance and understanding. SFPD hosts CSI students for workshops, trainings, and meetings onsite at department offices and facilities. CSI participants are invited to consider joining the ranks; since the start of the initiative, four have been accepted to the cadet program, and two have been invited to apply to SFPD.



## The Cohort Model

CSI is structured into cohorts, with each group of 8 to 12 student interns assigned a staff lead; each team has a different professional focus area. In addition to law enforcement, summer 2016 cohort focus areas included: tech & coding; culinary & hospitality; development & design; and education. Cohorts engage with professionals in their field, working intensively onsite with partners such as Trumark Urban, 1300 on Fillmore, Hack the Hood, among others. CSI summer session runs for 8 weeks, followed by a series of presentations of each team's final project.

## Youth-Led Community Forums

A signature program of the CSI is the youth-led police community forum. Originating from a 2015 law enforcement cohort recommendation that SFPD engage more positively and more frequently with residents, the forum grew in size and scope; in January 2016, CSI students and staff were asked to lead 3 use of force public discussions in the City, with the charge to gather information and feedback from community members to share back with the department. Participants are intentionally involved in all parts of the discussion: the need for change, the work toward solution, and the recommendation for improvement.



## School Groups & Student Success

CSI participants are set up for success; there are intensive supports in the form of case management and an available network of caring, competent adults. CSI staff are a diverse group of people with the education, experience, and passion required to work with young people with barriers to success as well as a tremendous deal of potential. The work must continue during the academic year; in-school workshops and other resources are available to CSI students and their classmates. CSI staff partner with school administration and wellness centers to provide enrichment and guidance; this relentless focus on the student is essential in maintaining success.

## CSI Partners

From its inception, CSI has been a true public-private partnership between community based organizations and City agencies and departments, along with local merchants and corporate firms. Partners are essential in their ability to provide space and opportunity for CSI participants to see themselves succeeding – and defining their own success. A partial list of partners includes Collective Impact, SFPD, HOPE SF, SF Police Commission, SF Human Rights Commission, the Office of the Mayor, Trumark Urban, LinkedIn, Comcast, Twitter, and the University of San Francisco.

