




<b>EXPEDITED CITY COUNCIL ACTION REQUEST</b>			
<b>Department(s):</b>  Police	<b>Date:</b>  5/2/18	<b>Coordination:</b>  City Attorney City Manager	<b>Dept. Approval:</b>  /s/ Edgardo Garcia <hr/> <b>CMO Approval:</b> 
<b>SUBJECT:</b> AB 2504 (Low) – LGBT education and training for peace officers			
<b>RECOMMENDED POSITION:</b> Support			
<b>RECOMMENDED ACTION:</b>			
<ol style="list-style-type: none"> <li>1. Pursuant to the City’s streamlined bill process for responding quickly to legislative proposals, re-affirm a position in AB 2504 (Low).</li> <li>2. Recommend a one-week turnaround to the May 22, 2018 City Council so that the City’s legislative representative can continue to advocate the City’s position in AB 2504 (Low).</li> </ol>			
<b>BILL SYNOPSIS:</b>			
<p>AB 2504 (Low) would require the State Commission on Peace Officer Standards and Training (POST) to develop training materials for police departments on sexual orientation and gender identity and implement this into basic training by January 1, 2020. All officers would be required to receive this training by January 1, 2022.</p> <p>The training course would address several issues on sexual orientation and gender identity including:</p> <ul style="list-style-type: none"> <li>- The difference between sexual orientation and gender identify and how these two aspects of identity relate to each other and to race, culture and religion;</li> <li>- The terminology used to identify and describe sexual orientation and gender identity;</li> <li>- How to create an inclusive workplace within law enforcement for sexual orientation and gender identity minorities;</li> <li>- Major moments in history related to sexual orientation, gender identity minorities and law enforcement; and</li> <li>- How law enforcement can respond effectively to domestic violence and hate crimes involving sexual orientation and gender identity minorities.</li> </ul>			
<b>IMPACTS TO CITY OF SAN JOSE:</b>			
<p>Peace officers receive cultural and disability sensitivity training, but the training does not specifically address the unique concerns faced by LGBT individuals. Officers are now required to collect gender and sexual orientation information in California but receive no training on the subject.</p> <p>California has a large and visible LGBT population. Rates of domestic violence amongst homosexual couples are comparable to those of heterosexual couples. Hate crimes targeting LGBT individuals are unfortunately common and have been on the rise for the last two years. Law enforcement, itself, can be a challenging environment for openly-LGBT individuals, as many do not serve openly.</p>			

AB 2504 would establish and implement additional training resources on gender and sexual orientation to help police officers as they work with a diverse community. Building trust through LGBT awareness and competency is crucial as police officers serve all segments of our community and respond to instances like domestic violence, which is often underreported in the LGBT community.

**POLICY ALIGNMENT:**

AB 2504 aligns with the Legislative Guiding Principle "Support Efforts to Keep San José Safe."

**SUPPORTERS/OPPONENTS:**

Supporters

Bay Area Municipal Elections Committee

California Public Defenders Association

Equality California

International EMS and Firefighters Pride Alliance

Matthew Shepard Foundation

Out to Protect

Transgender Community of Police and Sheriffs

Rainbow Chamber of Commerce Silicon Valley

Opponents

California State Sheriff's Association

**STATUS OF BILL:**

AB 2504 passed out of the Assembly Public Safety Committee on a 5-2 vote, and is in Assembly Appropriations.

**FOR QUESTIONS CONTACT:** James Gonzales, Police Department, 510-551-8218