

From: King, Dante (HRD)
To: Scott, William (POL); Callahan, Micki (HRD)
Cc: Howard, Kate (HRD)
Subject: Feedback: Antiracism at SFPD
Date: Thursday, April 4, 2019 7:34:32 PM
Attachments: image001.png
Importance: High

Good morning Chief Scott and Micki –

I hope this message finds you well

As I depart from my role here at DHR (at least temporarily – in an assignment at MTA), I am compelled to share sentiments about my experience while training SFPD (during our long stint of Implicit Bias awareness training) I am inclined and compelled to share this with you now, as a result of the severely [anti-black-female racist posts below](#) (which includes an actual response and reaction from someone who currently works for SFPD, [REDACTED]; as noted in the last post)

As you are presumably well-aware, racism and anti-blackness pervade U.S. culture and are unspoken, every day of realities of all persons born into this culture; as well as those who migrate and choose to live here

The degree of anti-black sentiment throughout SFPD is extreme. While there are some at SFPD who possess somewhat of a balanced view of racism and anti-blackness, there are an equal number (if not more) – who possess and exude deeply rooted anti-black sentiments. This could not have been more clearer to me than when [REDACTED] and a group of captains and lieutenants took me to lunch (during some of the initial sessions) and told me that [the class would be received much better if I were a white person](#). The rationale provided was:

“We would be able to hear you better. Most of the people in the room would be able to hear you better.”

On another occasion, a Sergeant expressed that he racially profiles black males by admitting that if he gets a call about a person committing a potential crime (and race is not a factor), he would choose to pursue a black male in a hoodie vs. a white male in a hoodie. Upon being pressed about his answer, he proceeded to share that statistics show black people commit more crimes (a common sentiment expressed at many of our trainings with SFPD). Additionally, there was an immense amount of anger present and expressed on so many other occasions at the mention or notion of historical and present injustices and/or biases based on race. I could share additional comments and experiences, but will not belabor the point.

[REDACTED]

I write this to you now because this persistent issue is rampant throughout SFPD, signified by the string of screenshots below; and should be addressed. While my experience working with SFPD encompasses the last 2-3 years only, examples of the series of issues that have surfaced over the last 5-10 years; the reactions to our current training endeavors, explained above; and this current example (below) demonstrate compromised integrity of SFPD. Furthermore, it demonstrates an unsafe environment for the black public being served by the force; as well as an unsafe environment for black people who work on the force.

I could not imagine being employed by, for and with individuals who possess such sentiments and feel such freedom to express themselves in this manner. I am not certain who [REDACTED] is (and definitely do not want to limit this situation to him or any other one person), but when someone feels comfortable and inclined to comment on a public blog where other fellow law enforcement colleagues are being berated in an openly anti-black racist manner, and he chimes in with additional stigmatic racist comments (i.e. seeing the rage, stereotypical insinuations about lack of competence, etc.), it calls not only his integrity into question, but also the integrity of SFPD. It also signifies the lack of seriousness and regard about the consequences of such behavior.

I highly recommend that the department implement ongoing efforts that are substantial to address such issues (i.e. annual mandatory extensive anti-racism/anti-black and anti-sexism training, conversational spaces where people can share their opinions about such issues as well as what they can do to confront and challenge them, unstructured meetings to support black staff who may feel uncomfortable with the culture in the environment – as I have heard from several – etc.)

I am transitioning into a new role at MTA, but am definitely open to having a 1-on-1 conversation with you offline about this. I can be reached at [REDACTED], which is my personal cell; or [REDACTED]

My HR Director Micki Callahan, and Managing Deputy Director – are copied on this message; to ensure she is aware, in case this needs to be engaged further.



Dante D. King
Manager of Equity, Diversity and Inclusion Learning and
Organizational Development/eLearning (Instructional Design)
(Supporting Citywide Initiatives)
Preferred Gender Pronouns: None
Department of Human Resources
One South Van Ness Ave., 4th Floor
San Francisco, CA 94103
Phone: (415) 701-5845

“The further we move away from history, the more we are unable to address systemic oppression which dominates institutionalized control.”

Dr. Robin Di Angelo

“To be a Negro and to be relatively conscious in this country, is to be in a rage almost all the time.”

James Baldwin

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

11:13 [Icons: YouTube, Safari, ID, LinkedIn, Mail, Signal, 4G, 66% battery]

← Administrators vs. Leaders - Deputy...
www.those-who-serve.com

but someone who is seen as an administrator rarely functions as a leader. In fact, filling the role of a leader does not even require rank, just the act of taking a leadership role. Speaking as a line level guy, we love to see leaders promoted as it shows someone recognizes their leadership abilities. Sadly, as a line level guy, we sometimes, or often depending on the agency, see people promoted who are destined to be nothing but lousy administrators.

Which brings me to Lieutenant Yulanda Williams of the San Francisco PD. And before I go any further, I am going to preface this by saying this has NOTHING to do with her ethnicity, although I guaran-damn-tee you someone is going to claim it does, but rather is specifically in response to her apparent total lack of officer safety, and just plain old common sense. However, if you were to do a quick google search of her name, you would find she is a darling of the mainstream media, because she is fighting "racism in policing," and stuff.

Here is a picture from 2017 of then Sergeant Yulonda Williams. This picture was taken in the Richmond Walmart. Please note she is shopping, in full uniform, but has no duty belt. It is not just the

lack of a duty belt, but in fact she has no gun at all (she is right handed based on other photos). Besides the lack of a firearm while in full uniform, please note the slip-on shoes which are also clearly not part of the uniform.



11:12                66% 



Administrators vs. Leaders - Deputy...



www.those-who-serve.com

unarmed. Especially not to a Walmart in the hood! Believe it or not, there are people out there who don't like the cops, who have ambushed cops based on nothing more than their uniform, and without a weapon you are nothing but a victim waiting to happen.

The fact of the matter is, most agencies, including the one I just retired from, have policies against this very behavior for the very reason I noted.

Jump forward a couple years, and up one rank, and here is now Lieutenant Yulanda Williams at a department related function, in full uniform, posing in line with a number of other administrators, including the actual Chief of Police, Bill Scott.



I am completely flabbergasted by this woman's hair.



11:12               67% 



Administrators vs. Leaders - Deputy...



www.those-who-serve.com

officer safety related common sense than my 11 year old son, who has been known to run out in front of cars in parking lots. Look at how far her hair is protruding forward from her face. She would be lucky to have a 45 degree field of view.

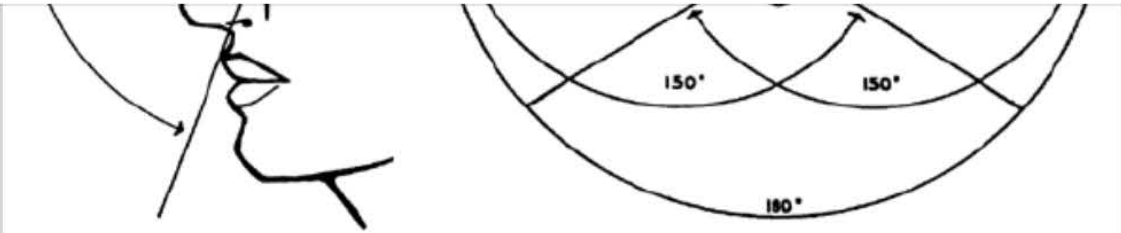
Seriously, her hairdo reminds me of a young Carrot Top.



And for the non-cops in the room wondering; “Why is that an issue?” Again, it is officer safety 101. You do not do something to artificially limit your field of view because it makes you susceptible to an attack from the side or rear. The human field of view is around 180 degrees, granted the closer you reach the periphery of that field, the less clear the image becomes, but you can see things there, like a person walking toward you, or a punch coming your way.



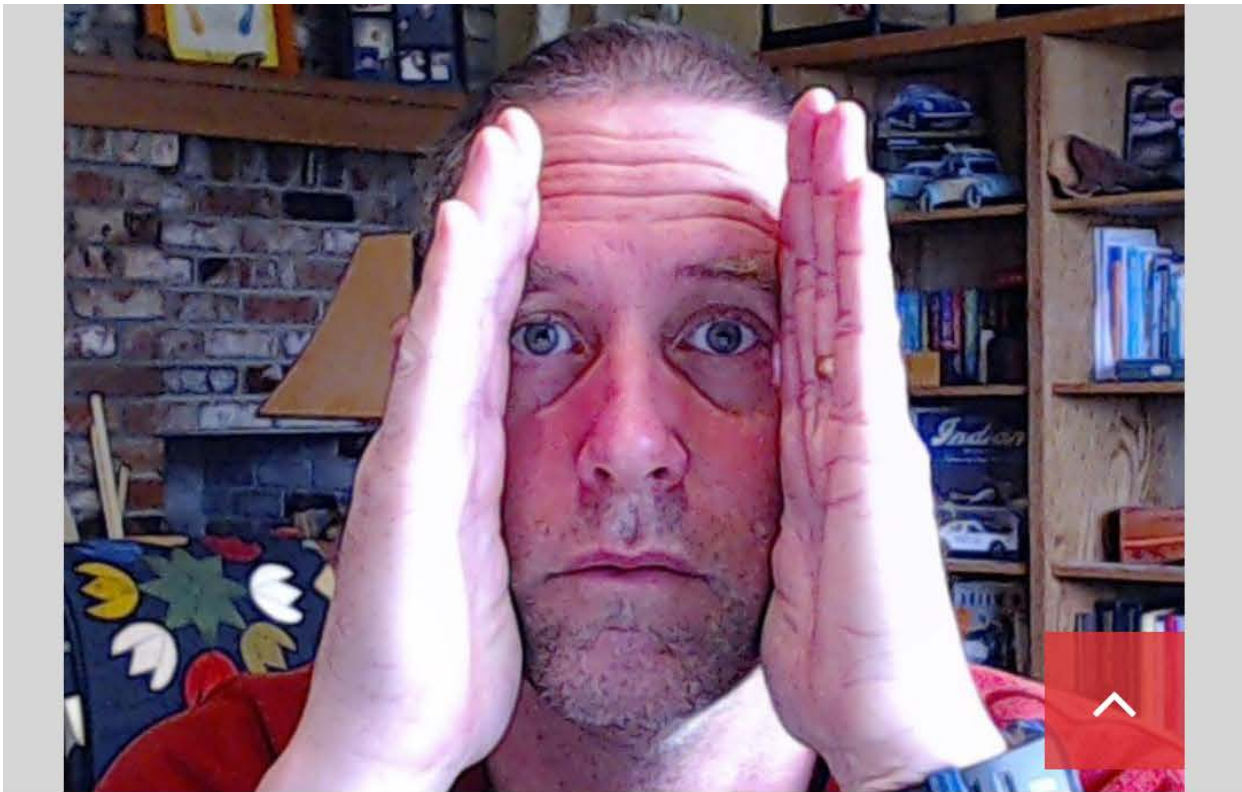
Administrators vs. Leaders - Deputy... www.those-who-serve.com



To test this is rather simple. When facing straight ahead, extend your arms out from your sides and slightly back at shoulder height. While still looking straight ahead, bring your arms forward until you can just see the movement in your peripheral vision. Now turn your head and see where your arms are. If you have never done this, you might be surprised.

Now, take your hands flat, fingers extended upward, and put them up against your cheeks forming a tunnel through which you can look. That is the field of view that Lt. Williams has thanks to her hairdo.





← Administrators vs. Leaders - Deputy... ⋮
www.those-who-serve.com



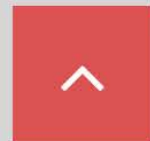
Now, from a layperson's perspective, can you see

where that HUGE lack of field of view just might be an officer safety issue?

There are reasons that law enforcement agencies have grooming standards and uniform policies, and it has absolutely nothing to do with “institutional racism” or any of that other SJW crap. One of those reasons is to protect people too dumb to understand the importance of officer safety issues from themselves. Apparently, either SFPD has no uniform policy at all, or they just refuse to enforce it with certain people whom the media has made their social justice darlings, and nothing destroys a law enforcement agency’s morale faster than hypocrites running the show.

A line from one of my all-time favorite movies, iRobot, comes to mind: “Lead by example.”

As a supervisor, as an administrator, what kind of example is Lt. Williams setting? What kind of message does this send to the people she is supposed to supervise?





Knowing nothing about the woman at all except what I see in these photos, perhaps the criticism she claims to have received in the past, which she took as racism, was instead people pointing out simple facts to her, such as the fact that she clearly has a complete and total disregard for basic officer safety practices.

And with her basic officer safety so ridiculously lax, I can only imagine what her work product (cop work that is) is like.

However, the fact that she was promoted to the position of lieutenant, despite her obvious officer safety shortcomings is not surprising. Especially not when you consider the SFPD chief just wrote a policy that prevents officers from making suspects sit while they are detained, yet another very basic officer safety move.

When SJW politics become more important to police administrators than the physical safety of their cops, things go very rapidly downhill. In an era where it is impossible to recruit enough qualified candidates to fill vacancies, one would think administrators would be doing a better job to

try and retain employees, but some instead seem to be trying to chase them off, taking the natural leaders with them, and leaving nothing but the administrators behind. If that is not a recipe for disaster, I don't know what is.

Share

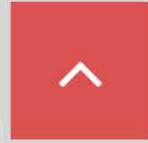
1212

Share

1191

Tweet

16



11:10



Administrators vs. Leaders - Deputy...



www.those-who-serve.com

Deputy Sheriff at California

Matt Silvey was a full time Deputy Sheriff for 22 years and recently retired. During his time as a LEO he attended countless training classes and is a court recognized firearms expert. Matt brings a unique perspective to discussion regarding the second amendment given his LEO experience and life time appreciation of firearms and our 2nd Amendment rights. You can read more about Matt here:

<http://www.those-who-serve.com/2018/11/28/deputy-matts-coming-story/>



Bill Scott

Category:

Police

Politics

Chief Scott

Chief Scott

Field Of View

Oblivious

Officer Safety

Peripheral Vision

San Francisco

Sfpd

Uniform Policies

Uniform Policy

Yulanda Williams



11:09



Administrators vs. Leaders - Deputy...



www.those-who-serve.com



Richard Goss

3 days ago



Hi Matt

Hi Matt,

I know this officer personally. She and I have worked together. What the photos don't show is her complete and utter disregard for her employer, her co-workers and the general citizenry of San Francisco. You can't see her nails, which are far too long for her to type, nevermind go hands-on. You can't see the rage embroiled in her head that causes anti-semitic and racially charged statements to ooze from her vocal chords. The countless violations of Departmental general orders and the failure of the Command Staff to address them with any significance has perpetuated a self fulfilling prophecy. She continues to promote. If anyone else had taken a patrol car out and gotten into an accident while talking on the phone, we would no longer be employed... It is extraordinarily frustrating. After 28 years, I have had enough. I wonder how long I can last in a City that perpetuates this insanity. Thank you for your service and for bringing this to the attention of the general public.

Rich

1 ^ v Reply

ALSO ON DEPUTY MATT & OTHERS WHO SERVE

