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San Francisco Police Department **LGBTQ+ Advisory Forum**



REVISION: 8 – 06/03/2025

*"WORKING TOGETHER TO CREATE A SAFER
AND STRONGER COMMUNITY FOR ALL"*



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REVISION HISTORY

Revisions to this document are noted below:

REVISION	DESCRIPTION
8	06/03/2025 South San Francisco Police Department , California added.
7	07/03/2024 Pacifica Police Department , Pacifica, California added.
6	09/04/2023 Service de la Police de Ville de Montreal (SPVM) , Quebec, Canada added.
5	07/27/2023 Palm Springs Police Department , California, USA LGBTQ+ Outreach Committee program added.
4	06/21/2023 San Jose Police Department , California, USA LGBTQ+ Community Liaison program added.
3	06/18/2023 Transgender Community of Police & Sheriffs (TCOPS) International added.
2	06/15/2023 Gay Officers Action League (GOAL) of Central Florida, USA added. Vancouver Police Department 2SLGBTQ+ Liaison Group , Canada added.
1	05/16/2023 New Zealand Police Diversity Liaison Officers added. New South Wales Police Force Gay Lesbian Liaison Officers added. Tasmania Police LGBTI Officers added. Police Scotland Scottish LGBTI Police Association added. "Out To Protect" organization added.
0	03/15/2023 Initial document created.



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INTRODUCTION

As part of our long-term work, the **SFPD LGBTQ+ Forum** seeks to connect with and exchange ideas with other LGBTQ+ focused groups within Law Enforcement throughout the United States and around the World. This helps to broaden our own understanding of how diversity and community relations work in other areas and may offer us insights and ideas to bring back to San Francisco or share with other partners.

This document lists the Worldwide Liaisons we have established to this point.

As a permanent Forum member, we do encourage you to reach out to local law enforcement LGBTQ+ organizations and officers when you travel, around the State, around the Country, or around the world.



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AUSTRALIA (AU)



New South Wales

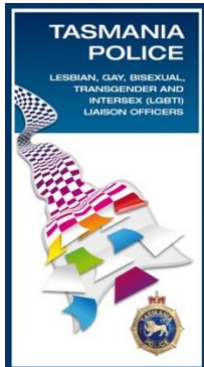
 NSW Police Force 	The Gay Lesbian Liaison Officer (GLLO) program of the New South Wales Police Force in Australia are contact officers for the broader sexuality, gender diverse and intersex communities. As part of their work, they champion LGBTIQ inclusion at work and provide support to LGBTIQ staff. Website: https://www.police.nsw.gov.au/safety_and_prevention/your_community/working_with_lgbtqia
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Tasmania

	An important aspect of the service Tasmania Police, Australia provides to the LGBTI community is the LGBTI Liaison Officer. The LGBTI Liaison Officers' mission is to contribute to the creation of mutual trust between police and LGBTI people so they have increased confidence in police through the provision of a fair and equitable policing service.
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Liaison Officers are police officers located throughout the state who can provide discrete advice on crimes and offences and ensure reports to police are appropriately acted upon.

Contact: **Assistant Commissioner Robert Blackwood**

Email: Robert.Blackwood@police.tas.gov.au

Website: <https://www.police.tas.gov.au/what-we-do/lgbti-liaison-officers/>



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CANADA (CA)



British Columbia (BC)

Vancouver Police Department, British Columbia



The [Vancouver Police Department](#) recently formed a Sexual Orientation & Gender Diversity (SOGD) Liaison Committee, of which I am one of the members. Our group is comprised of both community members and representatives of VPD.

In the spirit of “not reinventing the wheel,” I’m hoping we can share our work.

Contact: **Rick Hurlbut**

Email: rickhurlbut@hotmail.com

Cell: 604-789-8226

Website: <https://vpd.ca/community/diversity/>



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Quebec (QC)

Service de Police de la Ville de Montreal (SVPM)



The Montreal Police Department has the commitment to bring our policing and LGBTQ2+ community closer so all can work together. We have as well a internal Diversity and gender committee that represents our members. This is great opportunity of being part of the LGBTQ+ directory where we can share best practices to better serve our community.

Contact: **Laurent Dyke (il-He)**
 Email: Laurent.dyke@svpm.qc.ca
 Cell: 514-702-2023

Website: <https://spvm.qc.ca>



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EUROPEAN GAY POLICE ASSOCIATION (EU)



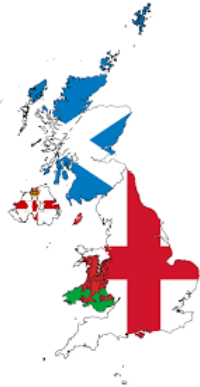
The [European Gay Police Association \(EGPA\)](https://www.lgbtpolice.eu/) is the umbrella organisation of European LGBT police associations. It's a platform to share knowledge between the member organisations and others. It acts as a European representative for LGBT issues and encourages the forming of LGBT police associations in all European countries.

Website: <https://www.lgbtpolice.eu/>



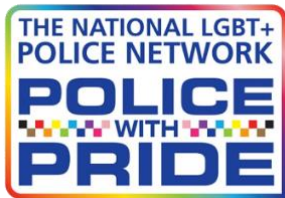
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UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND (GB)



England & Wales

National LGBT+ Police Network, England



The [National LGBT+ Police Network](https://lgbt.police.uk/) represents the lesbian, gay, bisexual and trans staff associations across **England, Wales, Northern Ireland** and the **Channel Islands**, both within the police service and in partner agencies such as the National Crime Agency, Civil Nuclear Constabulary and Ministry of Defence. Our aim is to support the officers and staff throughout their careers by creating working environments where they can thrive and feel able to be their true selves at work.

Website: <https://lgbt.police.uk/>



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Scotland

Scottish LGBTI Police Association, Scotland

	The Scottish LGBTI Police Association in Scotland was one of the first external Law Enforcement agencies we connected with. The association traces its roots back to 1990 and is an independent police staff association. Contact: Inspector Toner-Maxwell Ash gen.sec@lgbtpolice.scot Scottish LGBTI Police Association Bishopbriggs Police Station, 113 Kirkintilloch Road, Bishopbriggs G64 2AA Email: info@lgbtpolice.scot Website: https://www.lgbtpolice.scot/
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NETHERLANDS (NL)



The “[Roze In Blauw](#)” or Pink in Blue is the national network of the Police of the **Netherlands** for LGBTI+ people. RIB works to strengthen the diverse identity of the police through the visibility of LGBT police officers.

Email: rozeinblauw@politie.nl

Phone: 088-16 91 234

Website: <https://www.politie.nl/informatie/contact-met-roze-in-blauw.html>



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NEW ZEALAND (NZ)



The [Diversity Liaison Officers \(DLO's\)](#) of the **New Zealand** Police force are located throughout New Zealand to provide liaison between Police and those in our community who identify as gay, lesbian, bisexual, transgender, intersex and queer (Rainbow communities). We have Police officers and Police employees who work in various roles that hold the portfolio of being a D.L.O.

Contact: **Sergeant Steven Watt**

Phone: +64 3 441 1600

Email: steven.watt@police.govt.nz

Website: <https://www.police.govt.nz/>



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UNITED STATES OF AMERICA (US)



State of California (CA)

Out To Protect, Santa Rosa, California



“**Out To Protect**” was formed to create a greater awareness of the gay, lesbian, bi-sexual, and transgender professionals working in law enforcement and to support those pursuing a law enforcement career.

Out To Protect Incorporated is a 501(c)(3) tax exempt organization. All donations made to Out To Protect are fully tax deductible. We are a recognized and registered public benefit corporation. Our goal is to give out 90% or more of every donated dollar in the form of scholarships for LGBT students wishing to attend a law enforcement academy in the United States.

We provide professional development and training, grants for law enforcement, and scholarships to law enforcement recruits who are “out” as gay, lesbian, bi-sexual, transgender, or a straight ally and who are outstanding role models for their fellow professionals. We also support educational programs and projects that increase the awareness and success of gay, lesbian, bi-sexual, and transgender law enforcement professionals.

Founder: **Greg Miraglia**

Email: greg@outtoprotect.org

Website: <https://outtoprotect.org/>



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Pacifica Police Department, Pacifica, California

	Pacifica Police Department LGBTQ+ Liaison Officer Program Contact info: Detective Suzanne Cunanan Juvenile Detective #37 Pacifica Police Department 2075 Coast Highway, Pacifica, CA 94044 T: 650-738-7314 V: 650-738-7323 Cunanans@pacificapolice.org Website: https://www.cityofpacifica.org/police
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Palm Springs Police Department, Palm Springs, California

	Palm Springs Police Department LGBTQ+ Outreach Committee Mission Statement: “Serve as an advisory committee that elevates the voice of the diverse realities and lived experiences of the LGBTQ+ community,
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offering suggestions to further the effectiveness of the Palm Springs Police Department's commitment to diversity.”

Purpose:

The PSPD LGBTQ+ Outreach Committee is committed to representing and engaging the diverse realities of LGBTQ+ people across gender, race, class, disability, language, citizenship, marginalized communities, status, and other intersectional identities when it comes to policing in the City of Palm Springs and bringing direct feedback to the Palm Springs Police Department.

An outstanding example of the diverse volunteer groups working with the Palm Springs Police Department is the PSPD LGBTQ+ Outreach Committee. Because the LGBTQ+ resident population and tourism industry is an important demographic in Palm Springs, the Department has a long history of collaboration and cooperation with LGBTQ+ citizens. One of the more important but less well-known of our department's many volunteer opportunities, the LGBTQ+ Outreach Committee is the perfect fit with our philosophy of partnering with the community to fight crime and improve the quality of life in our beautiful city.

The PSPD LGBTQ+ Outreach Committee was formed in 2001 in response to a series of assaults and robberies of gay men in the Warm Sands area. Because the suspects were targeting gay men, the crimes were obviously motivated by bias – in other words - Hate Crimes. Community members approached the department and requested that an ad-hoc group be formed to alert the members of the gay community and to begin to provide education on how to avoid becoming a victim, what to do if you became a victim, how to report a hate crime, and to lessen the reluctance that some people have to report such crimes.

A series of community meetings were held to discuss these topics. The committee grew from there, and some of the original members are still active contributors. The current membership draws from motivated citizens and sworn officers and civilian employees of the Department, including several acknowledged leaders on LGBTQ+



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issues in our community. The Committee meets monthly to dialogue on LGBTQ+ topics and issues, including changes in law and legislation.

Contact info:

Lt. Gustavo Araiza Gustavo.Araiza@palmspringsca.gov
 Officer Lauren Bixler Lauren.Bixler@palmspringsca.gov
 Justin Lawler Justin.Lawler@palmspringsca.gov

Website:

<https://www.palmspringsca.gov/government/departments/police/community-policing/lgbt-outreach-committee>

San Francisco Police Department, San Francisco, California



San Francisco Police Department Chief's LGBTQ+ Community Advisory Forum

The Forum was first created under then Chief George Gascon in 2010, and functions as a liaison and conduit for communication, support, and exchange of ideas, and raising concerns directly with the command staff and the Chief of the Department.

The Forum is comprised of members of the LGBTQ+ community, drawn from the broadest possible demographic to ensure all voices are heard. Forum permanent members are unpaid volunteers who dedicate their time and energy through regular meetings, special

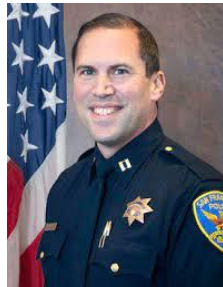


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events, and outreach efforts. The Forum is also comprised of SFPD Officers who offer their insights, guidance, and knowledge to benefit the permanent community members.

All Chiefs of the SFPD have supported the Forum since it was first formed in 2010, and the Forum has successfully implemented several initiatives with the full support of the Chief's and their Command Staff personnel.



SFPD Forum Co-Chairperson

Captain Christopher Del Gandio
San Francisco Police Department
General Investigations

Tel: 415-553-1921

Email: LGBTQ.Forum@sfgov.org



Community Forum Co-Chairperson

Chief Ken Craig
Community Patrol Service (CPS)

Tel: 415-260-6239

Email: SFPD.LGBTQ.Forum@gmail.com



Community Forum Co-Chairperson

Chief Greg Carey
Castro Community On Patrol (CCOP)

Tel: 415-509-5101

Email: SFPD.LGBTQ.Forum@gmail.com



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	San Francisco Police Officers PRIDE Alliance The San Francisco Police Officers PRIDE Alliance is a non-profit member benefit group that supports and looks after the welfare of LGBTQ+ Officers and staff.
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San Jose Police Department, San Jose, California



San Jose Police LGBTQ+ Liaison Officer

The San Jose Police LGBTQ+ Liaison Officer serves as a resource for LGBTQ+ community members, organizations, and department members. This position is responsible for awareness on LGBTQ+ issues and best practices. The LGBTQ+ Liaison is a sworn law enforcement officer who is directly accountable to the Chief of Police.

The Liaison Officer's duties include:

- Serves as a contact person for organizations and individuals in the LGBTQ+ community.
- Advocates for the LGBTQ+ community within law enforcement as well as agency trainings.
- Assists crime prevention efforts within the LGBTQ+ community.
- Acts as a resource and point of contact for department members who are members of the LGBTQ+ community.
- Provides insight and assist with agency staff on LGBTQ+ issues, policies, and inclusion.
- Facilitates the Chief's LGBTQ+ Advisory Board.
- Works closely with the LGBTQ+ community and coordinates community events.
- Acts as a resource for cases involving LGBTQ+ individuals.



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Officer Denise Alvarez #4596

SJPD / LGBTQ+ Liaison Officer:

Officer **Denise Alvarez**

#4596.

Email: denise.alvarez@sanjoseca.gov

Phone: 669-226-0950

Website: <https://www.sjpd.org/about-us/organization/office-of-the-chief-of-police/lgbtq-community-liaison>



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South San Francisco Police Department, South San Francisco, California



South San Francisco Police Department LGBTQ+ Liaison Program Manager

The South San Francisco Police Department serves a population of over 60,000 residents, and nearly 100,000 people who work here during the week.

The city of South San Francisco is strategically located on the west shore of the San Francisco Bay, in northern San Mateo county, 10 miles south of San Francisco. The city is also located along the Bay Area's main transportation routes, including Highways 101, 280, Caltrain, and San Francisco International Airport. South San Francisco is the birthplace of the biotechnology industry, housing over 80 companies on some 3.5 million square feet.

The Department's philosophy is one of participative management, with a high degree of emphasis on training and education. It employs team and community-oriented policing and problem-solving concepts and recognizes the importance of staying contemporary with technological advances.

SSFPD / LGBTQ+ Liaison Program Manager:

Detective Sergeant James Delos Santos (He/Him/His)

Email: james.delossantos@ssf.net

Phone: 650-877-8900

Website: <https://www.ssf.net/Departments/Police-Department>



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State of Florida (FL)

Gay Officers Action League, Central Florida

	The mission of GOAL(cfl) is to support, educate, and promote a positive relationship between LGBTQ+ law enforcement professionals and the communities in which we work, live and serve. Formed in 2019 as a fraternal civil rights organization, the Gay Officers Action League Central Florida (GOALcfl) addresses the needs, issues, and concerns of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) law enforcement personnel, both active duty and retired, as well as the criminal justice professionals who support them. Our goal is to advocate for the rights of its members and assist them on matters of discrimination, harassment, and disparate treatment in the workplace. Our organization provides members with an arena to discuss their needs and concerns in a comfortable atmosphere without the fear of job-related reprisals. Some of our members have been, and continue to be, victims of harassment and discrimination in the workplace and communities in which they serve. However, many of members are fortunate to work and live in a supportive and accepting environment. Our goal is to be a safe place for all. Modeled after GOALny, who was the first organization of its kind, we strive for a high level of diversity and the inclusion of all people within the organization. We aim to stimulate intellectual growth and self-awareness of our members. In doing so, we hope to motivate our members to achieve a higher degree of efficiency in the discharge of their duties as law enforcement and criminal justice professionals. While GOALcfl is a positive force within the LGBTQ+ community, it is also instrumental in attempting to change homophobic attitudes within the workplace and the community at large. We
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	serve as a bridge between the law enforcement professionals, criminal justice professionals and those we serve. Additionally, GOALcfl is extremely active in our Central Florida Community. You will always find our organization out and about at community engagement events. Follow GOALcfl on Facebook, Instagram and Twitter at @GOALcfl. Contact: Brandon Ragan President of GOALcfl Email: info@goalcfl.org Phone: 407-434-9889 Website: www.goalcfl.com
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State of Nevada (NV)

Transgender Community of Police & Sheriffs, Nevada



TCOPS International - The Transgender Community of Police & Sheriffs is a peer support group for active, retired, reserve, and former LEOs and also LESP (Law Enforcement Support Personnel).

We provide a variety of functions, services, and resources to assist our members navigate the process and nuances of transitioning genders in a law enforcement environment. We also provide education and interact with agencies, management, and leaders to assist with best practices, policy development, and to provide an understanding of what the trans* employee is dealing with at home and on the job.

TCOPS was founded in 2001 and has been a resource and safe space for trans* LEOs and LESP to talk about their gender identity issues and to plan their transitions where needed. We are aware of about 7,000 LEOs and LESP that identify under the transgender umbrella. Our members come from 36 countries around the world. We share two common things; our careers in law enforcement and being transgender.

Contact: **Julie Callahan**
 Founding Member & Executive Director
 Pronouns: She / Her

Email: jdc.tcops@gmail.com
 Phone: 831-206-0540
 Website: www.TCOPS-International.org