

# Carlsbad Police Department

## Policy Manual Special Order 2023-03

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*Pursuant to Carlsbad Police Department Policy 204, this Special Order becomes effective October 31, 2023.*

Policy section **1055** reads as follows:

### **1055 LGBTQ+ LIAISON PROGRAM POLICY**

#### **1055.1 POLICY SCOPE AND PRPOSE**

The LGBTQ+ Liaison Program aims to strengthen the relationship between the LGBTQ+ Community and the Carlsbad Police Department. By establishing an ongoing dialogue, LGBTQ+ Liaisons hear directly from community members about concerns, work collaboratively with the community to identify solutions, and educate community members about recommended safety measures and available resources. LGBTQ+ Liaisons will also serve as an internal resource for the department members on issues of inclusiveness with respect to the LGBTQ+ community. LGBTQ+ Liaisons will attend community meetings and be responsive to those who call upon them for referrals, support, and guidance. Liaisons will work to ensure that places exist where people feel safe to request police services, and report crimes to include suspected hate crimes to the Carlsbad Police Department.

#### **1055.2 DEFINITIONS**

- A. LGBTQ+ (LGBTQQIP2SAA)- Acronym letters stand for lesbian, gay, bisexual, transgender, queer, questioning, intersex, pansexual, two-spirit, asexual, and ally.
- B. LGBTQ+ Liaison - A LGBTQ+ liaison is a department member who has been so designated by the Chief of Police.

#### **1055.3 PROGRAM OBJECTIVES**

The primary objective of the Liaison Program is to enhance the ability of the department to serve all community members, including members of the LGBTQ+ community and department personnel. Specific Liaison objectives include, but are not limited to the following:

## A. Victim Advocacy

1. Under the guidance of the assigned investigating officer, assist with investigations as a liaison and resource for cases involving members of the LGBTQ+ community and, assist victims connecting with services from the San Diego County District Attorney Victim Services Program victim advocates.
2. Tailor a variety of police and community-based resources to fit the specific needs of those seeking help.

## B. Partnership

1. Collaborate with community organizations and social service providers to:
  - a. Identify key community concerns.
  - b. Create lasting resolutions to identified concerns.
  - c. Encourage and facilitate productive community dialogue.
  - d. Host, facilitate and participate in events that enhance trust between law enforcement and the LGBTQ+ community.
  - e. Design and implement public safety projects and programs to enhance dialogue between law enforcement and the LGBTQ+ community.
  - f. Attend meetings and events regarding LGBTQ+- issues and/or concerns involving other law enforcement agencies, schools, and social organizations.
  - g. Provide direct outreach to the LGBTQ+ community, including LGBTQ+ youth organizations.

## C. Visibility and Representation

1. Serve as a point of contact for department members with respect to matters involving the LGBTQ+ community, to address any issues or concerns.
2. Improve visibility, representation, and support for LGBTQ+ members within the department.
3. Acts as a role model for the law enforcement profession and LGBTQ+ community.

#### D. LGBTQ+ Awareness & Hate Crime Reporting Training

1. Provide training to members of the department regarding issues involving the LGBTQ+ community, promoting LGBTQ+ awareness, and enhancing hate crime investigations.
2. Provide training to community members, including schools, businesses, and social organizations.
3. Act as a resource for department staff on LGBTQ+ issues, policies, and inclusion.
4. Act as a reference for resources within the LGBTQ+ community for officers conducting criminal investigations.

#### **1055.04 LIAISON PROGRAM SUPERVISION**

The department will appoint a Sergeant to supervise and coordinate Program activities. A Lieutenant will be assigned to manage the Program.

#### **1055.05 PROGRAM MEMBER TRAINING AND AWARENESS**

- A. Upon selection, Program members shall complete related training as assigned by Program supervision.
- B. Program members will be required to attend additional training, updates, and/or conferences involving LGBTQ+ content pertaining to law enforcement and the community.
- C. Program members will be expected to stay up-to-date and well-informed on LGBTQ+ culture and community concerns to enable service with the highest level of cultural competency.
- D. Program members will meet regularly to debrief responses to critical incidents involving hate crimes, develop LGBTQ+ Awareness Training for members of law enforcement, provide updates on community partnerships and events, and discuss other relevant issues.

#### **1055.06 RETENTION**

Department members selected for the Program may continue to serve in the Program at the discretion of the Chief of Police.

  
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Mickey Williams, Chief of Police

  
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