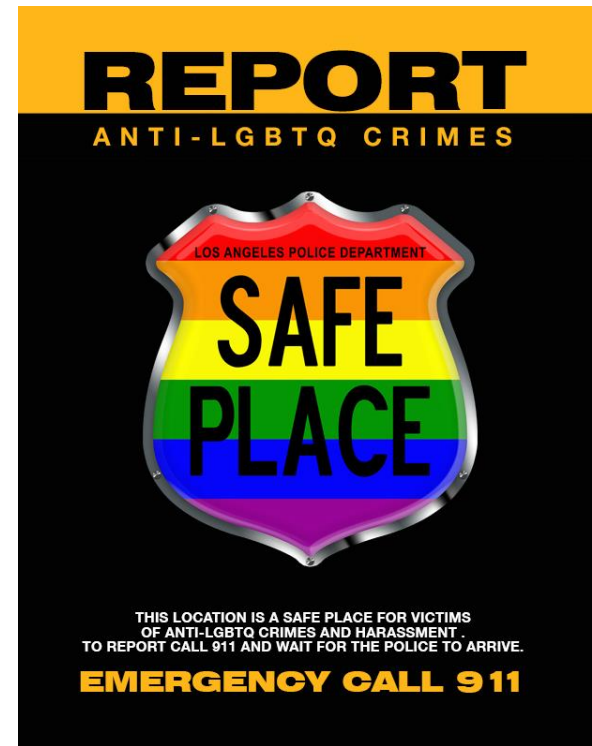


HATE CRIMES & LGBTQ+ CULTURAL COMPETENCY

Sergeant II Jules Sohn, #38156
LGBTQ Training Coordinator



HATE CRIMES

615 Reported Hate Crimes in
2021

71 % increase from 2020 (359
HC)

348 out of the 615 (bias-
ethnicity)

- Anti-black – 148 in 2021 vs. 77 in 2020
- Anti-Hispanic – 101 in 2021 vs. 57 in 2020
- Anti-Asian – 41 in 2021 vs. 15 in 2020

102 were anti-religion. Anti-
Jewish (80)

HATE
CRIMES:
LGBTQ+
COMMUNITY

Anti-Trans Hate Crimes

- 19 in 2021 vs. 29 in 2020
- Decrease of 34%

Anti-Gay Male Hate Crimes

- 108 in 2021 vs. 70 in 2020
- Increase of 54%

WHAT IS A HATE CRIME?

- A hate crime is any criminal act or attempted criminal act directed against a person(s), public agency or private institution based on the victim's actual or perceived race, nationality, religious, sexual orientation, disability or gender.



HATE INCIDENT

- A hate incident is any non-criminal act including words directed against a person(s) based on that person's actual or perceived race, nationality, religion, sexual orientation, disability or gender.

HATE CRIME SUPPLEMENTAL

**Los Angeles Police Department
HATE CRIME SUPPLEMENTAL REPORT**

BKG # _____
DR # _____

Page ____ of ____

VICTIM	Victim Type: <input type="checkbox"/> Individual Legal name: (Last, First) _____ Other Names used (AKA): _____ <input type="checkbox"/> School, business or organization Name: _____ Type: _____ <small>(e.g., non-profit, private, public school)</small> Address: _____ <input type="checkbox"/> Faith-based organization Name: _____ Faith: _____ Address: _____	Target of Crime (Check all that apply): <input type="checkbox"/> Person <input type="checkbox"/> Private property <input type="checkbox"/> Public property <input type="checkbox"/> Other: _____ Nature of Crime (Check all that apply): <input type="checkbox"/> Bodily injury <input type="checkbox"/> Threat of violence <input type="checkbox"/> Property damage <input type="checkbox"/> Other crime: _____ Property damage - estimated value: _____
	Type of Bias: (Check all characteristics that apply): <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Gender identity/expression <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Race <input type="checkbox"/> Ethnicity <input type="checkbox"/> Nationality <input type="checkbox"/> Religion <input type="checkbox"/> Significant day of offense (e.g., 9/11, holy days) <input type="checkbox"/> Other: _____ Specify disability (be specific): _____	Actual or Perceived Bias - Victim's Statement <input type="checkbox"/> Actual bias [Victim actually has the indicated characteristic(s)]. <input type="checkbox"/> Perceived bias [Suspect believed victim had the indicated characteristic(s)]. If perceived, explain the circumstances in narrative portion of Report. Reason for Bias: Do you feel you were targeted based on one of these characteristics? <input type="checkbox"/> Yes <input type="checkbox"/> No Explain in narrative portion of Report. Do you know what motivated the suspect to commit this crime? <input type="checkbox"/> Yes <input type="checkbox"/> No Explain in narrative portion of Report. Do you feel you were targeted because you associated yourself with an individual or a group? <input type="checkbox"/> Yes <input type="checkbox"/> No Explain in narrative portion of Report. Are there indicators the suspect is affiliated with a Hate Group (i.e., literature/tattoos)? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe in narrative portion of Report. Are there indicators the suspect is affiliated with a criminal street gang? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe in narrative portion of Report.
BIAS	Bias Indicators (Check all that apply): <input type="checkbox"/> Hate speech <input type="checkbox"/> Acts/gestures <input type="checkbox"/> Property damage <input type="checkbox"/> Symbol used <input type="checkbox"/> Written/electronic communication <input type="checkbox"/> Graffiti/spray paint <input type="checkbox"/> Other: _____ Describe with exact detail in narrative portion of Report.	
	Relationship Between Suspect & Victim: <input type="checkbox"/> Prior reported incidents with suspect? Total # _____ <input type="checkbox"/> Suspect known to victim? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prior unreported incidents with suspect? Total # _____ Nature of relationship: _____ Restraining orders? <input type="checkbox"/> Yes <input type="checkbox"/> No Length of relationship: _____ If Yes, describe in narrative portion of Report. Type of order: _____ Order/Case #: _____	
WEAPONS	Weapon(s) used during incident? <input type="checkbox"/> Yes <input type="checkbox"/> No Type: _____ Weapon(s) booked as evidence? <input type="checkbox"/> Yes <input type="checkbox"/> No Automated Firearms System (AFS) Inquiry attached to Report? <input type="checkbox"/> Yes <input type="checkbox"/> No	

03.01.05 (06/16)

**Los Angeles Police Department
HATE CRIME SUPPLEMENTAL REPORT**

BKG # _____
DR # _____

Page ____ of ____

EVIDENCE	Witnesses present during incident? <input type="checkbox"/> Yes <input type="checkbox"/> No Statements taken? <input type="checkbox"/> Yes <input type="checkbox"/> No Evidence collected? <input type="checkbox"/> Yes <input type="checkbox"/> No Recordings: <input type="checkbox"/> Video <input type="checkbox"/> Audio <input type="checkbox"/> Booked Photos taken? <input type="checkbox"/> Yes <input type="checkbox"/> No Suspect identified: <input type="checkbox"/> Field ID <input type="checkbox"/> By photo Total # of photos: _____ D #: _____ Taken by: _____ Serial #: _____ <input type="checkbox"/> Known to victim																	
	VICTIM <input type="checkbox"/> Tattoos <input type="checkbox"/> Shaking <input type="checkbox"/> Unresponsive <input type="checkbox"/> Crying <input type="checkbox"/> Scared <input type="checkbox"/> Angry <input type="checkbox"/> Fearful <input type="checkbox"/> Calm <input type="checkbox"/> Agitated <input type="checkbox"/> Nervous <input type="checkbox"/> Threatening <input type="checkbox"/> Apologetic <input type="checkbox"/> Other observations: _____	SUSPECT <input type="checkbox"/> Tattoos <input type="checkbox"/> Shaking <input type="checkbox"/> Unresponsive <input type="checkbox"/> Crying <input type="checkbox"/> Scared <input type="checkbox"/> Angry <input type="checkbox"/> Fearful <input type="checkbox"/> Calm <input type="checkbox"/> Agitated <input type="checkbox"/> Nervous <input type="checkbox"/> Threatening <input type="checkbox"/> Apologetic <input type="checkbox"/> Other observations: _____																
OBSERVATIONS	ADDITIONAL QUESTIONS (Explain all boxes marked "Yes" in narrative portion of report): Has suspect ever threatened you? <input type="checkbox"/> Yes <input type="checkbox"/> No Has suspect ever harmed you? <input type="checkbox"/> Yes <input type="checkbox"/> No Does suspect possess or have access to a firearm? <input type="checkbox"/> Yes <input type="checkbox"/> No Are you afraid for your safety? <input type="checkbox"/> Yes <input type="checkbox"/> No Do you have any other information that may be helpful? <input type="checkbox"/> Yes <input type="checkbox"/> No Resources offered at scene: <input type="checkbox"/> Yes <input type="checkbox"/> No Type: _____																	
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="2" style="width: 20px; text-align: center; vertical-align: middle;">MEDICAL</td> <td style="width: 30%;"> Victim <input type="checkbox"/> Declined medical treatment <input type="checkbox"/> Will seek own medical treatment <input type="checkbox"/> Received medical treatment Authorization to Release Medical Information, Form 05.03.00, signed? <input type="checkbox"/> Yes <input type="checkbox"/> No </td> <td style="width: 30%;"> Suspect <input type="checkbox"/> Declined medical treatment <input type="checkbox"/> Will seek own medical treatment <input type="checkbox"/> Received medical treatment Authorization to Release Medical Information, Form 05.03.00, signed? <input type="checkbox"/> Yes <input type="checkbox"/> No </td> <td style="width: 10%;"> Paramedics at scene? <input type="checkbox"/> Yes <input type="checkbox"/> No Unit #: _____ </td> <td style="width: 10%;"> Name(s)/ID #: _____ Hospital: _____ Jail Dispensary: _____ Physician/Doctor: _____ Patient #: _____ </td> </tr> <tr> <td>Reporting Officer (Name/Rank) _____ Date _____</td> <td>Serial # _____</td> <td colspan="2">Division/Detail _____</td> </tr> <tr> <td>Reporting Officer (Name/Rank) _____ Date _____</td> <td>Serial # _____</td> <td colspan="2">Division/Detail _____</td> </tr> <tr> <td>Supervisor Approving (Name/Rank) _____ Date _____</td> <td>Serial # _____</td> <td colspan="2">Division/Detail _____</td> </tr> </table>		MEDICAL	Victim <input type="checkbox"/> Declined medical treatment <input type="checkbox"/> Will seek own medical treatment <input type="checkbox"/> Received medical treatment Authorization to Release Medical Information, Form 05.03.00, signed? <input type="checkbox"/> Yes <input type="checkbox"/> No	Suspect <input type="checkbox"/> Declined medical treatment <input type="checkbox"/> Will seek own medical treatment <input type="checkbox"/> Received medical treatment Authorization to Release Medical Information, Form 05.03.00, signed? <input type="checkbox"/> Yes <input type="checkbox"/> No	Paramedics at scene? <input type="checkbox"/> Yes <input type="checkbox"/> No Unit #: _____	Name(s)/ID #: _____ Hospital: _____ Jail Dispensary: _____ Physician/Doctor: _____ Patient #: _____	Reporting Officer (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____		Reporting Officer (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____		Supervisor Approving (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____
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	Reporting Officer (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____															
Reporting Officer (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____																
Supervisor Approving (Name/Rank) _____ Date _____	Serial # _____	Division/Detail _____																

03.01.05 (06/16)

WHAT IS LGBTQ+?

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUESTIONING

L, G, B & Q

- Sexual Orientation

T & Q

- Gender identity



A word cloud on a dark purple background featuring various LGBTQ+ terms. The words are rendered in different colors (pink, yellow, white) and sizes, indicating their relative frequency or importance. The most prominent words are 'gender', 'lgbtq+', 'gender identity', 'trans', 'gender expression', 'bi', 'gender queer', 'nonbinary', 'lesbian', 'bisexual', 'intersex', 'gay', 'queer', 'ace', 'asexual', 'pansexual', and 'gender fluid'. Other smaller words include 'zr', 'gender queer', 'transgender', 'drag', 'pronoun', 'gender diverse', 'queen', 'gender fluid', 'mahu', and 'zr'.

zr
gender expression
bisexual intersex
gender queer
bi gender nonbinary transgender
lesbian
drag
gender identity
lgbtq+ trans pansexual
pronoun
gay
queer ace asexual queen
gender diverse
gender fluid
mahu
zr

TERMINOLOGY REVIEW - LGB

- **Sexual Orientation**

- Describes the emotional, romantic, and physical feelings of attraction usually over a period of time; it is distinct from sexual behavior.

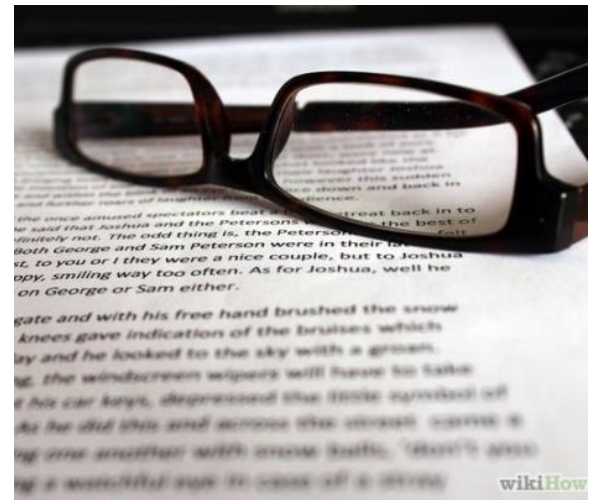
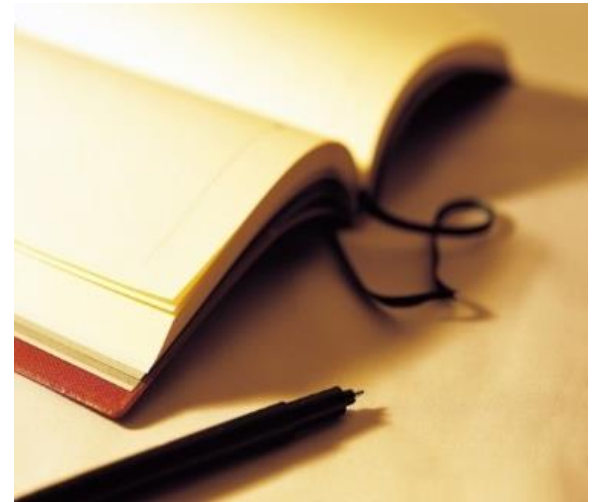
Key Terms (DOJ):

Lesbian

Gay

Bisexual

Straight



TERMINOLOGY REVIEW

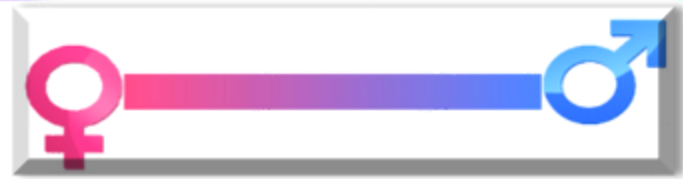
- **Biological Sex**

The sex assigned at birth; based on physical anatomy; also referred to “Assigned Sex at Birth”.

- **Gender Identity**

One’s internal, personal sense of their gender.





TERMINOLOGY - T&Q

- **Transgender**: An individual whose gender identity differs from their assigned sex at birth.
- **Cisgender (Non-transgender)**: An individual whose gender identity and assigned sex at birth align.
- **Nonbinary (Gender Non-conforming)**: A term some may use to describe themselves when their gender identity falls out of the *binary*.
- **Gender Diverse**: A term to acknowledge numerous gender identities. (i.e. Gender Fluid, etc.)

TERMINOLOGY REVIEW

- **Gender Expression**

Communicating gender to others through behavior, clothing, hairstyle, voice, etc.

Key Terms:

Feminine
Masculine
Androgynous



KEY TERMS REVIEW

- **FTM – Female to Male (Trans Man)**
 - A person whose assigned sex at birth was female, but whose gender identity is male.
- **MTF – Male to Female (Trans Woman)**
 - A person whose assigned sex at birth was male, but whose gender identity is female.

SEX



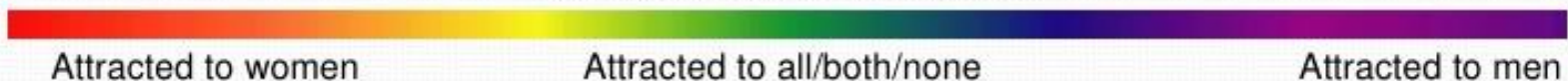
GENDER IDENTITY



GENDER EXPRESSION

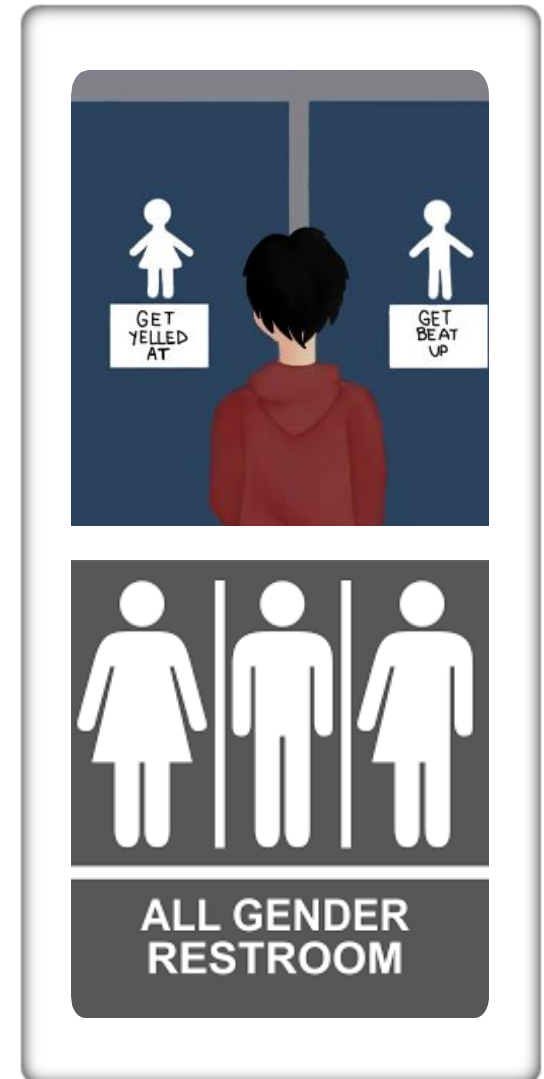


SEXUAL ORIENTATION



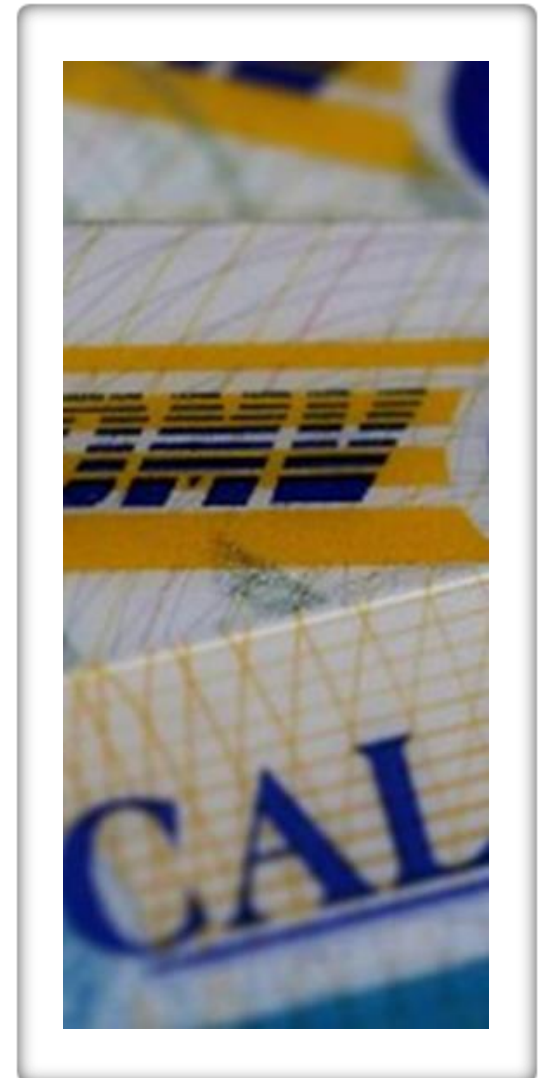
GENDER IDENTITY / BATHROOM & LOCKER ROOMS

- Cal. Civ. Code § 51(b)
- Equal Restroom Access Act
 - Allows a person to use the restroom that aligns with their gender identity.



GENDER RECOGNITION ACT (SB-179)

- In 2019, California began to recognize nonbinary people by creating a third, nonbinary gender marker on:
 - California birth certificates;
 - Drivers' licenses and identity cards;
 - And, gender change court orders.
- Cal – Ops: M = Male, F= Female, and now, X = Non-Binary (Transgender, Intersex, etc.)
- Over 20,000 issued since 2019.





LAPD & LA POLICY

Ordinance No. 152,458 (Municipal Code 49.70)

City policy shall prohibit, as a form of discrimination, the creation of or contribution to a hostile, intimidating, threatening, offensive or abusive work environment on the basis of an individual's known or perceived sexual orientation, gender identity or gender expression.



EXECUTIVE DIRECTIVE NO. 23

Issue Date: April 30, 2018

Subject: Harassment and Discrimination

Every person that works for the City of Los Angeles should feel respected and safe in the workplace. All forms of harassment, discrimination and other activities that create hostile work environments are unacceptable and will not be tolerated.

<https://myvoicela.org/>



LAPD POLICY

LGBTQ+ Policies

- Guidelines established in 2012.
- 2022 Special Order 9 (June 23, 2022)
- Community input from LGBTQ+ Working Group and the original policy was created by Mayor's Transgender Working Group and LAPD.



GUIDELINES

- Established to ensure police contacts with LGBTQ+ individuals are professional, respectful and courteous.



GUIDELINES

- Do not use language that a reasonable person would consider demeaning to another.
- Respect the individuals gender identity by addressing them by their preferred name and utilizing the corresponding pronoun.
- Non traditional gender identities/expressions do not constitute reasonable suspicion or evidence the individual is engaged by prostitution or any other crime.

INTERACTING WITH THE TRANSGENDER, NON-BINARY AND GENDER DIVERSE COMMUNITY

- Respect the expressed gender and do not question it.
- Inquire how the individual wishes to be addressed.
- “Hi, I’m Officer Jules and my pronouns are....”
- Pronouns: Masculine, Feminine, Gender Neutral.



FIELD SEARCHES

- A search **shall not** be performed for the sole purpose of determining a person's anatomical gender.
- Transgender, Nonbinary and Gender Diverse people **shall not** be subject to more invasive search procedures than non-transgender individuals.
- When an arresting officer has reason to believe the arrestee is transgender, nonbinary or gender diverse, they shall inform the individual they must be searched. Ask the arrestee if they'd like to be searched by a male or female officer. Document this on the DFAR.
- An officer **shall not** refuse to search an arrestee based on the arrestee identifying as transgender, nonbinary or gender diverse.
- **When an immediate cursory search for weapons is necessary for safety, it may be conducted in the field by an officer of either sex.**



TRANSPORTATION

- Updated current policy to include transporting an arrestee who is transgender, nonbinary or gender diverse.
- Basically, look at the gender identity of the officers and the arrestee.
- Two male (cisgender) officers transporting a transgender woman would do same process for transporting a cisgender woman.
- Also accounts for nonbinary and gender diverse individuals.

STRIP SEARCHES

Los Angeles Police Department
BOOKING APPROVAL

DATE & TIME OF ARREST		TIME (LAP)
ARREST (Last and First Name)	SERIAL NO.(S)	DI
MIS Charge Table)		
Form CRIM-208)		

SEARCH: involves a controlled substance
available and reasonable suspicion that

TYPE OF SEARCH AUTHORIZED: STRIP VISUAL BODY CAVITY PHYSICAL BODY CAVITY

DATE & TIME OF SEARCH

*Note: Search warrant requires LOCATION SEARCH

ITEMS OF SEARCH (List items and INVESTIGAT

REPORTS

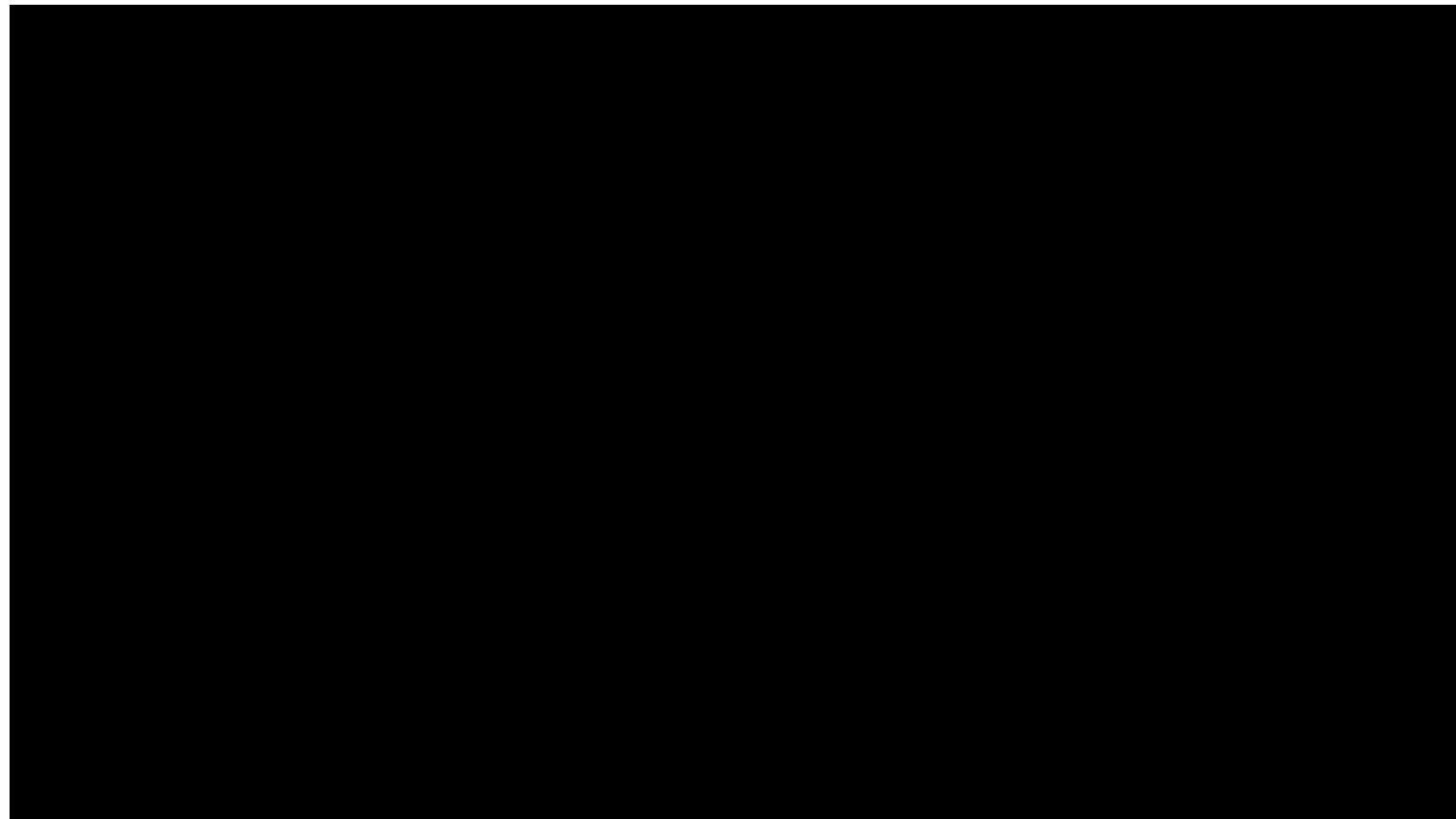
Legal Name vs. Name Used

- On report face sheet use legal name, but in the narrative before the source of activity state:

“Victim, (insert legal name), identifies as Jane Doe and uses female pronouns. From this point forward, the victim will be referred to by the name and pronouns she regularly uses.



JUST ASK...





THANKS

Presentation developed by members of the
LAPD LGBTQ Working Group.

CORE VALUES

- Respect for People
- Service to our Communities
- Reverence for the Law
- Integrity in all we say and Do
- Commitment to Leadership
- Quality Through Continuous Improvement



QUESTIONS?



Sergeant Julianne “Jules” Sohn
Email: 38156@lapd.online