

**True Public Safety Harms No One. Racial Profiling Harms Everyone.**  
**Saturday, March 14, 2015 | 1-3:30 pm Bayview Library**

### **Program**

1:00 p.m.	Gathering
1:30 p.m.	Opening Remarks
1:45 p.m.	Panelists Introduction
2:00 p.m.	Panelists Discussion
2:50 p.m.	Audience Discussion
3:15 p.m.	Closing Remarks
3:30 p.m.	Refreshments

**Third Traditions Foundation**  
**Furthering Cultural Aptitude Through the Study of Unconscious Bias**  
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## **Panelists**

### **Ida Mc Cray – Community Coordinator –San Francisco Sheriff's Department**

Ida McCray has tirelessly but effectively advocated for the civil rights of women, children and families since joining San Francisco's Sheriff's Department as a community coordinator in 1999. Prior to her leadership in this department the Federal Regulations regarding adoption were not enforced. Thus, the civil rights of inmates were not upheld. With keen precision and insight, Ms. McCray created a liaison between the city's Human Services and the proper contracts to prevent parents from losing their children prior to sentencing. Ms. McCray observed that 56% of children in foster care came from the Bayview neighborhood a mostly black community. Ms. McCray also initiated the 5-Key Charter Program which enabled county inmates an opportunity to complete High School Education.

### **Art Tapia – Retired Lt. San Francisco Police Department**

Retired Police Officer Art Tapia found his social justice leaning through joining the San Francisco Police Department in 1968. While law enforcement is not the typical platform for civil rights advocacy, Mr. Tapia managed to launch a call for inclusion and fairness as a young police recruit after observing out right discrimination against African Americans. In one particular instance and at great risk to his burgeoning law enforcement career, Mr. Tapia courageously challenged the exclusion of Black Officers from a crucial team/morale building social event and informed the Head of the Academy of this discriminatory act. His action caused the cancellation of the event to prevent department discrimination. In addition, Mr. Tapia joined the nationally known SFPD Police Community Relations Unit lead by Police Inspector Rodney Williams. While in this assignment, Mr. Tapia leveled charges against his fellow officers after witnessing a severe case of police brutality by these officers. This is evidence that Mr. Tapia's stoic resistance to police brutality while a sworn officer demonstrated his uncommon valor to protect and serve.

### **Rodney Williams – Retired San Francisco Police Inspector**

Rodney Williams, a retired Police Inspector gained a conscious for social justice while attempting to integrate the city's police department in 1955. He did so shortly after the passage of Brown vs. the Board of Education, the nation's move towards desegregation. In the new spirit of racial integration, Mr. Williams actively recruited other Black officers but met with staunch resistance from his police command for targeting Black civilians for the Police Exam. Mr. Williams was not deterred by San Francisco Police Department's (SFPD) bias or discrimination but was instrumental in forcing the 1979 Consent Decree, a legal order that brought about the integration of the Police Department, and for not only Blacks but also all marginalized communities. Mr. Williams actually took a leave of absence from the police department to gather evidence to assist the Public Advocates with the lawsuit forcing this Consent Decree. Mr. Williams was also a founding member of the Officers for Justice a non-profit seeking both public safety and social justice for communities. Mr. Williams was the first African American Commanding Officer in the SFPD and the first African American appointed to direct the Police Community Relations unit.

### **Yulanda Williams – Sergeant in SFPD – President of the Officers for Justice**

For more than twenty years, Yulanda Williams served San Franciscans as a socially conscious Peace Officer focused on equitable treatment of all citizens. Sergeant Williams began her law enforcement career with the San Francisco Police Department in June 1995 after a fifteen-year career in the hospitality industry. In the Hotel industry, she served as the first and only Black Female Regional Credit Manager for Holiday Inn Inc. on the west coast. As a sworn Police Officer, Sgt. Williams does not see her law enforcement profession conflicting with Black consciousness. While some see Policing as a job, negatively affecting African Americans she believes one can still be "Black" while wearing blue. Since, joining the Officers for Justice, she rose to the rank of President in January 2014. Since that time, she's committed to leading this unique organization in a direction that balances both public safety and equal justice for each citizen.

"And to this day based on the sacrifices made by our founding fathers, we will remain faithful to our members and our community."

– Sgt. Yulanda Williams, President