



Commission on Police Practices

**COMMISSION ON POLICE PRACTICES
TRAINING STANDING COMMITTEE
MEETING MINUTES**

**Thursday, October 16, 2025
5:30pm - 6:30pm**

**Procopio Towers
17th Floor, Suite 1725
San Diego, CA 92101**

Click <https://youtu.be/DjeKQ4QjXGY> to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Darlanne Mulmat
1st Vice Chair Bonnie Benitez
Armando Flores

Excused:

Stephen Chatzky
Elizabeth Inpyn

Absent:

None

CPP Staff Present:

Ethan Waterman, CPP Investigator
Yasmeen Obeid, Community Engagement Coordinator

- I. CALL TO ORDER/WELCOME: Committee Chair Mulmat called the meeting to order at 5:30pm.
- II. ROLL CALL: CPP Investigator Waterman conducted the roll call for the committee and established quorum.
- III. APPROVAL OF MINUTES
 1. December 5, 2024 Training Standing Committee Meeting Minutes
Motion: Commissioner Flores moved to approve the CPP Training Standing Committee Meeting Minutes of December 5, 2024. 1st Vice Chair Benitez seconded the motion. The motion passed with a vote of 3-0-0.
 Yeas: Benitez, Flores, Mulmat
 Nays: None
 Abstentions: None
 2. September 4, 2025 Training Standing Committee Meeting Minutes
Motion: Commissioner Flores moved to approve the CPP Training Standing Committee Meeting Minutes of September 4, 2025. 1st Vice Chair Benitez seconded the motion. The motion passed with a vote of 3-0-0.
 Yeas: Benitez, Flores, Mulmat
 Nays: None
 Abstentions: None
- IV. NON-AGENDA PUBLIC COMMENT – None
- V. CHAIR REPORT (*Timestamp 1:38*)
 1. **Inside San Diego PD Event:** Committee Chair Mulmat updated the committee on the Inside SDPD event scheduled for November 8th. Commissioners Benitez and Flores are scheduled to attend. CPP Investigators Li and Waterman, along with Policy Manager Burgess, have recently attended similar events.
 2. **Mentorship Program Update:** Provided an update on the mentorship program, noting that three mentors have shown interest and one mentee has signed up. Follow-up with the other two mentors is still needed.
 3. **Training on Acronyms:** Discussed the need for training on various acronyms such as POST, RIPA, and CLEAR. Mentioned recent training sessions and the need to create reference materials for Commissioners.
- VI. COMMITTEE LIAISON REPORT (*Timestamp 10:14*)
 1. **Training on Reporting Requirements:** CPP Investigator Waterman mentioned that Interim Executive Director Miesfeld does not have the capacity to conduct lecture-style trainings on reporting requirements for the rest of the year. This will be reassessed in Q1 of the next calendar year.
 2. **SDPD Vehicle Pursuit Training:** CPP Investigator Waterman is waiting on materials from **Lindsay Winkley** regarding SDPD vehicle pursuit training. He will follow up with her.
 3. **Community Ride-Along Proposal:** Community Engagement Coordinator Obeid has prepared a proposal for community ride-alongs. CPP Investigator Waterman suggested that if the committee is comfortable with it, they can start reaching out to community groups to move forward with the proposal.
 4. **Community Organization Presentations:** The committee discussed inviting

- community organizations to present at open meetings to educate Commissioners about their work and how it relates to the CPP. Community Engagement Coordinator Obeid has already identified and reached out to these organizations.
5. **Orientation Trainings:** Commissioner Case and Interim Executive Director Miesfeld presented orientation trainings on bylaws, parliamentary procedure, and the Brown Act to new Commissioners. These sessions were successful and have been added to SuccessFactors for review.

VII. NEW BUSINESS

- A. Determining Scope of Implicit Bias Training (*Timestamp 37:50*)
 1. **Objective:** The committee aims to increase awareness and understanding of Implicit Bias among Commissioners, focusing on how it affects their perspectives and decision-making processes.
 2. **Training Options:** Various options were discussed, including free online resources, self-paced courses, and potentially contracting with an external expert for more intensive training.
 3. **Existing Resources:** The committee considered reaching out to the Department of Racial Justice and Equity (now part of HR) to access existing Implicit Bias training materials.
 4. **Action Plan:** Commissioner Flores volunteered to compile a list of free and low-cost Implicit Bias training resources, prioritize them, and make them available to Commissioners.
- B. Establishing Introductory Case Review Training for New Commissioners (*Timestamp 52:29*)
 1. **Overview:** The committee discussed the need for introductory Case Review training for new Commissioners to help them understand the Case Review process and related procedures.
 2. **Proposed Training:** CPP Chief Investigator Golub will set up a presentation on the Case Review process, which will include an overview of how IA works, the difference between CATI and CATII cases, and the definitions of various case outcomes (e.g., Sustained, Not Sustained).
 3. **Timing:** The training will be scheduled after the Commission votes on the proposal from the ad hoc Case Review Committee to ensure any changes are incorporated.
 4. **Format:** The training may be conducted similarly to the recent bylaws and Brown Act training, with a presentation followed by a Q&A session. This session will be recorded and made available on SuccessFactors for future reference.
- C. Creating Implementation Roadmap for Training Academies (*Timestamp 55:48*)
 1. **Structure:** The training academies will be divided into basic (101) and advanced (102) modules. The basic modules will cover essential topics such as the Case Review Process, Use of Force, and how IA works.
 2. **Timeline:** The goal is to complete the basic modules within the first two years of a new Commissioner's term. This timeline is designed to be achievable given the current staff capacity.
 3. **Content Development:** Staff will create training materials for the basic modules, leveraging existing resources where possible. Some advanced topics may require external experts.
 4. **Reference Materials:** Quick reference guides will be developed to support Commissioners during case reviews, providing essential information on key

topics.

5. **Next Steps:** Chief Investigator Golub and CPP Investigator Waterman will finalize the roadmap and present it to the committee for approval.

Action Items:

- **Mentorship Program Follow-Up:** Follow up with the remaining two mentors to confirm their participation in the mentorship program. (CPP Investigator Waterman)
- **Training on Acronyms:** Research and report back on the training available for POST, RIPA, and CLEAR acronyms. (CPP Investigator Waterman)
- **Community Organization Presentations:** Identify and invite various community organizations to present at open meetings about their work and its relevance to the Commission. (Community Engagement Coordinator Obeid)
- **Implicit Bias Training:** Compile a list of free and low-cost Implicit Bias training resources, prioritize them, and make them available to Commissioners. (1st Vice Chair Benitez)
- **HR Training Inquiry:** Reach out to HR to inquire about available Implicit Bias training materials and access to SuccessFactors. (Commissioner Flores)
- **Case Review Process Presentation:** Set up a presentation on the Case Review process after the Commission votes on the ad hoc Case Review committee's proposal. (CPP Chief Investigator Golub)
- **Reference Materials for Case Review:** Create and distribute quick reference materials for Commissioners on key Case Review topics such as Sustained vs. Not Sustained and Use of Force. (CPP Investigator Waterman)

VIII. COMMISSIONER COMMENTS - None

IX. NEXT MEETING – The next meeting will be on December 11th, 2025 at 5:00pm.

X. ADJOURNMENT: The meeting adjourned at 6:22pm.