

COMMISSION ON POLICE PRACTICES

Thursday, June 4, 2026

6:30pm-7:30pm

COMMUNITY OUTREACH STANDING COMMITTEE MEETING

AGENDA

Procopio Tower

525 B St.

17th Floor, Suite 1725

San Diego, CA 92101

The link to join the meeting by computer, tablet, or smartphone at 6:30pm is:

[Microsoft Teams Link](#)

Meeting ID: 221 424 780 277 965

Passcode: P7jY3Vh2

**Downloading the latest version of Microsoft Teams is required.*

The Commission on Police Practices (Commission) meetings will be conducted pursuant to the provisions of California Government Code Section 54953 (a), as amended by Assembly Bill 2249.

The Commission Standing Committee meetings will be in person, and the meeting will be open for in-person testimony. Additionally, we are continuing to provide alternatives to in-person attendance for participating in our meetings. In lieu of in-person attendance, members of the public may also participate via telephone/Teams.

- I. CALL TO ORDER/WELCOME (Committee Chair Armando Flores)
Committee Members: Committee Chair Armando Flores, CPP Chair Ada Rodriguez, Cheryl Canson, Chenyang Rickard, 2nd Vice Chair Clovis Honoré
- II. ROLL CALL (Director of Community Engagement & Internship Programs Yasmeen Obeid)
- III. APPROVAL OF MAY 7, 2026 OUTREACH STANDING COMMITTEE MEETING MINUTES

NON AGENDA CHAIR REPORT (Chair Armando Flores)

NON AGENDA STAFF REPORT (Director of Community Engagement & Internship Programs Yasmeen Obeid)

NON-AGENDA PUBLIC COMMENT (Director of Community Engagement & Internship Programs Yasmeen Obeid)

IV. DISCUSSION/ACTION ITEMS

- A. Q1 2026 Implementation Update — Public Report-Back & Website Posting (motion to receive and direct staff to post and distribute)
- B. June 13 Pretext Stops Community Hearing — Final Outreach Push, Logistics &

Commissioner Assignments (motion to approve day-of assignments and final outreach push)

- C. 2026 Community Outreach Calendar — Confirm Publication & Schedule Q2 District Listening Sessions (Districts 4 and 8)
- D. Plain-Language Complaint Guide — Translations (Spanish/Tagalog) & Distribution
- E. Youth Engagement Pilot — Q2 Launch
- F. Partner & Stakeholder Engagement Standard; Cross-Body Coordination Update (Privacy Advisory Board / behavioral-health)
- G. Accountability Metrics, Quarterly Tracker & Q2 Report-Back Date
Motion: Adopt metrics/tracker and confirm July 31, 2026
- H. Future Meeting Date & Time
Motion: July 2, 2026 at 6:30 p.m.

V. ADJOURNMENT

Materials Provided:

- May 7, 2026 Outreach Committee Meeting Minutes
- CPP Community Roundtable Report — December 8, 2025
- CPP Community Outreach Implementation Update & 2026 Roadmap — May 2026

In-Person Public Comment on an Agenda Item: If you wish to address the CPP Standing Committee on an item on today's agenda, please complete and submit a speaker slip before the Committee hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the CPP staff at the meeting at which the speaker wishes to speak indicating which item they wish to speak on. Speaker slips may not be turned in prior to the day of the meeting or after completion of in-person testimony. In-person public comment will conclude before virtual testimony begins. Each speaker who wishes to address the Committee must state who they are representing if they represent an organization or another person.

For discussion and information items each speaker may speak for up to three (3) minutes, subject to the Committee Chair's determination of the time available for meeting management purposes, in addition to any time ceded by other members of the public who are present at the meeting and have submitted a speaker slip ceding their time. These speaker slips should be submitted together at one time to the designated CPP staff. The Committee Chair may also limit organized group presentations of five or more people to 15 minutes or less.

In-Person Public Comment on Matters Not on the Agenda: You may address the Standing Committee on any matter not listed on today's agenda. Please complete and submit a speaker slip. However, California's open meeting laws do not permit the Standing Committee to discuss or take any action on the matter at today's meeting. At its discretion, the Standing Committee may add the item to a future meeting agenda or refer the matter to the CPP. Public comments are limited to three minutes per speaker. At the discretion of the Committee Chair, if a large number of people wish to speak on the same item, comments may be limited to a set period of time per item to appropriately manage the meeting and ensure the Standing Committee has time to consider all the agenda items. A member of the public may only provide one comment per agenda item. In-person public comment on items not on the agenda will conclude before virtual testimony begins.

Speakers may not allocate their time to other speakers. If there are eight or more speakers on a single issue, the maximum time for the issue will be 16 minutes. The order of speaking generally will be determined on a first-come, first-served basis. A member of the public may only provide one non-agenda comment per agenda.

We welcome all viewpoints and encourage open participation. However, to ensure everyone has a chance to be heard and that we can complete our work, we ask that speakers respect time limits and refrain from disruptive behavior. Continued disruption after warning may result in removal as permitted under state law.

Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda: When the item you would like to comment on is introduced (or it is indicated that it is time for Non-Agenda Public Comment), raise your hand by tapping on the “Raise Your Hand” button on your computer or tablet. To raise your hand in a Microsoft Teams meeting on your smartphone (iOS or Android), tap the three-dot menu, then select the "Raise Hand" option. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When it is indicated that it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone.

Written Comment through Webform: Comment on agenda items and non-agenda public comment may also be submitted using the [webform](#). If using the webform, indicate the agenda item number you wish to submit a comment for. All webform comments are limited to 200 words. On the [webform](#), members of the public should select Commission on Police Practices (even if the public comment is for a Commission on Police Practices Committee meeting).

The public may attend a meeting when scheduled by following the attendee meeting link provided above. To view a meeting archive video, click [here](#). Video footage of each Commission meeting is posted online [here](#) within 72 hours of the conclusion of the meeting.

Comments received no later than 8 am, the day of the meeting will be distributed to the Commission on Police Practices. Comments received after the deadline described above but before the item is called will be submitted into the written record for the relevant item.

Written Materials: You may alternatively submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 525 B Street, Suite 1725, San Diego, CA 92101. Materials submitted via U.S. Mail must be received the business day prior to the meeting to be distributed to the Standing Committee.

If you attach any documents to your comment, they will be distributed to the Standing Committee in accordance with the deadlines described above.

Late-Arriving Materials

This paragraph relates to those documents received after the agenda is publicly noticed and during the 72 hours prior to the start of, or during, the meeting. Pursuant to the Brown Act, (California Government Code Section 54957.5(b)) late-arriving documents, related to the Commission on Police Practices’ (“CPP”) meeting agenda items, which are distributed to the legislative body prior to and/or during the CPP meeting are available for public review by appointment in the Office of the CPP located at Procopio Towers, 525 B Street, Suite 1725, San Diego, CA 92101. Appointments for public review may be made by calling (619) 533-5304 and coordinating with CPP staff before visiting the office. Late-arriving documents may also be obtained by email request to CPP staff at commissiononpolicepractices@sandiego.gov. Late-

arriving materials received prior to the CPP meeting will also be available for review, at the CPP public meeting, by making a verbal request of CPP staff located in the CPP meeting. Late-arriving materials received during the CPP meeting will be available for reviewing the following workday at the CPP offices noted above or by email request to CPP staff.

Access for People with Disabilities: As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Commission at (619) 236-6296 or commissiononpolicepractices@sandiego.gov.

Requests for disability-related modifications or accommodation required to facilitate meeting participation, including requests for auxiliary aids, services, or interpreters require different lead times, ranging from five business days to two weeks. Please keep this in mind and provide as much advance notice as possible to ensure availability. The city is committed to resolving accessibility requests swiftly.

Commission on Police Practices

**COMMISSION ON POLICE PRACTICES
COMMUNITY OUTREACH STANDING COMMITTEE
MEETING MINUTES**

**Thursday, May 7, 2026
6:30pm-7:30pm**

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

Click <https://youtu.be/LT7W9sCKb6s> to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Armando Flores
1st Vice Chair Clovis Honoré
Chenyang Rickard

Excused:

Commission Chair Ada Rodriguez

Absent:

Cheryl Canson

CPP Staff Present:

Yasmeen Obeid, Director of Community Engagement & Internship Programs

- I. CALL TO ORDER/WELCOME: Committee Chair Armando Flores called the meeting to order at 6:38pm.
- II. ROLL CALL: Director of Community Engagement Yasmeen Obeid conducted the roll call for the committee and established quorum.
- III. APPROVAL ON OUTREACH COMMITTEE MEETING MINUTES ON NOVEMBER 12, 2025
Motion: Commissioner Chenyang Rickard moved to approve the Outreach Standing Committee meeting minutes of November 12, 2025. 1st Vice Chair Clovis Honoré seconded the motion. The vote passed 3-0-0.
Yeas: Flores, Honoré, Rickard
Nays: None
Abstentions: None

NON AGENDA CHAIR REPORT (*Timestamp 11:31*)

- Chair Armando Flores noted this was the first meeting of the year, with previous meetings lacking quorum, causing delays in committee activity.
- The Committee has community feedback from a December roundtable, with an attached report serving as a baseline for future outreach and refinement.
- The plan is to build on this feedback, implement actionable items, and increase community engagement through ongoing outreach efforts.

NON AGENDA STAFF REPORT (*Timestamp 13:05*)

- Highlighted upcoming outreach opportunities, including educational sessions with SDPD hosted by NWACP every Tuesday through mid-June, and encouraged committee participation.
- Details for the SDPD sessions: Tuesdays, 6–7:30pm at Greater Fellowship Missionary Baptist Church, covering topics like laws of arrest, non-biased policing, DUI, crimes against persons, drugs, use of force, and officer accountability.
- Planned tabling at the Encanto Block Party Music Festival (July 12) and Cooper Foundation Juneteenth celebration (June 20), requesting commissioner support for these events.
- Staff will share flyers and event information via social media and the commission website and will request inclusion of event details in main commission meetings to recruit participation.

NON-AGENDA PUBLIC COMMENT - None

IV. DISCUSSION/ACTION ITEMS

A. Community Roundtable Outcomes & Report (*Timestamp 25:51*)

- The December community roundtable had higher-than-expected engagement, with 54 attendees and 79 RSVPs, mainly driven by social media outreach.
- The report summarizes community feedback and identifies areas for improvement, such as making events more inclusive and actionable.
- Key recommendation: Every major outreach effort should produce a visible return to the community, including reporting themes and next steps.

- The committee discussed the need for concrete actions based on the feedback, such as developing flyers, partnering with nonprofits, and creating newsletters.
 - Next steps include presenting the report and a follow-up report to the full commission, forwarding them to city council members and the police chief, and including relevant content in the Public Safety Committee presentation.
 - Annual community roundtables and hearings are proposed to ensure ongoing engagement and feedback.
- B. Community Outreach Goals for 2026**
- The committee aims to build on the December roundtable as a baseline, with a goal to double or improve outreach results compared to last year.
 - Plans include enhancing social media strategy, increasing inclusivity, and expanding community engagement.
 - Outreach goals for the next six months are to be developed collaboratively by the committee in future meetings, ensuring all members are informed and involved.
 - Annual and semi-annual goals are already included in staff reports and are public, but committee-specific goals will be discussed and finalized in upcoming meetings.
- C. Upcoming Pretext Stops Hearing Community Outreach Plan Support (*Timestamp 50:25*)**
- Director of Community Engagement Yasmeen Obeid shared a detailed outreach plan, requesting commissioner support for inviting organizations, canvassing, and distributing flyers in their neighborhoods.
 - Commissioners are asked to help create short invitation videos in English and Spanish, distribute printed flyers to libraries, rec centers, and local businesses, and add contacts to the outreach list, especially faith groups and community organizations.
 - The outreach plan includes four social media posts (general invite, English video, Spanish video, reminder), multiple email blasts, and direct outreach to partners, libraries, neighborhood associations, and planning groups.
 - Commissioners are encouraged to make one-on-one calls to invite community members and to expand the contact list with personal connections for greater impact.
 - Volunteers were identified for video creation and outreach tasks, and Director of Community Engagement Yasmeen Obeid will provide flyers and contact lists for commissioner use.
- D. Policy Committee Liaison to Community Outreach Committee (*Timestamp 1:06:43*)**
- Commission Chair Ada Rodriguez was proposed and accepted as the point leader (liaison) between the Policy Committee and the Community Outreach Committee, due to their membership in both committees.
 - No formal motion was required; the decision was carried out by unanimous consent after brief discussion.
- E. Future Meeting Date & Time - June 4, 2026 at 6:30pm (*Timestamp 1:06:43*)**
- Motion:** Commissioner Chenyang Rickard moved to agree on meeting every first Thursday of each month at 6:30pm, starting in June 2026. 1st Vice Chair Clovis Honoré seconded the motion. The vote passed 3-0-0.
- Yeas:** Flores, Honoré, Rickard

Nays: None
Abstentions: None

Action Items:

- Develop Outreach Event Protocol - Draft a formal protocol for informing commissioners and the public about outreach events, to be reviewed at the next meeting.
 - Forward Roundtable Reports - Committee to request the commission to send a memo and attached reports to city council members, the police chief, and the mayor.
 - Include Report in Public Safety Presentation - Executive Director Roger Smith and Commission Chair Ada Rodriguez to incorporate report content in the upcoming Public Safety Committee presentation.
 - Host Community Hearing & Annual Roundtable - Committee to organize a community hearing on pretext stops and plan for an annual community roundtable in December.
 - Expand Outreach Contact List - Commissioners to add faith-based and community organizations to the outreach contact list and assist with one-on-one outreach.
 - Create Outreach Videos - Commissioners to volunteer for short video invitations in English and Spanish for upcoming events.
 - Distribute Flyers - Commissioners to distribute event flyers to local businesses, libraries, and rec centers once available.
 - Confirm Committee Liaison - Commission Chair Ada Rodriguez to serve as liaison between Policy and Outreach committees.
- V. ADJOURNMENT: The meeting adjourned at 7:40pm.

Community Roundtable Report

CPP Community Roundtable · December 8, 2025 · Malcolm X / Valencia Park Library

A public record of what the community shared, what it means for civilian oversight, and how the Community Outreach Committee can carry this work forward.



Wide view of the community roundtable as residents, staff, and commissioners gather in shared discussion.

Prepared by

Yasmeen Obeid

Director of Community Engagement and Internship Program

Commissioner Armando Flores

Chair of the CPP Community Outreach Committee

Purpose

To preserve community testimony, translate it into a credible 2026 oversight agenda, and return it to the public in a form that demonstrates respect, candor, and follow-through.

Executive Summary

Public safety is not sustained by enforcement alone. It is sustained when public institutions earn legitimacy—through fairness, transparency, restraint, and an unmistakable willingness to correct course when harm occurs. The Commission on Police Practices (CPP) convened this community roundtable because meaningful oversight begins with listening directly to the people who live with the consequences of police policy every day.

The December 8, 2025 roundtable at the Malcolm X / Valencia Park Library brought together residents, impacted families, youth, advocates, neighborhood leaders, staff, and commissioners to discuss lived experience with the San Diego Police Department (SDPD), identify priorities for 2026, and clarify CPP's role as an independent oversight body. The message from the room was clear: the community does not want symbolic listening. It wants visible follow-through.

Participants returned again and again to several connected concerns: pretextual and repeated stops; use of force and the rendering of medical aid; barriers in the complaint process; youth system involvement; behavioral health response; surveillance and immigration-related civil-rights concerns; and CPP's own visibility, accessibility, and authority. Beneath those topics lay a broader demand for institutional honesty: residents want a Commission that is easier to find, clearer about its powers and limits, steadier in its communication, and stronger in the public defense of accountability.

Key messages from the room

- Trust grows when residents can see what happens after they speak.
- Access to complaint pathways is itself an accountability issue.
- Youth and impacted families want a standing place in oversight—not an occasional invitation.
- Residents want community testimony and public data to inform one another.
- CPP's credibility will rise when candor, follow-through, and public visibility become routine.

DATE	TIME	VENUE	RSVPS
Dec. 8, 2025	5:30–7:30 p.m.	Malcolm X / Valencia Park Library 5148 Market St.	79
ATTENDEES	ATTENDANCE RATE	CPP PRESENCE	OUTREACH REACH
54	68.4%	8 staff + 4 commissioners	1,000+ direct ≈30,000 social

“CPP needs to take power back... community needs to support CPP.”

— Participant

Why We Convened

CPP hosted this roundtable for three reasons. First, to hear directly from community members about their experiences with SDPD and the forms of accountability they believe are most urgently needed. Second, to identify which concerns the Commission should elevate in its 2026 workplan, outreach schedule, and policy recommendations. Third, to help residents better understand what CPP is, what it can do, and where its current authority remains limited.

- Gather input on community experiences with SDPD.
- Gather input on the issues community members want CPP to prioritize in 2026.
- Increase public understanding of CPP's scope, mandate, and pathways for engagement.
- Model a listening process grounded in respect, time limits, and public accountability.

What This Report Is Designed to Do

This document is a qualitative public report. It is not a statistical survey, an adjudication of individual allegations, or a substitute for formal case review. Its purpose is to preserve what participants said, identify the systemic concerns that emerged across those comments, and translate those concerns into a practical framework for the Community Outreach Committee and the broader Commission.

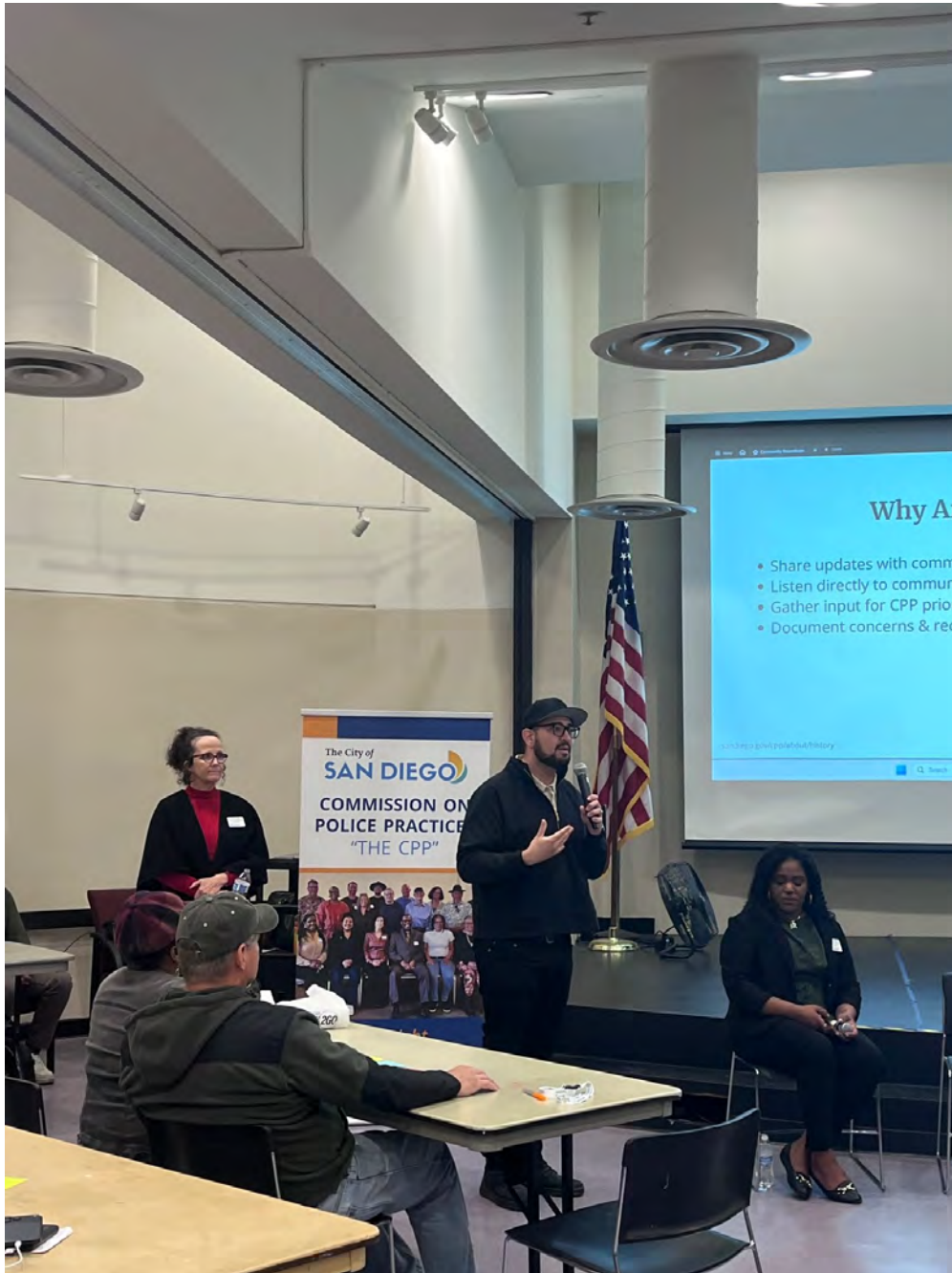
- Names are omitted unless already part of publicly presented organizational roles.
- Participant quotes are reproduced anonymously and lightly edited for length and readability while preserving substance.
- Where comments referenced specific incidents or cases, this report focuses on the broader oversight implications rather than disputing facts in a public forum.
- The action framework below is a recommended 2026 direction based on community input and remains subject to Commission process and approval.

How We Reached the Community

The outreach strategy was intentionally broad and deliberately targeted. CPP sought not only to publicize the event, but to reach residents who are often invited late, informed inconsistently, or asked to participate only after harm has already occurred. The approach combined mass communication, trusted relationships, neighborhood-based distribution, and direct personal invitations.

- Direct outreach to more than 1,000 people across CPP lists and partner networks.
- CPP general email list: 900+ contacts, with two email rounds.
- Trusted allies and community leaders: 40+ organizations and 400+ individuals contacted.
- More than 30 one-on-one invitations by call or text.
- Flyer distribution to local businesses and all City of San Diego libraries.
- Neighborhood associations and community planning groups contacted: 169.
- Invitations extended to all City Council offices, the Mayor's staff, and SDPD.
- Social media outreach reaching approximately 30,000 people.

Outreach Goal	Result	What happened
Reach out to over 100 people	Exceeded	1,000+ direct contacts plus broad distribution
Receive between 60–70 RSVPs	Achieved	79 RSVPs
Have 35 people in the room day-of	Achieved	54 attendees



Commissioner Flores addresses the room while the Chair of the Commission, fellow commissioners and community members listen closely.

How the Roundtable Was Structured

The event design emphasized disciplined listening. Participants were invited to respond to three discussion questions, each discussed for roughly 20 to 30 minutes. Input was captured in two ways: written comments on sticky notes and verbal public comment at the microphone. The structure allowed for both immediacy and reflection, giving people multiple ways to participate.

- Question 1: What has been your experience with the San Diego Police Department (SDPD)?
- Question 2: What is the #1 issue you would like CPP to prioritize in 2026?
- Question 3: What is one concern you have with CPP, and how can we address it?

To protect the room as a listening space rather than a debate stage, facilitators established shared agreements at the outset: respect all speakers; no personal attacks; do not name officers or individuals; honor time limits; and speak from lived experience. These agreements mattered. They allowed participants to offer hard truths while preserving the dignity of the process.

Who was in the room	How input was captured
<ul style="list-style-type: none">• CPP participation included 8 staff members and 4 commissioners.• Attendees included neighborhood residents, advocacy groups, impacted families, youth, and community members with lived experience.	<ul style="list-style-type: none">• Comments were recorded through sticky notes and live note-taking.• Verbal testimony was offered in public comment format at the microphone line.

Trust Findings Across Topics

Although participants raised many specific issues, the roundtable produced several cross-cutting findings that should guide the Community Outreach Committee's tone and strategy going forward.

Trust is built by follow-through, not invitation alone.

Residents were clear that convening a room matters, but only if people later see their concerns reflected in public reporting, policy questions, and Commission priorities.

Transparency is not a public-relations function; it is part of accountability.

Across complaint access, body-worn camera requests, case updates, and policy communication, participants treated opacity as a substantive harm.

The complaint process itself shapes public confidence in oversight.

When filing a complaint feels confusing, discouraging, or structurally tilted against the complainant, residents experience the system as inaccessible before any finding is issued.

Youth and impacted families must be treated as central stakeholders.

Participants repeatedly asked CPP to move these voices from the margins of outreach to the center of oversight design, public education, and policy review.

Community testimony and public data should be used together.

Residents want their lived experience to be taken seriously, and they also want CPP to test patterns with data: stop data, divisional patterns, complaint trends, response times, and policy compliance.



CPP Commissioners listen to community testimony during the roundtable.

What We Heard: Thematic Findings and Recommended Focus Areas

Community input was wide-ranging and deeply informed by lived experience. The sections below synthesize the major themes that emerged from written and verbal comments. Each section preserves the core concern, explains why the issue matters for oversight, and identifies a recommended focus for 2026 within CPP's current scope.

1. Traffic Stops, Pretext Enforcement, and Fourth Amendment Concerns

Participants repeatedly described traffic stops—especially for window tint—as a recurring point of contact that felt less like lawful enforcement and more like pretext for search, control, or escalation. Several residents framed the issue explicitly in constitutional terms, raising concerns about searches and seizures, probable cause, compliance commands, and the use of 'resisting arrest' narratives after low-level stops. Community members also urged CPP to treat geography as an oversight question, calling attention to Southeastern Division and other neighborhood-specific patterns.

What community members emphasized

- Repeated stops for window tint and similar low-level vehicle issues were described as disproportionately affecting Black and Brown residents.
- Residents asked CPP to review divisional patterns, stop data, and neighborhood-level disparities rather than treating these as isolated stories.
- Participants raised concerns about searches, consent, removal from vehicles, handcuffing, and the threshold for probable cause.

"They always stop brown & black people for window tint... Why is southeast SD the community stopped the most? Look at the data."

— Participant

Recommended 2026 focus within CPP's current scope

- Use CPP's patterns-and-practices function to elevate questions about stop-data transparency, including RIPA-related reporting and trend analysis.
- Review whether policy, training, and supervisory practices adequately address pretext enforcement, probable-cause articulation, consent, and documentation.
- Ensure that community-identified geographies and beat-map concerns inform workplan discussions rather than remaining anecdotal footnotes.

2. Use of Force, Medical Aid, and Accountability After Critical Incidents

When participants spoke about critical incidents, they returned to a moral and operational test: whether every reasonable effort was made to preserve life, de-escalate where possible, intervene when force became unreasonable, and render aid without delay. Comments referenced officer-involved shootings, deaths, scene response, the use of K-9s on injured individuals, and the expectation that officers and supervisors act decisively when medical needs are evident. Residents also voiced frustration with incomplete files, uneven documentation, and what they perceived as insufficient accountability after the fact.

What community members emphasized

- Community members expressed concern about delayed or denied medical assistance and about whether AED/CPR or other life-saving measures were used promptly.

- Participants called for stronger de-escalation expectations and clearer supervisory duties when force appears unreasonable.
- Several comments linked accountability to the completeness and timeliness of post-incident documentation, investigative files, and scene decision-making.

“K9 deployments on shot victims shouldn’t be happening at all... I wanted AED, CPR being used on all victims.”

— Family member / participant

Recommended 2026 focus within CPP's current scope

- Prioritize review themes related to de-escalation, intervention duties, scene management, and expectations for identifying and responding to medical need.
- Flag recurring gaps in documentation, timeliness, and file completeness as policy and oversight concerns rather than purely administrative defects.
- Continue public education about what CPP can currently review, what remains outside its authority, and why broader independent oversight capacity still matters.

3. Complaint Access, Internal Affairs Process, and Transparency

For many residents, the complaint system itself felt like a site of injury. Participants described barriers to filing, low confidence in Internal Affairs findings, confusion about classifications such as 'miscellaneous' or 'no misconduct,' and frustration with the difficulty of obtaining updates or complete case files. In the community's view, access and transparency are not secondary customer-service issues. They are part of the core accountability architecture.

What community members emphasized

- Residents asked for confirmation emails, case numbers, complaint statements, and clearer visibility into where a complaint goes after submission.
- Several participants asked why complaints do not reach CPP directly without first being filtered or classified by SDPD.
- Body-worn camera access, complete case files, and clearer public-facing timelines were named as repeated transparency needs.

“Separate from the police department our complaints should go straight in [to CPP]... not be classified by them first.”

— Youth participant

Recommended 2026 focus within CPP's current scope

- Publish or refresh plain-language guidance explaining how to file a complaint, what happens next, and why filing with CPP matters.
- Advocate for stronger community-facing notice practices, including confirmation of receipt, clearer status communication, and aggregated reporting on themes and timelines.
- Elevate complaint classification, information-sharing, and case-file completeness as a standing 2026 oversight priority.



Community public comment at the podium, with residents seated throughout the room.

4. Youth–Police Interactions and System Involvement

Participants voiced deep concern that law-enforcement contact is too often an entry point into deeper system involvement for young people. Residents asked CPP to see youth not merely as a subgroup to be reached, but as a central constituency whose experiences should shape the Commission's priorities. The community message was that diversion, prevention, dignity, and equitable treatment are accountability issues. If young people experience the state primarily through suspicion, force, or disbelief, trust is damaged early and repeatedly.

What community members emphasized

- Residents stressed that law-enforcement contact can push youth deeper into the juvenile system rather than interrupt harm.
- Participants called for stronger investment in diversion and youth-serving community supports.
- Youth voices in the room directly asked CPP to investigate complaints more seriously and visibly.

"#1 agency putting kids in juvenile hall is law enforcement... Diversion works. Help youth."
— Participant

Recommended 2026 focus within CPP's current scope

- Include youth–police interactions as a distinct 2026 priority rather than a subtopic folded into other agendas.
- Use the outreach calendar to build relationships with schools, youth-serving organizations, and youth leaders early in the year.
- Develop public-facing engagement practices that make room for youth testimony, feedback, and follow-up—not only adult intermediary voices.

5. Behavioral Health Response and Availability of Services

Residents linked behavioral health response to a broader question of whether the city is prepared to meet crisis with care rather than default coercion. Comments addressed slow response times, people being placed on hold during 911 calls, and concern about how police respond when someone is experiencing mental-health distress. These are not only service delivery concerns. They are oversight concerns because dispatch, coordination, and response protocols shape whether people in crisis receive appropriate care.

What community members emphasized

- Participants reported frustration with emergency response delays and the experience of being placed on hold during urgent situations.
- Community members asked that police response to mental health calls be examined and prioritized.
- Residents called for stronger non-armed or alternative responses where appropriate.

"San Diego is the first place I've called 911 and got put on hold."
— Participant

Recommended 2026 focus within CPP's current scope

- Track community stories and identify policy questions related to dispatch, triage, and coordination with behavioral-health alternatives.
- Treat response-time concerns and service availability as patterns-and-practices questions with real equity consequences.
- Use outreach and committee work to surface the experiences of people most affected by crisis-response failures.

6. Surveillance Technology, Specialized Units, and Civil Liberties

Participants described surveillance concerns in sweeping but consistent terms: technologies and specialized practices such as ALPR/FLOCK systems, gang-unit activity, surveillance of activists, and Special Operations oversight were seen as forms of state power that can be hard to see, hard to challenge, and unevenly borne by immigrants, Black residents, Brown residents, and already over-surveilled communities. Residents asked for transparent rules, clear limits, and visible oversight.

What community members emphasized

- Participants called for limits on surveillance expansion and more clarity about data collection, retention, and sharing.
- ALPR/FLOCK technology was named repeatedly as a civil-liberties concern with disproportionate impact on migrants and Black and Brown residents.
- Residents asked for closer oversight of gang units, Special Ops, and surveillance practices affecting organizers and community members.

“This needs to stop... ALPR... mass collects data... negatively affects migrants, Black and Brown folks.”
— **Community organization representative**

Recommended 2026 focus within CPP's current scope

- Coordinate with related oversight bodies, including the City's Privacy Advisory Board, where community concerns overlap.
- Track policy compliance questions related to retention, audit trails, data-sharing, and public notice.
- Incorporate surveillance and specialized-unit oversight into 2026 policy-priority discussions instead of treating them as peripheral issues.

7. Immigration Enforcement, Resource Allocation, and CPP Visibility

Participants also connected several issues that are often discussed separately: SDPD interaction with federal agents, the use of public resources, and CPP's visibility as an independent body. Residents expressed concern that official statements about non-cooperation with immigration enforcement do not always align with what they believe they have seen on the ground. Others questioned overtime practices, the size of the police budget, and the use of sworn officers in roles that could be civilianized. At the same time, many participants said CPP itself remains too difficult to find and too constrained in the public imagination. In short, residents want an oversight body that is visible where people seek help, honest about its limits, and forceful in public accountability conversations.

What community members emphasized

- Participants asked for accountability when SDPD is perceived to assist, coordinate with, or stand by during federal immigration activity.
- Residents linked budget, overtime, and staffing choices to broader questions about whether public spending reflects community safety priorities.
- Many asked for better CPP visibility, including station signage, clearer contact pathways, more routine updates, and stronger public communication.

“Can every police station post something about CPP... so the community can better know that we exist?”
— **Participant**

Recommended 2026 focus within CPP's current scope

- Compile public-facing resources that explain the City's and SDPD's stated limits, while tracking recurring allegations that suggest a need for policy clarification or additional review.

- Ensure that the 2026 workplan reflects community concern about fiscal tradeoffs, civilianization, and the relationship between spending and public legitimacy.
- Make CPP awareness and access a standing outreach objective, including exploration of station signage, simpler digital tools, and routine public summaries of Commission work.



Opening portion of the roundtable with presentation screen and audience in view.

Setting the Tone for the Community Outreach Committee

The central lesson of this roundtable is that outreach should not be understood as event management. It is democratic infrastructure. The Community Outreach Committee should measure success not only by how many rooms it convenes, but by whether residents can see their words move priorities, shape questions, and return to the public as clear action. Based on the feedback received, the Committee should adopt the following operating commitments as its tone and standard for 2026.

1. Lead with candor.

Be explicit about what CPP can do, what it cannot yet do, and where structural limits still constrain independent oversight. Candor builds more trust than overpromising ever will.

2. Close the loop in public.

Every major outreach effort should produce a visible return to the community: a report, a summary of themes, a list of next questions, or a public statement showing how feedback informed the agenda.

3. Show up before and after crisis.

Do not let community contact occur only after a high-profile incident. Build a calendar that includes neighborhood meetings, youth spaces, faith communities, libraries, and partner organizations throughout the year.

4. Center youth and impacted families.

Treat those closest to harm as central co-authors of oversight priorities. This means targeted invitations, accessible formats, follow-up communication, and real space in the public agenda.

5. Pair lived experience with data.

Residents asked CPP to take testimony seriously and to test patterns with public data. Outreach should therefore feed directly into policy review, stop-data analysis, complaint transparency, and patterns-and-practices work.

6. Make access simple and visible.

Complaint pathways, meeting information, and CPP contact points should be easy to find, easy to understand, and present in the places where residents already seek help.

7. Build trust through consistency, not performance.

Trust grows when communication is routine, timelines are respected, and public updates do not disappear between moments of public scrutiny.

8. Treat community as a partner in safety and accountability.

Residents are more likely to stand with oversight efforts when they can see that the Commission is standing with them—listening carefully, speaking plainly, and acting with integrity.

“The work of oversight begins in listening, but it earns trust only when the community can see that listening become action.”

— Report synthesis

Recommended 2026 Action Framework

The following framework translates roundtable feedback into practical next steps for 2026. These items are presented as recommended priorities for committee planning and Commission discussion, consistent with the concerns raised by participants and CPP's current scope.

Time horizon	Recommended action	Why it matters
First 90 days	Publish a plain-language community guide explaining how to file a complaint, how CPP uses community input, and how residents can follow meetings and recommendations.	Reduce access barriers and demonstrate procedural transparency.
First 90 days	Create a routine public report-back cadence following outreach events, with short summaries linked to meeting agendas and committee work.	Close the loop and show that participation has consequence.
First 6 months	Develop targeted outreach with youth-serving organizations, schools, and neighborhood-based partners in communities that identified repeated enforcement concerns.	Move youth and neighborhood experience to the center of oversight planning.
First 6 months	Prepare a public memo or presentation on recurring complaint-process concerns: intake, classification, communication, timelines, and case-file transparency.	Turn community frustration into a defined oversight agenda.
First 6 months	Coordinate across oversight and advisory bodies where concerns overlap, including surveillance, privacy, behavioral health response, and civil-rights questions.	Reduce fragmentation and strengthen public accountability across systems.
Within 12 months	Use community testimony and available data to inform 2026 policy priorities on stops, use of force, medical aid, youth interactions, and transparency.	Ensure that lived experience is reflected in the Commission's formal workplan.
Within 12 months	Publish an annual community feedback summary showing recurring themes, outreach reach, major policy questions raised, and next areas for review.	Create a visible public record that accountability conversations are cumulative rather than disposable.

Community Input Inventory

The list below preserves additional details raised by participants so that important specificity is not lost in thematic summary. Not every item was raised by the same number of people, but each item appeared in the roundtable record and warrants retention as part of the public archive.

Use of force and post-incident care

- Denial or delay of medical assistance; expectations around AED/CPR; timing of ambulance arrival and departure; K-9 deployments on injured individuals.
- Questions about supervisors' duties to intervene and about the completeness of documentation after critical incidents.

Case files, interviews, and body-worn camera access

- Difficulty obtaining personal property after incidents.
- Concerns about post-incident interview techniques, incomplete or biased investigations, and body-worn camera footage that was active but not fully available in case files.
- Requests for more complete and timely access to video and investigative materials.

Complaint process and transparency

- Low trust in Internal Affairs findings labeled 'MISC' or 'no misconduct.'
- Requests to stop using miscellaneous classification for discrimination-type complaints.
- Requests for confirmation email, submission date, complaint statement, and case number after filing.

Traffic stops and divisional patterns

- Window tint as pretext; searches and seizures; probable cause; resisting-arrest allegations; handcuffing and removal during traffic stops.
- Requests to review divisional patterns and stop data, including geography-specific concerns in Southeastern and Jamacha-related beat areas.

Youth, behavioral health, and service delivery

- Reducing youth system involvement; diversion and investment in youth programs.
- Police response to mental health calls; timeliness and availability of response; concern about emergency hold times.
- Reports of Southeastern station phone-line closure or service-access problems and lack of public notice.

Civil rights, surveillance, and immigration-related concerns

- ALPR/FLOCK; activist monitoring; gang-unit and Special Operations oversight; limits on expanding surveillance.
- Questions about SDPD's role during ICE/HSI activity and whether officers assist, coordinate, or stand by during federal operations.

CPP structure, legitimacy, and communication

- Commissioner qualifications; desire for more impacted-family and youth representation; concerns about conflicts of interest, bias, and commissioner shortages.

- Calls for clearer website transparency, more direct public communication, routine updates, and visible CPP signage or contact information at police stations.

Budget and accountability mechanisms

- Questions about SDPD budget size, overtime practices, civilianization, and the fiscal impact of misconduct and settlements.
- Requests for stronger accountability for repeat offenders, questions about qualified immunity, and concern about officers continuing to patrol the same neighborhoods.

How CPP Can Use This Input

- Inform the 2026 CPP workplan and the priorities of standing committees.
- Shape future SDPD policy recommendation focus areas.
- Build a community outreach calendar aligned to issues identified by residents.
- Identify patterns-and-practices questions requiring deeper review.
- Publish public-facing summaries and updates that show how community testimony is being used.

Scope Reminder and Public Access

Participants were candid not only about SDPD, but also about CPP itself. That candor should be met with clarity. As discussed at the roundtable, CPP reviews SDPD investigations of officer-involved incidents, issues policy recommendations, monitors patterns and practices, and facilitates community oversight. CPP does not discipline officers, interfere in active investigations, or resolve individual personnel matters in public session. A trustworthy outreach posture therefore requires both ambition and honesty: strong public accountability where CPP has leverage, and forthright communication where additional authority is still needed.

What CPP can do

- Review SDPD investigations of officer-involved incidents and complaints within its scope.
- Issue policy recommendations and track SDPD responses.
- Monitor patterns and practices and elevate recurring accountability concerns.
- Convene community spaces, gather testimony, and translate it into public oversight questions.

How residents can engage

- Visit the CPP website for agendas, meetings, and public resources.
- File a complaint or commendation through CPP.
- Contact CPP staff by phone or email for guidance and general information.
- Attend regular business meetings and use public comment to continue shaping priorities.

Public information and contact

Commission on Police Practices | 525 B St., 17th Floor – Suite 1725, San Diego, CA 92101
Phone: 619-533-5304 | Email: commissiononpolicepractices@sandiego.gov

sandiego.gov/cpp | sandiego.gov/cpp/filing

Appendix A. Outreach, Event Operations, and Discussion Design

This appendix preserves operational details from the roundtable planning process. Including them in the public report signals that community engagement requires real infrastructure: staffing, logistics, accessibility planning, note-taking, food, security, communication, and disciplined facilitation.

Operational role / task	Lead(s) / support
Set up / clean up	All hands on deck
Ushers	Kelsey and Luqmaan
Staff check-in table	Ching Yun and Kelsey
Food table / monitor / clean up	Jon’Nae
Floater	Yasmeen
Emcees / facilitators	Commissioners Ada and Armando
Screen, timer, presentation, music	Alina
Support with filing complaints	Ching-Yun
Live note-taking	Ethan
Distribute and collect sticky notes	Kelsey and Luqmaan
Compile notes	Ethan and Ching-Yun
Present to full Commission	Armando and Ada
Thank-you emails / returns / supplies coordination	Yasmeen
Food purchase and delivery; security; contacts	Jon’Nae
Slides; flyers; bilingual outreach video edits	Armando and Yasmeen

Discussion questions used during the roundtable

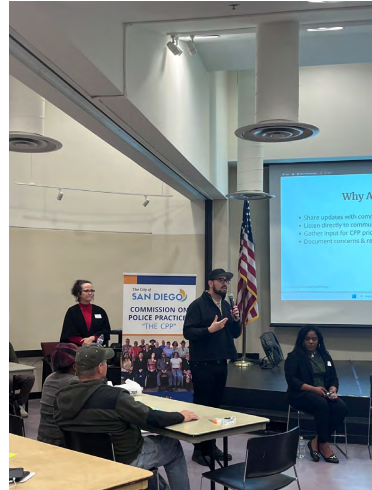
- What has been your experience with the San Diego Police Department (SDPD)?
- What is the #1 issue you would like CPP to prioritize in 2026?
- What is one concern you have with CPP, and how can we address it?

Appendix B. Photo Record of the Roundtable

The photo record below is included to preserve the texture of the room: community members waiting to speak, panelists listening, residents taking notes, and the collective seriousness with which participants approached the conversation. Photos are presented as an event record and do not identify speakers by name.



Wide view of the community roundtable as residents, staff, and commissioners gather in shared discussion.



A presenter addresses the room while commissioners and community members listen closely.



Panel participants listen to community testimony during the roundtable.



Community public comment at the podium, with residents seated throughout the room.



Community member speaking during the public comment portion of the roundtable.



Residents line up to share concerns, priorities, and lived experience.



Public comment and collective witness from attendees across the room.



Opening portion of the roundtable with presentation screen and audience in view.



Panel discussion at the front of the room during the guided question session.



Rear view of the room showing broad community participation and note-taking.



Community members, staff, and commissioners gathered for discussion and report-back.



Wide audience view during the roundtable presentation and discussion.



Community testimony centered at the podium while participants follow closely.



Another view of public comment and attentive participation from attendees.



Speaker at the podium with participants and volunteers standing nearby.



Additional view of community testimony during the roundtable.

REPORT NO. 2

Q1 2026 IMPLEMENTATION UPDATE

Listening, Accountability, and Trust.

An implementation update on the December 2025 Community Roundtable – and a 2026 outreach framework for the people of San Diego.



THE COMMISSION ON POLICE PRACTICES · CITY OF SAN DIEGO · EST. 2020 (MEASURE B)

PREPARED BY

Armando Flores

Commissioner · Chair, Community Outreach Committee
with **Yasmeen Obeid**, Director of Community Engagement

PUBLISHED

May 6, 2026

Public record · 41 pages
Reporting period: January – May 2026

PURPOSE

Honor the testimony.

Account for what slipped. Lock in the framework. Deliver on the promises.

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A NOTE ON HOW THIS REPORT WAS PRODUCED

This document follows the December 2025 Community Roundtable Report. A new Chair of the Community Outreach Committee took office at the start of 2026, and several early Committee meetings did not meet quorum, which delayed the formal release of the December report and the work that followed it. This Implementation Update was placed on a recent CPP Executive Committee agenda, where it became publicly available; community members who follow the agenda submitted feedback on the draft. The version you are reading was reworked in response to that feedback before publication. That sequence – agenda, public comment, revision, release – is the path every quarterly memo of this Committee will take from this point forward.

“The work of oversight begins in listening, but it earns trust only when the community can see that listening become action.”

SYNTHESIS FROM THE DECEMBER 8, 2025 RECORD



01 TO THE PEOPLE OF SAN DIEGO A Letter from the Chair

In December, more than fifty of you came to the Malcolm X / Valencia Park Library on a Monday evening. You spoke about traffic stops that did not feel lawful, about complaints that disappeared into a system that did not respond, about young people pulled into the juvenile system through a single police contact, about 911 calls placed on hold during a mental-health crisis, about surveillance technology installed without your consent, and about a Commission that – you said – was too hard to find when you needed it most.

You asked us to listen. We did. Then you asked us to do something about it.

This report is the second part of that promise. The first was the Community Roundtable Report drafted after the December 8, 2025 event – a public record of what was said and a recommended 2026 framework. That document picked up where the testimony ended; this one picks up where that document ended.

I want to be candid with you about why this report is reaching you in May rather than in February. I took over as Chair of the Community Outreach Committee this year, and the first few Committee meetings of 2026 did not meet quorum, which meant the Committee could not formally convene to release the December Roundtable Report or open work on the items it recommended. That is the structural truth of the delay. It is not an excuse; it is the institutional fact, and you deserve the institutional fact instead of a softer story.

This document was placed on the agenda of a recent CPP Executive Committee meeting for review. Because Executive Committee agendas are public, residents who tracked the agenda submitted feedback on the draft. I read that feedback carefully and reworked the report to reflect it. What you are holding is not the version that left my desk – it is the version that came back through the community and through the institutional review process. That is how this work is supposed to function.



A community member holds the floor at the December 8 roundtable. Photos in this report do not identify speakers by name.

So here is what this report does. First, it tells you exactly which commitments slipped, why, and how we recover. Second, it delivers — in this binder — the items I said I would produce: a plain-language complaint guide, a citywide outreach calendar, a quarterly tracker the public can hold us to, and a goal framework with numbers attached. Third, it sets the terms for the rest of the year so that what happens next is verifiable, not promised. Fourth, it places the Outreach Committee's work in the context of the full Commission's body of work since 2021, because community outreach without a connection to policy and recommendations is engagement theater, and you have made clear you do not want that.

Civilian oversight is not a slogan. It is a practice — and a fragile one. It only works when the people it serves can see what it is doing and can correct it when it fails them.

Community voices are the most important part of this work. Everything in this report flows from what residents told us at the December 8 roundtable — and from the feedback you sent after this draft was placed on the Executive Committee agenda.

If you ever wonder whether your testimony moved anything, please ask. The answer should always be available, and if it is not, the failure is ours.

Thank you for trusting us with what you said in December. We are working to be worthy of it.

In service,

Armando Flores

*Commissioner · Chair, CPP Community Outreach Committee
City of San Diego Commission on Police Practices*



Commissioner Flores and the panel listen as a resident presents during the December 8 roundtable.

Mandate, Authority, and the People Doing the Work

The San Diego Commission on Police Practices is the City's independent civilian oversight body for the San Diego Police Department. Created by voters in November 2020 through Measure B and operationalized through Municipal Code Article 6, Division 11 (October 2022),⁸ the Commission replaces and significantly expands the powers of the former Community Review Board on Police Practices.



The Commission on Police Practices – appointed Commissioners, City of San Diego.

What the Commission is empowered to do

The Commission receives and registers complaints from members of the public, reviews and evaluates SDPD Internal Affairs investigations, evaluates SDPD's administration of discipline following sustained findings of misconduct, and reviews SDPD policies, procedures, practices, and actions. By ordinance, the Commission is also empowered to independently investigate in-custody deaths, officer-involved shootings, deaths resulting from interaction with police, use of force resulting in severe bodily injury, dishonesty, patterns of misconduct, and inappropriate sexual conduct, physical assault, or domestic violence by an officer. These independent-investigation powers are established in the ordinance; the Commission is currently operationalizing them through ongoing meet-and-confer and has not yet conducted independent investigations under that authority. The Commission is also working to hire a permanent Executive Director.

What it does not do

CPP does not directly discipline officers — discipline remains with SDPD. CPP does not interfere in active criminal investigations or resolve individual personnel matters in public session. The Commission is most credible when it is honest about both its leverage and its limits, and the framework on these pages is built around that honesty.

Where the Committee fits

The Community Outreach Committee is one of five standing committees of the Commission, alongside Policy, Recruitment, Rules, and Training & Continuing Education. The Outreach Committee's mandate is to inform the public about the Commission's duties and operations, and to provide structured opportunities for residents to shape oversight priorities. This report is one of those structured opportunities — a public report-back that returns community testimony to the public in a form residents can audit.⁷

Reference materials

This report builds on a body of public work the Commission has produced and the community can examine in full at sandiego.gov/cpp. Of particular relevance to this Implementation Update: the CPP Semi-Annual Report (January–June 2025), the published list of CPP Recommendations, Requests, and Responses, and Municipal Code Article 6, Division 11 establishing the Commission. Each is cited in the body of this report where appropriate.

The Commission's mission is to hold law enforcement accountable to the community and increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

CPP MISSION STATEMENT · SEMI-ANNUAL REPORT, JANUARY–JUNE 2025



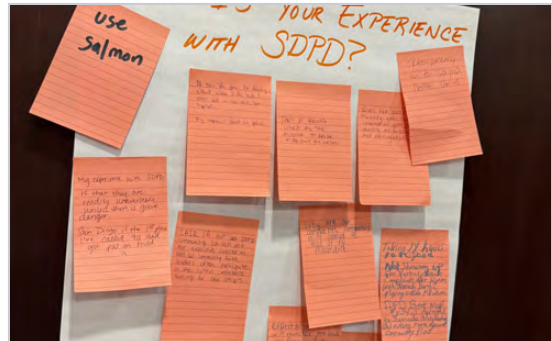
03 EXECUTIVE SUMMARY

Where We Stand

Five months after the December roundtable, the Community Outreach Committee's position is mixed but recoverable. The framework set in the Community Roundtable Report holds. Most twelve-month commitments are on track. Two early commitments – a routine public report-back cadence and a plain-language complaint guide – slipped past their first-90-day target. One of them, the complaint guide, is delivered in this binder. The other, the report-back cadence, begins this month with this document.

The seven thematic priorities that emerged from community testimony – pretextual stops, use of force and medical aid, complaint-process transparency, youth engagement, behavioral-health response, surveillance and civil liberties, and CPP visibility – remain the spine of the 2026 workplan. None has been deprioritized.

Each is now mapped to a quarter, a partner network, and a measurable goal residents can audit at the close of every quarter.



Community testimony recorded directly on sticky notes at the December roundtable: “What is your experience with SDPD?”

THREE THINGS TO KNOW UP FRONT

- We are behind on the cadence work – and we are saying so.** Honesty about misses is part of the accountability we said we would model.
- We are delivering the materials residents asked for.** In this packet: a complaint guide, an outreach calendar, a partner tier list, and a quarterly tracker the public can hold us to.
- We are setting numeric goals for the rest of 2026.** Eight listening sessions, all nine districts served, materials in five languages, a 21-day report-back standard, ten standing partnerships, and one hundred fifty youth engaged.

AT A GLANCE

7 THEMATIC PRIORITIES carried forward	9 DISTRICTS IN PLAN every quarter	8 LISTENING SESSIONS target by year-end	4 DELIVERABLES shipped with this report	10+ STANDING PARTNERS MOUs by Q3
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“CPP needs to take power back... community needs to support CPP.”

PARTICIPANT · DECEMBER 8, 2025 ROUNDTABLE

This is the report-back you asked for. It is also the structure the Committee will use to do its 2026 work. From here, every quarter ends in a public memo. Every commitment is tracked in the open. If we are late, we tell you. If we missed something, we name it. That standard is the only thing that will earn back the trust we are still working to earn.

04 · IMPLEMENTATION SCORECARD

Seven Promises, Tracked in Public

The December roundtable produced a seven-item action framework. The scorecard below shows where each item stands as of this publication. We will refresh it at the close of every quarter so the public always knows our position relative to our word.

2026 IMPLEMENTATION SCORECARD		Reporting period: Jan–May 2026
Plain-language complaint guide	First 90 days	Delivered (Q2)
Public report-back cadence	First 90 days	In progress
Targeted youth & schools outreach	First 6 months	On track
Complaint-process oversight memo	First 6 months	On track
Cross-body coordination (Privacy / BH)	First 6 months	On track
Lived-experience to policy priorities	Within 12 months	On track
Annual community feedback summary	Within 12 months	Q4 milestone

● De-livered
 ● In pro-gress
 ● On track
 ● Future mile-stone

Reading the scorecard

- **“Delivered”** means the item is published and in residents' hands – including in this binder where applicable.
- **“In progress”** means the work is underway and a public artifact will land within the named time horizon.
- **“On track”** means the item has a designated owner, a partner pathway, and a calendar slot.
- **“Future milestone”** means the item is expected to land in Q4 and will close out the 2026 cycle.

Two items deserve a closer look this period. The complaint guide was a 90-day commitment that slipped into Q2; the public-facing version is included as Appendix B. The public report-back cadence – also a 90-day commitment – was not running in Q1; this document is the first installment, and a quarterly memo will follow every three months from this point forward.



05 AN HONEST ACCOUNTING

What Slipped, and How We Recover

The December report set seven commitments across three time horizons – three for the first 90 days, two for the first six months, and two within twelve months. As of May 2026, the picture is mixed. This section sets out what the public is owed in plain language.

What was promised by 90 days

COMMITMENT	ORIGINAL TARGET	WHERE IT ACTUALLY IS	RECOVERY PLAN
Release of December Roundtable Report	Q1 2026	Delayed — early 2026 Outreach Committee meetings did not meet quorum	Released alongside this Implementation Update. Both now in the public record.
Plain-language complaint guide	Mar 31, 2026	Drafted late; finalized in Q2	Delivered with this report (Appendix B). Translations in Q2-Q3.
Public report-back cadence	Mar 31, 2026	Did not begin in Q1	This report is installment #1. Quarterly memos every 90 days from here.

Why this happened

The institutional truth is simple, and it is one residents are owed in plain language. A new Chair of the Community Outreach Committee – me – took the gavel at the start of 2026, and the first few Committee meetings of the year did not meet quorum. Without quorum, the Committee cannot formally take action. So the December Roundtable Report could not be released through the Committee, and the work it recommended could not formally begin. That is what created the gap residents are reading about now.

This is not a story about effort. Drafting, partner outreach, planning, and committee preparation continued throughout the period. It is a story about institutional process: the rhythm we promised

did not materialize on time because the body that releases public-facing work could not formally meet. Residents experience conditions, not intentions, so conditions are what this report corrects.

This document was placed on a recent CPP Executive Committee agenda for review. Because Executive Committee agendas are public, residents who follow the Commission's work submitted feedback on the draft. The version you are reading was reworked in response to that feedback. The path it took — agenda → public comment → revision → publication — is the institutional path this work is supposed to follow, and it is the path every quarterly memo from this point forward will follow.

Three structural fixes

- Quorum redundancy.** Meeting agendas are now built so that essential public-facing items can be advanced even if a meeting must be continued — and Committee leadership is working with the Recruitment Committee to fill vacant seats so quorum failures become rare events rather than predictable ones.
- Calendared accountability.** Every quarterly memo for the rest of 2026 has a publication date assigned in advance — May 6, July 31, October 31, and January 31 — not when the calendar permits.
- Shared ownership.** Committee work that depends on a single Commissioner's availability is being redistributed across Commissioners so that one person's month does not stall the work residents are waiting on.

What is on track



A community member addresses the panel during the structured-discussion segment. December 8, 2025.

Targeted youth and schools outreach is being staged for a Q2 pilot in partnership with district-affiliated schools and youth-serving organizations.

The complaint-process oversight memo is in drafting and will be presented publicly to the Commission in Q3.

Cross-body coordination has begun with the Privacy Advisory Board on ALPR/FLOCK and with behavioral-health partners on alternative response.

The lived-experience-to-policy translation is built into the Q2/Q3 memos and the annual community summary.

Trust grows when communication is routine, timelines are respected, and public updates do not disappear between moments of public scrutiny.

OPERATING COMMITMENT FROM THE DECEMBER REPORT

What Residents Asked Us to Build

The December roundtable was structured around three questions. The themes that emerged form the substantive mandate of this Committee's 2026 work. The synthesis below preserves the priorities exactly as residents framed them – not in CPP's language, but in the community's.



A community member addresses the panel during Discussion Question 3 – “What is one concern you have with CPP?”

PRIORITY 01

Examine pretextual-stop patterns and the policy questions they raise.

Pretextual traffic stops – especially in Southeastern San Diego – were named in stop after stop. Residents did not ask the Commission to litigate individual cases; they asked CPP to elevate the pattern with stop data, divisional analysis, and policy questions about probable cause and consent.^{1,2,3}

PRIORITY 02

Render aid; preserve life; document the truth.

Critical-incident testimony raised a core oversight question: in each case, was every reasonable de-escalation, intervention, and life-saving measure attempted, and were the resulting files complete and timely? Residents asked CPP to treat this as oversight, not paperwork.

PRIORITY 03

Make the complaint process accessible – or it is not accountability.

Confusing classifications, missing confirmations, opaque timelines – residents experienced the complaint pathway itself as a barrier. They asked for plain language, confirmation receipts, and clearer routing into CPP review.

PRIORITY 04

Treat youth and impacted families as central authors of oversight.

Young people in the room asked the Commission to take their experiences seriously, to invest in diversion, and to build engagement that reaches them where they already are: at schools, in libraries, in youth-serving organizations.³

PRIORITY 05**Meet crisis with care, not coercion.**

Residents linked behavioral-health response to dispatch policy, response time, and the availability of non-armed alternatives. Oversight reaches into how the city decides who shows up when someone is in crisis.⁴

PRIORITY 06**Set limits on surveillance — and make them visible.**

ALPR/FLOCK, gang-unit practices, and surveillance of activists were named by residents as state powers they said fall unevenly on immigrants and Black and Brown residents.^{5,6} Coordinate with the Privacy Advisory Board, track retention and audit-trail compliance, treat as a 2026 policy priority.

PRIORITY 07**Be visible, be steady, be honest about your limits.**

Residents asked for CPP signage, simpler digital tools, routine public updates, and forthright communication about what the Commission can do today and what additional authority is still needed.

MORE THAN SEVEN THEMES — NOTHING LOST TO SUMMARY

Residents raised more than these seven priorities, and the Committee's full record preserves every one. Concerns also documented include immigration enforcement and the City's and SDPD's stated limits under state law during federal activity; body-worn-camera footage and public-records access; resource allocation and overtime, including calls to civilianize roles and redirect spending toward prevention, youth, and libraries; station access and service equity, including a reported Southeastern station closure; ADA and language access; beat-map and geographic boundaries, such as the Jamacha-area beats; and accountability for repeat conduct, including removing repeat officers from the same neighborhoods. Each is logged in the public record so that thematic summary never erases a specific concern — and where these raise policy questions within CPP's current scope, they feed the Commission's patterns-and-practices and policy work.

“Trust is built by follow-through, not invitation alone. Transparency is not a public-relations function — it is part of accountability.”

CROSS-CUTTING FINDINGS · DECEMBER 8 RECORD



07 THE 2026 ROADMAP What We Will Do, By Quarter

The roadmap below maps the seven priorities to a calendar. It is intentionally readable. It is intentionally specific. And every block on it carries an owner inside the Committee.

UPCOMING COMMUNITY HEARING · A NEXT STEP FROM THE ROUNDTABLE

Community Hearing on SDPD Pretext Stops

JUNE
13
2026

As a direct progression from the December roundtable, the Commission invites residents to its first major listening event of 2026 — a public hearing to gather feedback on CPP’s draft policy-recommendation proposal on pretextual stops. This is **Priority 01** of this report made concrete: the roundtable surfaced the pattern; this hearing turns that testimony into a specific proposal the public can shape before it advances.

No recommendation has been adopted. The hearing exists to gather community input and refine the draft before anything advances.

DETAILS

June 13, 2026 · 10:00 a.m.

Public Utilities Department Auditorium
9192 Topaz Way, San Diego, CA 92123

Open to the public · all are welcome to comment.

2026 COMMUNITY OUTREACH ROADMAP

Quarterly cadence keyed to community-identified priorities.

	Q1 · JAN-MAR	Q2 · APR-JUN	Q3 · JUL-SEP	Q4 · OCT-DEC
Community listening sessions	Plan + recovery	District 4 + 8 · 9 + 3		Citywide synthesis
Youth engagement		School pilot	Youth advisory cohort	
Complaint guide & translations	EN draft	ES + Tagalog	VI + AR	Annual refresh

	Q1 · JAN–MAR	Q2 · APR–JUN	Q3 · JUL–SEP	Q4 · OCT–DEC
Public report-back cadence	This memo	Sustained quarterly rhythm		
Partner MOUs & deepening	Top 10 outreach	3 MOUs signed	Partner audit	

Every quarter closes with a public report-back so participation produces visible consequence.

Quarter by quarter – what to expect

Q1 · JANUARY – MARCH · PLAN AND RECOVER

- Publish this Implementation Update so residents have the report-back the December plan promised.
- Finalize and ship the plain-language complaint guide and the 2026 outreach calendar.
- Conduct standing-partner outreach to leading community, faith, civil-rights, immigrant-serving, and youth-serving organizations across the city.
- Begin drafting the complaint-process oversight memo for Q3 publication.

Q2 · APRIL – JUNE · SHOW UP

- Hold listening sessions in District 4 (Southeastern San Diego) and District 8 (Barrio Logan / South Bay).
- Pilot the youth engagement program with one San Diego high school and one youth-serving organization.
- Translate the complaint guide into Spanish and Tagalog. Distribute through libraries and partner networks.
- Sign three formal partner MOUs that codify routine information exchange and standing roles for community organizations.

Q3 · JULY – SEPTEMBER · DEEPEN

- Hold listening sessions in District 9 (City Heights / College) and District 3 (Uptown / Hillcrest).
- Stand up the Youth Advisory Cohort – 8-12 young residents who advise the Committee for the rest of the year.
- Translate the complaint guide into Vietnamese and Arabic. Distribute through library and partner networks.
- Publish the complaint-process oversight memo to the full Commission in public session.
- Convene a coalition meeting of Tier 1 and Tier 2 partners on shared 2026 priorities.

Q4 · OCTOBER – DECEMBER · SYNTHESIZE

- Hold a citywide community session that draws together district-level findings from Q2 and Q3.
- Publish the Annual Community Feedback Summary – recurring themes, outreach reach, policy questions raised, next-year priorities.
- Audit the partner network. Renew, deepen, or gracefully exit each Tier 1 / Tier 2 relationship for 2027.
- Refresh the complaint guide and translations on the public website.

Show up before and after crisis. Do not let community contact occur only after a high-profile incident.

OPERATING COMMITMENT CARRIED FORWARD FROM DECEMBER

Filling the Room – and Returning to It

A FRAMEWORK BORN FROM THE ROUNDTABLE – NOT YET A STATUS REPORT

Read this section as our intention, not our record. The strategy, channels, and eight innovations described here are **not yet operational** – the Commission does not currently have the infrastructure to deliver them, and we are not claiming any of it is done. What follows is the framework that grew directly from the December roundtable, built to answer every concern residents raised and shaped around the community's own hopes for what oversight could be. It points toward a Commission whose impact is felt citywide. Getting there depends on partners and resources we are actively seeking – and the Chair is committed to meeting regularly with partner organizations to build this together and make the promise of **Measure B** real.

Outreach is not just hosting events; it is making sure the right people hear about them, choose to attend, are heard once they arrive, and see what their testimony moved afterward. Social media is the spine of that work. The strategy that follows is built specifically to ensure the next roundtables are better attended, more representative, more multilingual, and more visibly accountable than the December 2025 event – and that the loop closes publicly within 21 days every time.

Why this matters for the next roundtable

The December roundtable met or exceeded its own targets: against a goal of roughly 100 people contacted, more than 1,000 residents were reached directly; against a goal of 60–70 RSVPs, 79 registered; and against a goal of 35 in the room, 54 attended. Social-media reach extended to roughly 30,000 residents through CPP channels. That is a strong baseline – but it is asymmetric. Most of that reach lived inside CPP's existing follower base, which skews toward engaged civic actors rather than the youth, immigrant communities, and the neighborhoods residents told us to center. The strategy below is designed to break that pattern.

The 21-day campaign cycle

Every roundtable in 2026 is supported by the same disciplined three-week campaign – and a written public report-back within 21 days of the event itself. The cycle is divided into six phases, each with assigned channels, a content cadence, and a designated owner inside the Committee.

AWARENESS Day -21 to -14	MOBILIZATION Day -14 to -7	AMPLIFICATION Day -7 to -1	EVENT Day 0	RECAP Day +1 to +7	REPORT-BACK Day +8 to +21
Save-the-date posts across platforms · District-level Next-door (D1–D9 rotation) · Email newsletter blast	Tier 1 partner kits with shareable assets · Past-attendee Reels and TikTok clips · Multilingual flyers	Daily Instagram countdown stories · X/Twitter live thread · Commissioner IG Live Office Hours Q&A	Live-tweet the room (thematic threads) · Stories from the floor · Behind-the-scenes Reels	6-tile carousel recap in 5 languages · 'What we heard' video under 90 seconds · Partner thank-yous	Plain-language quarterly memo · Embeddable KPI dashboard widget · 'Where Did Your Voice Go?' thread

· Spanish-language radio	(5 languages) · SMS opt-in launch	· Community influencer shares	· Partner real-time shares	· Email recap to RS-VPs	· Civic media outreach
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Every event gets a 3-week build-up, a live showing, and a written public report-back within 21 days – as our standard.

Multi-channel content matrix

CPP currently maintains four primary social channels – Instagram, Facebook, X/Twitter, and an email newsletter – plus the City website and a growing partner network. The 2026 strategy adds three intentional additions: TikTok for youth, LinkedIn for civic infrastructure storytelling, and an SMS opt-in list for day-of reminders. Each channel does what it is best at; nothing is duplicated for the sake of duplication.

CHANNEL	PRIMARY AUDIENCE	CONTENT FORMAT	CADENCE
Instagram & Reels	Youth · ages 18–34	Vertical video · stories · carousels	3–5 / week
TikTok	Youth · ages 16–28	Short explainers · day-of clips	2 / week
Facebook	Older residents · families	Longer posts · community photos	3 / week
X / Twitter	Civic + media	Live threads · accountability	Daily during cycle
LinkedIn	Civic infrastructure	Institutional storytelling · briefs	1 / week
Email Newsletter	Standing list (900+)	Monthly digest · event-triggered	Monthly + per event
SMS opt-in	Reminder list	Day-of nudges · text 'CPP' to 12345	Per event
Podcast / YouTube	Deep audience	'Where Did Your Voice Go?' series	Monthly

Accessibility & language defaults
Every public post: alt text · captions on video · plain language · five-language rotation (EN · ES · VI · AR · TL).

Eight innovations the Committee hopes to build

01. Commissioner Office Hours – live monthly Q&A.

Once per month, a Commissioner goes live on Instagram for thirty minutes to answer resident questions in real time. The session is captioned, recorded, archived on YouTube, and translated into a 5-language carousel within seven days.

02. 'Where Did Your Voice Go?' testimony-to-action series.

A short video and thread series that traces specific community testimony from the December and 2026 roundtables to the policy memo, agenda item, or recommendation it produced. Published quarterly with the report-back memo. The point: prove the loop closes.

03. District takeover weeks.

Each of the nine City Council districts gets a one-week social spotlight in 2026 — its issues, its partners, its anchor venues. Content is co-produced with the district's Tier 1 / Tier 2 partners and published in the languages those communities speak.

04. Youth Advisory Cohort content team.

The Youth Advisory Cohort (Q3 2026) has a content sub-track. Members produce TikTok / Reels in their own voice, on schedule and with creative direction, for the Committee channels. Youth speak best to youth; the Committee provides the platform and the support.

05. Multilingual by default — five-language rotation.

Every public post that drives toward an event or a deliverable is published in English, Spanish, Tagalog, Vietnamese, and Arabic. Translation pipeline: AI-assisted draft → community-partner review → publication. No translation, no publication.

06. Partner Amplification Kit.

Two weeks before each roundtable, Tier 1 partners receive a kit: pre-written posts, branded graphics in five languages, sample SMS scripts, and Nextdoor templates. They post; we amplify.

07. SMS opt-in & QR codes everywhere.

Residents text 'CPP' to 12345 to receive day-of reminders for events in their district. Every flyer, library poster, and partner-table handout carries a QR code that drops directly into the RSVP form. We meet residents where their thumbs already are.

08. Real-time accountability dashboard.

An embeddable widget on sandiego.gov/cpp would show the six 2026 KPIs in real time: listening sessions held, districts served, days from event to report-back, translated materials live, standing partnerships, youth engaged. The numbers would update with each public memo, and partners and press could embed it on their own pages.

The website: the public's front door

For most residents, sandiego.gov/cpp is the first — and often only — place they will ever encounter the Commission. Today it does the essential things: it carries meeting agendas, minutes, and recordings, the recommendations archive, an email-update sign-up, an "In the Works" page, and a complaint link. The 2026 opportunity is to make it do more of what residents asked for at the roundtable — show, in plain language, what the Commission is doing between meetings, and carry the cohesive, multilingual voice the Committee is building on social media.

The Community Outreach Committee touches every part of the Commission's work — policy, recruitment, rules, training, and the complaint process all reach the public through outreach. Treating the website as shared public infrastructure, rather than one committee's page, is how the Commission builds for growth and lasting impact.

Regular public updates — what's happening, as it happens

Building on the Commission's existing "In the Works" page, the Committee will maintain a living, plain-language record of active work: which recommendations are moving, which community events are scheduled, what was heard at the last session, and what is coming next. The real-time accountability dashboard described above is designed to live here, so the six 2026 metrics are visible to anyone, at any time — not only when a report is published.

One message, every channel

What residents see on Instagram, TikTok, Facebook, and in the newsletter should match what they see on the website — the same dates, the same plain wording, in the same five-language rotation. The 21-day campaign cycle and the website's event calendar are designed to draw from one shared source, so a roundtable, a hearing, or a report-back reads the same everywhere.

AREAS OF OPPORTUNITY — THE ROAD AHEAD

A living "In the Works" tracker and embeddable KPI dashboard featured on the CPP homepage.	Plain-language, five-language content that goes beyond meeting agendas.
PLANNED	PLANNED
A prominent, mobile-friendly complaint pathway with clear next steps and confirmation.	An always-current calendar of upcoming community events on the landing page.
PLANNED	PLANNED
Cohesive web-and-social messaging drawn from one shared content source.	Maintaining accessibility across posts — alt text, captions, and translation.
PLANNED	PLANNED

How we will measure

Social-media performance is reported with every quarterly memo, alongside the six accountability KPIs. The metrics that matter are the ones that prove reach, representation, and follow-through — not vanity metrics.

- **Reach by district** — RSVPs and attendees broken out by Council District, not aggregated to city-wide.
- **Demographic representation** — gender, age band, language preference reported in aggregate (never identifying).
- **Partner amplification rate** — percentage of Tier 1 / Tier 2 partners who actually shared the campaign.
- **Loop-closure latency** — days from event close to public report-back. Twenty-one is the floor.
- **Follower growth and demographic breadth** — not raw follower count, but whether the audience actually reflects the city.

Can every police station post something about CPP... so the community can better know that we exist?

PARTICIPANT, DECEMBER 8, 2025 — THE VISIBILITY ASK THE 2026 SOCIAL STRATEGY IS BUILT TO ANSWER

09 · GEOGRAPHIC OUTREACH PLAN

All Nine Districts. No Exceptions.

San Diego is not one community. It is many. The roundtable made one thing very clear: outreach that lives only in 525 B Street is not outreach. The plan below assigns every City Council district a level of engagement for 2026 – calibrated to where residents told us the most urgent issues are concentrated, but never zero.

D1 La Jolla · Carmel Valley Newsletter + 1 visit	D2 Beaches · Clairemont Newsletter + 1 visit	D3 Uptown · Hillcrest Targeted outreach (Q3)
D4 Southeastern SD Standing table · Q2	D5 Scripps · Bernardo Newsletter + 1 visit	D6 Mira Mesa · Kearny Targeted outreach (Q4)
D7 Mission Valley Targeted outreach (Q4)	D8 Barrio Logan · South Bay Standing table · Q2	D9 City Heights · College Standing table · Q3

PRIORITY Standing table Targeted outreach Newsletter only

How priority is set

Priority does not mean importance. Every district matters and every district will be served. Priority reflects the pattern of testimony from the December roundtable, where residents named geographies – Southeastern San Diego, Jamacha-area beats, City Heights, Barrio Logan – as places where pretextual stops, complaint barriers, and trust gaps were most acute.

DIS-TRICT	NEIGHBORHOODS	ANCHOR PARTNERS & VENUES	2026 CADENCE
D1	La Jolla, Carmel Valley, University City	Branch libraries, neighborhood associations	Newsletter + 1 visit
D2	Beaches, Clairemont, Pacific Beach	Town councils, community planning groups, branch libraries	Newsletter + 1 visit
D3	Uptown, Hillcrest, Little Italy, Mission Hills	Neighborhood associations, community centers, branch libraries	Targeted outreach (Q3)
D4	Southeastern, Encanto, Skyline, Paradise Hills	Malcolm X / Valencia Park Library, faith partners, rec centers, community organizations	Standing table – Q2 listening session
D5	Scripps Ranch, Rancho Bernardo, Peñasquitos	Branch libraries, neighborhood associations	Newsletter + 1 visit

DIS-TRICT	NEIGHBORHOODS	ANCHOR PARTNERS & VENUES	2026 CADENCE
D6	Mira Mesa, Kearny Mesa, Linda Vista	Mira Mesa Library, schools, AAPI-serving organizations	Targeted outreach (Q4)
D7	Mission Valley, Allied Gardens, Tierrasanta	Allied Gardens Library, neighborhood associations	Targeted outreach (Q4)
D8	Barrio Logan, Logan Heights, San Ysidro	Logan Heights Library, community and immigrant-serving organizations	Standing table – Q2 listening session
D9	City Heights, College Area, Rolando	City Heights community centers, schools, health and family-service organizations	Standing table – Q3 listening session

They always stop brown & black people for window tint... Why is southeast SD the community stopped the most? Look at the data.

PARTICIPANT, DECEMBER 8, 2025

What We Said We Would Make — and Did

This section names, in plain terms, the public-facing materials shipped with this report. Each item answers a specific request residents raised in December. Each one has a public version included in this binder, with a translation timeline attached.

01 · PLAIN-LANGUAGE COMPLAINT GUIDE

A one-page guide written for residents — not for lawyers and not for the City. It explains what to do when you believe a San Diego Police Department officer treated you unfairly, where the complaint goes, what should happen next, and how to escalate if it does not. Translations into Spanish and Tagalog will publish in Q2; Vietnamese and Arabic in Q3. Print copies will be distributed to every City of San Diego library and to Tier 1 and Tier 2 partner offices.

Where to find it: Appendix B of this report. Master copy at sandiego.gov/cpp/filing.

02 · 2026 OUTREACH CALENDAR

A public-facing calendar of every district listening session, every partner convening, and every commission report-back the Committee plans for 2026. Updated quarterly. Published as a tracker the public can hold us to. If a date moves, the public sees the new date and the reason.

Where to find it: Appendix C, and on the CPP website on or before June 1, 2026.

03 · QUARTERLY TRACKER TEMPLATE

A standing template the Committee will use for every report-back memo: scorecard updates, what we heard since the last memo, what was published or recommended, what slipped, and what is next. First memo: this report. Second: end of Q2. Third: end of Q3. Fourth and annual summary: end of Q4.

Where to find it: Appendix C of this report.

04 · PARTNER & STAKEHOLDER TIER LIST

A clear-eyed inventory of the 110+ organizations on the CPP outreach list, sorted into four tiers based on engagement depth — from standing partners with regular touchpoints to broader public-reach channels. Internal working list maintained by the Director of Community Engagement. The public version of this report includes the tier framework so residents understand how the partner network is structured.

Where to find it: Section 13 of this report.

II · GOALS & ACCOUNTABILITY METRICS

What “Done” Looks Like

Goals only matter if they are public, measurable, and reported on. The metrics below will be published with every quarterly memo. They are deliberately specific so the public can audit them.



How each metric is defined

Listening sessions held — An in-person, district-anchored session of at least 90 minutes with a structured discussion question and a public record. Eight is the 2026 floor.

Districts served — All nine City Council districts receive at least one in-person engagement during 2026. Newsletter-only contact does not count.

Days from event to report-back — The number of calendar days between the close of a public engagement and the publication of a written summary. Twenty-one days is the standard.

Translated materials live — Plain-language complaint guide and outreach summary in English, Spanish, Vietnamese, Arabic, and Tagalog by year-end.

Standing partner relationships — Tier 1 partners with documented commitments — joint convenings, shared invitations, bidirectional notice, and a named point of contact on each side.

Youth participants engaged — Counted across school visits, the Youth Advisory Cohort, listening sessions where youth speak, and youth-org partner events. One hundred fifty is the floor.

A note on impact – leading indicators now, outcomes later

Every metric in this report is, by design, a *leading* indicator: sessions held, districts served, materials translated, partnerships formed, days from event to report-back. They measure whether the Committee is doing the work it promised. They are not yet measures of impact, and we will not present them as such.

The harder questions – whether community trust grows, whether the complaint process becomes easier to use, whether recommendations are adopted, and whether the patterns residents named narrow in the public record – cannot be answered honestly until the Committee is fully operational and a full cycle of data exists. We expect that to come into focus later in 2026. When it does, the Chair will publish a dedicated **Impact Report** that holds this framework to outcomes, not just activity – and names where impact fell short on the same terms as the misses named in this document.

If we miss a target

If a metric is below target at the close of a quarter, the report-back memo will say so on the first page. It will name the reason, the recovery plan, and the revised target date. We will not bury misses. The integrity of this framework depends on it.



Audience members during the structured-discussion segment of the December roundtable.

Trust grows when residents can see what happens after they speak.

CROSS-CUTTING FINDING FROM THE DECEMBER ROUNDTABLE

CPP Recommendations Since 2021

Outreach is one strand of the Commission's work; recommendations are another. The table below preserves, for the public record, every formal policy recommendation, request, and response the Commission has issued since 2021. The current Outreach Roadmap connects to and is informed by this body of work — particularly the 2024 Vehicle Pursuit Recommendations, the 2025 Complaint System Recommendations (which Commissioner Flores helped develop), and the 12-area Policy Committee work plan now under way.

DATE	RECOMMENDATION / MEMO	SDPD RESPONSE
Dec 2025	CPP January–June 2025 Semi-Annual Report (memo to Mayor & Council)	<i>Public record</i>
Jun 2025	Recommendations to Improve the SDPD Complaint Investigations System (15 recs)	<i>12 of 15 accepted / partial · Aug 2025</i>
Feb 2025	Proposed Changes to Municipal Code Sections Governing the CPP	<i>Council letter posted</i>
Nov 2024	Pursuit Policy Recommendations (9 recs · with CHP comparison)	<i>6 of 9 accepted / partial · Jan 2025</i>
Aug 2024	Statement Regarding Fatality Incident — August 26, 2024	<i>Public statement</i>
Mar 2024	Request for Information Regarding Police Pursuits	—
Dec 2023	Executive Director Hiring Process Recommendation	—
Mar 2023	Recommendation Regarding Categorization of ‘Untruthfulness’	—
2022	CPP Recommendations for Revisions to SDPD Discipline Memos & Matrix	—
May 2022	Recommendations to SDPD Policies and Procedures	<i>Response posted</i>
Sep 2021	Recommendations on SDPD Use of Force Opinion Approval Process	<i>Response posted · Jun 2022</i>
Jun 2021	Concern Regarding Officers Failing to Activate Body-Worn Cameras	<i>Response posted</i>
Mar 2021	Policy Recommendations to Chief Nisleit (Section 56.30 / Citations)	<i>Response posted</i>

Source: sandiego.gov/cpp/cpp-recommendations. The Commission's full archive of recommendations and SDPD responses is published on the City website.

Where the 2026 Outreach Roadmap connects to this body of work

The Outreach Roadmap on these pages is not free-standing. The 2025 complaint-system recommendations Commissioner Flores helped develop directly anticipate the complaint-process oversight memo planned for Q3 of this year. The Policy Committee's 12-area three-year work plan — covering pretextual stops, courtesy, Fourth Amendment waivers, gang databases, Special Operations, use of force, de-escalation, K-9s, vehicle pursuits, protests, body-worn cameras, and an anti-racism resolution — provides the policy context for nearly every theme residents named at the December roundtable. Outreach is the listening end of that work; the Policy Committee carries it through to public hearings and formal recommendations.

During these six months, we have made significant strides. We nearly doubled the number of Internal Affairs investigations reviewed... Our Community Outreach team actively engaged with over 1,600 San Diegans at 41 community events, expanding our reach and ensuring community voices are heard.

CHAIR ADA L. RODRIGUEZ · CPP SEMI-ANNUAL REPORT, JAN-JUNE 2025⁹

Who We Are Building With

Outreach is only as strong as the relationships behind it. The CPP outreach network already reaches more than four hundred individual contacts and over one hundred organizations – schools, libraries, recreation centers, neighborhood associations, faith communities, civil-rights and advocacy groups, immigrant- and youth-serving organizations, and the broader Measure B coalition. This section sets the *standard* for how the Committee intends to work with them going forward. It names a structure, not a finished roster: these are relationships we are actively working to build and to earn. We have deliberately chosen not to publish an organization-by-organization list – so that no partner is mischaracterized, and none is inadvertently left out.

Tier 1 · Standing partners (building toward ~10)
 Anchor organizations we aim to convene quarterly, share draft workplans with, and formalize through written agreements – relationships we are working to earn.

Tier 2 · Active organizations (≈40)
 Schools, libraries, recreation centers, neighborhood associations, faith communities, and youth-serving organizations that receive every invitation and every memo.

Tier 3 · Coalition (60+)
 The broader Measure B coalition and recruitment network – invited to every event, the quarterly memo, and the translated complaint guide.

Tier 4 · Public reach (~30,000)
 CPP general email list (900+) · social channels (~30,000) · library + small-business flyer distribution citywide

How the tiers are used

Tier 1 partners are convened quarterly. We share workplans with them in draft. We invite their staff to listening sessions. By the close of Q3, the Committee aims to formalize at least three standing partnerships through written agreements.

Tier 2 organizations receive every event invitation and every quarterly memo. The Committee will reach out individually at least once per year to each Tier 2 partner. Tier 2 is the bench from which Tier 1 grows.

Tier 3 – the broader coalition list, including Measure B endorsers – receives event invitations, the quarterly memo, and the translated complaint guide.

Tier 4 — the public reach — is the email list, social channels, library and small-business flyer distribution. Approximately thirty thousand residents are reachable through this channel.

From the December roundtable: who already showed up

The 169 neighborhood associations, planning groups, and councils contacted for the December event remain in the partner record. So do the 39 high schools and 39 libraries. The Commission's recruitment list will be merged into Tier 3 by Q3 so that no organization in the City's civic ecosystem is invisible to outreach planning.

The standard is simple: relationships built before a crisis, not after — and trust earned through consistency, not asked for once. The Committee is committed to convening partners regularly and working alongside them, because a Commission that meets the promise of Measure B will be one the community helped build.



A resident addresses the Commission during public comment — December 8, 2025. The relationships behind that microphone are the ones this Committee is working to earn.

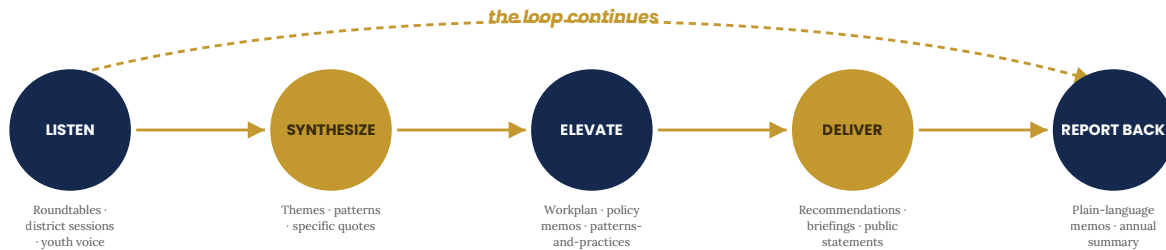
14 · OPERATING COMMITMENTS

How We Will Behave in 2026

The eight operating commitments below were set in the December report. They are reproduced here – in the same words – because nothing about them has changed. They are the standard for every meeting, memo, and decision made under this Committee's name.

THE ACCOUNTABILITY LOOP

How community testimony moves into Commission action – and back to the public.



1. Lead with candor.

Be explicit about what CPP can do, what it cannot yet do, and where structural limits still constrain independent oversight. Candor builds more trust than overpromising ever will.

2. Close the loop in public.

Every major outreach effort produces a visible return: a report, a summary of themes, a list of next questions, or a public statement showing how feedback informed the agenda.

3. Show up before and after crisis.

Build a calendar that includes neighborhood meetings, youth spaces, faith communities, libraries, and partner organizations throughout the year – not only after a high-profile incident.

4. Center youth and impacted families.

Treat those closest to harm as central co-authors of oversight priorities. Targeted invitations, accessible formats, follow-up communication, and real space in the public agenda.

5. Pair lived experience with data.

Take testimony seriously. Test patterns with public data. Outreach feeds directly into policy review, stop-data analysis, complaint transparency, and patterns-and-practices work.

6. Make access simple and visible.

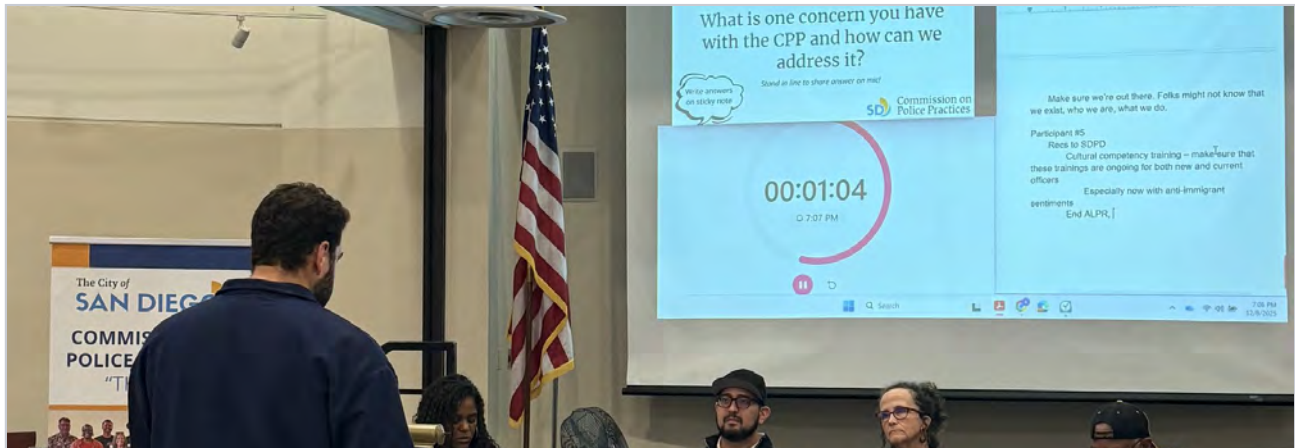
Complaint pathways, meeting information, and CPP contact points should be easy to find, easy to understand, and present where residents already seek help.

7. Build trust through consistency, not performance.

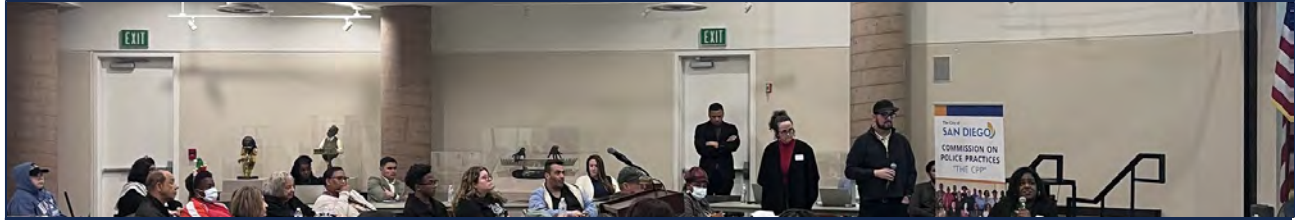
Trust grows when communication is routine, timelines are respected, and public updates do not disappear between moments of public scrutiny.

8. Treat community as a partner in safety and accountability.

Residents stand with oversight when they can see oversight standing with them – listening carefully, speaking plainly, acting with integrity.



Public comment and collective witness – residents holding the floor at the December 8 roundtable.



15 CLOSING Listening, Accountability & Trust

If this report has done its job, three things should now be clear.

First, that the December roundtable was not the end of a process — it was the beginning of one. The themes residents named are now embedded in a workplan with a calendar, a budget of attention, and named partners. The substance of what you said is moving.

Second, that we are honest about where we have fallen short. Two of three ninety-day commitments slipped. One of them is now in your hands. The other — the public report-back — begins with this document and continues every ninety days from this date forward.

Third, that the framework on these pages is not a brochure. It is a public commitment — and we intend to be held to it. Eight listening sessions. Nine districts. Five languages. Ten standing partners. One hundred fifty youth. Twenty-one days from event to report-back. If a number moves, the public memo says so.

San Diego is large and uneven. Civilian oversight in a city of this size only earns legitimacy when residents can see it doing its work — patiently, in their neighborhood, in the language they speak, on a schedule that does not depend on a crisis to set the agenda. That is the kind of Commission this Committee is trying to be in 2026. The framework is here. The promises are here. The misses are here. The recovery plan is here.

Now we work.

PUBLIC INFORMATION & CONTACT

Commission on Police Practices

525 B St., 17th Floor — Suite 1725
San Diego, CA 92101

619-533-5304

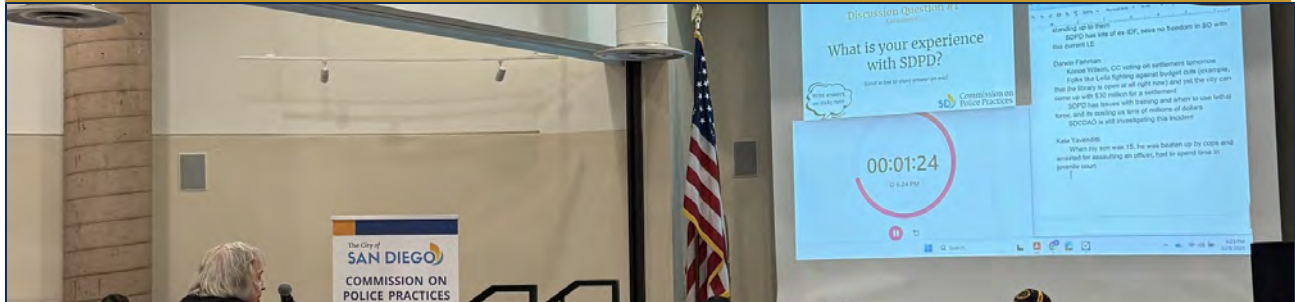
commissiononpolicepractices@sandiego.gov

sandiego.gov/cpp · sandiego.gov/cpp/filing

WHAT TO DO WITH THIS REPORT

Read it. Share it. Hold us to it.

If a target on these pages slips and the next quarterly memo does not name it, that is a failure on our side. Tell us. Then tell us what we should do about it.



APPENDIX A Photo Record · December 8, 2025

The photographs across the next pages preserve the texture of the room: residents waiting to speak, panelists listening, staff supporting the process, and the seriousness with which participants approached the conversation. Photos do not identify speakers by name.

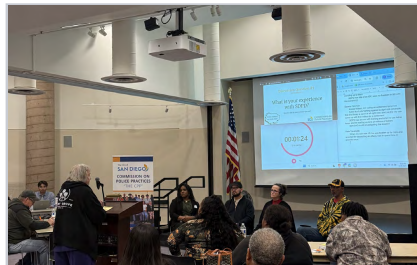


December 8, 2025 – Malcolm X / Valencia Park Library, San Diego.

A · I · THE ROOM — A LISTENING SPACE



Wide audience view at the start of the roundtable.



Residents settle in as the structured discussion begins.



Engaged participants during the presentation.



A full room of residents and Commissioners.



Mid-room view during the guided question session.



Wide view from the rear of the room.

A · II · PUBLIC COMMENT — RESIDENTS AT THE MICROPHONE



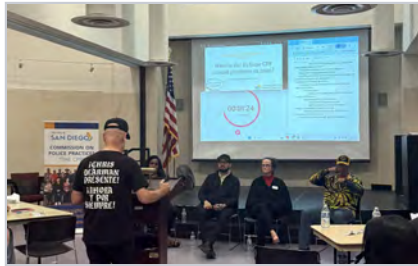
A community member shares lived experience at the podium.



A speaker addresses the panel with the CPP banner behind.



A resident stands to address the panel during open mic.



Public comment as the panel listens.

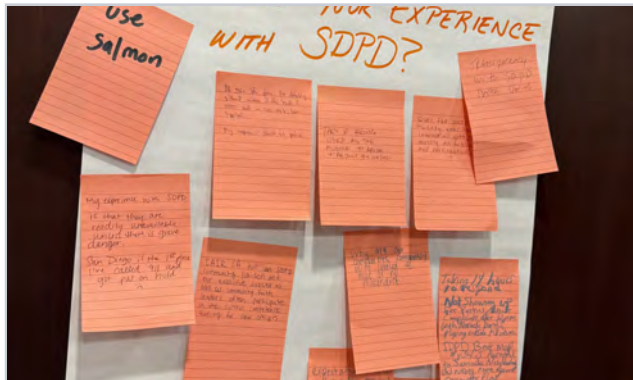


A speaker shares testimony at the open microphone.

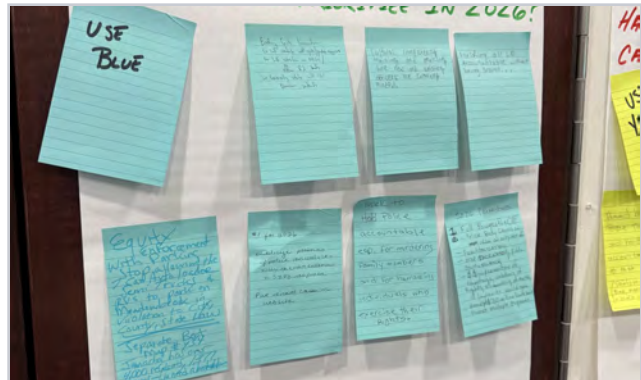


Residents hold the floor during public comment.

A · III · THE COMMUNITY INPUT — WHAT WAS WRITTEN, WHAT WAS HEARD



Sticky-note responses to "What is your experience with SDPD?"



Community responses to "What is the #1 issue CPP should prioritize in 2026?"

A · IV · PANEL & CANDID — LISTENING, CLOSELY



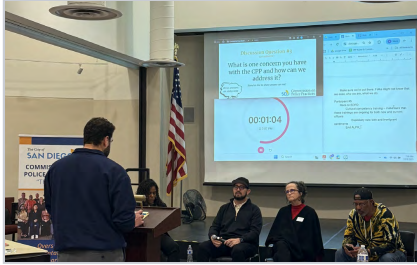
A community member addresses the panel during Discussion Question 3.



The panel listens during the structured discussion.



Open discussion at the front of the room.



Public comment and collective witness.



Roundtable participants attentive to the conversation.



A close view of community members during testimony.

“Trust is built by follow-through, not invitation alone.”

CROSS-CUTTING FINDING FROM THE DECEMBER 8 RECORD

How to File a Complaint About SDPD

If you believe a San Diego Police Department officer treated you, your family, or someone in your community unfairly, you have the right to file a complaint. The Commission on Police Practices is the independent civilian body the City created to review those complaints. This is what to do.

STEP 1

Write down what happened — soon.

Memory fades. Within twenty-four hours if you can, write the date, time, location, what you saw, what was said, who else was there, and any officer name or badge number you can recall. If you have a photo, video, or any document, save it.

STEP 2

File the complaint with CPP.

Go to sandiego.gov/cpp/filing — or call 619-533-5304 and a CPP staff member will help you file by phone. You can also email commissiononpolicepractices@sandiego.gov. If you prefer to come in person, the office is at 525 B Street, Suite 1725, in downtown San Diego.

STEP 3

Get your confirmation.

When you file, CPP aims to provide a complaint number and a written confirmation, typically within five business days. If you do not receive them, contact CPP and ask — you can request that record.

STEP 4

Know what happens next.

Your complaint is reviewed under City rules. You may be contacted by CPP for additional information. The complaint moves through Internal Affairs and is reviewed independently by CPP staff and commissioners. You will generally be notified of the outcome, to the extent allowed by law.

STEP 5

If something feels wrong with the process — say so.

You can attend any CPP public meeting and offer public comment. You can ask CPP for a status update on your case. If a finding is classified in a way that does not match what you reported, you can ask CPP to explain the classification. CPP exists for this oversight.

Separate from the police department our complaints should go straight in [to CPP]... not be classified by them first.

YOUTH PARTICIPANT, DECEMBER 8, 2025

Where to file — at a glance

IF YOU PREFER...	USE THIS
Online	sandiego.gov/cpp/filing
Phone	619-533-5304 — staff will help you file by phone
Email	commissiononpolicepractices@sandiego.gov
In person	525 B Street, Suite 1725, San Diego, CA 92101
Through a partner	Many trusted community, civil-rights, and legal-aid organizations across San Diego can help you file and support you through the process.

What CPP can do — and what is still beyond its current authority

WHAT CPP CAN DO TODAY

- Review SDPD investigations of officer-involved incidents and complaints within its scope.
- Issue policy recommendations and track SDPD responses.
- Monitor patterns and practices, and elevate recurring accountability concerns.
- Convene community spaces, gather testimony, and translate it into oversight questions.

STILL OUTSIDE CPP'S CURRENT AUTHORITY

- Discipline officers directly. Discipline remains with SDPD.
- Interfere with active criminal investigations.
- Resolve individual personnel matters in public session.
- Compel testimony or override findings without process.

Civilian oversight is most credible when it is honest about both its leverage and its limits. CPP works on the leverage side every day. The limits side requires structural change, persistent advocacy, and sustained public attention — which the Committee continues to pursue. The Commission's independent-investigation authority, established by ordinance, is being operationalized through ongoing meet-and-confer; until that work concludes, complaints continue to move through Internal Affairs with CPP review.

APPENDIX C · QUARTERLY TRACKER

How We Will Report Each Quarter

The template below is the structure of every quarterly memo the Committee will publish for the rest of 2026. The shape is fixed; only the entries change. Residents can use it to predict what they will receive and to evaluate whether each memo was complete.

SECTION	WHAT IT MUST CONTAIN
Header	Quarter, publication date, Committee chair signature, link to all prior memos.
Scorecard refresh	Updated status pill on each of the seven 2026 commitments, with delta from the prior quarter.
Hits	Specific commitments delivered this quarter – with links to the public artifacts.
Misses	Specific commitments that slipped, the reason, and the recovery plan with a date attached.
What we heard	Themes from listening sessions, partner convenings, and public comment in the quarter – with quotes preserved.
What it changed	How the Committee's workplan or the Commission's policy memos moved as a result.
Numbers	The six accountability metrics – listening sessions, districts served, days to report-back, translated materials live, standing partnerships, youth participants – with target vs. actual.
Next quarter	Calendar, district plan, and partner convenings publicly committed to.

PUBLICATION DATES – RESERVED

Q1 2026 – Implementation Update (this report)	May 6, 2026
Q2 2026 – Spring Outreach Memo	July 31, 2026
Q3 2026 – Complaint-Process Oversight Memo	October 31, 2026
Q4 2026 – Annual Community Feedback Summary	January 31, 2027

The work of oversight begins in listening, but it earns trust only when the community can see that listening become action.

SYNTHESIS FROM THE DECEMBER 8 RECORD

Sources & Further Reading

The works below are cited to situate the community testimony summarized in this report within the broader public record and peer-reviewed research. They describe documented statewide and national patterns and the research literature on oversight and crisis response; they are **not offered as findings about the San Diego Police Department**. The Commission's own analysis of local data – including the work previewed for the June 13 community hearing – is the task this framework describes.

ON STOPS, RACE, AND IDENTITY PROFILING

1. Pierson, E., et al. (2020). “A large-scale analysis of racial disparities in police stops across the United States.” *Nature Human Behaviour*, 4, 736–745. Stanford Open Policing Project. [nature.com/articles/s41562-020-0858-1](https://www.nature.com/articles/s41562-020-0858-1)
2. Chanin, J., Welsh, M., & Nurge, D. (2018). “Traffic Enforcement Through the Lens of Race: A Sequential Analysis of Post-Stop Outcomes in San Diego, California.” *Criminal Justice Policy Review*, 29(6–7), 561–583. SDSU School of Public Affairs; commissioned by the San Diego City Council. doi.org/10.1177/0887403417740188
3. California Department of Justice, Racial and Identity Profiling Advisory (RIPA) Board (2025). *Annual Report 2025 – analysis of more than 4.7 million stops reported statewide, including documented youth-stop disparities*. oag.ca.gov/ab953/board/reports

ON BEHAVIORAL-HEALTH AND CRISIS RESPONSE

1. “Enlisting Mental Health Workers, Not Cops, in Mobile Crisis Response” (2021). *Health Affairs*, 40(6). On the CAHOOTS model of non-police response to behavioral-health and related 911 calls. [healthaffairs.org/doi/10.1377/hlthaff.2021.00678](https://www.healthaffairs.org/doi/10.1377/hlthaff.2021.00678)

ON SURVEILLANCE AND CIVIL LIBERTIES

1. American Civil Liberties Union. “Automatic License Plate Readers” (issue materials and the report *You Are Being Tracked*), on ALPR data retention and oversight. [aclu.org/issues/privacy-technology/location-tracking/automatic-license-plate-readers](https://www.aclu.org/issues/privacy-technology/location-tracking/automatic-license-plate-readers)
2. Electronic Frontier Foundation (2025). Investigations into Flock Safety automated license-plate-reader networks and their civil-liberties implications. [eff.org](https://www.eff.org)

ON CIVILIAN OVERSIGHT

1. National Association for Civilian Oversight of Law Enforcement (NACOLE). “Principles for Effective Oversight,” and *Civilian Oversight of Law Enforcement: A Review of the Strengths and Weaknesses of Various Models* (with the U.S. DOJ COPS Office, 2016). [nacole.org/principles](https://www.nacole.org/principles)

THE COMMISSION’S RECORD

1. City of San Diego, Measure B (Nov. 3, 2020) – charter amendment establishing the Commission on Police Practices, approved by approximately 75% of voters; implemented through Municipal Code Article 6, Division 11 (2022). [sandiego.gov/cpp](https://www.sandiego.gov/cpp)
2. San Diego Commission on Police Practices. *Semi-Annual Report, January–June 2025*. [sandiego.gov/cpp](https://www.sandiego.gov/cpp)

Full citations, archived recommendations, and SDPD responses are available at [sandiego.gov/cpp](https://www.sandiego.gov/cpp) and through the sources listed above.