

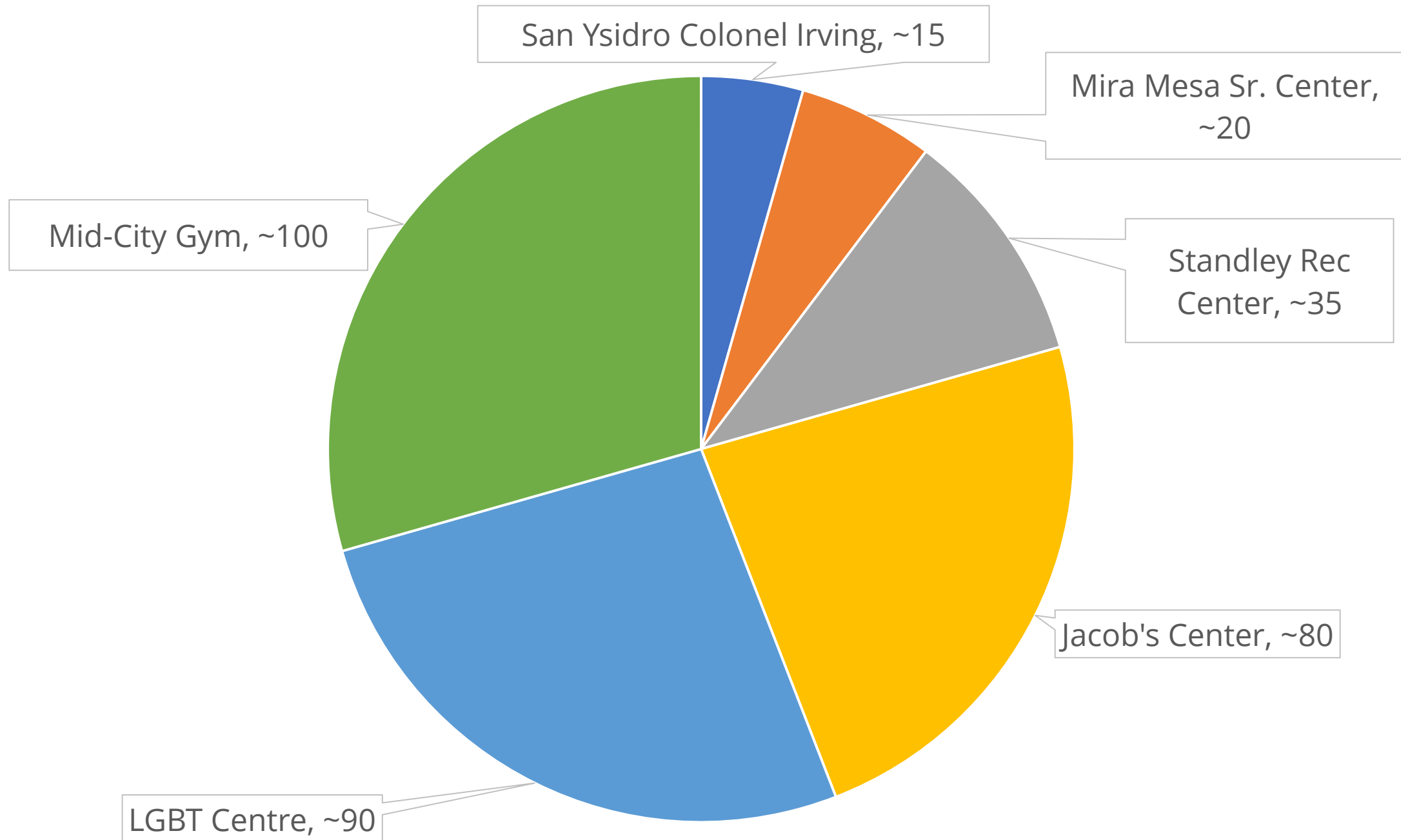
# **City of San Diego 2017 Police Chief Recruitment Community Workshop Results**



Human  
Resources

November 2017

# Number of Attendees: Approx. 340



# What are the top priorities our next police chief must address?



# What are the top characteristics/qualities our next police chief must possess?

**Cultural awareness/competency:**

Deep awareness of and respect for different cultures in the community; culturally competent; implement new policies/procedures with respect to diverse community needs and interests

**Personal Character and Values:**

Personify integrity, trustworthiness, honesty, ethical decision making, and fairness

**Background:**

Proven, established track record and experience in law enforcement; is known as a credible and competent leader

**Transparency:**

Open and clear in implementing policies and procedures; has transparent policy for releasing information to the public

**Personal Qualities and Characteristics:**

Deeply compassionate; demonstrates empathy, respect, and humility

**Open to Ideas:**

Willingness to learn; is open to criticism and creative or innovative solutions

**People person:**

Good at building relationships; nice; approachable; friendly

**Communication:**

Strong listener and good communicator

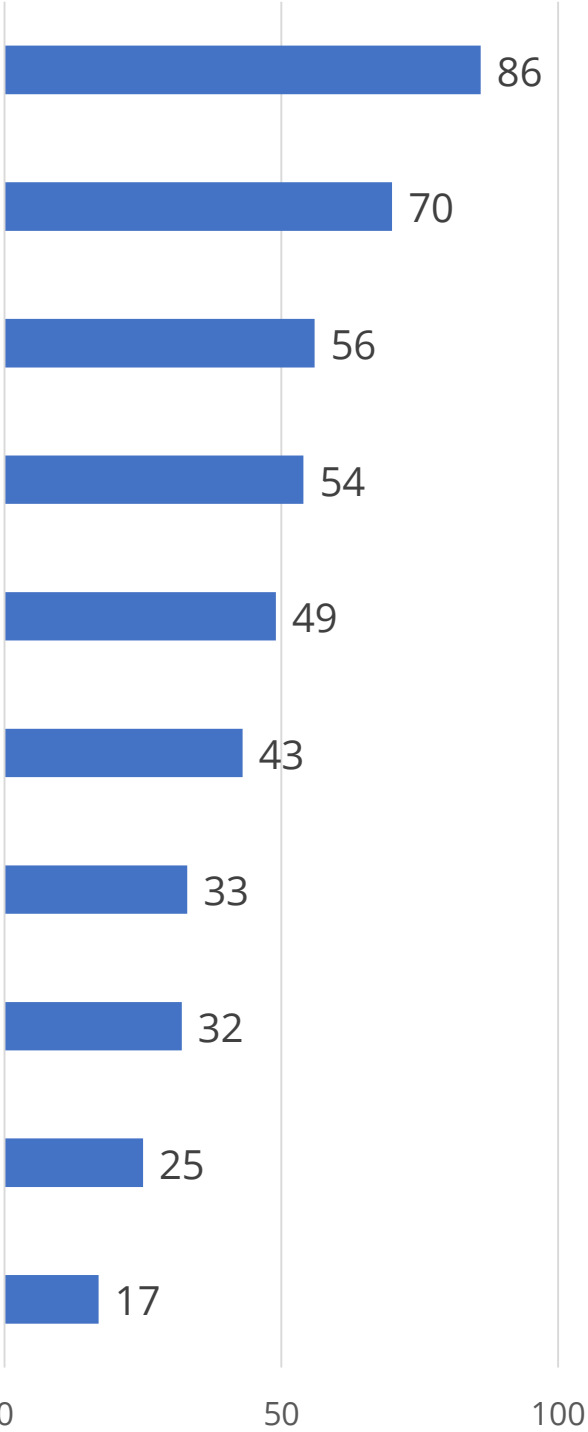
**Leadership:**

Charismatic leader; confident, and positive-oriented

**Accountability**

Holds himself/herself and all of the police department to the highest standards; is accountable to the community for results

Number of times mentioned



# Is there anything else that the City of San Diego should consider when selecting our next police chief?

Number of times mentioned

**Interview Panel**

Community members request a specific interview panel of community members and disagree with the City’s approach to holding interview panel identities confidential

48

**Community Engagement:**

Deeply engaged with the community and pro-active partners with the community

30

**Transparency:**

Selection process of the next chief must be transparent; the next chief themselves must implement transparent policies/procedures

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**Diversity:**

The next chief should be “diverse” (i.e., not a white male); the next chief should respect diversity within communities

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**From SD/LA:**

The next chief should be local or from another large city in southern California; some community members also expressed the opposite sentiment

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**Values**

The next chief must demonstrate trustworthiness, respect, and integrity

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**Community partnership:**

The community should be involved in policy development

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**Racial profiling/over-policing people of color**

Racial profiling and over-policing people of color must be addressed; references to the SDSU study

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**Immigration/Border issues**

Does not partner with Immigrations & Customs enforcement; understands and respects migrant communities

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**Accountability:**

Accountable to the community and to employees/officers

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