City of San Diego 2017 Police Chief Recruitment Community Workshop Results



November 2017

Number of Attendees: Approx. 340



What are the top priorities our next police chief must address?	Number of times mentioned	
Racial profiling/over-policing of people of color: Stops of people of color too high; racial bias in stops; end racial profiling; seek equality/equity for every person in the community		g
Community Engagement: Know neighborhood and communities; listen to communities and is accessible; visit communities regularly; build community trust; engage with community		83
Recruitment/retention/pay of current force: Ensure current officers have advancement opportunities; culturally competent recruitment efforts; hire more diverse officers; improve pay for officers		76
Homelessness: Understanding homelessness-related issues; understanding the relationship of homelessness to mental illness; avoid criminalizing homelessness; better resource provision for homeless		75
Diversity: Deep understanding of diverse communities, neighborhoods and individuals; implement new policy/procedures with respect to diversity; compassionate and committed to fairness and safety for all community members		60
Community Policing & Restorative Justice: Build ties with and work closely in partnership with members of the communities; engage community members/leaders before implementing new policies/procedures; use restorative justice practices and not just punitive/retributive justice practices		58
Transparency: Transparent in collecting data and making it available; transparent on websites and with complaint processes; inform the public of new police technology being used		57
Officer training: Address racial profiling; de-escalation/use of force techniques; improve sexual assault response and PERT responses; language and cultural barriers; homelessness/mental health issues		54
De-escalation/excessive force: More training on de-escalation and minimizing excessive force occurrences		53
Mental health/illness policing issues Understanding of mental health/illness and homelessness; more training for officers on responding to mental health/illness issues		43
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What are the top characteristics/qualities our next police chief must possess?	Number of tir	Number of times mentioned	
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		86	
Personal Character and Values: Personify integrity, trustworthiness, honesty, ethical decision making, and fairness		70	
Background: Proven, established track record and experience in law enforcement; is known as a credible and competent leader		56	
Transparency: Open and clear in implementing policies and procedures; has transparent policy for releasing information to the public		54	
Personal Qualities and Characteristics: Deeply compassionate; demonstrates empathy, respect, and humility		49	
Open to Ideas: Willingness to learn; is open to criticism and creative or innovative solutions		43	
People person: Good at building relationships; nice; approachable; friendly	33		
Communication: Strong listener and good communicator	32		
Leadership: Charismatic leader; confident, and positive-oriented	25		
Accountability Holds himself/herself and all of the police department to the highest standards; is accountable to the community for results	17		
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Is there anything else that the City of San Diego should consider when selecting our next police chief?

Number of times mentioned

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Interview Panel Community members request a specific interview panel of community members and disagree with the City's approach to holding	1 	48
interview panel identities confidential	_	
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	23	
Diversity: The next chief should be "diverse" (i.e., not a white male); the next chief should respect diversity within communities	23	
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	17	
Values The next chief must demonstrate trustworthiness, respect, and integrity	16	
Community partnership: The community should be involved in policy development	15	
Racial profiling/over-policing people of color Racial profiling and over-policing people of color must be addressed; references to the SDSU study	13	
Immigration/Border issues Does not partner with Immigrations & Customs enforcement; understands and respects migrant communities	11	
Accountability: Accountable to the community and to employees/officers	9	
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