

COALITION FOR COMMUNITY SAFETY AND JUSTICE



October 1, 2025

San Francisco Police Commission
1245 3rd Street, 6th Floor
San Francisco, CA 94158

(Via Electronic Mail to sfpd.commission@sfgov.org, stacy.a.youngblood@sfgov.org)

Re: San Francisco Police Chief Hiring Recommendations

Dear President Don Clay and members of the San Francisco Police Commission,

The Coalition for Community Safety and Justice – a collaboration between Chinatown Community Development Center (CCDC), Chinese for Affirmative Action (CAA), Chinese Progressive Association (CPA) and Community Youth Center (CYC) – is San Francisco's leading community-based resource for providing direct victims services for Asian Americans. Combined, we have generations of experience supporting San Franciscans, especially immigrants, communities of color, and historically marginalized residents and are invested in who will be selected as San Francisco's next Police Chief.

Ultimately, we believe that all San Franciscans deserve to feel safe in their communities, and that when harm occurs, our communities have the access and ability to get the resources they need to address the harm they experienced and heal. As organizations who provide direct services and work in our communities every day, we too often encounter negative experiences that witnesses, victims, survivors, and their families face when seeking support from San Francisco Police Department (SFPD) staff, oftentimes during times of crisis and threats to their safety. Given this, we urge the Commission to prioritize the following recommendations when identifying the best candidate to serve as Police Chief of the SFPD:

1. Partner and engage with community-based organizations that provide direct services:

Community-based organizations who provide direct services to the community serving immigrant and historically marginalized populations bridge the gap between government and community members, offering in-language and culturally competent outreach, education, and services. The incoming Police Chief must prioritize communications and engagement and adopt strategies that encourage robust partnerships with community-based organizations who have trusted on-the-ground relationships in San Francisco's most underserved neighborhoods. This includes adequate staffing for community-facing positions up to the command staff, open lines of communication, and collaborating with organizations that directly work with victims. Community-based organizations should be consulted during policy development, updates, and implementation; service provision and staffing changes; special events and initiatives, and more.

2. **Expand language access services:** At least 43% San Francisco residents over the age of 5 speak a non-English language at home, and almost 20% identify as a limited English proficient (LEP) person. Yet, LEP individuals regularly cite challenges and dissatisfaction with SFPD's language services. Providing linguistically and culturally competent language services is not only a practical necessity but also a reflection of our city's values and commitment to inclusivity. The Police Chief should focus on implementing an updated version of the DGO 5.20 policy on language access to comply with the city's recently amended Language Access Ordinance and commit to more frequent staff training, reporting, and evaluation on language access requirements. Please see this [letter](#) for detailed recommendations.
3. **Affirm San Francisco's sanctuary status:** Our immigrant communities are shaken by unprecedented and aggressive federal immigration enforcement that has occurred over the past year. Without a strong commitment to protect immigrant communities and peaceful protest, all communities will live in fear of public spaces where they may be stopped or questioned. Using city resources for federal immigration enforcement breeds distrust of local government and officials. We must ensure the Police Chief is committed to implement and maintain the city's sanctuary protections.
4. **Commit and deepen training on local and state resource referrals:** The Police Chief should launch a "no wrong door" policy to ensure that victims and their families find the support they need instead of being turned away and continue to update and improve Department General Orders (DGOs) to better serve victims. Our communities face a wide range of harms and every SFPD staff should be trained to appropriately refer community members to the right resources in order to build trust and help residents meet their immediate needs. Being turned away further deepens the marginalization that community members experience and erodes the trust that communities place in their government institutions. Training on resource referral includes sharing information about [CA vs. Hate](#) and encouraging referrals of discrimination allegations and civil rights complaints to the California Department of Civil Rights (CRD).

Thank you for your consideration of this important matter. We look forward to working with you to identify a Police Chief that will ensure that every resident, regardless of the language they speak or their immigration status, has equal access to the Department's services.

Signed,
Janice Li
Coalition Director
Coalition for Community Safety and Justice