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**Cc:** [Board of Supervisors \(BOS\)](#); [CMS, SFDPA \(DPA\)](#); [Henderson, Paul \(DPA\)](#); [Azim, Yossef \(MYR\)](#); [Betz, Steven \(MYR\)](#); [Lurie, Daniel \(MYR\)](#)  
**Subject:** San Francisco Police Chief Hiring Recommendations  
**Date:** Wednesday, October 8, 2025 3:12:50 PM  
**Attachments:** [2025.10.08 Police Chief Recs IR advocates.pdf](#)

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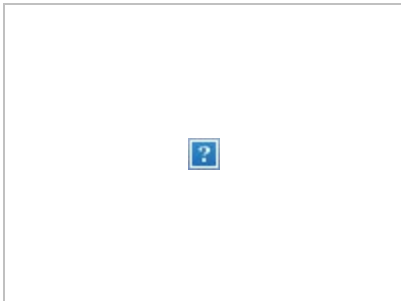
To Police Commission, Mayor Lurie & his team, Board of Supervisors, and Department of Police Accountability:

Please see the attached letter, written on behalf of the Language Access Network of San Francisco (LANSF), with recommendations regarding the police chief selection process with best practices and perspectives from local community-based organizations that work closely with immigrant families and immigrant rights advocates.

We thank you in advance for your consideration of our recommendations.

Best,  
Anisha

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October 8, 2025

San Francisco Police Commission

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

The unprecedented federal immigration enforcement actions since January 20, 2025 have terrified San Francisco's immigrant communities, who make up the backbone of our city. The Trump administration has waged a relentless war on immigrants where a significant number of San Francisco's undocumented community members have been arrested and detained by masked ICE agents during routine check-ins and interviews and regularly denying residents due process rights. These actions have undermined public safety, causing community members to fear going to work, miss school and health appointments, and not report crimes nor seek out public services that they are eligible for. Now more than ever, it is critical that our City departments ensure immigrant communities, particularly limited English proficient members, can access public safety services, and that SFPD is in full compliance with the City's language access law. Our city deserves to have a Police Chief that is deeply concerned about and prioritizes the well-being and safety of all its residents, including residents facing the unconstitutional actions of the federal government.

On behalf of the Language Access Network of San Francisco (LANSF), we urge the Commission to prioritize the following recommendations when identifying the best candidate to serve as Police Chief of the San Francisco Police Department (SFPD):

1. **Protect all San Francisco residents from harm by federal law enforcement:** The federal government has allocated an additional \$170.7 billion to expand immigrant enforcement and supercharge mass deportation efforts, with plans to detain and deport a record number of people from cities and borders across the United States. This summer, we witnessed tense and sometimes violent exchanges between ICE agents and protestors seeking to protect individuals at risk of deportation, and these

confrontations will only grow. These have resulted in assaults and arrests of protestors while SFPD officers stand by. 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.

2. **Affirm and redouble efforts to train officers on San Francisco's sanctuary and other relevant laws:** SFPD have demonstrated that they are violating the city's sanctuary law, state data sharing prohibitions, and their own mutual aid policy. Reporting found that SFPD gave ICE and other law enforcement agencies access to local license plate reader data, allowing over [1.6 million illegal searches](#) in violation of sanctuary and surveillance laws, including 19 searches related to ICE between at least August 2024 and February 2025. Using city resources to aid federal immigration enforcement actions is illegal and breeds distrust of local government and officials. We must ensure the Police Chief is committed to implement and maintain the city's sanctuary protections, ending illegal data sharing practices, and training officers to comply with relevant sanctuary, surveillance, and mutual aid policies.
3. **Enact best practices-driven protocols when encountering ICE:** Our communities are shaken and outraged by brazen attempts by masked agents in plain clothes to kidnap caregivers, workers, and other long-time residents in unmarked vehicles. In order to strengthen trust between law enforcement, local institutions, and residents, the Police Chief must develop clear and consistent guidelines based on best practices for responding to calls for service related to suspected federal immigration enforcement. As outlined in Supervisor Chen's resolution ([File #250755](#)), each officer at the scene of suspected immigration enforcement action should 1) ask to speak to a lead agent or supervisor, 2) confirm the credentials of that lead agent or supervisor, and 3) capture the entire process on body-worn cameras. Officers should take steps to arrest or detain anyone determined to be impersonating a federal officer. In addition, the Police Chief should commit to additional guardrails to ensure that the sole objectives of SFPD involvement are the protection of human life and safety, particularly for community members on the scene. This includes requiring any officer receiving a mutual aid request involving a civil or criminal immigration enforcement action to get approval from the Police Chief and Mayor and notifying and providing documentation to the Mayor, Police Commission, and Board of Supervisors before and after mutual aid is provided in an immigration enforcement action.
4. **Ensure equal access to City service, prioritizing the language access needs:** Based on the [Language Access Network of San Francisco \(LAN\) 's report](#), we have found that limited English proficient (LEP) speakers have encountered additional language and cultural barriers in accessing our City's public safety services. For instance, LEP speakers experience long wait times at the police station, no interpretation provided when requested, difficulty to get in-language updates on an investigation, and other challenges for victims and their families. The incoming police Chief should prioritize the language access needs of our vulnerable LEP immigrant communities. We look

forward to see recommendations from immigrant rights groups in the DGO language access working groups, being considered and incorporated into the DGO, particularly on the annual training requirement for public-facing employees on how to interact with LEP individual and measures to ensure accountability and data collections on language access complaints and implementation.

5. **Partner and engage with local immigrant rights advocates**: Local advocates and rapid response networks that provide direct services to immigrant communities provide essential in-language and culturally competent outreach, legal support, resource referral and services. The incoming Police Chief must prioritize sharing information and coordinating with immigrant rights advocates before, during, and after suspected federal immigration efforts. The incoming Police Chief should also maintain a departmental liaison with the San Francisco Rapid Response Network to facilitate information sharing and mobilization of resources. For example, when rumors of alleged ICE activity spread, the department has an important role to play in calming community fears with facts. The connection to SFPD is critical in helping advocates understand what is federal immigration enforcement and what is not so that they can relay that information to worried community members who inevitably call the Rapid Response Hotline.

Ultimately, we strongly believe the next Police Chief must lead by taking action to defend our immigrant communities from federal enforcement threats, protect immigrant rights, and promote diversity, dignity and belonging for all residents, regardless of status.

Signed,

The Language Access Network of San Francisco (LANSF):  
Chinese for Affirmative Action (CAA)  
African Advocacy Network (AAN)  
Arab Resources and Organizing Network (AROC)  
Central American Resource Center San Francisco (CARECEN)  
People Organizing to Demand Environmental and Economic Rights (PODER)  
Southeast Asian Development Center (SEADC)  
South of Market Community Action Network (SOMCAN)

cc:

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