



MINUTES

REGULAR MEETING

COMMISSION ON EQUITY AND PUBLIC SAFETY CITY OF SOUTH SAN FRANCISCO

**MONDAY, APRIL 20, 2026
6:00 P.M.**

**City Hall: City Manager's Conference Room
400 Grand Avenue South San Francisco, CA 94080**

CALL TO ORDER

Chair Sanders called the meeting to order at 6:02 p.m.

ROLL CALL

Chair Sanders, present
Vice Chair Yee, tardy (arrived at 6:10 p.m.)
Commissioner Bedigian, present
Commissioner Harrison, present
Commissioner Rodriguez, present
Commissioner Hobson-Coard, absent
Commissioner Stewart, present

AGENDA REVIEW

None.

ANNOUNCEMENTS FROM STAFF

1. Update regarding the South San Francisco Police Department's LGBTQ Liaison Program (Sgt. Delos Santos)

In 2024, at the launch of the program, pamphlets were distributed outlining the role of liaisons and program partnerships. Sergeant Delos Santos reported that the program is progressing well and that additional liaison positions, including both sworn and non-sworn personnel, are being added.

He also shared that he is working with Human Resources to develop transitional and anti-harassment policies that include gender identity and expression, and is drafting a policy to support officers through this process. In response to a question from Commissioner Bedigian regarding health coverage, Sergeant Delos Santos noted that discussions with Human Resources are ongoing.

Chief Campbell commended the program, noting that the department is one of only two in California to have such an initiative. The "Out to Protect" program includes liaison training, hate crime information, and a dedicated webpage.

Commissioners asked about community outreach and feedback. Sergeant Delos Santos shared that liaisons work with the Communications Director to share information through social media and

recruitment efforts, and that feedback from the community has been largely positive.

Additional discussion included other cities with similar programs and future plans. Sergeant Delos Santos emphasized that the goal is to ensure the program's long-term sustainability.

2. Presentation on City of South San Francisco Police Department's Annual Military Equipment Report. (Adam Plank, Police Captain)

AB 481 is a state law that regulates the use, acquisition, and oversight of certain police equipment classified as "military equipment," even if it is commonly used in routine operations. The department conducted outreach efforts, including a town hall and social media posts, to inform the public.

Staff member Plank provided an overview of the department's equipment, including aircraft systems. Commissioners asked questions regarding equipment usage, protocols, and potential scenarios for deployment. Additional discussion included data transparency, website accessibility, and the inclusion of frequently asked questions.

3. Devin Stenhouse shared a couple of South San Francisco events that the commission might be interested in.

PUBLIC COMMENTS

All electronic comments received were made a part of the record of the meeting.

None.

MATTERS FOR CONSIDERATION

1. Motion to approve meeting minutes for March 16, 2026. (Devin Stenhouse, Management Analyst II)

Motion – Harrison /Second – Rodriguez: To approve meeting minutes for March 16, 2026, by roll call vote: AYES: Sanders, Yee, Bedigan, Harrison, Rodriguez; NAYS: N/A; ABSENT: Hobson-Coard; ABSTAIN: Stewart

Motion passed.

2. Commissioners will hear an update from the Communications Ad Hoc Committee (Commissioners Harrison, Rodriguez, and Vice Chair Yee)

The Ad Hoc met with the Communications Manager to discuss strategies for increasing engagement. Discussion focused on how the Commission can amplify its work and support the Communications Manager's efforts through an equity lens.

Devin Stenhouse encouraged Commissioners to recommend potential community liaisons from their networks. The Ad Hoc Committee plans to meet with the Communications Manager again in May.

3. Commissioners will discuss details for their 2026 Commission Retreat (Devin Stenhouse, Management Analyst II)

Motion – Stewart/Second - : To designate September 21st,2026, as this commission's yearly retreat, by roll call vote: AYES: Stewart, Sanders, Yee, Bedigan, Harrison, Rodriguez; NAYS: N/A; ABSENT: Hobson-Coard; ABSTAIN: N/A

Motion passed.

A Commissioner inquired about available veteran resources. Devin Stenhouse shared information and expressed a vision for a Veterans Affairs section on the City’s website that would include Bay Area nonprofit resources.

Stenhouse also provided an update regarding an absent Commissioner and an Alternate Commissioner. Additionally, the Commission discussed adding the role of an Alternate Commissioner to the bylaws.

The Committee discussed the potential formation of an ad hoc committee to review the bylaws. Additionally, reflecting on the Commission’s goals was identified as a topic for the upcoming retreat.

ITEMS FROM BOARD MEMBERS, COMMISSIONERS, COMMITTEE MEMBERS

Commissioners thanked the chair and vice chair for the presentation that was given to city council.

ADJOURNMENT

Being no further business, Chair Sanders adjourned the Commission on Equity and Public Safety meeting at 8:32 p.m.

Submitted by:

Approved by:

[Body Clerk Name]
[Title]

[Chair Name]
[Chair Title]

Approved by the Commission on Equity and Public Safety: / /