RICHMOND POLICE OFFICERS ASSOCIATION

Ben Therriault, President

November 10, 2026

Honorable Mayor Eduardo Martinez and Members of the Richmond City Council
City of Richmond, 450 Civic Center Plaza, Richmond, CA 94804
Via email

RE: OPPOSITION — Appointment of Crescent Diamond to the Community Police Review Commission (Mayor's Office agenda item, continued from October 20 and October 27, 2026)

Dear Mayor Martinez and Members of the City Council:

On behalf of the over 100 sworn officers and sergeants of the Richmond Police Officers Association (RPOA), I write to respectfully but firmly oppose the appointment of Crescent Diamond to the Community Police Review Commission (CPRC). We ask the Council to decline this appointment.

This is not opposition to civilian oversight. The RPOA has worked with the CPRC for decades, and our members accept that public accountability is part of the job. What we cannot accept is a commissioner who, by their own public statements, has already decided that police officers are the moral equivalent of slave catchers and the Ku Klux Klan, and that LGBTQ officers do not belong in their own community's Pride celebration. A person who holds those views cannot sit in fair judgment of the officers whose complaints, investigations, and appeals come before this Commission.

The Council should also be aware that the application omits the applicant's membership in Reimagine Richmond, an organized so-called police-reform advocacy group whose organizers already hold seats on the CPRC (which is another issue). That omission is material, and it deprives the Council and the public of information they need to evaluate this appointment.

THE CPRC IS A QUASI-JUDICIAL BODY THAT DEMANDS IMPARTIALITY

The CPRC is not an advisory panel of advocates. Under Richmond Municipal Code (RMC) Chapter 3.54, the Commission advises the Council, City Manager, and Chief of Police on the administration of the Department (RMC § 3.54.010). It also receives and investigates complaints against individual officers, reviews firearm discharges and in-custody deaths and serious injuries, and hears appeals from the Office of Professional Accountability. Its findings follow officers into their personnel files and their careers.

The ordinance itself sets the standard. RMC § 3.54.020 directs the Mayor to "endeavor to appoint individuals representing diverse social, economic and political interests" and to confer with the

Council on every appointment. RMC § 3.54.070(a) requires the Commission's investigative work to be conducted "in a fair, objective, impartial and ethical manner." A Commission that reviews that work cannot be held to a lower standard than the investigator.

Appointing a commissioner with a documented, public hostility toward police invites exactly the bias challenges that cost the City time, money, and credibility.

The Commission's credibility is already under strain. In 2024, the CPRC's former investigator resigned and alleged that commissioners ignored evidence and accused colleagues of bias for weighing evidence favorable to officers. In 2025, Councilmembers called for an independent review of the Commission. This is the wrong moment to add another commissioner whose public record signals a predetermined outcome.

THE APPLICANT'S PUBLIC RECORD SHOWS HOSTILITY TOWARD POLICE

The following materials are attached as exhibits. Each was published publicly, and two were posted on the applicant's own professional social media account, @crescent_diamond_coach.

Exhibit	Date	Source	Content
A	June 23, 2017	Applicant's Instagram	Photo of a march led by a "Police Out of Pride" banner, posted with the hashtags #transmarch2017 and #policeoutofpride
B	August 23, 2017	Applicant's Instagram	Image placing a "Runaway Slave Patrol" badge beside a California police sergeant's badge, captioned #CopsAndKlanGoHandInHand
C	April 26, 2024	Reimagine Richmond YouTube channel	Animation placing a 1700s "Runaway Slave Patrol" officer beside a Richmond police officer and the City of Richmond police badge, labeled "Today," with the narration "Those systems are broken."

Exhibit A — Excluding LGBTQ officers from Pride. "Police Out of Pride" is a campaign to bar police officers, including LGBTQ officers, from marching in Pride celebrations. RPOA members include LGBTQ officers who serve this City with distinction. The applicant publicly promoted their exclusion from their own community's celebration because of the uniform they wear. A commissioner cannot fairly judge officers that commissioner believes should be shut out of public life.

Exhibit B — Equating police with the Ku Klux Klan. The applicant shared an image declaring that "cops and Klan go hand in hand." That is not a policy critique. It is a statement that police officers, as a class, are allied with a racist terrorist organization. The Richmond Police Department is one of the most diverse departments in the Bay Area. Our Black, Latino, Asian, Native American, and LGBTQ officers, and every officer who serves this City, are owed better than to be judged by someone who has publicly compared them to the Klan.

Exhibit C — Equating the Richmond Police Department with a slave patrol. The organization the applicant is a member of, Reimagine Richmond, published an animation that draws a direct line from

a "Runaway Slave Patrol" to a Richmond police officer wearing our City's badge. This is not about policing in the abstract. It targets this Department and the officers who serve in it today.

The RPOA does not question the applicant's right to hold or express these views. The First Amendment protects that speech. But the question before the Council is different: whether someone who has publicly likened Richmond's officers to slave catchers and Klan members can serve as a neutral judge of their conduct. The answer is no, and no officer, complainant, or member of the public could have confidence in a finding reached with that vote.

THE APPLICATION OMITS THE APPLICANT'S REIMAGINE RICHMOND MEMBERSHIP

The City's CPRC application asks each applicant to list "Fraternal and/or Civic Organizations." This application, received by the City Clerk on September 1, 2026, lists five: Business Growth Network (BNI), Moon Landing Meditative Arts, CoBiz Richmond, the International Coaching Federation, and the SF Bay Area Chapter of ICF. It does not list Reimagine Richmond.

That omission matters. Reimagine Richmond is not a neighborhood club. It is an organized advocacy group formed in 2020 to shift public safety resources away from the Police Department, and it regularly appears before the Council and the CPRC to press that agenda. An applicant who lists meditation and business-networking groups, but leaves out the one organization that bears directly on the Commission's work, has made a choice. The Council and the public are entitled to know it.

The omission also hides a growing concentration of a single advocacy group on the Commission. Public reporting identifies several sitting commissioners as Reimagine Richmond organizers and members. That is the opposite of the "diverse social, economic and political interests" RMC § 3.54.020 requires the Mayor to pursue.

OUR REQUESTS

The RPOA respectfully asks the Council to:

1. **Reject the appointment** of Crescent Diamond to the Community Police Review Commission.
2. **Require full disclosure** of advocacy affiliations on all CPRC applications, and direct the City Clerk to ask applicants specifically whether they belong to any organization that advocates on police policy or appears before the Commission.
3. **Direct the Mayor**, consistent with RMC § 3.54.020, to fill CPRC vacancies with residents representing the full range of Richmond's social, economic, and political interests, rather than concentrating seats in a single advocacy organization.
4. **Direct the City Attorney** to confirm that all sitting commissioners have complete and accurate Form 700 filings on record.

Richmond's officers welcome fair oversight. Fair oversight requires fair overseers. For the trust of the officers and residents who rely on it, we ask that you decline this appointment.

Respectfully,

Ben Therriault
President, Richmond Police Officers Association

cc: City Manager; City Attorney; City Clerk; Chief of Police
Enclosures: Exhibits A–D

EXHIBIT A

@crescent_diamond_coach, Instagram, June 23, 2017 (#policeoutofpride)



EXHIBIT B

@crescent_diamond_coach, Instagram, August 23, 2017 (#copsandklangohandinhand)



EXHIBIT C

Reimagine Richmond, "Community Crisis Response Program Animation Video," YouTube, April 26, 2024



EXHIBIT D

Community Police Review Commission Application (redacted), received by City Clerk September 1, 2026

RECEIVED
SEP - 1 2026
CITY CLERKS OFFICE
CITY OF RICHMOND

COMMUNITY POLICE REVIEW COMMISSION APPLICATION

DATE: 9/1/2026

Check One: **New Appointment** ☑
Re-Appointment ☐

YOUR NAME & EMAIL: Crescent Diamond, [redacted]
HOME ADDRESS: [redacted]

HOME PHONE: [redacted] **WORK PHONE:** [redacted]
OCCUPATION: Leadership/Career Coach & Filmmaker
HOW LONG HAVE YOU BEEN A RESIDENT OF THE CITY OF RICHMOND? 3 years
REASONS FOR INTEREST IN APPOINTMENT:
I am interested in the appointment because I want to make a contribution to creating a safer Richmond. I love this city and I want to make an important difference in my community. With over 27 years of professional experience, I have a strong skill set that I bring including: excellent attention to detail, leadership, organization, training in conflict resolution and communication skills.

FRATERNAL AND/OR CIVIC ORGANIZATIONS:
Business Growth Network (BNi), Moon Landing Meditative Arts, CoBiz Richmond, International Coaching Federation, SF Bay Area Chapter of ICF

EDUCATION: Bachelor of Arts from Hampshire College, 1999 and Master of Fine Arts in Cinema from San Francisco State University, 2012

REFERENCES (Minimum 5 - List Name, Address, Phone Number & Email Address)

1) Ashley Scarborough, [redacted]
2) Jasmin Timmins, [redacted]
3) Julia Robertson, [redacted]
4) Timothy Powell, [redacted]
5) Susanna Delman, [redacted]

NOTE: All Community Police Review Commissioners are encouraged to complete an orientation tour of the Richmond Police Department and to participate in at least one Ride Along annually. Please call (510) 307-8007 for additional information.

Applicant's Signature: [redacted]

DELIVER OR MAIL TO:

CITY CLERK'S OFFICE
450 Civic Center Plaza
Richmond, CA 94804
Phone: (510) 620-6513

OR EMAIL TO: CityClerkDept@ci.richmond.ca.us

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