

Fixin' San Mateo County is a local grassroots organization working to enact effective, independent civilian oversight of the County Sheriff's Office.



Fixin' SMC 2024 Summer in the Park event, San Mateo

## A Letter from Our Chair

As we reflect on 2024, we are proud of the strides we've made toward our mission of establishing an independent civilian oversight board and Inspector General's Office for the San Mateo County Sheriff's Office. This year marked a historic step forward, and we are filled with gratitude for the dedication of our volunteers, supporters, and community partners who made this possible.

**To our board, volunteers, supporters, and community partners:**

We could not have achieved last year's milestones without your passion and commitment. Your support inspires us to continue working toward a better future for San Mateo County.

**To our Sheriff's Office personnel:**

We recognize the valuable role you play in maintaining safety and security in our community. Oversight is not about creating division but about fostering trust, transparency, and collaboration. Together, we can build a system where both law enforcement and the community feel supported and understood. Oversight will serve as a bridge to address concerns, improve relationships and trust, and create solutions that work for everyone.

**To our new Board of Supervisors:**

As new leaders have joined the Board of Supervisors, we urge you all to prioritize and fully support the independent civilian oversight efforts. This includes defining the scope and strengthening the authority of ICAC, as well as appointing a permanent Inspector General. This is not only a critical step for accountability but also a necessary channel to ensure community trust and collaboration. The people of San Mateo County have shown their support for this initiative, and it's vital that we work together to see it through.

With gratitude and hope for the future,  
*Jim Lawrence, Board Chair, Fixin' San Mateo County*



# **FIXIN'** 2024 Impact Report

San Mateo  
County

## Year in Review

2024 was a pivotal year for Fixin' San Mateo County. We focused on advocacy, education, and collaboration to build the foundation for meaningful oversight and transparency.

Below are some of the highlights:

**Major Milestone:** As a direct result of our work, the county Board of Supervisors created the Independent Civilian Advisory Commission on the Sheriff's Office (ICAC) in December of 2023 (SMCgov.org/ICAC). The Board also created a list of pre-approved experts to conduct investigations of the Sheriff's Office, to be hired on an as-needed basis. The list of approved investigators was put to use in mid-2024 when Judge LaDoris Cordell was hired to investigate multiple claims of abuses from employees within the Sheriff's Office.

**Community Engagement:** Fixin' hosted 12 events in 2024, including six in person events, with a combined attendance of more than 1,000 people. Fixin' has presented at Rotary Clubs, College of San Mateo ethnic studies classes, and community groups, as well as hosting tables at community events including San Carlos Hometown Days.

**Public Advocacy:** Fixin' volunteers and members of the Coalition for a Safer San Mateo County attend in person and make public comment at every Board of Supervisors and Independent Civilian Advisory Committee on the Sheriff's Office (ICAC) meeting.

**State Leadership:** Fixin' founded and has been the leader in establishing and facilitating the California Coalition for Sheriff Oversight (CCSO). CCSO is a statewide coalition of oversight bodies and grassroots organizations working together to improve oversight of Sheriff's Offices across the state. Together, the twelve counties actively participating in the CCSO are home to more than 60% of the population of California.

**Media:** Fixin' is the go-to community resource for media seeking comments on the problems in the Sheriff's Office. Fixin' was mentioned in 29 articles, and Fixin' and its partners have published six opinion pieces and 12 letters to the editor last year.

### Fixin' SMC gets results.

Because of community advocacy by Fixin' and the Coalition for a Safer San Mateo County, the San Mateo County Board of Supervisors authorized the creation of an independent civilian commission to advise on the Sheriff's Office. This is the first significant step toward the broader oversight we envision.

## 2024 Accomplishments

**Policy Advocacy:** Secured the Board of Supervisors' commitment to establish a civilian advisory commission.

**Community Partnerships:** Strengthened relationships with local organizations advocating for justice and equity.

**Educational Initiatives:** Developed resources to educate the public about oversight and its role in building trust between law enforcement and the community.

**Increased Support:** Grew our network of supporters, with hundreds of new advocates joining our cause.



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## Moving forward in 2025

While we celebrate our achievements, there are still critical tasks ahead:

**Full Implementation:** Work with the Board of Supervisors to define and strengthen the scope, authority, and structure of the Independent Civilian Advisory Commission on the Sheriff's Office (ICAC).

**Inspector General's Office:** Advocate for the creation of a permanent Inspector General's Office to provide deeper, ongoing accountability.

**Community Representation:** Ensure the advisory commission includes diverse voices that reflect our community.

**Collaboration with the Sheriff's Office:** Build trust and establish a productive dialogue with Sheriff's Office personnel that makes clear how oversight benefits everyone, including law enforcement.



*Our spring 2024 event in South San Francisco*

## 2025 Goals and Focus

Looking ahead to 2025, we are committed to:

**Expanding Oversight:** Advocate for robust powers for ICAC and the establishment of an Inspector General's Office.

**Strengthening Partnerships:** Deepen relationships with local leaders, organizations, and residents to create a unified vision for oversight.

**Education and Outreach:** Launch new initiatives to keep the public informed and engaged about oversight developments.

**Measuring Impact:** Developing methods to evaluate the effectiveness of oversight and its benefits to the community and the Sheriff's Office.

**Collaborate with Sheriff's Office:** Define and implement ongoing collaboration goals and objectives with all Sheriff's Office management & union leadership.



*Maurice Goodman speaking at our summer event in San Mateo*



*Supporters at our fall event in Half Moon Bay*

# FIXIN' 2024 Impact Report

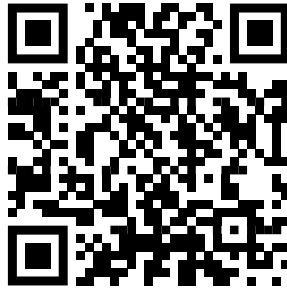
San Mateo  
County

## We need your support

This year, we've tackled unexpected challenges head-on, adapting quickly as new issues arose. Thanks to your generosity, we built a dedicated social media and outreach team—something we couldn't have done without you. Their work has already made a big impact, but we can still reach more folks across the county.

With your continued support, we can expand that reach across the entire county, ensuring we're ready to respond faster and make change where it's needed most.

**Please donate today  
using this QR code:**

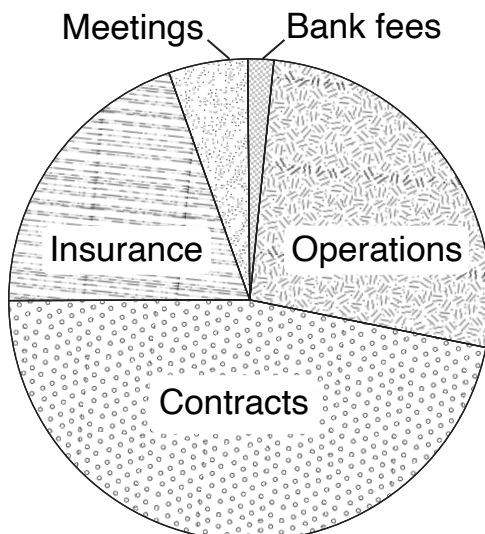


Or send your check made out to  
Fixin' San Mateo County to:

**Fixin' San Mateo County**  
**PO Box 358**  
**Redwood City, CA 94064**

Please note: because Fixin' SMC is a 501(c)4 social welfare nonprofit, your contribution is not tax-deductible, but it does help us make our county an even greater place to live.

### 2024 Expenses



### Balance Sheet as of Dec 31, 2024

#### ASSETS

Current Assets	
Checking/Savings	
ActBlue .....	765.00
California Bank & Trust Ckg .....	14,808.85
Divvy .....	1,172.61
Total Checking/Savings .....	16,746.46
Total Current Assets .....	16,746.46

#### Other Assets

Other Assets .....	457.36
Total Other Assets .....	457.36

**TOTAL ASSETS..... 17,203.82**

#### LIABILITIES & EQUITY

Equity	
Unrestricted Net Assets .....	18,606.14
Net Income .....	-1,402.32
Total Equity .....	17,203.82

**TOTAL LIABILITIES & EQUITY ..... 17,203.82**

### Profit & Loss Statement 2024

#### Income

Direct Public Support	
Individ, Business Contributions .....	13,495.00
Total Direct Public Support .....	13,495.00
Total Income .....	13,495.00

#### Expense

Bank Fees .....	279.65
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#### Contract Services

Accounting Fees .....	2,724.72
Outside Contract Services .....	4,800.00
Total Contract Services .....	7,524.72

#### Operations

Postage, Mailing Service .....	1,112.05
Printing and Copying .....	1,352.46
Software .....	924.14
Telephone, Telecommunications .....	883.90
Total Operations .....	4,272.55

#### Other Types of Expenses

Insurance - Liability, D and O .....	3,154.00
Total Other Types of Expenses.....	3,154.00

#### Travel and Meetings

Conference, Convention, Meeting .....	853.38
Total Travel and Meetings .....	853.38

**Total Expense ..... 16,084.30**

Net Ordinary Income .....-2,589.30

#### Other Income/Expense

Ask My Accountant .....	-1,006.98
Total Other Expense .....	-1,006.98
Net Other Income .....	1,006.98
Net Income .....	-1,582.32