

# RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #1

DISCUSSED BY SCPRC		APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
RECEIVED BY SPD	12/31/2018	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SCPRC	05/31/2023	PARTIAL IMPLEMENTATION		DENIED	

## SCPRC RECOMMENDATION

SPD does not have a cohesive overarching plan to improve the diversity of the SPD.

Changes to Existing Policy(s): Develop a long-term comprehensive sustainable diversity and culture change plan— with measurable goals and outcomes that addresses gender issues and institutionalized racism. In regard to the latter, the plan should specifically address historic systemic racial issues between the police and people of color, particularly African-Americans. The plan should also address ethnic groups and communities whose distrust of law enforcement impacts diversification. The planning should include:

- A Diversity Mission Statement with key principles and core values.
- A committee should be assembled for this purpose that includes police officer representatives, community representatives, and commission representation.
- An annual report card/matrix that shows the progress of recruitment goals and the measurable recommendations below.

## SCPRC RECOMMENDATION RATIONALE

SPD 2017 -2019 report states that the demographics of the SPD officers are as follows: 69% White, 16% Hispanic, 8% Black in 2019; 73% White, 10% Hispanic, 7% Black in 2018; and 77% White, 10% Hispanic, 8% Asian in 2017 while the demographics of the city are: White: 43.54%, Asian: 19.29%, Black or African American: 13.48%, Other race: 11.62%, Two or more races: 9.61%, Native Hawaiian or Pacific Islander: 1.65%, Native American:, 0.79%. These demographics suggest that DPD has work to go do ensure the SPD force represents the population they serve.

SPD 2017-2019 report link:

<https://www.cityofsacramento.org/-/media/Corporate/Files/Police/Transparency/UOF/SPD-UOF-and-Arrest-Data-Comparison-Report-2017-2019-Final-December-2020-Release.pdf?la=en>

## SPD RESPONSE

The Sacramento Police Department (SPD) Community Advancement Academy (formerly Cops and Clergy Academy) offers community members a Q&A with department leadership, panel interview the chief, transparency conversations, employee complaint and investigation processes, presentation of current violent crime reduction strategies, and a tour of the Police Academy. The primary goal of the program is to unite community leaders with the SPD, reduce gang violence, and build community trust.

<https://www.cityofsacramento.org/Police/Resources/Cops-and-Clergy>

Since 2015, SPD officers have volunteered and presented during the five-week, Links to Law Enforcement program of three cohorts from African American, Latino, and Asian community groups in the Sacramento region. Officers provide insights of the recruiting and application process, police academy, and the law enforcement career from a minority's perspective.

<https://asianresources.org/links-to-law-enforcement>

SPD has enhanced its youth pipeline by hosting a cadet program and hiring student trainees and limited-term community service officers:

<http://www.cityofsacramento.org/Police/Join-SPD/Youth-Pipelines>

SPD has four full-time Magnet Program officers at four area high schools to manage the four-year Criminal Justice Academy:

<https://www.cityofsacramento.org/Police/Participate/Youth-Programs>  
<https://sacpolicefoundation.org/wordpress/program/criminal-justice-academy/>

The Sacramento Police Activities League is a non-profit organization that is staffed with officers to coach and mentor through numerous sports:

<https://www.sacpal.org/>

SPD has partnered with area colleges to implement the Law Enforcement Candidate Scholars' (LECS) Program:

<https://www.csus.edu/college/health-human-services/criminal-justice/law-enforcement-candidate-scholars.html>

In 2019, Outreach and Engagement Division revamped Sacramento Police Department's (SPD) recruiting efforts using radio advertisements, billboards, social media accounts, and "Be the Difference" joinsacpd.org campaign. Additionally, the entire hiring process was organized with video vignettes nested inside step-by-step webpage.

SPD organized the Female Fitness Challenge in September 2022, which focused on prospective female applicants by providing the POST Work Sample Test Battery, plank challenge, and an opportunity to interact with female officers.

<https://www.eventbrite.com/e/female-fitness-challenge-tickets-323373216997>

In March 2022, Chief Lester committed and pledged to the 30X30:

<https://30x30initiative.org/about-30x30/>

#### OTHER CITY DEPARTMENTS

In 2018, the City of Sacramento created the Office of Diversity & Equity (ODE) and hired its first Diversity and Equity Manager, Aimee Barnes, to lead efforts to advance racial equity in the City's workforce. Shortly after she joined the City, Barnes advocated for the City to become a member of The Government Alliance on Race and Equity (GARE), a national network of governments working to achieve racial equity and advancement opportunities for all. The City also began developing a Race and Gender Equity Action Plan, designed to eliminate institutional and structural barriers to hiring, training, leadership and employment practices, with the goal of providing accessible and inclusive employment opportunities.

The mission of ODE is to move forward with urgency and purpose with the the creation, implementation, and maintenance of a more equitable and inclusive City of Sacramento by facilitating the integration of greater representation, fairness, belonging, and care into our policies, protocols, practices, and workplaces.

The overall goal is to work closely with all City departments and offices to ensure that support for diversity, equity, inclusion, and belonging is integrated into decision making, planning, and implementation throughout all structures, services, policies, practices, and procedures. <http://www.cityofsacramento.org/HR/Divisions/Diversity-Equity>

#### APPENDIX

N/A