

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #12

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

Adopting a good hiring practice

Changes to Existing Policy(s): Officers/non officers involved in the hiring practice must be diverse in ethnic background, gender, and include civilians.

SCPRC RECOMMENDATION RATIONALE

Having a diverse group of people involved in the hiring process can help to address possible biases.

SPD RESPONSE

This recommendation is almost identical to 2018 Diversity Item #11.

The Outreach and Engagement Division is comprised of varied race, color, religion, sex, gender identity, sexual orientation, marital status, national origin, and military or veteran status. Staff is regularly rotated to ensure additional staff has the opportunity to participate in the recruiting process.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A