

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #13

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW
APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT
PARTIAL IMPLEMENTATION		DENIED

SCPRC RECOMMENDATION

Increase diversity in the Department.

Changes to Existing Policy(s): A layer of review should be added to ensure that when applicants are denied, it is based on a fair assessment, taking into consideration cultural norms.

SCPRC RECOMMENDATION RATIONALE

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

SPD RESPONSE

SPD Personnel Services chain of command review all applications (including denied) up to and including retired Chief Hahn and current Chief Kathy Lester.

SPD's Personnel Services background investigators utilize POST's Background Investigation Manual:

https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A