

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #21

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

SCPRC RECOMMENDATION

Increase diversity in the department.

Changes to Existing Policy(s): Include "Diversity Hiring" and retention as part of the Chief's job description and annual performance review.

SCPRC RECOMMENDATION RATIONALE

With regard to personnel recruitment, law enforcement leaders have long recognized the value of, and geared their efforts toward, soliciting applications from individuals who reflect the diversity of their communities. When officers identifying with minority groups are deployed to neighborhoods reflecting their identity, they may feel more connected to the citizens they are policing, which could increase empathy and strengthen positive police-community engagement. This recommendation seeks to prioritize diversity for the Department.

SPD RESPONSE

The Outreach and Engagement Division works diligently to recruit a diverse people to all positions across the department and particularly as officers and CSOs.

A change to the job description of the chief of police would require input from other city departments and offices.

OTHER CITY DEPARTMENTS

City of Sacramento City Manager's Office:

<https://www.cityofsacramento.gov/city-manager>

APPENDIX

N/A