

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #3

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

The SPD does not reflect the communities they serve.

Changes to Existing Policy(s): Review SPD's current recruitment programs and practices to determine if there could be improvement (hiring materials, visibility at community events, work with community based organizations to identify viable applicants, increase diversity of recruiting personnel, expansion of the cadet programs).

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

In 2014, SPD received over 8,500 applicants in response to posted job openings and announcements. In 2022, SPD only received 850 applicants for the same postings.

SPD's Outreach and Engagement Division, Community Advancement Unit, has been conducting surveys and interviews of nonresponsive applicants. As a result, Community Advancement Unit officers mentor applicants and assist through the hiring process.

The Outreach and Engagement Division has also refined SPD's recruiting programs:

- Regular hiring workshops
 - Ride-along program
 - Bootcamp Wednesdays
 - Social networking presence
- <http://www.cityofsacramento.org/Police/Join-SPD/Recruiting-Programs>

In 2019, Outreach and Engagement Division revamped SPD's 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.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A