

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #5

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

SCPCC RECOMMENDATION

The city is not sharing information with the SPD in regard to the demographics of the applicants.

Changes to Existing Policy(s): When applications are submitted to Sacramento HR for police officer, lateral transfer, or non-sworn police officer positions, if the applicant is rejected either initially or during the examination selection process, HR should provide SPD data regarding where the applicant said s/he first engaged with SPD and demographic data for ALL applicants including data on local applicants.

SCPCC RECOMMENDATION RATIONALE

If the city were to share this applicant data, the SPD could do some analysis on the demographics of its applicants - those who succeed and those who don't. This data could be helpful to identify the barriers to hiring more diverse workforce.

SPD RESPONSE

The Sacramento Police Department is unable to implement as this topic is under the direction of City of Sacramento Human Resources.

OTHER CITY DEPARTMENTS

City of Sacramento Human Resources
<https://www.cityofsacramento.org/HR>

APPENDIX

N/A