

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #10

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): Develop specific outreach efforts to women and LGBT candidates.

SCPRC RECOMMENDATION RATIONALE

Targeted outreach is a standard practice to try to increase the representation of minority groups or targeted groups for a candidate pool and includes advertising in publications that serve minorities, women, and people with disabilities, as well as announcements to community-based organizations.

SPD RESPONSE

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.

The Sacramento Police Department (SPD) is committed to an inclusive environment within its agency and the community at large. Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and All Other (LGBTQ+) individuals in our community have the right to live without fear of discrimination or harassment. It has taken years to overcome the strife and distrust generated generations ago.

SPD is proud of its accomplishments in building relationships and trust with our City's LGBTQ+ community, including local area businesses as well as SPD's own LGBTQ+ employees. SPD has established itself as a leader in LGBTQ+ community relations for law enforcement agencies, and our LGBTQ+ Liaison frequently fields calls from cities all over the nation asking for guidance and advice on how we reach out to our City's LGBTQ+ community.

SPD proactively established a Gender Awareness class, which has been attended by approximately 700 SPD officers and employees. SPD has previously reached out to local LGBTQ+ community groups to contribute to course curriculum and will continue to involve our community partners in our growth of this course.

SPD has a LGBTQ+ Liaison Program that includes one Lieutenant and one Officer: Lt. Eddie Macaulay, is responsible for community outreach and education both for SPD personnel and community members. He develops, updates and then assists in the implementation of training as it relates to LGBTQ+ issues. Officer Debrielle Browder is responsible for community outreach and education both for SPD personnel and community members; she is also the department's LGBTQ+ Youth Liaison.

SPD organized the Female Fitness Challenge in September 2022, which focused on prospective female applicants by providing the POST Work Sample Test Battery, plank challenge, and an opportunity to interact with female officers.

<https://www.eventbrite.com/e/female-fitness-challenge-tickets-323373216997>

In March 2022, Chief Lester committed and pledged to the 30X30:

<https://30x30initiative.org/about-30x30/>

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A