### SCPRC RECOMMENDATION

Adopting a good hiring practice

Changes to Existing Policy(s): Officers/non officers involved in the hiring practice must be diverse in ethnic background, gender, and include civilians.

### SCPRC RECOMMENDATION RATIONALE

Having a diverse group of people involved in the hiring process is a good process to address possible biases.

### 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.

### OTHER CITY DEPARTMENTS

N/A

### APPENDIX

N/A