

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #11

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
PARTIAL IMPLEMENTATION		DENIED	

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