

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #14

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

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

SCPRC RECOMMENDATION

Increase diversity in the Department.

Changes to Existing Policy(s): To retain diverse officers, there needs to be a true opportunity for promotion. This includes mentorship for officers of color and women, while in the academy, during probation, and in preparation for promotional opportunities by officers of color and women.

SCPRC RECOMMENDATION RATIONALE

Equity, inclusion, and diversity are not mutually exclusive; they are integral to success. Equity speaks to fairness and treatment to include equality of opportunity, while inclusion prompts an environment conducive to feedback openness. Diversity is concerned with representation and perspectives; when an organization establishes equity, it demonstrates that it values inclusion and diversity. Doing so is essential to law enforcement operations and their effectiveness within the community.

SPD RESPONSE

Throughout the Sacramento Police Academy, police recruits are assigned counselors that consist of the full-time Recruit Training Officers (RTO).

RTOs must comply with POST Regulation 1071:

[https://govt.westlaw.com/calregs/Document/I2384FEC15A1E11EC8227000D3A7C4BC3?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)](https://govt.westlaw.com/calregs/Document/I2384FEC15A1E11EC8227000D3A7C4BC3?viewType=FullText&originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default))

POST RTO Orientation Program:

<https://lp.post.ca.gov/activity/3228>

Field Training Officers must successfully complete a testing and selection process and complete a 40-hour POST Field Training Officer Course.

Since 2020, SPD has maintained a formal mentor program for new officers.

There is a longstanding mentorship tradition of experienced employees dedicating time (often off-duty) for the betterment of new officers and professional staff to achieve specialty team assignments and promotions.

Community members are routinely included in promotional panels and leadership training for all members of the department, from Supervisory Leadership Institute to executive training.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A