

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #2

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

SCPRC RECOMMENDATION

There is a desire from the public to increase cultural competency of the SPD.

Changes to Existing Policy(s): Phase in a requirement of an ethnic studies course as part of the college course requirement for new recruits. For officers that transfer from another police department, require them to take a course at a community college within their first 2 years. The requirement for officers that transfer to SPD will be contingent upon negotiations with labor.

SCPRC RECOMMENDATION RATIONALE

A few hours or even days of anti-bias training seem to be insufficient to increase cultural competency. Requiring an Ethnic Studies course would allow officers to delve deeper into issues of racism and discrimination and allow further understanding that may impact how they interact with communities in Sacramento.

SPD RESPONSE

City Council staff report by Deputy Chief Lester on 06/01/2021:
https://sacramento.granicus.com/player/clip/4964?meta_id=631991

The Sacramento Police Department supports ethnic studies courses with receipt of funding and contractual modifications to existing labor agreements.

The department began presenting the Racial Profiling Update in 2014. Since then, per POST, we have presented the course every five years.

In 2016, SPD presented procedural justice and fair and impartial policing during annual Continued Professional Training (CPT).

In 2020, SPD sent approximately 30 sworn personnel to the American Leadership Forum.
<https://www.alf-mvc.org/>

In 2021, Chief of Police Daniel Hahn (ret.) presented a course regarding Cultural Competency/Historical Bias and “How We Got Here” to each sworn member of the department at CPT. The course was taught during strategic communications, which contained portions dedicated to implicit bias.

In 2022, strategic communications were instructed during CPT.

SPD’s procedural justice course is POST certified and is currently being recertified for presentation during the racial profiling update for CPT 2024.

SPD Community Advancement Academy (formerly Cops and Clergy Academy) offers community members a Q&A with department leadership, panel interview the chief, transparency conversations, employee complaint and investigation processes, presentation of current violent crime reduction strategies, and a tour of the Police Academy. The primary goal of the program is to unite community leaders with the SPD, reduce gang violence, and build community trust.
<https://www.cityofsacramento.org/Police/Resources/Cops-and-Clergy>

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A