

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #23

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

Increase diversity in the department.

Changes to Existing Policy(s): Conduct annual surveys of police personnel that include questions about diversity and inclusion, and highlight the experience of police of color, women, and issues faced during the application and selection examination process, including retention concerns. Address issues raised through the planning process.

SCPRC RECOMMENDATION RATIONALE

The City Auditor Report on Diversity issued on January 2018, found that "74 percent of sworn police personnel are White, compared to 34 percent of the City population." Researchers have found that greater diversity in police departments and local government boosts trust in those institutions in nonwhite neighborhoods.

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 (SPD) partnered with the University of San Diego to complete a community and officer survey.

- <https://www.cityofsacramento.org/-/media/Corporate/Files/Police/Transparency/Innovation-Transformation-and-Best-Practices/Surveys/Sacramento-Community-Survey-2019-Final.pdf?la=en>
- <https://www.cityofsacramento.org/-/media/Corporate/Files/Police/Transparency/Innovation-Transformation-and-Best-Practices/Surveys/SPD-Officer-Survey-2019-Final.pdf?la=en>

SPD concurs with this recommendation and could consider expansion of existing surveys in partnership with other city departments to implement.

OTHER CITY DEPARTMENTS

City Auditor Dashboard

<https://www.cityofsacramento.org/Auditor/Dashboards>

City Auditor's 2022 Diversity and Workplace Climate Survey.

<https://www.cityofsacramento.org/-/media/Corporate/Files/Auditor/IBA-Reports/2022-Diversity-and-Workplace-Climate-Survey-Results-FINAL.pdf?la=en>

APPENDIX

N/A