

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #6

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

SCPRC RECOMMENDATION

The SPD does not reflect the communities they serve.

Changes to Existing Policy(s): Review the recruitment process for cultural and gender bias, including but not limited to the application and background investigation process.

SCPRC RECOMMENDATION RATIONALE

It is a good practice to review processes to ensure they are free of bias and that these are not a barrier to hiring diverse officers.

SPD RESPONSE

In 2019, Outreach and Engagement Division revamped SPD's recruiting efforts using radio advertisements, billboards, social media accounts, and "Be the Difference" joinsacpd.org campaign. Additionally, the entire hiring process was organized with video vignettes nested inside step-by-step webpage.

SPD's Personnel Services background investigators utilize POST's Background Investigation Manual:

https://post.ca.gov/portals/0/post_docs/publications/background-investigation-manual/Background_Investigation.pdf

SPD has enhanced its youth pipeline by hosting a cadet program and hiring student trainees and limited-term community service officers:

<http://www.cityofsacramento.org/Police/Join-SPD/Youth-Pipelines>

SPD has four full-time Magnet Program officers at four area high schools to manage the four-year Criminal Justice Academy:

<https://www.cityofsacramento.org/Police/Participate/Youth-Programs>

<https://sacpolicefoundation.org/wordpress/program/criminal-justice-academy/>

The Sacramento Police Activities League is a non-profit organization that is staffed with officers to coach and mentor through numerous sports:

<https://www.sacpal.org/>

SPD has partnered with area colleges to implement the Law Enforcement Candidate Scholars' (LECS) Program:

<https://www.csus.edu/college/health-human-services/criminal-justice/law-enforcement-candidate-scholars.html>

In March 2022, Chief Lester committed and pledged to the 30X30:

<https://30x30initiative.org/about-30x30/>

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A