

Walk-on Amendment to CB 120766 – SPD Recruitment and Retention

**Sponsor:** Councilmember Morales, **GAED Committee Sponsor** Councilmember Saka

*Requiring more detailed reporting on 30x30 initiative*

**Effect:** This amendment would require more specific, detailed reporting on SPD's efforts to implement the 30x30 initiative, which serves to increase representation of women in law enforcement. The added language reflects various recommendations from the Initiative.

**Background:** Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S. The 30x30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies across the United States. Department culture and ability to retain women officers are inextricably linked. The Initiative's ultimate goal is to increase the representation of women in police recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.

The 30x30 Initiative recognizes that police departments must uproot gender-based discrimination and sexual harassment, which influences women officers' decisions to resign or consider pursuing a law enforcement career.

1. Amend subsection 1.C as follows:

C. Information and metrics on new and innovative programs that are designed to increase diversity within the department, to include an increase in female candidates, consistent with SPD's "30 by 30" campaign, including, but not limited to, recruitment strategies and messaging that reflect SPD's efforts to:

1. Show organizational support in various areas including: promotional opportunities, family or maternity-leave policies, and redress for gender discrimination or sexual harassment;
2. Address negative attitudes with respect to women taking on leadership roles within SPD;
3. Ensure that women have an equal opportunity to become officers and will receive equal opportunities and treatment throughout their careers as officers;
4. Support women to perceive policing as a career in which they have a meaningful place;
5. Ensure equitable access to specialty assignments and professional development including leadership training; and
6. Increase the retention rates of women officers to allow them to have a greater impact on department culture, create a healthier workplace environment, and make SPD more efficient.