

| <i>Tab</i> | <i>Action</i> | <i>Option</i> | <i>Version</i> |
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| 204 | 1 | C | 1 |

An October 2016 U.S. Department of Justice and Equal Employment Opportunity Commission report, "Advancing Diversity in Law Enforcement," stated that "while greater workforce diversity alone cannot ensure fair and effective policing, a significant - and growing - body of evidence suggests that diversity can have a positive influence on specific activities and practices of law enforcement agencies." And specifically, "law enforcement agencies that have multi-lingual officers are able to provide improved services to individuals with limited English proficiency (LEP). Thus, for example, the Department of Justice, in its efforts to implement the terms of a consent decree with the New Orleans Police Department, worked with that law enforcement agency to strengthen its relationship with LEP communities by increasing the number of officers who speak languages other than English."

The intent of this proviso is to provide sufficient time for the establishment of multi-lingual preference points in the SPD hiring process without impacting SPD timelines for the hiring of new officers in 2017, while respecting the Court's authority to review the draft accountability legislation that is currently before it.