

Amendment A to CB 120766 – SPD Recruitment and Retention

Sponsor: Councilmember Moore

Require expanded and more frequent reporting on 30x30 initiative

Effect: This amendment would add to the bill’s reporting requirements: (1) a quarterly reporting schedule that is specific to the department’s efforts to implement the 30x30 Initiative; and (2) language that expands the scope of such reporting to include “scheduling flexibility for caretaker responsibilities.”

These changes modify language that was added under Amendment 4, which was passed at the May 9, 2024, Governance, Accountability and Economic Development Committee (see Bold and Double Underlined language).

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.

Amended language is shown in double underlined language.

1. Amend subsection 2.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 **and retention** strategies and messaging that reflect SPD’s efforts to:

1. Show organizational support in various areas including: promotional opportunities, family or maternity-leave policies, **childcare and scheduling flexibility for caretaker responsibilities,** 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.

In addition to the information and metrics provided in the annual written report required by this section, the Seattle Police Department shall provide to the Mayor and Council quarterly updates on this items in this subsection.