



DEPARTMENT NOTICE

21-067
04/15/21

SFPD Office of Equity and Inclusion

In August-2019, City Ordinance 188-19 illuminated that San Francisco's systems, structures, and institutions have historically perpetuated racial inequity. The conditions that have created this "inequity" are also compounded by the intersection of race, class, gender, sexuality, immigration status, etc.

The San Francisco Police Department-Office of Equity and Inclusion (OEI) has been established to create and sustain an equitable-supportive, and professional environment. The (OEI) will work in collaboration with all units, divisions, and bureaus within the Department. The (OEI) will also manage the forthcoming Biassync Initiative (a science-based solution for conscious management of unconscious bias) and will be tasked to carry out various other policy and reporting functions regarding racial equity impact.

To provide the (OEI) with the requisite level of importance-influence, the unit will be a direct report to the Deputy Chief of Administration Bureau.

The Department's overall goal is to establish and maintain a safe and equitable environment for all members. The (OEI) will be deliberate in its efforts to educate members about the Department's strategies for equity-inclusion, EEO policies, and federal-state-local discrimination laws. These efforts will be anchored to strengthen diversity and promote equity- inclusion in support of all members.

For any questions, please defer to the Office of Equity and Inclusion (OEI), at (sfpd.oei@sfgov.org).

A handwritten signature in blue ink that reads "William Scott".

WILLIAM SCOTT
Chief of Police

Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional information.