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SFPD Signs 30 by 30 Pledge to Advance Women in Policing 23-029

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The National Pledge aims to bring more women into policing to improve public safety, community outcomes, and trust in law enforcement.

Recently, the San Francisco Police Department signed on to the 30 by 30 Pledge and reaffirmed our commitment to the recruitment, retention, and advancement of women in policing. The 30 by 30 Initiative aims to increase the representation of women in police academy recruit classes to 30 percent by 2030 and to ensure that police policies and culture intentionally support the success of women officers throughout their careers.

Currently, women make up only 12 percent of sworn officers and 3 percent of police leadership nationwide. In the San Francisco Police Department, 14 percent of the sworn officers and 17 percent of the leadership are women. We are not satisfied with these statistics and are committed to doubling down on our efforts to bring more women into the profession.

“I am committed to a diverse workforce ensuring equal representation of women. I am proud to have started the push for this action before establishing our commitment with the 30 by 30 Initiative. My commitment started in 2017 as part of

the Department of Justice Collaborative Reform Initiatives and our participation in the 30 by 30 initiative enhances our ability to realize our diversity goal,” said Chief of Police, William Scott.

Research referenced by the 30 by 30 Initiative suggests that women officers:

- Use less force and less excessive force
- Are named in fewer complaints and lawsuits
- Are perceived by communities as being more honest and compassionate
- See better outcomes for crime victims, especially in sexual assault cases

The 30 by 30 Initiative is a coalition of police leaders, researchers, and professional organizations and is affiliated with the Policing Project at NYU School of Law and the National Association of Women Law Enforcement Executives (NAWLEE). By signing the 30 by 30 Pledge, the San Francisco

Police Department joined more than 200 law enforcement agencies across the country in committing to advancing the representation and experiences of women in all ranks of policing.

Participation in the 30 by 30 Initiative will assist the San Francisco Police Department with assessing the current state of our gender equity, identifying factors that may be driving any disparities and developing and implementing solutions to eliminate barriers. Strategies will address the areas of recruitment, hiring, retention, promotion, and agency culture.

Chief Scott added, “The contributions women make to the San Francisco Police Department and our City are invaluable, and they deserve improved experiences and representation in law enforcement that reflect that. The recruitment, retention and advancement of women is a priority of mine and our Department. The SFPD will continue to make improvements in both our policies and culture that will benefit the female officers in our ranks today and the generations that will follow.”

Our recruitment campaign slogan calls for people to join the San Francisco Police Department to “Be the Change.” Likewise, the San Francisco Police Department itself must be the change. Our active participation in the 30 by 30 Initiative is part of our effort to do and be better. Our signing of the 30 by 30 Pledge is the San

Francisco Police Department's public declaration of support for the women in this Department and for all women in the law enforcement profession, current and future.

SFPD Recruitment Unit video: <https://youtu.be/-mEnTjC59Kg>

For more information on how to join the San Francisco Police Department, please visit www.joinsfpd.com.

For more information on the 30 by 30 Initiative, please visit www.30x30initiative.org.

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