



**San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance**

<p>Individual Recommendation Report</p> <p>Rec. Number: 90.1</p> <p>Assigned To Project Manager: Captain Richard Struckman</p> <p>Prepared by: Lieutenant Kirk Yin</p> <p>Priority: Low</p>	<p>Reserved For PSPPB Only</p> <p><input type="checkbox"/> President’s Task Force</p> <p><input type="checkbox"/> Blue Ribbon Panel</p> <p><input type="checkbox"/> CJTF SF Bar Association</p> <p><input type="checkbox"/> Department of Police Accountability</p> <p><input type="checkbox"/> Civil Grand Jury:</p>
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DOJ Recommendation #: *The SFPD should regularly and systematically capture and report the demographic composition of its supervisory, management, and senior leadership ranks to establish an ongoing mechanism to conduct comparative analyses against the overall workforce composition.*

DOJ Objective: Recruitment, Hiring Personnel Practices

Executive Summary:

On a regular basis, the SFPD shall publicize the demographic breakdown of its supervisory ranks in comparison to its overall make-up.

Purpose:

As part of the SFPD’s effort for demographic transparency, and to support the President’s White House Police Data Initiative for data transparency, we produce and publicize the “SFPD Department Statistics Report.” This report identifies the demographics of each rank by sex and race, and allows comparison to the overall Department figures.

Policy:

Per the attached Staff Services Unit Order 17-03 “Department Statistics Report Review and Distribution Process,” the leadership of the Staff Services Division shall meet monthly to review the “SFPD Department Statistics Report.”

Audit (if applicable):

The Staff Services Division Leadership Team complied with Unit Order 17-03 on March 1, 2017. We reviewed and distributed the Department Statistics Report. The Department Statistics Report was uploaded to the San Francisco Police Department Website under the “Sharing our Data: Whitehouse Police Data Initiative” page.

Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.

Staff Services Division Unit Order 17-03: *Department Statistics Report Review and Distribution Process*



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Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)

San Francisco Police Department – Department Statistics Report v3.1.17

San Francisco Police Department Webpage Printout – “Sharing our Data: Whitehouse Police Data Initiative”

Implementation, training & records (How to prove we did what we said?)

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Pursuant to Unit Order 17-03, we will reconvene in April 2017 and on a monthly basis going-forward.