

# SFPD 30 x 30 Initiative Update



**CITY & COUNTY OF SAN FRANCISCO**

San Francisco Police Commission

April 19, 2023

# Ultimate Goals of 30 x 30



Focus  
Area

## RECRUITMENT OF WOMEN

- Increase the representation of women in police recruit classes to 30% by 2030

## RETENTION OF WOMEN

- Ensure police policies and culture intentionally support the success of women officers throughout their careers

Focus  
Area



## Agencies who sign the 30 x 30 Pledge have agreed to:



Take measures to increase the representation of women in all ranks of law enforcement.



Ensure that policies and procedures are free from all bias.



Promote equitable hiring, retention, and promotion of women officers.



Ensure their culture is inclusive, respectful, and supportive of women in all ranks and roles of law enforcement.



## Phase 1 - The First 6 Months

**Collect baseline demographic data.**

**Distribute an anonymous survey to women officers.**

**Formally make hiring, retaining, and promoting qualified women a strategic priority for our agency.**

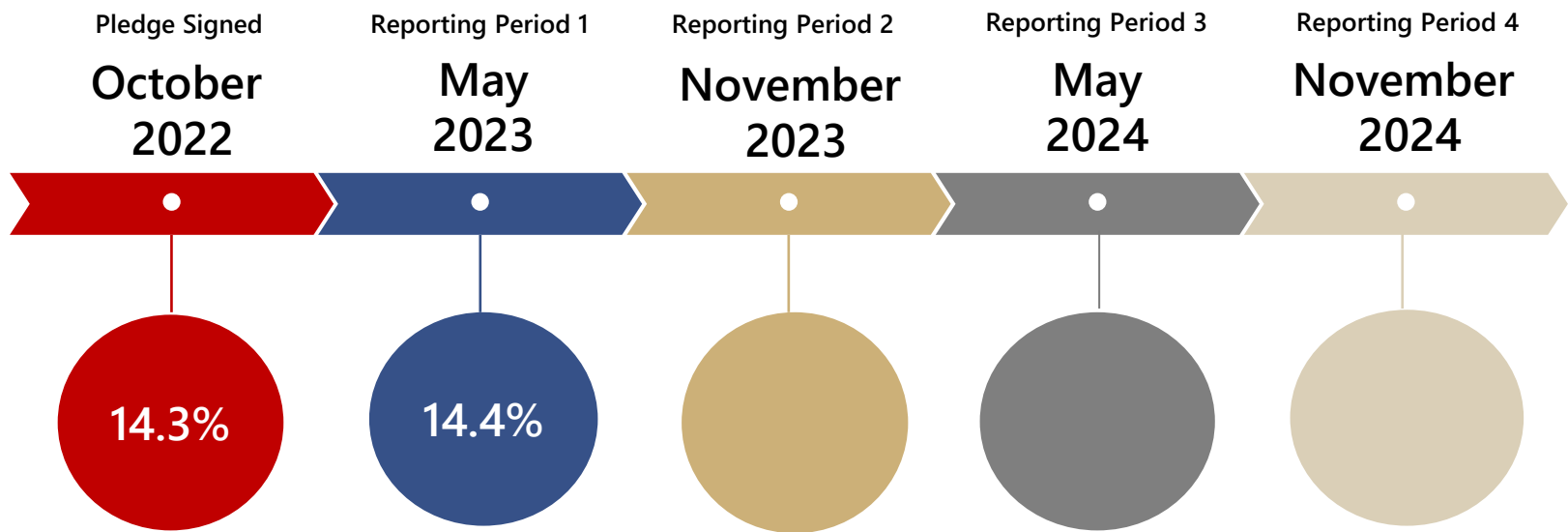
**Affirm zero tolerance for discriminatory practices and harassment.**

**Ensure there are designated spaces for nursing mothers and allow nursing mothers flexibility in their schedules to accommodate lactation needs.**

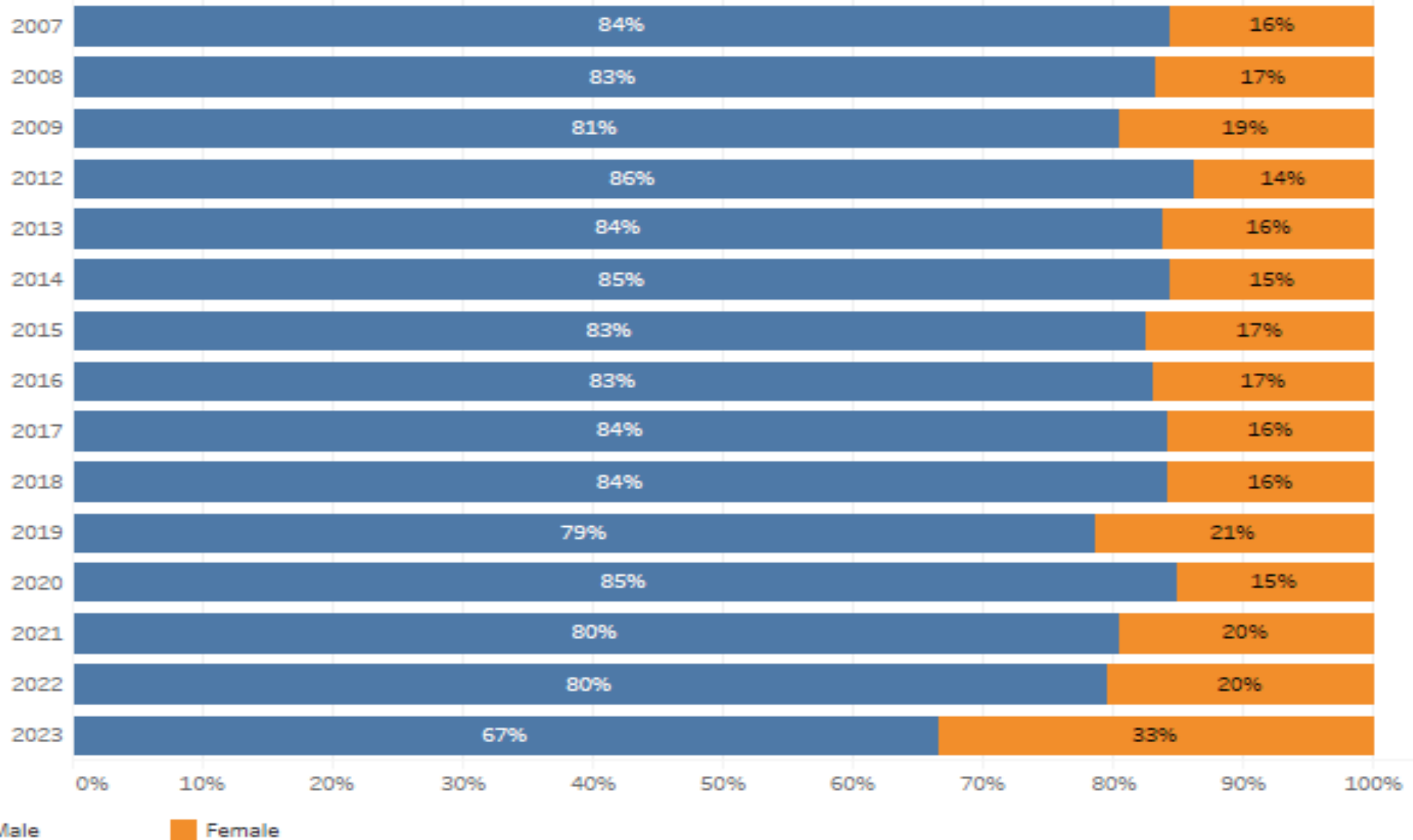
**Ensure all equipment for women officers is appropriate and fit to their proportions.**



## SFPD Percentage of Sworn Women



## Academy Recruit Gender Demographics



# Supportive Actions - Recruitment

**New SFPD Website – [joinsfpd.com](http://joinsfpd.com)**

**First Annual SFPD Recruitment Summit Held on March 22nd**

## **Marketing / Branding Geared Toward Women**

- 3 videos featuring women have been launched in the last few months
- “Be the Change” Campaign

**Women Recruiter Representation at Recruitment Event**

**Updated Physical Requirements**

**Hiring Process Test Preparation & Mentorship for Women**



**JOIN** SAN FRANCISCO PD

CAREERS OPPORTUNITIES FAQ **APPLY NOW**

# SWORN

## POLICE OFFICER

Join the highly respected San Francisco Police Department and serve the citizens of one of the most beautiful cities in the world. From Fisherman's Wharf to Golden Gate Park and from Nob Hill to the Tenderloin, whether we're on foot patrol, horseback, or in squad cars, responding to emergencies or leading classes on public safety, we'd love to work with you in keeping our community safe.

**APPLY NOW**

**JOIN** SAN FRANCISCO PD

CAREERS **OPPORTUNITIES** FAQ **APPLY NOW**

## BE WHO YOU ARE

The flexibility within our Department allows you to find new passions while still being dedicated to your career. Learn how the San Francisco Police Department can help you soar.

**APPLY NOW**

**JOIN** SAN FRANCISCO PD

CAREERS **OPPORTUNITIES** FAQ **APPLY NOW**

## BREAKING BARRIERS & BLAZING A PATH

The women of the San Francisco Police Department pride themselves in setting a strong example for all women. Meet a few of the women in our Department who are raising the bar every day.

**APPLY NOW**

**JOIN** SAN FRANCISCO PD

CAREERS OPPORTUNITIES FAQ **APPLY NOW**

# BE THE CHANGE

**WATCH VIDEO**

SCROLL



# Supportive Actions - Retention

**Press Release Issued on March 8th**

**Internal Survey Issued to All Women Officers on March 15th**

**Women Specific Development Opportunities**

- NAWLEE
- WLLE
- 30 x 30 Women in Policing Fellowship

**SFPD Women's Day Lunch – March 29th**

**New Mentorship Program Launched April 5th**



## Next Steps

**Form a 30 x 30 Committee**

**Discussion of Survey Results to Inform Future Focuses and Initiatives**

**Transition to a Smaller Service Firearm**

**City-Wide Recruit Referral Incentive Program**

**SFPD Strategic Plan to Advance Women in Policing**



Thank you.

Any questions?

SAN FRANCISCO  
POLICE DEPARTMENT

