



DEPARTMENT NOTICE

20-179
12/09/20

Racial Equity & Inclusion Survey

In July of 2019, The Board of Supervisors and Mayor London Breed passed Ordinance No. 188-19 creating an Office of Racial Equity (ORE) as a Division of the Human Rights Commission Department. The purpose of the Office is to advance Racial Equity in the City and repair harm done by government policy decisions that have created, upheld, or exacerbated racial disparities in the City.

ORE will achieve this goal through policy analysis and development, data collection and analysis, and support and accountability. ORE mandates every City department to develop a Racial Equity Action Plan (REAP). A REAP is a strategic action plan, guided by the Citywide Racial Equity Framework, to dismantle institutional and structural racism to achieve racial equity. The REAP shall include racial equity indicators to measure current conditions and impact, outcomes resulting from changes made within programs or policy, and performance measures to evaluate efficacy, that demonstrate how a City department will address racial disparities within the department as well as in external programs.

In order to determine racial disparities within the department, we are required to conduct a Racial Equity and Inclusion Survey. To gain a better understanding of Sworn and Non-Sworn's attitudes about racial equity and inclusion within the Department, I ask you to participate in an online survey. Your participation is completely voluntary, but vital in providing true feedback to Department leaders and to inform our REAP as we continue to strive to provide equity and inclusion for all. The survey can be accessed here: [SFPD's Equity and Inclusion Survey](#).

Official Information


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Any information you provide through the online survey is completely voluntary, confidential and anonymous.

I hope you will join me in support of our Department's REAP, and help the Department achieve a plan that produces equity and inclusion for our members and our community. We hope to get a strong response from each and every segment of our department as we move forward into the New Year. **Please submit your responses by Close of Business December 20th.**

Completion of surveys on duty is authorized and encouraged; however, no overtime is authorized for the completion of voluntary surveys. Please note the above survey can only be completed via

laptop or desktop computer, cell phones will not work. For further information regarding the REAP, please review City Ordinance 188-19: [Click Here](#)


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.