



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

<p><b>Individual Recommendation Report</b></p> <p><b>Bureau:</b> Administration</p> <p><b>Rec. Number:</b> 86.2</p> <p><b>Assigned To Project Manager:</b> Captain Richard Struckman</p> <p><b>Prepared by:</b> Lieutenant Kirk Yin</p> <p><b>Priority:</b> High</p>	<p><b>Reserved For Executive Sponsor Only</b></p> <p><b>Date Issued:</b> November 29, 2016</p> <p><b>Return Date:</b> March 15, 2017</p> <p><b>Success level:</b> Choose One</p> <p><b>Other Status:</b></p> <p><b>Noncompliance:</b></p> <p><b>Waiver approval:</b></p>
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Notes:

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**DOJ Objective: Recruitment, Hiring Personnel Practices**

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**DOJ Recommendation #:** 86.2

The SFPD should ensure that there is diversity within the investigators that comprise the Background Investigation Unit (BIU).

**Purpose:**

To staff a BIU that reflects the diversity makeup of the community we serve.

**Policy:**

Per the attached Unit Order, the leadership of the Staff Services Division shall meet biannually with the SFPD-EEO Officer and the SFPD HR Manager to conduct a diversity analysis.

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

Staff Services Division Unit Order 17-02: *Background Unit Diversity Review*

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

Staff Services Division – Background Investigation Unit Diversity Analysis Spreadsheet v3.4.17

San Francisco Police Department – Department Statistics Report v3.1.17

United States Census Bureau – San Francisco County, California: By Race, 2015 estimates

United States Census Bureau – San Francisco County, California: By Sex, 2015 estimates

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

The Staff Services Division BIU Leadership Team complied with the Unit Order on March 6, 2017. We reviewed the BIU diversity analysis spreadsheet and compared it against the SFPD diversity and CCSF diversity indexes. Pursuant to the Unit Order, we will reconvene in the latter half of 2017 to measure ourselves again.



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President's Task Force

Blue Ribbon Panel

CJTF SF Bar Association

Office of Citizen's Complaints

Civil Grand Jury:

PRESIDENT'S TASK FORCE: 2.5

BLUE RIBBON PANEL: 2.5