



DEPARTMENT NOTICE

23-027

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Racial Equity & Inclusion Survey

In December of 2020, a survey was issued to determine the attitudes of Sworn and Non-Sworn members regarding racial equity and inclusion within the Department. The survey was administered as part of the Department's mandated Racial Equity Action Plan (REAP). Since the survey was administered over 2 years ago, members are being asked again to complete the survey to determine if there have been any changes.

The survey will provide an updated baseline on members' perceptions, feelings and attitudes on racial disparities, equity, and inclusion within the Department. This information will be provided to Department leaders whose goal is to ensure all members have the same equal opportunity and access to promotion and advancement as part of the SFPD REAP.

As the Department continues to flourish and move into the 21st Century, we must create a culture of learning, reflection and inclusion, so that all members and the diverse communities we serve and protect feel that they belong. The sworn and professional staff members of the Department are the most valued asset to our organization. The leaders of the San Francisco Police Department recognize this fact and understand that internal procedural justice is critical to ensuring racial equity and inclusion are a priority for members.

The SFPD leadership recognizes that for there to be external procedural justice with our communities, there must be a focus on internal procedure justice. The Department is committed to equity as a core tenet of our values, culture, and institutional practices. Our Department has made progress in diversification and inclusiveness, but we as an organization must continue to address barriers that do not align with our values toward the enactment of institutional and structured change to achieve racial equity and inclusion.

You may access the survey here: [CLICK HERE](#)

Information provided through the online survey is completely voluntary, confidential, and anonymous. Members may complete the survey while on-duty. No overtime is authorized if completed off-duty.

By completing the survey, members will help the Department develop a plan that is equitable and inclusive for all our members and our community. Please note that the survey can only be completed via a laptop or desktop computer.

For further reference regarding the Department's REAP Plan, a copy is available through the SFPD Main Website, under the tab "Your SFPD, Published Reports". For information on the Citywide REAP ordinance (City Ordinance 188-19) click this link: [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.