



DEPARTMENT NOTICE

23-031

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30x30 Survey of Sworn Women

On October 6, 2022, the San Francisco Police Department signed on to the 30x30 Pledge to recruit, retain, and advance women in the Department and in policing overall. The 30x30 Initiative not only aims to increase the representation of women in police academy recruit classes to 30 percent by 2030, but it also strives to ensure that police policies and culture intentionally support the success of women officers throughout their careers.

An essential step in SFPD's participation in the 30x30 Initiative is to survey our sworn women regarding their experiences. This survey has been adapted from the one put forth by the 30x30 Initiative and should take approximately 12 minutes to complete. Participation in the survey is voluntary and anonymous. Therefore, no identifying information will be collected by the Department. The goal of the survey is to utilize the data so that Department leaders can work toward improving women's experience in policing within the SFPD.

The Office of Equity and Inclusion will email the survey to all sworn women officers within the SFPD. Please take the time to complete the survey. Once received, please submit your response within 14 days.

Completing the survey on duty is authorized and encouraged; however, no overtime is authorized for the completion of the survey. Please note that the survey can only be completed via laptop or desktop; cell phones will not work. For further information on the 30x30 Initiative, a link has been provided.

If you have any questions regarding the survey, please email the Office of Equity and Inclusion at: SFPD.OEI@sfgov.org

Link to 30x30 Initiative: [30x30 Initiative](#)


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.