



# DEPARTMENT NOTICE

23-065

Published: 4/24/23

Expires: 5/12/23

## Application for the 30x30 Focus Group

The SFPD is seeking applicants to serve as members of a 30x30 focus group that will work towards increasing women's representation, success, and advancement in the Department. Our agency has signed on to the 30x30 Pledge to support, retain, and advance women in the Department and in policing. The goal of the SFPD as part of this pledge is to increase the number of women in police academy recruit classes to 30 percent by 2030, and to ensure that the careers and success of women officers in the Department are supported. More information on the 30x30 Initiative is provided through the below link.


In this focus group, a range of issues will be discussed, including the recently issued 30x30 Survey of Sworn Women within the SFPD. The survey results will be discussed and analyzed within the focus group to identify where change needs to be made to support our women members. The group will work collaboratively in a small group setting. This is an excellent opportunity to take an active role in addressing the concerns and experiences of the women members of the Department.

Additional topics that will be addressed include, but are not limited to:

- The overall culture within the SFPD, with a focus on problem areas that negatively impact employees and the community.
- How culture, organizational structures, and policies impact women at all career stages (from recruitment through promotion, exiting, and retirement) and how these compare to similarly situated men.
- Barriers to career advancement specific to women and how these compare to the experiences of men.
- Ideas for improvement on all points of concern identified in focus group discussions.

This opportunity is open to all members of the SFPD, women and men, sworn and professional staff. Those interested in applying for a position as a member of the 30x30 Focus Group should forward their completed application to Lieutenant Hector Jusino Jr., in the Staff Services Division/Office of Equity and Inclusion by May 12, 2023. Resumes are optional and may include work experience, education, POST coursework, awards, special skills, and references.

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](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional information.*