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**\*\*\* PRESS RELEASE\*\*\***

**DEPARTMENT ON THE STATUS OF WOMEN ISSUES NEW REPORT ON  
WOMEN'S EXPERIENCES WORKING IN THE SAN FRANCISCO POLICE DEPARTMENT**

**San Francisco, CA** – Today, the San Francisco Department on the Status of Women publicly released the findings of its two-year long study into the experiences of women police officers in partnership with the San Francisco Police Department and the Women's Action Committee of the Police Officers Association. The report, *Pathways to Promotion: A Gender Analysis of the San Francisco Police Department*, which was presented before the Commission on the Status of Women on Wednesday, December 11, 2019, found that women were promoted at greater rates than men, but still experienced barriers to specialized unit assignments, trainings, and commendations.

The Department on the Status of Women reviewed data provided by the Police Department covering 2015 to 2018 and held focus groups and interviews with 45 sworn women officers to assess issues facing women across a range of employment-related subjects, including hiring, assignments, promotions, training, and recognition. The resulting report is the latest in a series of gender analyses of City departments conducted by the Department on the Status of Women under the San Francisco law reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

"Sworn women are a valuable and essential part of the San Francisco Police Department and I am committed to addressing their concerns regarding diversity and equity," said Chief William Scott. "We deeply appreciate the hard work and contributions of the Department on the Status of Women on these issues. As part of our Collaborative Reform work begun in 2016, we continue to make progress in identifying and addressing areas to improve gender equity and ensure equal opportunities for our members to develop and advance their careers."

"We know that women in male-dominated fields, like policing, face invisible but persistent hurdles to their success that are not unique to San Francisco," Dr. Emily Murase, Director of the San Francisco Department on the Status of Women, added. "Yet, San Francisco is well-positioned to address them with the leadership of Chief Scott, the tools of San Francisco's groundbreaking CEDAW Ordinance, and the incredible talent and commitment of the sworn women and men who make San Francisco a safer and more equitable city."

"Policewomen are tough, motivated, and just as good at their jobs as the men, but we are often overlooked," said Lieutenant Tracy McCray, who served as an advisor on the study as part of the Police Officers Association Women's Action Committee. "This report confirms what many women have known for a long time and has put in motion changes that will increase women's opportunities for advancement within the San Francisco Police Department now and in the years to come."

*Pathways to Promotion: A Gender Analysis of the San Francisco Police Department* is available on the San Francisco Department on the Status of Women's website: [sfgov.org/dosw/gender-analysis-reports](https://sfgov.org/dosw/gender-analysis-reports)

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