Pathways to Promotion:
A Gender Analysis of the San Francisco Police Department

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SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

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Background

1973  Discrimination Lawsuit
1979  SFPD Consent Decree
1998  End of Consent Decree
       SF CEDAW Ordinance
2018  Gender Analysis of SFPD

Credit: Chris Stewart, The Chronicle
Demographics of Sworn Workforce

(N=2,298)

- White Male 42%
- White Female 7%
- Latinx Female 3%
- Latinx Male 13%
- Asian Male 15%
- Black Male 8%
- Filipinx Male 5%
- Other Male 2%
- Native Am. Male 0.2%
- Asian Female 2%
- Filipinx Female 1%
- Black Female 2%
- Other Female 0.2%
- Native Am. Female 0.1%
Hiring

<table>
<thead>
<tr>
<th>Pass Rate</th>
<th>Application</th>
<th>Written Test</th>
<th>Physical Test</th>
<th>Academy</th>
<th>Field Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>94%</td>
<td>75%</td>
<td>64%</td>
<td>73%</td>
<td>82%</td>
</tr>
<tr>
<td>Men</td>
<td>97%</td>
<td>79%</td>
<td>96%</td>
<td>81%</td>
<td>70%</td>
</tr>
</tbody>
</table>
“I long for the day when women can vie for any position and not the one and only vacancy from the retirement of another female. It creates an environment of The Hunger Games between female candidates.”
You’re there as the buyer or VICE girl, never on the arrest team learning how to write search warrants.”
“The problem is that you are taking the chance when you take this [promotional] test that you can end up behind a desk...

So if you’re a female and you’re on patrol and you like it...

It’s a gamble.”
“You have some guys with two years that will have stacks of commendations and then I got written up for one and they returned it. They said, ‘we don’t like the wording’...And it’s gone, like, no commendation.”
Recommendations

I. Establish mentorship opportunities.

II. Diversify assignments and units.

III. Improve communication in hiring.

IV. Increase transparency in promotions.

V. Ensure equity in training opportunities.
Recommendations

VI. Eliminate bias in evaluations.

VII. Increase flexibility and transparency in scheduling.

VIII. Address women’s unique needs.

IX. Foster a culture of equity and inclusion.
Special thanks to:

- San Francisco Police Department
  William Scott, Chief of Police
  Robert Moser, Assistant Chief

- Police Officers’ Association Women’s Action Committee

- Department of Human Resources