



— Pathways to Promotion:

A Gender Analysis of the San Francisco Police Department

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SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

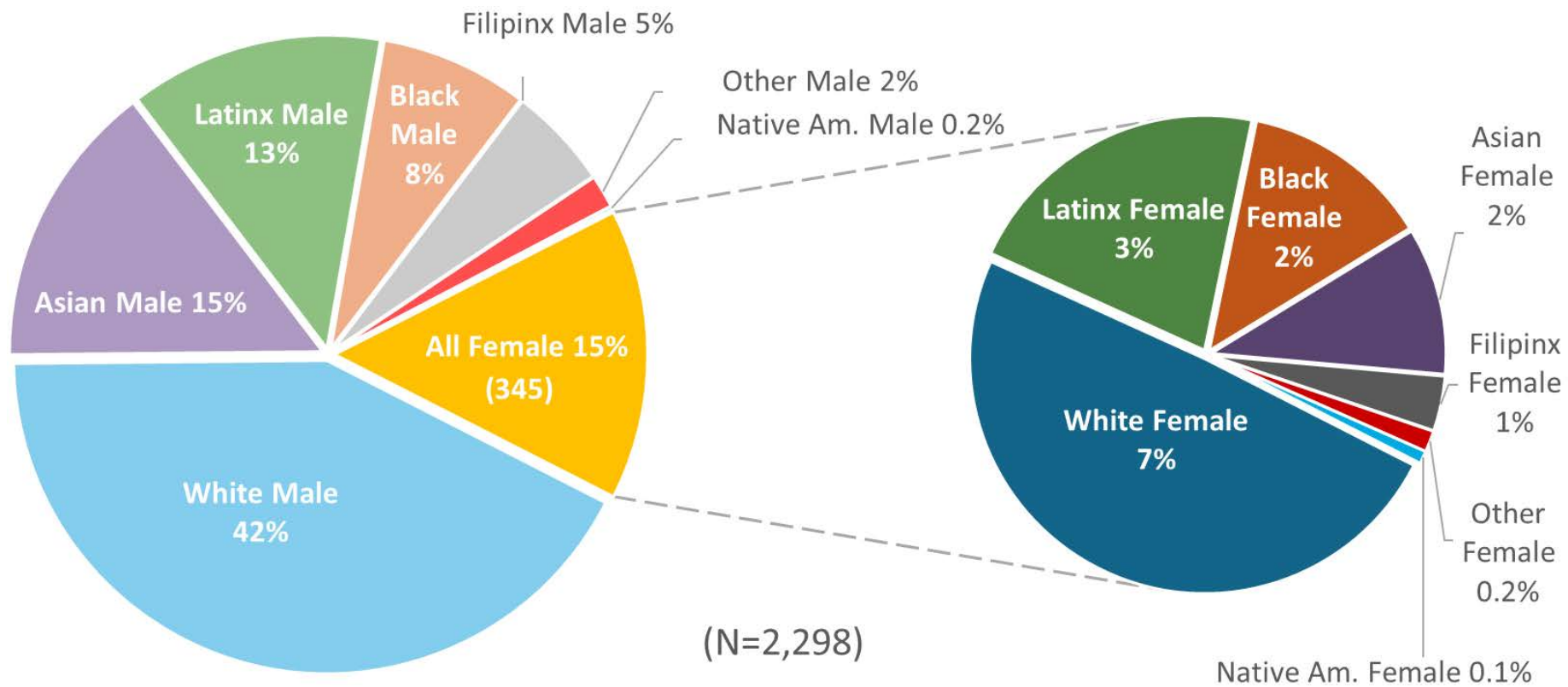
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Background

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



Demographics of Sworn Workforce



Hiring



Pass Rate

■ Women

■ Men

Application

94%

VS

97%

Written Test

75%

VS

79%

Physical Test

64%

VS

96%

Academy

73%

VS

81%

Field Training

82%

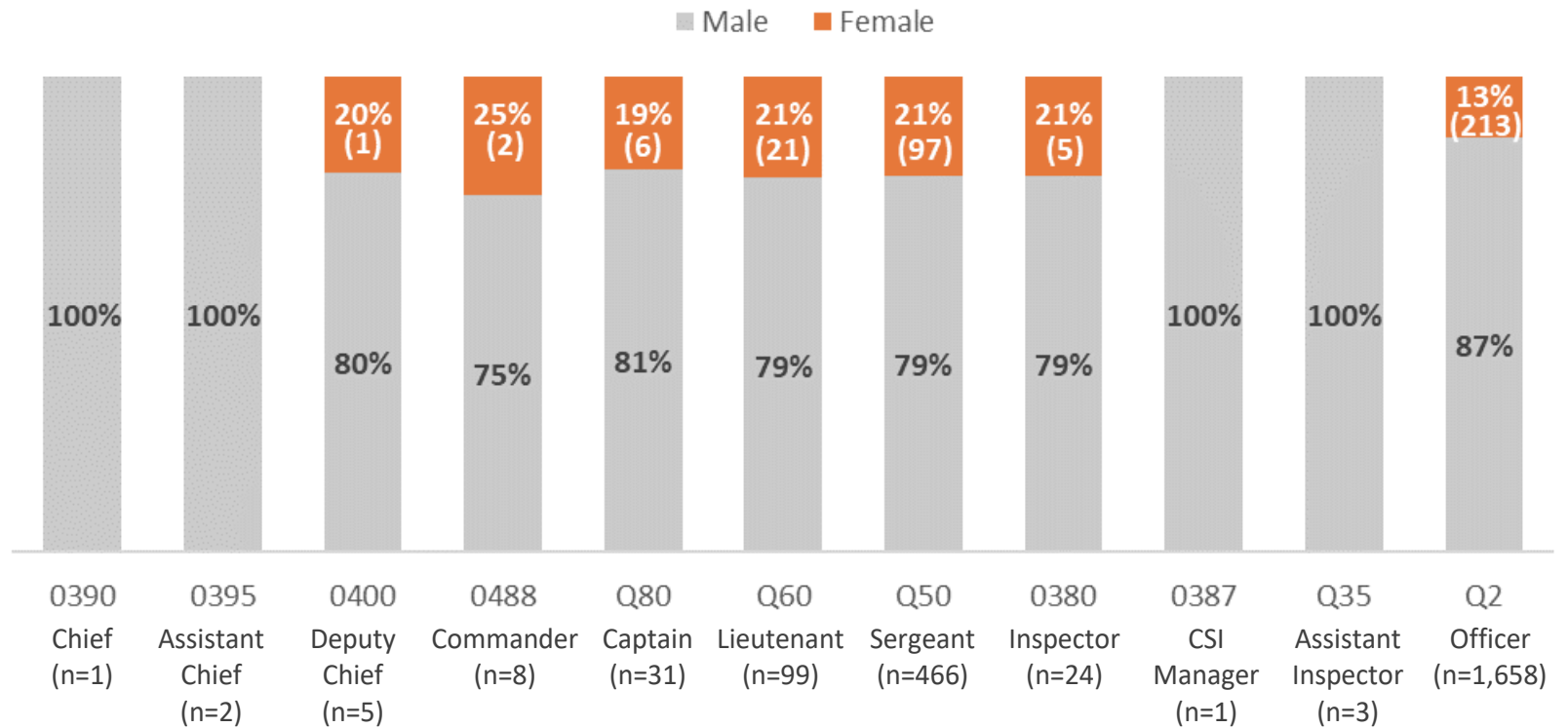
VS

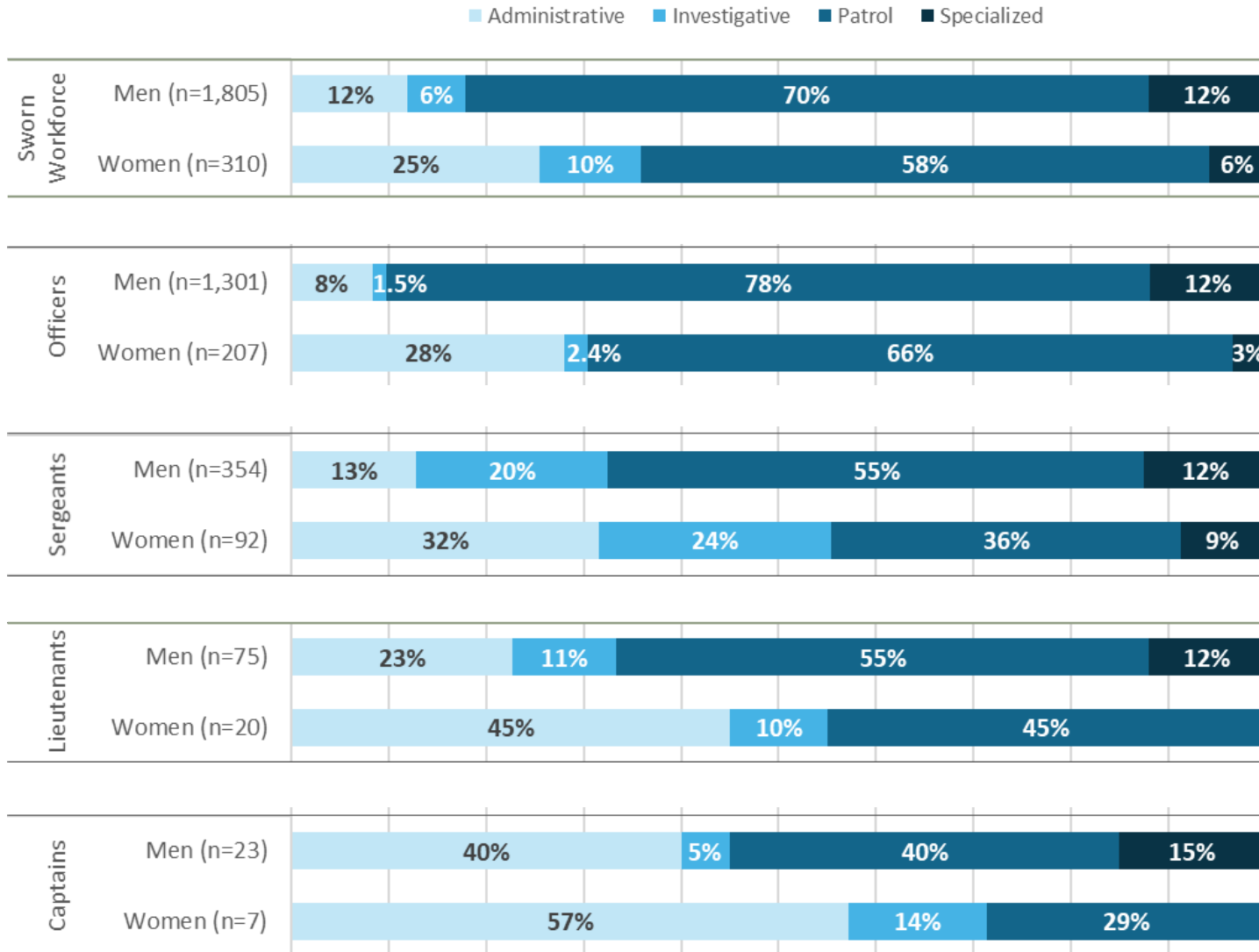
70%

Rank

*“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.”*

SFPD Sworn Workforce by Rank and Gender





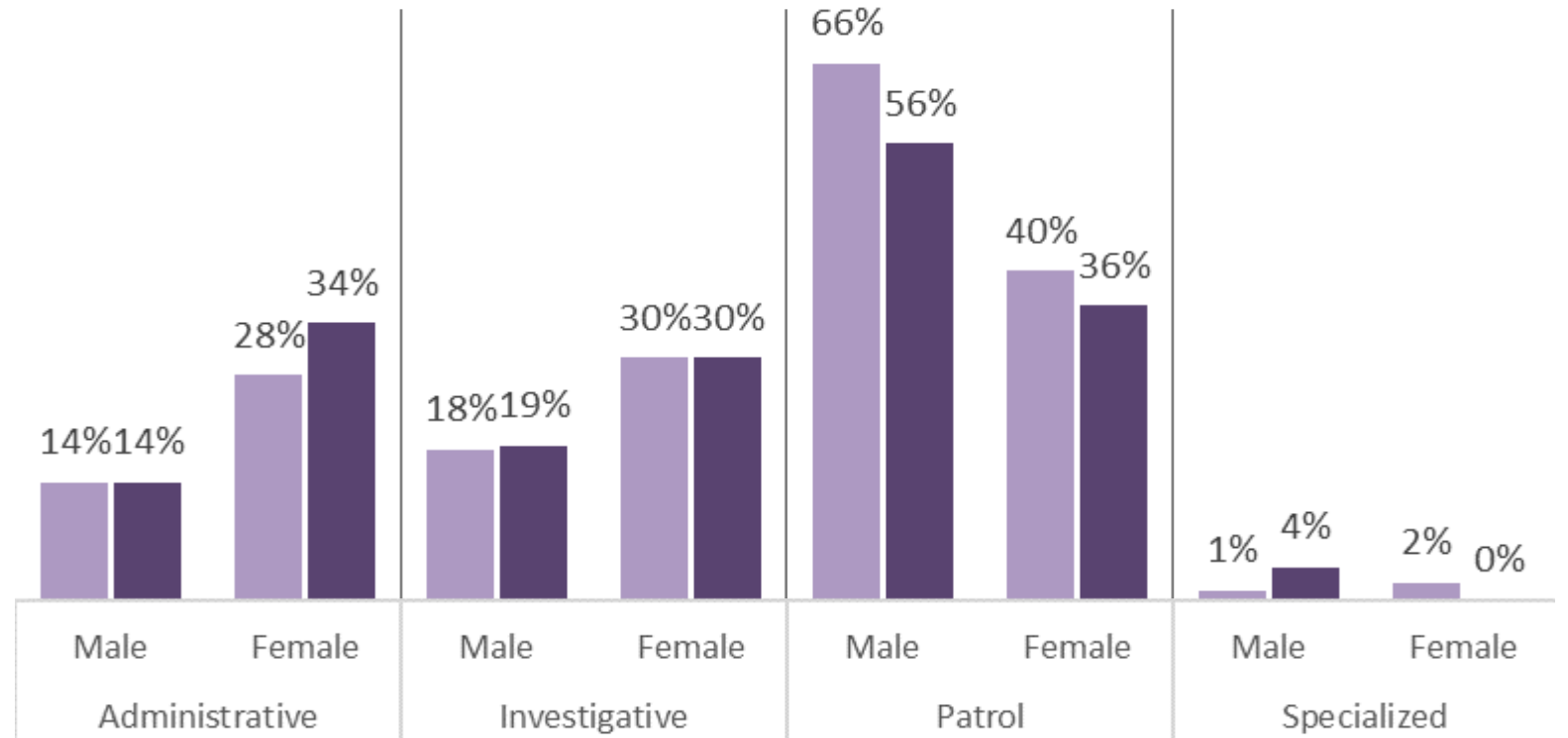
Assignment

“You’re there as the buyer or VICE girl, never on the arrest team learning how to write search warrants.”

Promotions

Distribution of Assignments for Promoted Officers by Gender

■ Upon Promotion ■ Currently

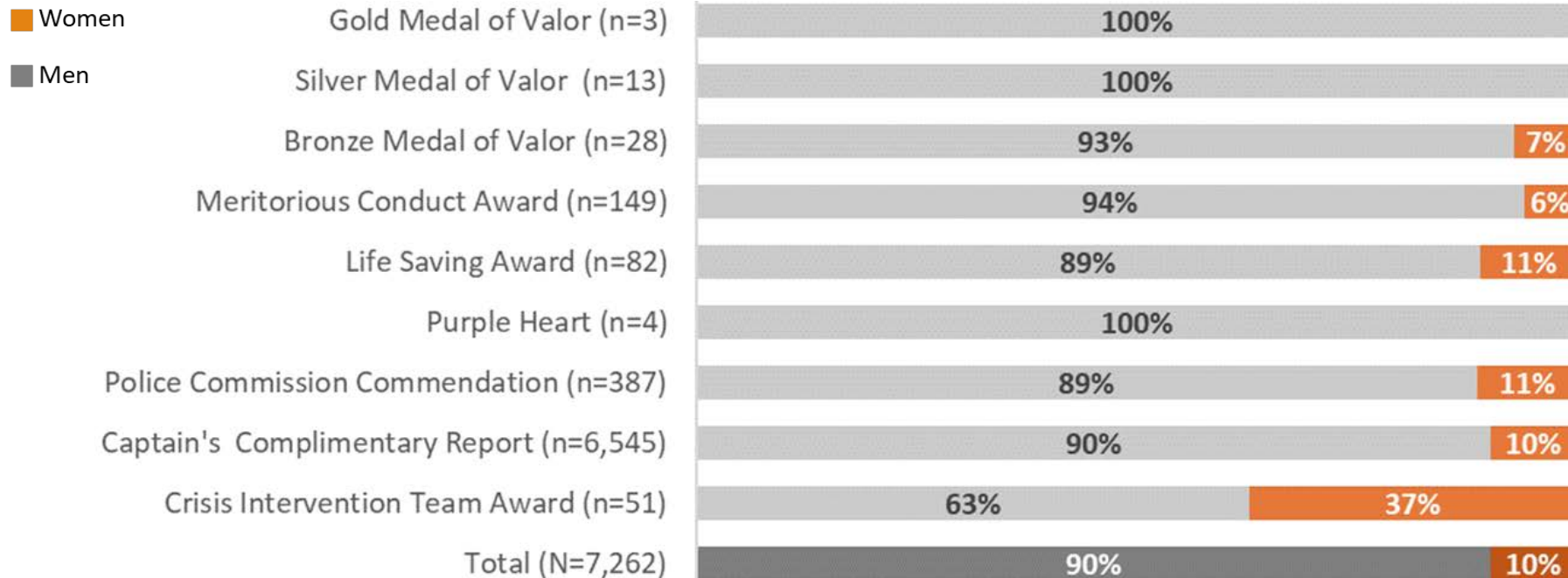


“The problem is that you are taking the chance when you take this [promotional] test that you can end up behind a desk...

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

It’s a gamble.”

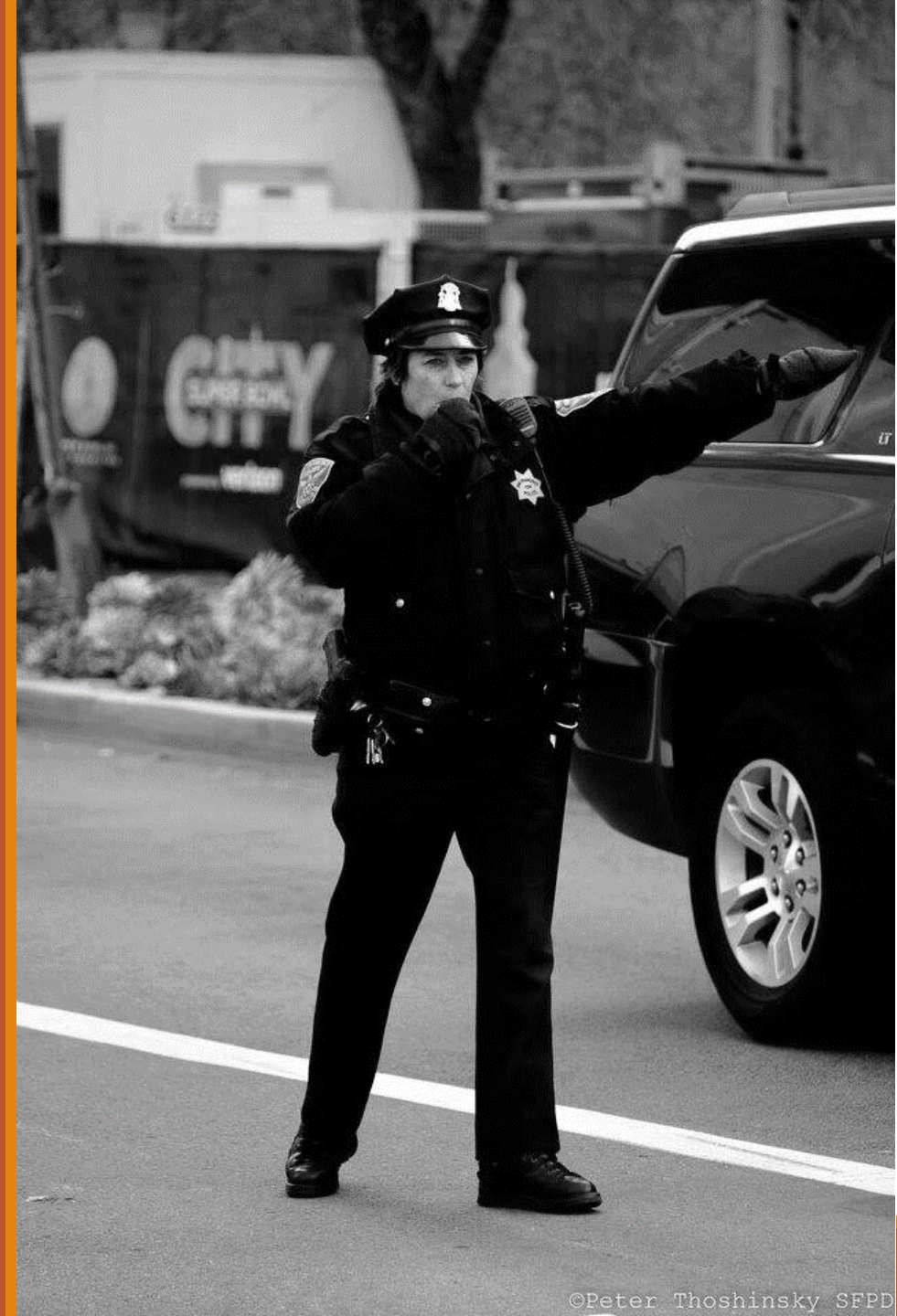
Recognition



*“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

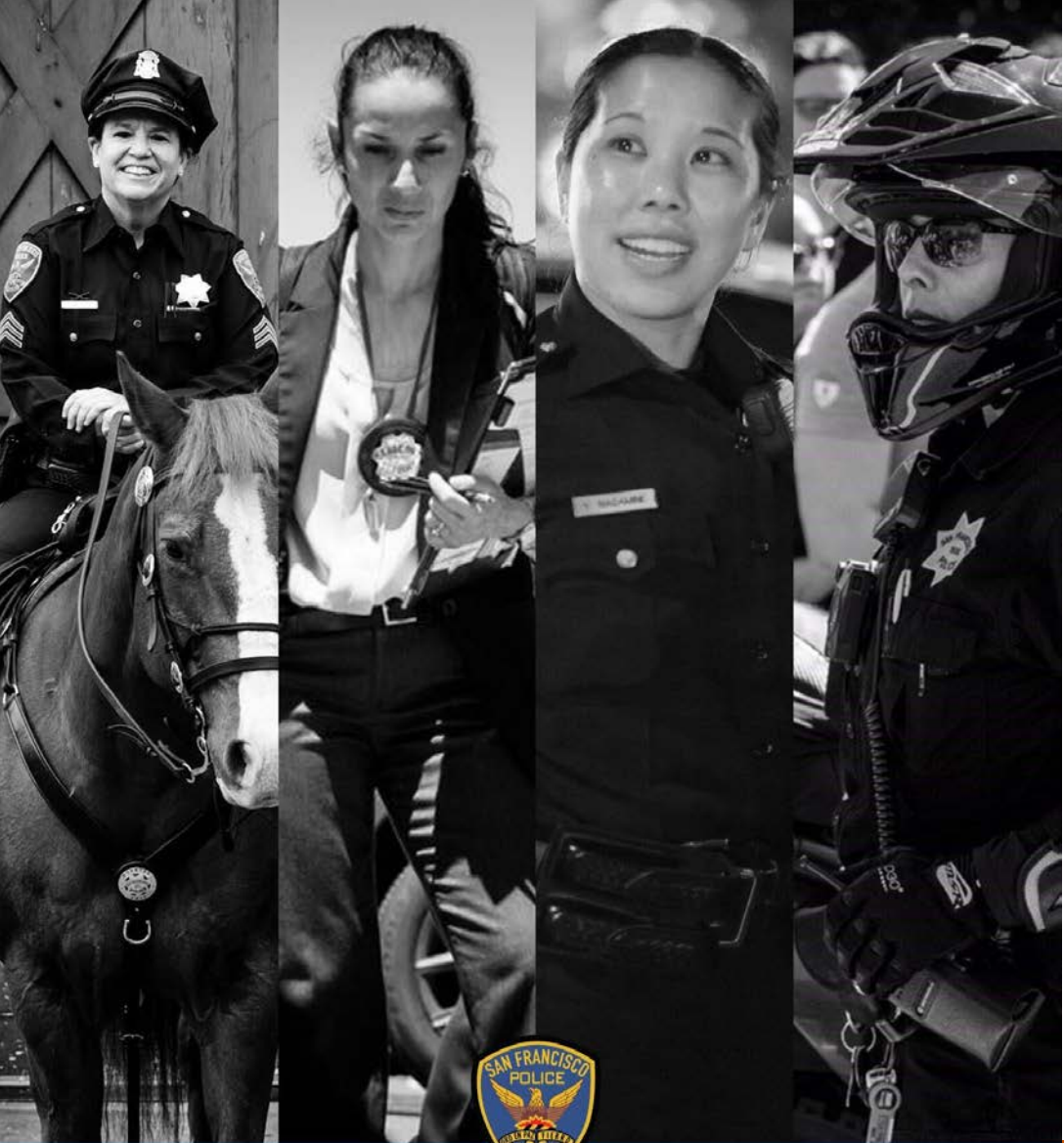
- I. Establish mentorship opportunities.*
- II. Diversify assignments and units.*
- III. Improve communication in hiring.*
- IV. Increase transparency in promotions.*
- V. Ensure equity in training opportunities.*



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

NOW'S THE TIME

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