

Public Safety, Finance, and Strategic Support Committee

San José Police Department Data Analysis and Gender Action Plan

September 21, 2023
Item (d)2



Presenters:
Zulma Maciel, Director, Office of Racial Equity
Lt. Paul Hamblin, Police Department



Background

- **June 2018:** through 2018-19 budget process, \$50,000 allocated for Gender Equity Analysis
- **September 2019:** the Human Services Commission selected the Police Department
- **November 2020:** the Human Services Commission selected the Askew School of Public Administration at Florida State University (FSU) to conduct the analysis
- **July 2021:** FSU commenced work
- **June 2022:** FSU issued final report



Recommendation #1: Begin Digitizing All Records

- PeopleSoft
- LEFTA
- IAPro/BlueTeams
- Eresource
- Further software solutions in FY 2023-24
Operating Budget



Target completion January, 2024



Recommendation #2: Optimize Digital Records' Availability to the Public

Granicus

- Public-facing portal
- EngageSJP
- Department demographics
- Currently building site

Target completion December, 2023



Recommendation #5: Primary Trainers and Educators Should Come from Within Department, when possible

- 52 of 63 Police Academy instructors are Department members (83%)
- All POST Continuous Professional Training instructors are Department members
- Outside training opportunities are encouraged

Completed



Recommendation #12: Increase Resident Engagement

- TEAM Kids
- STAR Camp
- Community Outreach Plan



Target completion January, 2024



Recommendation #11

Increase Recruitment and Selection Efforts of Women Sworn Officers for Gender Parity

Restricted by California law
(Article 1, Section 31)

Targeting men for civilian
positions also prohibited

Inclusive recruiting strategy



Women in law enforcement
at the **SAN JOSE POLICE DEPARTMENT**

Explore career opportunities within the SJPD at our next informational seminar.

- Meet the women behind the badge
- Learn how to prepare for testing
- Understand a police background check

The San Jose Police Department is hiring:

- Police Officers
- 911 Dispatchers and Call Takers
- Records/Police Data Specialists

Saturday, December 5, 2015
9:00 AM - 1:00 PM

Check-in:
8:00 AM - 9:00 AM

6087 Great Oaks Parkway
San Jose, CA 95119

Register at:
<http://sjpdwomen.eventbrite.com>

If you have questions:
sjpdrecruiting@sanjoseca.gov

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QUESTIONS

