

EEO Utilization Report

Organization Information

Name: San Bernardino Police Department

City: San Bernardino

State: CA

Zip: 92401

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The San Bernardino Police Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation (Government Code § 12940(k); 2 CCR 11023). The Department will not tolerate discrimination against a member in hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. The Department will take preventive and corrective action to address any behavior that violates this policy or the rights it is designed to protect.

Step 4b: Narrative of Interpretation

The Utilization Analysis Chart did not indicate a significant level of underutilization in the Non-Sworn job categories.

A review of the Utilization Analysis Chart regarding Protect Services: Sworn Patrol Officers reveals underutilization of White(-5%) and Hispanic females(-15%). Although the analysis did not demonstrate a significant disparity in Black females(2%) based on the available labor market, the number of Black and Hispanic female officers directly affects the underutilization data related to Black females in the Sworn-Official positions.

The SBPD reviewed the Utilization Analysis Chart regarding Protective Services: Sworn-Officials and noted underutilization of black females(-4%) and Hispanic females(4%). Candidates for these positions typically begin their careers as sworn patrol officers. As noted above, a significant contributor to this data is the underutilization of Black and Hispanic females in Protective Services: Sworn Patrol Officers.

The SBPD is committed to recruiting and maintaining a diverse workforce that reflects the community it serves. To support and reinforce that goal, the Department will examine its recruitment and retention practices to identify opportunities to attract more females to apply for the entry-level patrol officer positions.

Step 5: Objectives and Steps

1. Identify existing barriers present in the current recruiting, training, and promotional practices that may affect female recruitment, retention, and advancement.

- a. The Department will survey female applicants to identify concerns about the career that the SBPD can address within the Department's recruitment efforts.
- b. The Department will consult female SBPD officers to review existing recruitment and training efforts and identify factors that may discourage participation or successful progression in the career.
- c. The Department will work with the City's Diversity, Equity, and Inclusion Officer to identify any factors that may be barriers to female candidates in the recruitment and promotional process.

2. Identify successful practices that encourage female candidates to apply for the position of police officer.

- a. Identify successful practices that encourage female candidates to apply for the position of a police officer.
- b. The Department will communicate with local law enforcement agencies in the region to identify successful recruitment efforts to attract female candidates.
- c. The Department will survey female applicants to identify the qualities of a law enforcement profession that they find most appealing.
- d. The Department will consult female SBPD officers in the Sworn Official position to identify relevant information to their career success. The information will be included in a Department hosted career development class that will help encourage and equip female officers with the tools they need to promote.
- e. The Department will consult female SBPD officers to gain their perspective of the efforts that led to their successful recruitment and retention.

3. Design a police recruitment campaign that attracts female applicants to apply for police officer positions.

- a. Since receiving the COPS Grant, the SBPD has produced a podcast episode that shares the perspective of female officers regarding their experiences in the profession. The Department will continue to share the podcast episode on social media platforms. Additionally, within six months, the Department will create a second podcast that acts as a Q&A to questions developed through community engagement efforts of potential female candidates.
- b. Within six months, the SBPD will use the information gained from speaking with female officers and applicants to develop a recruitment campaign to attract Black, White, and Hispanic female candidates.
- c. Within six months, the Department will design and host a career development class to assist female SBPD officers with successful promotion efforts.
- d. Within six months, the Department will identify organizations whose membership represents the underutilized female categories. The SBPD will engage the identified organizations to share recruitment information.

Step 6: Internal Dissemination

1. The Department will distribute and discuss the EEO Utilization Report with all supervisors and all members of the Department responsible for recruitment and training.
2. The Department will post a copy of the EEO Utilization Report on the Department's intranet server.
3. The Department will email all employees advising them of the intranet location and availability of the EEO Utilization Report.

Step 7: External Dissemination

1. The Department will post a copy of the EEO Utilization Report on the SBPD Recruitment page.
2. The Department will reference the location and availability of the EEO Utilization Report to the public on social media platforms.
3. The Department will include information about the location and availability of the EEO Utilization Report on job announcements for SBPD positions.
4. Copies of the EEO Utilization Report will be available at all recruitment efforts.

Utilization Analysis Chart
Relevant Labor Market: San Bernardino County, California

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	24,400/35	10,670/15	2,320/3%	105/0%	2,900/4%	135/0%	765/1%	280/0%	14,380/21	8,200/12	2,435/4%	75/0%	2,115/3%	30/0%	340/0%	155/0%
Utilization #/%																
Professionals																
Workforce #/%	9/16%	12/21%	1/2%	0/0%	1/2%	0/0%	3/5%	0/0%	13/22%	14/24%	2/3%	0/0%	1/2%	0/0%	2/3%	0/0%
CLS #/%	23,005/22	8,100/8%	3,015/3%	55/0%	6,180/6%	135/0%	555/1%	295/0%	33,475/32	13,545/13	5,460/5%	165/0%	7,685/7%	115/0%	770/1%	500/0%
Utilization #/%	-7%	13%	-1%	-0%	-4%	-0%	5%	-0%	-10%	11%	-2%	-0%	-6%	-0%	3%	-0%
Technicians																
Workforce #/%	1/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/23%	7/54%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%
CLS #/%	4,045/25	2,105/13	675/4%	65/0%	965/6%	20/0%	70/0%	25/0%	3,575/22	2,265/14	1,285/8%	10/0%	1,010/6%	45/0%	205/1%	90/1%
Utilization #/%	-17%	-5%	-4%	-0%	-6%	-0%	-0%	-0%	1%	40%	-8%	-0%	2%	-0%	-1%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	54/53%	27/27%	6/6%	2/2%	2/2%	0/0%	0/0%	0/0%	8/8%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,460/39	4,160/25	1,795/11	100/1%	440/3%	20/0%	140/1%	110/1%	1,395/9%	960/6%	725/4%	30/0%	25/0%	0/0%	24/0%	25/0%
Utilization #/%	14%	1%	-5%	1%	-1%	-0%	-1%	-1%	-1%	-4%	-4%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	51/36%	56/40%	4/3%	0/0%	7/5%	0/0%	2/1%	0/0%	6/4%	12/9%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	16,395/17	34,920/37	4,065/4%	105/0%	1,415/1%	90/0%	745/1%	310/0%	9,310/10	22,830/24	3,045/3%	180/0%	1,010/1%	180/0%	545/1%	205/0%
Utilization #/%	19%	3%	-1%	-0%	4%	-0%	1%	-0%	-5%	-15%	-2%	-0%	-1%	-0%	-1%	-0%
Protective Services: Non-sworn																

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	210/28%	99/13%	35/5%	0/0%	70/9%	0/0%	0/0%	0/0%	165/22%	105/14%	20/3%	0/0%	30/4%	0/0%	15/2%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	7/11%	9/14%	3/5%	0/0%	0/0%	0/0%	1/2%	0/0%	16/25%	19/29%	7/11%	0/0%	3/5%	0/0%	0/0%	0/0%
CLS #/%	33,405/16%	32,510/16%	5,280/3%	280/0%	5,570/3%	105/0%	965/0%	515/0%	53,595/26%	58,305/28%	9,135/4%	350/0%	6,590/3%	230/0%	1,760/1%	860/0%
Utilization #/%	-5%	-2%	2%	-0%	-3%	-0%	1%	-0%	-1%	1%	6%	-0%	1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,865/37%	36,180/50%	1,810/2%	120/0%	2,475/3%	210/0%	725/1%	330/0%	1,240/2%	1,990/3%	220/0%	350/0%	275/0%	0/0%	0/0%	80/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	36,810/15%	91,970/39%	8,185/3%	400/0%	6,030/3%	395/0%	1,385/1%	675/0%	26,075/11%	50,850/21%	7,665/3%	375/0%	5,460/2%	190/0%	750/0%	670/0%
Utilization #/%	85%	-39%	-3%	-0%	-3%	-0%	-1%	-0%	-11%	-21%	-3%	-0%	-2%	-0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Officials									✓							
Protective Services: Sworn-Patrol Officers									✓	✓						

Law Enforcement Category Rank Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Chief																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	2/67%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	6/50%	3/25%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	24/57%	8/19%	3/7%	2/5%	2/5%	0/0%	0/0%	0/0%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	20/48%	15/36%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	3/7%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	51/36%	56/40%	4/3%	0/5%	7/5%	0/0%	2/1%	0/0%	6/4%	12/9%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Francisco Hernandez

Captain

08-30-2021

[signature]

[title]

[date]