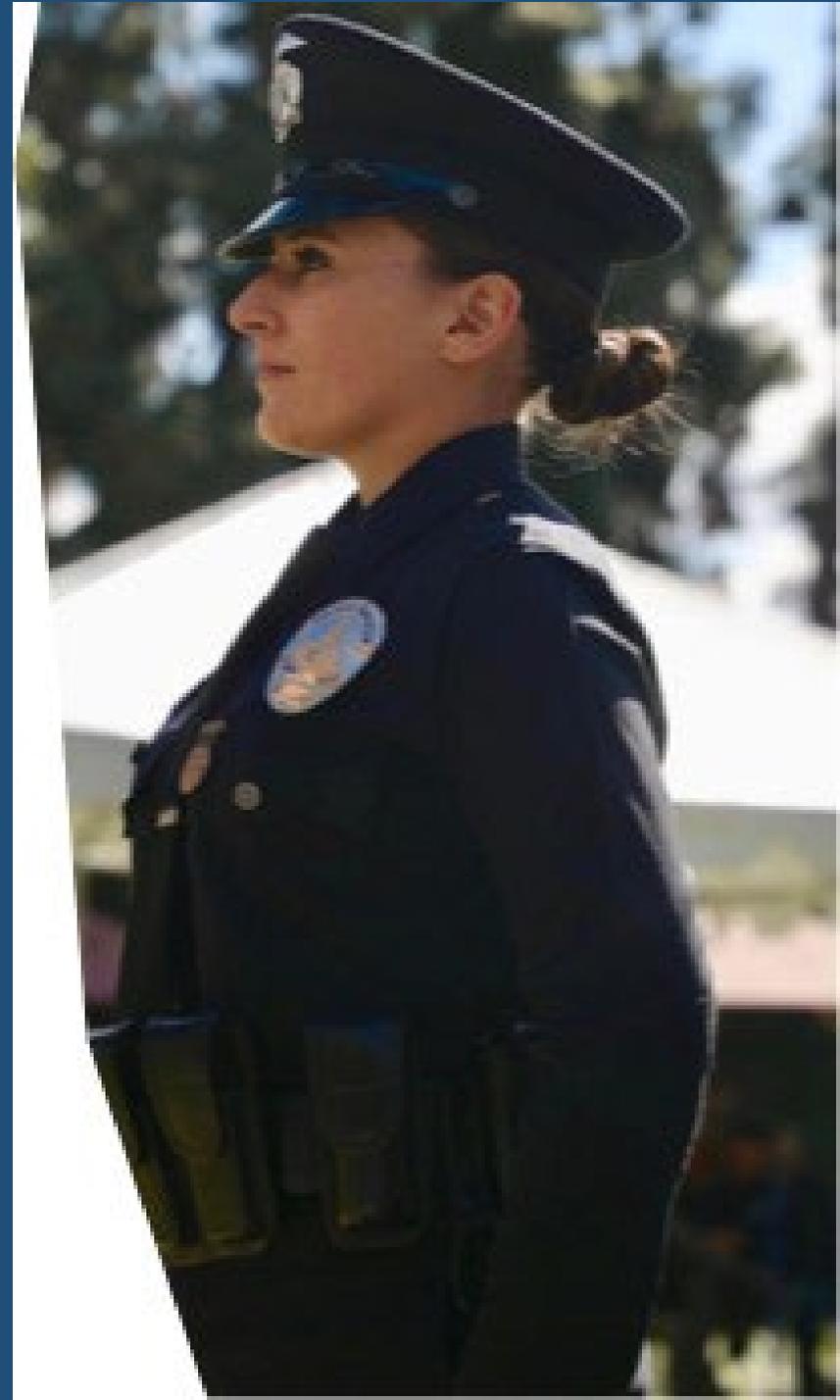


**Report to Los Angeles City Council
Public Safety Committee**

**The Status of Women
and
Report on Budget Itemization for Training,
Support and Mentorship Programs**

Commander Ruby Flores
Diversity, Equity and Inclusion Officer

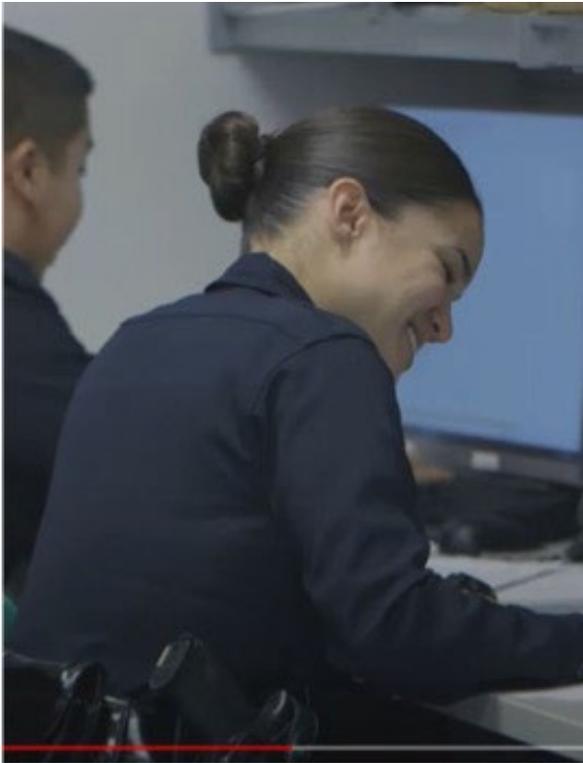
February 28, 2023



316 employees have been promoted (among all ranks) or upgraded (within the Captain rank).

Table 2. Percentage of Women Promoted/Upgraded by Rank and Fiscal Year

Rank	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23
Detective	22.2%	29.7%	28.4%	41.7%	36.8%
Sergeant	18.3%	19.5%	N/A	21.2%	27.7%
Lieutenant	17.1%	10.3%	22.2%	42.3%	19.4%
Captain I	7.7%	9.1%	0.0%	23.5%	21.4%
Captain II	25.0%	14.3%	N/A	0.0%	30.0%
Captain III	44.4%	11.1%	25.0%	4.3%	41.7%
Commander	12.5%	0.0%	25.0%	8.3%	0.0%
Deputy Chief	25.0%	0.0%	100.0%	0.0%	N/A
Assistant Chief	0.0%	0.0%	N/A	0.0%	N/A



Promotions/Upgrades of Sworn Female Employees by Fiscal Year – Raw Numbers

Table 1a. Promotions/Upgrades of Sworn Female Employees by Fiscal Year

Rank	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	Total
Detective	14	30	25	5	35	109
Sergeant	15	16	0	24	38	93
Lieutenant	6	3	6	11	7	33
Captain I	1	1	0	8	3	13
Captain II	2	1	0	0	6	9
Captain III	4	1	1	1	5	12
Commander	1	0	1	1	0	3
Deputy Chief	1	0	1	0	0	2
Assistant Chief	0	0	0	0	0	0
Female Total	44	52	34	50	94	274

Promotions by Gender



Table 3a. Promotions to Captain by Gender

	2018-2020		2021-2023	
	Eligible	Promoted	Eligible	Promoted
Female	4	2	11	11
Male	37	22	62	37

Table 3b. Promotions to Commander by Gender

	2018-2020		2021-2023	
	Eligible	Promoted	Eligible	Promoted
Female	2	1	2	2
Male	24	14	25	14

Attrition of Women When Compared to Men is Decreasing

Table 4. Sworn Attrition by Gender

	2019		2020		2021		2022		2023		Total
	#	%	#	%	#	%	#	%	#	%	
Female	39	23.2%	34	21.0%	36	19.6%	42	17.8%	0	0.0%	151
Male	129	76.8%	128	79.0%	148	80.4%	194	82.2%	5	100.0%	604

Key Issues

- More women are likely to pursue promotions to detective due to work hours & stability.
 - Create opportunities to foster support for pregnant employees or employees with small children
- Review of promotional oral interview metrics used by Personnel Department to ensure that questions, scoring and prioritizing is inclusive of all groups and supports established goals across the Department.
 - Example: increased value for community engagement work and heart focused leadership characteristics
- Programs are needed to support professional and career development for employee groups less likely to seek promotional opportunities.
- Need to identify cohorts of employees to participate in career development and mentor-up
 - Example: Cohort of female sergeants to receive mentorship led by women

Budget Itemization for Training, Support and Mentorship Programs



Budget Itemization for Training, Support and Mentorship Programs

Background:

Councilwoman Monica Rodriguez introduced a motion allocating \$200,000 in the Department's 2022/2023 Budget for training, support and mentorship programs, conferences, and other career development efforts for women and minority officers.

Leadership:

The Diversity, Equity and Inclusion Officer (DEIO) designated by the Chief of Police to lead the planning and utilization of the allotted funds.

Partnership Affinity Groups*:

- Latin American Law Enforcement Association (LALEY)
- Law Enforcement Association of Asian Pacifics (LEAAP)
- Los Angeles Women Police Officers and Associates (LAWPOA)
- Oscar Joel Bryant Foundation (OJB)
- LGBTQ+ Liaison

*Open to all LAPD Employees

Comprehensive Approach

Goal:

In partnership with the affinity groups, LAPD will provide opportunities and resources to LAPD officers to build key skills and competencies that will better position them to be promoted within the Department.

Expected Outcomes:

- Increase confidence and professional development
- Develop key leadership skills and capacities through project-based learning opportunities
- Build new skills, knowledge and expertise in organizational leadership
- Strengthen verbal and written communication skills

Feedback from Affinity Groups



- Mentorship
- Training & Skill Building Opportunities
- Professional Development Luncheons, Conferences & Seminars
- Wellness Programs
- Career Development through External Programs

Proposed Programs & Activities

With the support from City, Department and External partnerships the DEIO will work with the affinity groups to develop programs and activities that are innovative, meet needs identified by the affinity groups, and can be sustained long-term in order to make a significant impact on the future trajectory of women and minority employees in LAPD.

Proposed Programs & Activities

1. Strategic mentorship programs in partnership with professionals and leaders from diverse backgrounds and from a variety of industries.
 - DEIO will work to establish relationships and partnerships with the key organizations in order to develop mentoring opportunities for LAPD employees with industry leaders. (potential partnerships)
 - WISE – Women in Sports and Entertainment
 - Los Angeles Area Chamber of Commerce
 - Latino Chamber of Commerce
 - Los Angeles LGBTQ Chamber of Commerce
 - Greater Los Angeles African American Chamber of Commerce
 - Chinese Chamber of Commerce

Proposed Programs & Activities

2. Training & Skill-Building Workshops and Seminars

- Training Seminars with recognized Professional Speakers on key subject matter
 - Leadership principles
 - Career advancement
 - Interview skills
 - Simon Sinek - identified as an inspirational speaker who subscribes to heart focused leadership, mental health, and communications skills in alignment with the values of the Department
- Computer/software training & other virtual professional development programs that can be accessible remotely
 - Examples: Strengths Finder Program

Proposed Programs & Activities

3. Community Engagement Leadership Projects

- Studies show that leadership skills are gained by leading projects and managing other in achieving project goals.
- Some officers may not have opportunities to lead projects during their early professional careers within the Department.
- Work with Commissioner Lou Calanche and the Community Engagement Best Practices Committee to develop a program to provide affinity groups opportunities to develop community engagement and community benefit projects. Employees will lead projects and will be provided mentorship.
- Work with City Council Offices and other City partners.

Proposed Programs & Activities

4. Public Speaking Programs to Develop Communication Skills

- Identify professionals that can provide training in communications, public speaking and mock interviews.
- Conduct monthly workshops.

Proposed Programs & Activities

5. Panel discussions on timely issues featuring our diverse Department and City leaders

- Female Executives in the City and External
- Minority Executives in the City and External
- Leadership Skill Building

Proposed Programs & Activities

6. Professional Development through Dialogues

Dialogue series in a small group setting that introduces employees to leaders who stand at the intersection of local governance, safety, and community advocacy.

Employees should be early in their careers with a desire to take on a leadership role.

Proposed Programs & Activities

7. Academic Professional Development Opportunities

Scholarships, academic study or training opportunities outside the Department offered

Examples:

University of Southern California Leadership Certificate

Cornell University's Diversity and Inclusion Certificate

Los Angeles Police Protective League:

Professional Development Institute- Committed to Developing
Those Who Protect & Serve Others

Tracking Progress & Outcomes



- Track participants long term to evaluate if they are taking a promotional exam, developing a skillset, obtaining entry into a specialized unit, etc.
- Compare the gender/ethnic breakdown from a previous promotional list to the next, to measure whether employees are more inclined to take an examination and/or pass it with a higher score
- Administer pre and post surveys
- Provide 6-month progress report to Public Safety Committee

Thank You!

I Look forward to working with Public Safety Committee
on these important efforts.