

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE and PUBLIC SAFETY COMMITTEES' REPORT relative to the number of women being promoted and related implementation efforts in the Los Angeles Police Department (LAPD) workforce.

Recommendations for Council action, pursuant to Motion (Rodriguez - Martinez - Buscaino - Raman):

1. DIRECT the Los Angeles Police Department (LAPD), with assistance of the Personnel Department, to:
 - a. Report in regard to the number of women being promoted and related implementation efforts in the LAPD's workforce overall.
 - b. Report in regard to the retention rate of females in the LAPD workforce.
2. DIRECT the Chief of Police, LAPD, to consult with the Diversity, Equity & Inclusion Division of the LAPD and the Los Angeles Civil +Human Rights and Equity Department prior to making promotions.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On April 6, 2022, the Personnel, Audits, and Animal Welfare (PAAW) Committee considered a Motion Rodriguez - Martinez - Buscaino - Raman) relative to the number of women being promoted and related implementation efforts in the LAPD workforce. According to the Motion, in recent years, the LAPD has significantly increased its diversity. From 2010 to 2020, the number of sworn females has decreased from 1,900 to 1,796, equating to a change from 19.11 percent to 18.28 percent of the total gender demographics. Currently, the representation of female officers mirrors the law enforcement national average of 18.5 percent. As recruitment has shown an increase in female sworn officers, promotional and retention activities are not as clearly delineated. LAPD's leadership should be more representative of the demographic make-up of Los Angeles given the significant resources that have been provided to the Personnel Department to improve LAPD's diversity. Efforts to advance women through promotional activities must be pursued as the LAPD's recent rounds of promotional activities have fallen short of reflecting a commitment to gender equity. Females are underrepresented in high-ranking positions in the LAPD and recent promotions suggest a lack of commitment to promoting them.

After consideration and having provided an opportunity for public comment, the PAAW Committee moved to recommend approval of the Motion. Subsequently, on April 6, 2022,

the Public Safety also considered this matter and after consideration and having provided an opportunity for public comment, the Public Safety Committee moved to concur with the PAAW Committee. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee



COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

Public Safety Committee

COUNCILMEMBER	VOTE
RODRIGUEZ:	YES
LEE:	YES
BUSCAINO:	ABSENT
HARRIS-DAWSON:	YES
KORETZ:	ABSENT



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4/7/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-