

MOTION

PUBLIC SAFETY  
PERSONNEL, AUDITS, & ANIMAL WELFARE

Over recent years, the Los Angeles Police Department (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 Department and recent promotions suggest a lack of commitment to promoting them.

**I THEREFORE MOVE** that the Los Angeles Police Department (LAPD) be directed to report, with assistance from the Personnel Department, on the number of women being promoted and related implementation efforts in its workforce overall.

**I FURTHER MOVE** that the Los Angeles Police Department (LAPD) be directed to report, with assistance from the Personnel Department, on the retention rate of females in its workforce.

**I FURTHER MOVE** that the Chief of Police be directed to consult with the Diversity, Equity & Inclusion Division of the Los Angeles Police Department (LAPD) and the Los Angeles Civil + Human Rights and Equity Department prior to making promotions.

PRESENTED BY:

*Monica Rodriguez*  
MONICA RODRIGUEZ  
Councilwoman, 7th District

SECONDED BY:

*Mary Mathis*  
*Joe Brown*  
*Thyler Pauer*

MAR 08 2022

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