

From: [Carroll, John \(BOS\)](#)
To: "jane.doe"
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Tam, Madison \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Heiken, Emma \(BOS\)](#)
Subject: RE: 231030 - PSNS February 8, 2024
Date: Thursday, February 8, 2024 2:04:00 PM
Attachments: [image001.png](#)

Thank you for your comment letter.

I am forwarding your comments to the members of the Public Safety and Neighborhood Services committee, and I will include your comments in the file for this hearing matter.

I invite you to review the entire matter on our [Legislative Research Center](#) by following the link below:

- [Board of Supervisors File No. 231030](#)

John Carroll
Assistant Clerk

Board of Supervisors
San Francisco City Hall, Room 244
San Francisco, CA 94102
(415)554-4445



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From: jane.doe <poopsie1126@gmail.com>
Sent: Thursday, February 8, 2024 2:41 AM
To: Carroll, John (BOS) <john.carroll@sfgov.org>
Subject: 231030

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I'm reluctant to write a letter, as I am afraid for any retaliation. It saddens me that I even have to say that's the truth.

As a woman in a male dominated field, I never considered at the biggest threats would be my coworkers. The nepotism is real and if you don't come from legacy or attended one of the prestigious Catholic schools then you're fucked. You have to work extra hard to prove yourself not only to other women, but especially the men.

As a woman in Fto you already have a reputation. If you're considered cute, then she must have done something with her Fto to pass. If your promoted or picked for a specialized unit then the assumption is that shes promiscuous. This resonates from both the males and females.

As woman we have to be better to each other. I think it's an absolute joke that Our assistant chief-Denise Flarrey is in the position that she's in as she was the last person I would have considered for us woman. Not only is she demeaning, condescending but also has a chip on her shoulder as if someone is trying to take her job. She's unapproachable and I've seen her time and time again belittling officers. The power trip for her is real. I'm really banking that she retires soon as I know she has denied multiple training request that I've submitted. I'm not the only one she's done this to. We just don't fit her "mold".

As for the men tearing us poorly. Where do I start. I truly thank the men in the department who have given me a fair shot to do good police work and who have treated me as a equal.

The struggle is still real tho. To be candid, I don't know how many times I've been sexually harassed and I've had to laugh it off because if I ever, ever say anything- it's career suicide. I could have put eeo's on people but don't because I'm warned that I'd be punished by not only the person, but all their friends. I still believe that to be true. I've learn to adapt and tell the guys to stfu with their advances and be loud about how nasty they are. I don't know how much I can say in this letter without feeling that I'll be reprimanded.

Good luck to us woman and thank you for giving us a voice.

From: [Carroll, John \(BOS\)](#)
To: ["Angelica Bac"; President](#)
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Tam, Madison \(BOS\)](#)
Subject: RE: Supporting Women in Law Enforcement - BOS File No. 231030 - PSNS February 8, 2024
Date: Wednesday, February 7, 2024 4:53:00 PM
Attachments: [image001.png](#)
[Enhancing support for women in law enforcement.pdf](#)

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-----Original Message-----

From: Angelica Bac <angelica.bac@icloud.com>
Sent: Wednesday, February 7, 2024 10:36 AM
To: Carroll, John (BOS) <john.carroll@sfgov.org>; President <president@sanfranciscodsa.com>
Subject: Supporting Women in Law Enforcement

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

I am writing to highlight the challenges faced by women in law enforcement and to request your support in addressing these issues by providing enhanced amenities that cater to our specific needs. As a female deputy sheriff, I have experienced firsthand the difficulties of balancing the demands of our profession with family responsibilities.

One of the most significant challenges for women in law enforcement is the lack of accessible childcare options. Our work involves unpredictable schedules and the need to respond to emergencies at any time, making it challenging to secure reliable childcare. The availability of onsite daycare or preschool facilities would greatly assist us in managing our responsibilities effectively.

Furthermore, there is a need for facilities and programs that support the health and wellness of women in law enforcement. Access to lactation facilities for nursing mothers is crucial, as well as initiatives that address the physical and emotional demands of our work. These resources are essential for our well-being and our ability to perform our duties effectively.

I urge the Board of Supervisors to prioritize these issues and work towards implementing solutions that support the needs of women in law enforcement. By doing so, you will not only enhance the well-being and effectiveness of female officers but also contribute to a more inclusive and supportive work environment for all.

Thank you for your attention to this matter.

Sincerely,
Angelica Bac

Subject: Enhancing Support for Women in Law Enforcement

Dear Board of Supervisors,

I am writing to request your support in addressing the unique challenges faced by women in law enforcement and advocating for improved amenities to better accommodate our needs. As a female deputy sheriff, I have encountered firsthand the difficulties of balancing the demands of our profession with personal and family responsibilities.

One of the most pressing issues for many women in law enforcement is the lack of accessible childcare options. Our demanding schedules and the nature of our work, which often requires immediate response to emergencies, make it challenging to secure reliable childcare. Having onsite daycare or preschool facilities would greatly alleviate this burden and allow us to focus on our duties with peace of mind.

In addition to childcare, there is a need for facilities and programs that cater to the health and wellness needs of women in law enforcement. Providing alternate schedules that would allow parents to drop off or pick up their children from school. Access to lactation facilities for nursing mothers is essential, as well as initiatives that address the physical and emotional demands of our work. These amenities are crucial for maintaining our well-being and ensuring our effectiveness on the job.

I urge the Board of Supervisors to consider these issues and prioritize the implementation of solutions that support the needs of women in law enforcement. By doing so, you will not only support the women serving in our community but also contribute to a more inclusive and equitable workplace for all.

Thank you for your attention to this important matter.

Sincerely,

Angelica Bac
Deputy Sheriff
Angelica.bac@sfgov.org

From: [Carroll, John \(BOS\)](#)
To: [Lily](#)
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Tam, Madison \(BOS\)](#)
Subject: RE: File #231030 - Women's Experiences in the SFPD - PSNS February 8, 2024
Date: Wednesday, February 7, 2024 4:53:00 PM
Attachments: [image001.png](#)

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From: Lily <lily12252018@gmail.com>
Sent: Wednesday, February 7, 2024 11:40 AM
To: Carroll, John (BOS) <john.carroll@sfgov.org>
Subject: File #231030 - Women's Experiences in the SFPD

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Request for anonymity please.

Dear Board of Supervisors,

Thank you for this opportunity to share my experiences as a woman in the San Francisco Police Department (SFPD). As I reflect on the challenges and opportunities that have paved my journey, my goal is to shed light on issues that may affect other women like me and to provide suggestions towards a more inclusive and supportive environment for all.

From day one in the Academy, I was acutely aware of entering a role traditionally (and currently) dominated by men. As one of just a handful of women in the class, I was determined to prove that knowledge, ability, and integrity are not bound by gender. Throughout the academy's intense physical and mental experience, my dedication to the profession remained unchanged. With that said, as I progressed in my training, I faced several situations that highlighted the importance of diversity in law enforcement.

One notable incident occurred during a class session. As we discussed the events surrounding Rodney King's arrest, I asked clarifying questions and presented a perspective regarding police conduct. Despite being my superior, the instructor pulled me out of class and asked me "if I had a problem". I assured him I did not. He then asked me if I was a "liberal." As he put it, being a liberal meant I had no place in law enforcement. This questioning caught me off guard, but it was apparent that the SFPD expected recruits to conform to a uniform way of thinking and behaving, with no room for divergent thoughts. As woman, we make up about 12% of the SFPD population. I left the academy that day with the internalized assumption that my opinions, which represent the voice of a minority group, were not welcomed. I can't help but wonder whether that same supervisor would have pulled a male counterpart out of class to scold him for what he assumed to be a "liberal" stance.

As I continued my career on patrol, instances continued to arise that demonstrated the same insolent behaviors as in the academy. I've experienced instances of feeling overlooked and dismissed by supervisors for roles and various task forces despite having comparable abilities and skills sets to male peers. A "boys club"

environment often exists where male officers are selected for specialized teams near 100% of the time creating a pervasive bias that casts a shadow on merit and ability. Oftentimes, the ideal of a competent officer is judged by one's physique verses one's intellect. When I have voiced my concern for the lack of women representation in a majority of the specialized units (CVRT, SDRU, Plainclothes, etc.), I've received pushback and have been told women either are not interested in these types of roles or are not qualified (physically). I know for a fact, neither of these excuses are true.

Despite these challenges, my career in this agency has also been one of resilience and growth. I have had the privilege of working alongside dedicated officers, both men and women, who judge competence by the strength of character and the commitment to our shared mission. These relationships have helped me succeed as an officer.

I'm writing not only to tell my story, but also to push for ongoing efforts to create an environment in which every member of this organization, regardless of gender, may develop and take advantage of opportunities without limitations. We must ensure that more officers have equal opportunities for leadership, as well as foster an inclusive and respectful culture.

I am grateful to be a part of this institution. I hope that by sharing my experiences with you, we may increase awareness of the department's disparities and work together to create a future in which the values of equality and diversity are not only aspired but practiced by all SFPD members.

Thank you for your time and consideration.

From: [Carroll, John \(BOS\)](#)
To: [Jennifer Vical](#)
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Tam, Madison \(BOS\)](#)
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From: Jennifer Vical <jov7@humboldt.edu>
Sent: Wednesday, February 7, 2024 8:40 AM
To: Carroll, John (BOS) <john.carroll@sfgov.org>
Subject: File # 231030

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Reference File # 231030

Dear Board of Supervisors,

You may hear about all the great things the San Francisco Police Department does for its women officers, but the reality for women in our department is starkly different. We feel dismissed, labeled, and unsupported. The department's commitment to the 30x30 initiative lacks substance, with no meaningful policy changes. The absence of women in leadership roles affects our safety and well-being. Issues like maternity accommodations are neglected, reflecting a dire need for change. Women within our ranks are working toward progress, but they need genuine support from you! It's time for tangible actions, not just words, to create an inclusive and supportive environment for all women officers. We need your help to make this happen!

Thank you!

From: [Wonderwoman967 No last name](#)
To: [Carroll, John \(BOS\)](#)
Subject: Ref Fil #231030
Date: Saturday, January 13, 2024 1:13:35 PM

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I take pride in working for the City and have had an amazing career. It isn't over yet, but I am on the downward slope unlike a lot of the other women who are currently making their way through the ranks. When I came into the police department, we had 12% women; 24 years later- here we still are, at 12%.

First and foremost, some change has happened for women officers in the last couple decades but not enough!

#1

In 2016, I wrote a memo to the DC of Administration asking that we have MAMAVA (an amazing company who developed breast feeding pods for women) come and evaluate our buildings that need lactation areas. I spoke to the CEO of MAMVA who stated that they have a company who could put a "wrap" around the mamava's showing women cops with their kids or just women cops...inside the pod could be a small recruiting video on a loop etc. I said that we should have these PODS at PHQ, HOJ, CITY HALL. This would take care of our lactation situation and promote women in our workforce. Well, the MAMAVA's are at City Hall and HOJ but not with the most important part- the wrap showing strong amazing women who have done the job and fed their kids while doing it! My idea fell on deaf ears. Every year, I have brought up my idea and for some reason- command staff is uninterested. The response I get is: oh we have the lactation situation handled, thanks.

#2

Some examples of the harassment that I have encountered as a working police mom:

- In the police academy, a Commander stood up in front of the class and said- "Now women have a history of coming into this department, having a kid and flying a desk their whole career." Meaning, the women get admin type jobs and never come back out on the street to do the grunt work and pay their dues to get street credit! I swore in the Academy I never wanted to be perceived as a woman not going out and doing the hard police work-like the guys so I returned to work and pushed a radio car 3 months after each child. I don't regret it because I did get more respect for returning and doing my time on the street, however my family and my kids paid the price.

- Male officers told me that this job is not for women and I should be home with my kids.
- Another officer found out I was on paid leave for 8 weeks after my baby and he said in the lunch room, “I want to get paid and be at home too. “ It was later told to me that this person said it in a group of other males. Paid Parental Leave for fathers began shortly after I had both my children 20 + years ago.
- When I returned to work- I was still lactating but trying to stop because there were no accommodations at the time and to be honest- **the more women were accommodated the worse we were treated.** I, thankfully, had a couple female friends who were cops and we, together at this particular station dealt with the same hostility- there was a lot of shame associated if you didn’t get back to work (pushing a radio car).
- What happened is- after years of watching other women have kids and fail to return to the street- I became angry because I worked hard at being treated like the other guys.....these women were keeping the narrative going for us women that we women won’t go back to the street once we have kids. I still have issues with women who don’t do their time on the street but find “cush” jobs doing admin work.
- I came back to work before my breast milk had dried up and worked an entire shift with my bullet resistant vest pushing on them....if you are a woman- you will know that when I took off my vest off that day my breasts were hard as a rock and milk went everywhere. I later went home and tried just about everything to dry my milk. I put cabbage leaves on my breasts, ice packs- i tried anything and everything so that I could return to work without being in pain from the lactating.
- Women have so much more to offer policing than what we actually do- when I came in 24 years ago- all I had was my voice to use for compliancei could get 300 pound man into handcuffs with no use of force because I took my time and HAD to use my brain more and verbal skills more. Most of us women have been doing all the techniques that are being taught now for years like me....because we don’t have the muscle or back up like the others.

This may seem very gross to some, but I am not alone in this...

- I know women have suffered in similar situations if not the same thing and are probably too embarrassed to say anything. I was on a fixed post at a parade when the Giants won the World Series. Women officers do not have the luxury of not taking our gun belt off when having to use the bathroom. Our belts are approx. 5-10 pounds depending what tools you have on there- so we women have to take it off and put it somewhere. Imagine using a porto potty where men have urinated all over the floor etc....and are we suppose to use that and put our gunbelt there....I had a female issue going on that day and there was a sea of people, no access to a bathroom and rowdy

fans clogging all intersections. I could not leave to get to the bathroom. By the end of the day- I was a mess. It was a horrible moment to be a woman in this profession! I will spare details, but you get that certain things only apply to women in this department so event planning for the city should have more women involved to assist the women cops who have to work these events.

Unfortunately, I have watched the department put so much into diversity, racism, tactical equipment, technology, but very little into improving working conditions for women or seeking to get more of us women into this job. There has been no progress on the 30x30. There is no roadmap to a better department for women and mothers.

From: [anon1034ymous](#)
To: [Stefani, Catherine \(BOS\)](#); [Ronen, Hillary](#); [MelgarStaff \(BOS\)](#); [Carroll, John \(BOS\)](#)
Subject: File # 231030 - How the SFPD Treats Women
Date: Friday, January 12, 2024 8:39:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

File # 231030

"I get it. My mother was a single mom and she never complained..." - Chief Scott addressing the SFPD Women's Luncheon on March 29, 2023.

No, Chief, you don't get it.

It is no surprise that the status of women in this department is abysmal. We are afterthoughts. We are ignored. We are dismissed. We are labeled as difficult for speaking out. We are considered a problem to be handled. And our Chief, whether intentional or subconsciously, told us to stop complaining.

The department's assertion of dedication to 30x30 (a nationwide initiative to increase the representation of women in police recruit classes to 30% by 2030) are performative at best. There has been no substantial change since our pledge that make it more than words.

Per 30x30, "Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S. This under-representation of women in policing undermines public safety. Research shows women officers use less force and less excessive force; are named in fewer complaints and lawsuits; are perceived by communities as being more honest and compassionate; see better outcomes for crime victims, especially in sexual assault cases; and make fewer discretionary arrests."

You would think that a "progressive" department like ours would be doing everything possible to ensure those types of results. Actions speak louder than words, and this department has made very clear that women are not a priority despite already naturally doing what the world is demanding from law enforcement.

That 3% in leadership is felt every day by the women of this department. Women's issues, such as lactation and maternity accommodations, have been put on the back burner for far too long. You want to fix the staffing crisis? Create a truly progressive paid parental leave policy for men and women. Enact better than what is mandated by law lactation and maternity rights for women officers. Applicants will soar.

Anyone here representing the department on this matter, stating that everything is sunshine and rainbows is either lying, or must not have sat through SFPD ADA Coordinator Penny Si's approximately 15 minute presentation complaining how providing a clean and private lactation space was too difficult with the current state of our police stations. Si's heartless

statement that it was cost prohibitive to move a printer in an otherwise empty room to give a new mother privacy brought some of the attending women to tears. The fact that anytime there is a new specialized unit or plainclothes operation needing an office, one is immediately found, is evidence of the department's priorities.

Mr. or Mrs. Sunshine and Rainbows must also not have had to go through the process of maternity accommodations. Why would women be in fear of disclosing their pregnancies if the department made them feel supported and valued? Why would newly pregnant women rely on a secret group of women to guide them through the accommodations maze if the process to request accommodations was clear, easy, and transparent? Why would the good bosses that do exist also reach out to this group to help their pregnant member navigate the process? Doesn't this all tell you that something is broken?

Many of the women have gotten where they are in this department mainly because of the support of other women pulling them up behind them as they rise; Commander Moran, Captain O'Brien, Captain Hurwitz to name a few. Other women, ones who go out of their way to ensure that the ladder is not pulled up behind them, not the department or anything that the department has done.

I would be remiss in failing to acknowledge that there have been many male allies along the way, but again, it's individuals, not the department, that deserve the credit.

The SFPD has a LONG way to go if they are looking for meaningful change. Being the change you want to see in the world is exhausting, but there are women every day in this department actively working on that change and they are begging you for your support. Please help us!

Sent with [Proton Mail](#) secure email.

From: [Anonymous A](#)
To: [Carroll, John \(BOS\)](#)
Subject: Reference file # 231030
Date: Friday, January 12, 2024 6:30:08 PM

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Dear Board of Supervisors,

The San Francisco Police Department has a long road ahead in its purported mission of creating a workplace that is truly inclusive and supportive of women officers. The current leadership does not have the best interests of women at the forefront. This is clearly demonstrated by their continued inaction to address the issues that make it difficult for women to do their jobs without constraints or hindrances that men do not experience.

Many of us have experienced challenges in this department throughout our careers that have resulted in mental anguish, anxiety and frustration. Women officers have received inappropriate and unwelcome comments from superior officers or those in the same rank about their identity as a woman whether it be sexual in nature or disparaging comments in general, there is a lack of support or encouragement or outright denial of women to be considered in assignments such as plainclothes, Homicide Detail, Community Violence Reduction Unit, Tactical Division, etc. and/or being accommodated when pregnant or lactating after given birth to a child. Often, women officers have to hide pregnancies for as long as possible because of the fear of being moved from a current assignment or the reality of losing a transfer to an assignment they'd like to take. As you can imagine, this could be dangerous for that woman and her fetus if she chooses to hide it and continue patrolling. All these challenges have been and continue to be a tremendous sacrifice and burden for women in this department.

Personally, I decided early in my career to not get pregnant because I feared being transferred from my "home" station after hearing of other women's stories in the department. It took almost 2 decades before I made the decision to deal with the consequences of being pregnant, but I then struggled to conceive due to my age. The infertility journey has been very painful emotionally and psychologically. Currently, my spouse and I are still trying to conceive. If I do get pregnant, I am very concerned about losing my upcoming transfer to a station that I would like to work at. I've heard that there are only 1-2 transfers every couple of years for this station. It often takes a lot longer time for sergeants to get transfer requests they desire because there are less positions to fill than officers. These issues do not concern or affect the men in this department like they do the women.

Most of us would agree that if we speak up about these issues, we are more often than not ostracized and/or labeled negatively and this affects our career trajectories. This environment causes many of us to remain silent.

I hope that we are heard today and a serious change is made in the command staff of our department. A new leadership and direction of sincere inclusivity of women must come otherwise progress will continue to be stunted. We need leadership that demands and encourages solutions to these challenges women face in the department, not leadership that shuns, ignores, denies or reacts only when the issue is in the media spotlight. Our solutions need to be encouraged and heard within this department. We are asking and seeking your help and support to make meaningful and lasting change via action and not just words. Thank you for your time and attention to this matter

From: [ScottieMaddison](#)
To: [Carroll, John \(BOS\)](#)
Subject: Ref #231030 - January 11, 2023
Date: Monday, January 8, 2024 12:03:33 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

I just had my first child and I was returning to work after having a baby. Everyone was saying you should be happy, you get to be someone outside of having a baby. To be the working mom. But, my whole world just shifted. I went from being in a career to how do I reconcile being like, a career person and a mom. How do I bring these two together? I felt really isolated.

On top of all that, experiencing hormones and the stress that comes with preparing to breastfeed in the workplace.

As I was preparing to return back to work, not knowing what to expect, I was told that since I wanted to breastfeed, I would be accommodated at the need of the department. Which meant, a new job title, a new workplace, new coworkers, possible longer commute, different hours. All that just added more stress. But, now I'm stressed. How is that going to affect my breastmilk? Oh, but where will I be pumping? How will I be able to store my milk? Hmm is there anyone else that came before me who experienced this? All of these questions remained unanswered. All I kept being told was sorry, it's at the need of the department.

When I came back to work, I was never told where I would be breastfeeding. Where I could store my milk. I just followed what I knew from the women before me. Which was in the bathroom. Next to a toilet. Not free from intrusion. Not sanitary.

Like we as women, we're getting some kind of support, being able to breast feed at work, getting to remain at my home station, so it's better than, you know, no support. So I felt like I couldn't say anything or "complain". Honestly, if it wasn't for some supervisors at my home station, who I felt comfortable enough to turn to, things would have gone from bad to worse.

Unfortunately, we tried to bring these issues up to the chief multiple times in a proper and respectful way by requesting a meeting. On several occasions, those meetings got rescheduled at the last minute or cancelled. It's sad to say, that within this department, if you want to be heard, you have to gain media

attention.

In this department, it's not advertised that women should be speaking their needs, asking for what they want and desire. Because, there's this system, where we're seen as being "bitchy", being aggressive, being, you name it, whatever label it is. So it, it adds to these stereotypical gender norms of what a woman should be like, what she should accept or be complaint with.

Basically, I've learned that I should just zip it and accept what is. It's like we're not allowed to ask for what we need because we're seen a certain way. And that's where we need to kind of break out of the box and say no, in fact, I am allowed to have very specific needs for support and I'm allowed to communicate them and my need for support might not match up to my coworkers.

We need to break generational cycles. We need more support, in actions, not just words. We need to feel less like a number to command staff and more of a hardworking member to this department. I hope that we are heard today and significant change is made within our command staff. Thank you for your time and attention on this matter.

Sent with [Proton Mail](#) secure email.

From: [get1get](#)
To: [Carroll, John \(BOS\)](#)
Cc: [MelgarStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#)
Subject: Reference File # 231030 (SFPD: Working Conditions for Women)
Date: Monday, January 8, 2024 11:54:24 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Reference File # 231030

Dear Board of Supervisors,

You may hear about all the great things the San Francisco Police Department does for its women officers, but the reality for women in our department is starkly different. We feel dismissed, labeled, and unsupported. The department's commitment to the 30x30 initiative lacks substance, with no meaningful policy changes. The absence of women in leadership roles affects our safety and well-being. Issues like maternity accommodations are neglected, reflecting a dire need for change. Women within our ranks are working toward progress, but they need genuine support from you! It's time for tangible actions, not just words, to create an inclusive and supportive environment for all women officers. We need your help to make this happen!

That is our blanket statement, but we aren't one size fits all...

I started this job as a single female, with no kids, no responsibilities other than myself. A month after I graduated from the academy I met my husband, a civilian. I am lucky that my husband has been extremely supportive every step of the way throughout my almost 12 years. What I didn't predict is that in less than a year of being married I would have three kids within two years. There is no dancing around it... Motherhood changes you. On a millisecond basis your mind constantly has your children in your consciousness and subconscious.

Early on in my career I remember someone told me "don't become one of those female officers that just disappears". I didn't understand what he meant until 1) I sought out a position that incorporated my prior law enforcement experience with my service as an officer and 2) I had kids.

I believed I was doing something positive in expanding my skill set, but as many female officers have experienced, we are criticized for not dedicating ourselves to patrol our whole career. I often felt that even though I was a hard worker on patrol ("busy stations" + plainclothes) I had to continuously prove or justify my position to avoid criticism. Even though I was proud and enjoyed the work I was doing I felt inferior. The fact is, I learned a lot in that position and gained insight on how the department functioned for better or worse.

When I got promoted, I was put into an admin position. In hindsight the position ended up serving me well with my second pregnancy. My initial feelings were that of disappointment. I was looking forward to going back into patrol or investigations. Neither of that happened. I felt like I was placed in the position because that's where they "hide" females. Immediately I applied for an investigative position. I knew the open position was really a front for the backdoor movement that happens all the time in this department for men and those connected to upper brass. I was extremely frustrated. Little did I know I would be pregnant within a month of not getting the position I sought out.

I was lucky in the sense that both times in my pregnancies I got to remain in the positions I held. I was also lucky I could still get paid while light duty and didn't have to burn many hours. I learned from my first pregnancy that I did not need to rush back out to patrol. My life changed. My body changed and did so even more after my second pregnancy. I was not the same and I would never be the same. I was ok with that. I realized my priority is my family and myself. The department doesn't care. I am just a number no matter what they say. The department is like any other corporation.

While I found peace within myself, so many other female officers struggle with growing a family and their career. This should not be the case. Postpartum is real. I experienced it the second time around. Rushing to get back to patrol is not safe for the officer, their partner or the community we serve. We should not feel guilty for doing what the rest of the world does. Having kids is not a "choice" ... it is the reality of Life in general!

I was recently transferred back into patrol. Prior I was asked to provide my top three choices of assignments. I was excited to have some control of where I went. I also wanted a closer commute so I could spend even just an extra 30 minutes with my kids. When it came time to move I was initially sent to an even further assignment of which was not on my list. Instead, a male counterpart got to go to my desired assignment. I was subsequently told assignments were based on the "needs of the department." For once I spoke up and after a bunch of bureaucracy, was placed not at a desired station, but at least one closer to home.

This letter only scratches the surface of the discrepancies women within SFPD face on a daily basis. Training, career development, accommodations and personal growth are continuously an uphill battle. WE are made to feel less than. WE are made to feel we only got certain positions because we are the "token" representation of females. WE are made to feel isolated.

It is time for the SFPD, Board of Supervisors and DHR to take a deep dive into the condition of women in the SFPD.

*Thank you,
Anonymous*

Sent with [Proton Mail](#) secure email.

From: [mengler](#)
To: [Carroll, John \(BOS\)](#)
Subject: Reference File # 231030
Date: Monday, January 8, 2024 11:33:40 AM

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Dear Board of Supervisors,

You may hear about all the great things the San Francisco Police Department does for its women officers, but the reality for women in our department is starkly different. We feel dismissed, labeled, and unsupported. The department's commitment to the 30x30 initiative lacks substance, with no meaningful policy changes. The absence of women in leadership roles affects our safety and well-being. Issues like maternity accommodations are neglected, reflecting a dire need for change. Women within our ranks are working toward progress, but they need genuine support from you! It's time for tangible actions, not just words, to create an inclusive and supportive environment for all women officers. We need your help to make this happen!

Thank you,

From: [anon1034ymous](#)
To: [Carroll, John \(BOS\)](#)
Subject: Reference file # 231030
Date: Friday, January 5, 2024 3:24:21 PM

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A letter for the board:

“I get it. My mother was a single mom and she never complained...” - Chief Scott addressing the SFPD Women’s Luncheon on March 29, 2023.

No, Chief, you don’t get it.

It is no surprise that the status of women in this department is abysmal. We are afterthoughts. We are ignored. We are dismissed. We are labeled as difficult for speaking out. We are considered a problem to be handled. And our Chief, whether intentional or subconsciously, told us to stop complaining.

The department’s assertion of dedication to 30x30 (a nationwide initiative to increase the representation of women in police recruit classes to 30% by 2030) are performative at best. There has been no substantial change since our pledge that make it more than words.

Per 30x30, “Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S. This under-representation of women in policing undermines public safety. Research shows women officers use less force and less excessive force; are named in fewer complaints and lawsuits; are perceived by communities as being more honest and compassionate; see better outcomes for crime victims, especially in sexual assault cases; and make fewer discretionary arrests.”

You would think that a “progressive” department like ours would be doing everything possible to ensure those types of results. Actions speak louder than words, and this department has made very clear that women are not a priority despite already naturally doing what the world is demanding from law enforcement.

That 3% in leadership is felt every day by the women of this department. Women’s issues, such as lactation and maternity accommodations, have been put on the back burner for far too long. You want to fix the staffing crisis? Create a truly progressive paid parental leave policy for men and women. Enact better than what is mandated by law lactation and maternity rights for women officers. Applicants will soar.

Anyone here representing the department on this matter, stating that everything is sunshine and rainbows is either lying, or must not have sat through SFPD ADA Coordinator Penny Si’s approximately 15 minute presentation complaining how providing a clean and private lactation space was too difficult with the current state of our police stations. Si’s heartless

statement that it was cost prohibitive to move a printer in an otherwise empty room to give a new mother privacy brought some of the attending women to tears. The fact that anytime there is a new specialized unit or plainclothes operation needing an office, one is immediately found, is evidence of the department's priorities.

Mr. or Mrs. Sunshine and Rainbows must also not have had to go through the process of maternity accommodations. Why would women be in fear of disclosing their pregnancies if the department made them feel supported and valued? Why would newly pregnant women rely on a secret group of women to guide them through the accommodations maze if the process to request accommodations was clear, easy, and transparent? Why would the good bosses that do exist also reach out to this group to help their pregnant member navigate the process? Doesn't this all tell you that something is broken?

Many of the women have gotten where they are in this department mainly because of the support of other women pulling them up behind them as they rise; Commander Moran, Captain O'Brien, Captain Hurwitz to name a few. Other women, ones who go out of their way to ensure that the ladder is not pulled up behind them, not the department or anything that the department has done.

I would be remiss in failing to acknowledge that there have been many male allies along the way, but again, it's individuals, not the department, that deserve the credit.

The SFPD has a LONG way to go if they are looking for meaningful change. Being the change you want to see in the world is exhausting, but there are women every day in this department actively working on that change and they are begging you for your support. Please help us!

Sent with [Proton Mail](#) secure email.

From: [hah](#)
To: [Carroll, John \(BOS\)](#)
Cc: [Mayor London Breed](#); [Melgar, Myrna \(BOS\)](#); [Stefani, Catherine \(BOS\)](#)
Subject: file #231030, Hearing on the Working Conditions of the Women of the SFPD
Date: Wednesday, January 3, 2024 12:12:42 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please add this to the public record for the Supervisors hearing on the working conditions of the women in the SFPD which will be held on 1/11/24.

Dear Supervisors,

Thank you for holding this very important hearing regarding the working conditions of the women of the SFPD. I understand the main focus of the hearing is to be about lactation and childcare issues however, I believe these issues are merely a symptom of an ongoing practice of bias against women in the department. The women of the SFPD have long been disregarded as an important part of the workforce. They constantly deal with discrimination in the form of promotions, assignments, testing for assignments, specialized training, lack of properly fitting equipment (like bullet proof vests and gun belts) and policies for childcare and time off.

I hope to bring attention to a matter of utmost importance and concern - the apparent inequitable treatment of women officers within the San Francisco Police Department. As a concerned citizen and advocate for equal opportunities, it is disheartening to learn about disparities that have been observed and reported.

One of the troubling issues pertains to the testing procedures employed within the department. It has come to my attention that the current testing procedures are biased, particularly due to the fact that raters can visually identify the individuals being tested. This inherent bias may adversely affect the evaluation process, potentially leading to unfair and inaccurate assessments of women officers. I urge the department to reconsider and revise these procedures to ensure a fair and impartial evaluation for all officers. Promotional opportunities are given out based on how people score on tests without regard to training or experience and the Rule of 10 is ignored when it helps the department leaders avoid promoting women.

Furthermore, there are concerns about the assignments given to women officers as compared to their male counterparts. Reports suggest that women officers are consistently assigned inferior tasks, limiting their career growth and potential. It is imperative to address these disparities in assignments to ensure that all officers, irrespective of gender, have equal opportunities for professional development and advancement within the department. Additionally, women have been transferred from desirable assignments in order to give the position to a male counterpart.

Another critical issue that demands attention is the denial of training opportunities,

specifically in areas such as plainclothes training. Denying women officers access to such essential training not only limits their skill set but also excludes them from choice assignments. This denial perpetuates a cycle of inequality and hinders the professional growth of women officers within the department.

Equally concerning is the reported bias in physical testing for tactical units, which appears to disproportionately focus on upper body strength. This bias may inadvertently exclude qualified women officers who possess the necessary skills and abilities but are disadvantaged by these outdated testing criteria. It is essential to revisit and update these physical testing standards to ensure they are fair, relevant, and inclusive.

The leadership of the department has only given lip service to politicians and the women of the department when they raise concerns. They have done nothing to rectify the bias that women constantly face. Members of the SFPD Command Staff: Chief Scott, Assistant Chief Lazar, Assistant Chief Flaherty, Deputy Chief Walsh and Deputy Chief Vaswani have all participated in treating women as second class citizens, ignoring their complaints and concerns, transferring women from choice assignments (if they were lucky enough to temporarily secure a choice post), assigning women to random positions and denying training when women request it. Yet, at the same time, they ask the women of the department to recruit other women because outside entities, like the Department on the Status of Women, have brought the inequities to light.

In light of these issues, I strongly urge the Board of Supervisors and the San Francisco Police Department to conduct a comprehensive review of SFPD policies, procedures, and practices. It is crucial to foster an environment that upholds the principles of equality, providing every officer with an equal opportunity to succeed and contribute to the department's mission. There are no women with decision making power in the department. There are currently only 4 women Captains out of 33. This is significant because command staff members are chosen from the rank of Captain. Additionally, there is only one woman Captain at a district station, and that station is not a high profile downtown station, it is on the southernmost part of the city, largely away from the public eye. Male Captains are given choice, high profile assignments. while their women counterparts work in records, property, the airport, or other less desirable assignments. There are no women Deputy Chiefs. This is significant because the Deputy Chiefs choose where people are assigned. Command Staff bias is clearly shown in the placement and promotions of the women in the SFPD. These things are intentional and under the reign of Chief Scott, Lazar, Flaherty, Walsh and Vaswani, have only gotten worse.

If the goal of this panel is to foster equity and eliminate bias, then sweeping change must happen. I appreciate your attention to this matter and trust that the necessary steps will be taken to address and rectify these concerns promptly. I look forward to hearing about positive changes and improvements that ensure a fair and equitable working environment for all officers.

Thank you for your time and commitment to fostering a just and inclusive police department that represents all of the people of San Francisco.

From: [Carroll, John \(BOS\)](#)
To: [Anon](#)
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Dahl, Bryan \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Heiken, Emma \(BOS\)](#)
Subject: RE: File #231030, HEARING ON THE WORKING CONDITIONS FOR WOMEN IN THE SFPD
Date: Wednesday, December 6, 2023 2:50:00 PM
Attachments: [image001.png](#)

Thank you for your comment letter.

I am forwarding your comments to the members of the PSNS committee, and I will include your comments in the file for this hearing matter.

I invite you to review the entire matter on our [Legislative Research Center](#) by following the link below:

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[Board of Supervisors File No. 231030](#)

John Carroll
Assistant Clerk

Board of Supervisors
San Francisco City Hall, Room 244
San Francisco, CA 94102
(415)554-4445



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From: Anon <hellosf8595@gmail.com>
Sent: Tuesday, December 5, 2023 10:24 PM
To: Carroll, John (BOS) <john.carroll@sfgov.org>
Subject: File #231030, HEARING ON THE WORKING CONDITIONS FOR WOMEN IN THE SFPD

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Concerns Regarding Unfair Treatment of Women in the San Francisco Police Department

Dear Supervisor Stefani and Supervisor Melgar,

I am writing to bring attention to a matter of serious concern regarding the treatment of women within the San Francisco Police Department (SFPD). It has come to my attention that there are instances of unfair and biased treatment that are adversely affecting the careers and morale of female officers in the department.

One alarming issue is the arbitrary placement of women in positions with no authority and decision-making power. This practice not only undermines the professional growth of female officers but also perpetuates a gender-based hierarchy within the department. I recently learned of a case where a woman lieutenant, who had been serving commendably in the Traffic Motorcycle Unit for less than one year, was transferred out of her position to make way for a white male lieutenant with connections to the Assistant Chief, seemingly part of what some have referred to as the "good ol' boys club." Lieutenants are typically transferred after serving two years in a unit.

The existence of such a club has reportedly led to an adverse impact on officer morale and raises concerns about the future of women in the department. The lack of diversity in decision-making roles, coupled with the apparent favoritism towards certain individuals, has created an environment where qualified women are denied opportunities for career advancement.

Additionally, I was made aware of three African American women who were assigned to work in the Property department at the ranks of sergeant, lieutenant, and captain. The nature of the Property department, which lacks public contact and is considered undesirable, raises questions about the fair distribution of assignments among officers. Such assignments seem to perpetuate a pattern of limiting opportunities for women, particularly those from underrepresented communities.

Furthermore, I would like to draw attention to the disparities in the assignments for the recent Asian Pacific Economic Cooperation conference (APEC) staffing. This was a very high profile event for the SFPD and the city of San Francisco. It has been brought to my attention that all APEC positions of authority were given to men, relegating women to roles such as ordering snacks and food. This not only reflects a lack of gender diversity but also has financial implications, as women are reportedly excluded from positions that offer higher overtime opportunities.

The exclusion of women from positions of responsibility, as clearly seen in APEC staffing, is a matter of great concern as it not only hampers career growth but also perpetuates a culture of inequality within the department. It is disheartening to learn that decisions regarding positions of authority are being made without adequate consideration of the skills, capabilities, and dedication that women officers bring to the table.

I urge you to thoroughly investigate these concerns and take prompt and meaningful action to address the reported unfair and biased treatment of women within the SFPD. It is

crucial that the department upholds principles of equality, diversity, and fairness to ensure a positive and inclusive working environment for all its officers.

If the SFPD is truly interested in hiring, promoting and retaining women, as they promised by signing the 30x30 agreement, then change in the upper ranks and department leadership must happen immediately. I believe that the SFPD will not be able to attract or retain its women leaders if this practice of bias and favoritism is not ended. Please help the women of the SFPD! I have never seen the SFPD behave in such an overtly misogynist manner, it has to stop.

It's hard to believe that in 2023, we are still dealing with such blatant bias. I firmly believe the women of the SFPD have the basis for a class action lawsuit. It seems that will be the future if things aren't changed.

Thank you for your attention to this matter, and I look forward to hearing about the steps that will be taken to rectify these issues.

Thank you for your time and consideration.

From: [Carroll, John \(BOS\)](#)
To: [Ha Am](#)
Cc: [Stefani, Catherine \(BOS\)](#); [Donovan, Dominica \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Bell, Tita \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Dahl, Bryan \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Heiken, Emma \(BOS\)](#)
Subject: RE: For 12/14/23 FILE # 231030 Hearing Re working conditions of the women in the SFPD
Date: Wednesday, December 6, 2023 2:50:39 PM
Attachments: [image001.png](#)

Thank you for your comment letter.

I am forwarding your comments to the members of the PSNS committee, and I will include your comments in the file for this hearing matter.

I invite you to review the entire matter on our [Legislative Research Center](#) by following the link below:

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[Board of Supervisors File No. 231030](#)

John Carroll
Assistant Clerk

Board of Supervisors
San Francisco City Hall, Room 244
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(415)554-4445



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From: Ha Am <harris94607@gmail.com>
Sent: Monday, December 4, 2023 10:34 PM
To: Carroll, John (BOS) <john.carroll@sfgov.org>
Subject: For 12/14/23 FILE # 231030 Hearing Re working conditions of the women in the SFPD

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please present this email to Supervisor Melgar and Supervisor Stefani for their hearing

on the working conditions of women in the SFPD on 12/14/23. File # 231030

TO: San Francisco Supervisor Melgar and San Francisco Supervisor Stefani

Subject: Urgent Attention Required - Concerns Regarding Treatment of Women Police Officers in the San Francisco Police Department

Dear Supervisor Melgar and Supervisor Stefani,

I hope this letter finds you well. I am writing to express my profound concern regarding the treatment of women police officers within the San Francisco Police Department, specifically in relation to the promotional process. Recent reports have highlighted issues of female officers being bypassed for promotions and the alleged misuse of the "Rule of 10," which has raised concerns about the fairness and objectivity of the promotion process.

1. **Promotional Process:** It has come to my attention that qualified and capable women officers are being overlooked in the promotional process, effectively preventing their ascent to leadership roles within the department. This not only raises questions about the transparency and fairness of the department's promotion practices but also highlights a systemic issue that perpetuates gender disparities in leadership positions.

I urge the San Francisco Police Department to conduct a thorough and impartial review of recent promotion decisions to ensure that female officers are not being unfairly excluded from leadership opportunities. This process should include input from affected officers and external oversight to guarantee objectivity.

2. **Misuse of the "Rule of 10":** Concerns have been raised about the department's use of the "Rule of 10" in the promotion process. If the rule is being applied in a manner that does not accurately reflect the qualifications, skills, and experiences required for the positions in question, it could result in the promotion of individuals who are not best suited for the roles.

I strongly recommend a comprehensive review of the application of the "Rule of 10" in recent promotions, with a focus on ensuring that promotions are based on the specific job requirements rather than an arbitrary numerical threshold. This will help to guarantee that promotions are made in the best interest of the department and its officers.

The Department leadership (Chief Scott, Assistant Chief Flaherty, Assistant Chief Lazar and Deputy Chief Walsh) has stopped using the "Rule of 10" on promotional lists and instead is going

in rank order. This is a new way people are being promoted and it seems it was put in place to exclude women who are not at the very top of the promotional rankings. The result of this practice is obvious, all one has to do is look at people who are in leadership roles in the Department, for example there are currently only four women holding the rank of Captain out of 33 Captain positions.

Males have been promoted off of all hiring lists without regard to their disciplinary history, work experience and training. Many women candidates have resumes that are far superior to their male counterparts, but they are being denied promotion because the leadership of the Department has decided to forgo the "Rule of 10" and instead hire only in rank order. The "rule of 10" was implemented to ensure that the most qualified and diverse candidates are selected for promotion.

Additionally, no women Captains are currently based at a downtown station, and only one woman is a station Captain. Station Captains are held in high regard and are important leaders and role models for officers, especially women officers. Downtown stations are the more prestigious and visible positions in the Department, with these Captains usually being promoted to command staff.

3. **Merit-Based Evaluations:** It is crucial to emphasize that promotions should be merit-based, allowing all officers, irrespective of gender, to be evaluated fairly on their skills and experiences relevant to the position. The San Francisco Police Department must prioritize creating a promotional process that aligns with the principles of fairness, equality, and meritocracy.

I request the department to reevaluate its promotion policies and practices, placing a greater emphasis on individual qualifications and accomplishments. Implementing transparent evaluation criteria that accurately reflect the demands of the positions will contribute to a more equitable and effective promotional process, ultimately ensuring that women officers have the same opportunities to ascend to leadership roles within the department.

In conclusion, rectifying these concerns is imperative to ensuring the integrity of the San Francisco Police Department and promoting an environment where all officers, regardless of gender, have equal opportunities for career advancement and leadership roles. I appreciate your attention to these pressing matters and trust that swift and positive actions will be taken to address these issues.

Sincerely,

A Concerned Member of the SFPD who Fears Retaliation for Speaking Out