

The background of the slide features a large, semi-transparent, grayscale seal of the City and County of San Francisco. The seal is circular and contains a central figure, likely a personification of Justice or Liberty, surrounded by a banner with the word "FRANCISCO". The seal is set against a light gray background with a subtle pattern of small, repeating icons.

State of the Status of Women in Law Enforcement

San Francisco Department on the Status of Women --- February 8, 2024

Setting the Stage

- National Average / San Francisco
- San Francisco Down 500 Officers
- Benefits of Increasing Female Officers
- Unique Challenges Female Officers Face
- Lactation Accommodations & Compliance
- Survey Highlights (SFPD/Sheriff)
- DOSW Recommendations



San Francisco Law Enforcement By the Numbers...



SHERIFF

14%



POLICE

15%/18%



PROBATION

60%/64%

The Case for Women in Law Enforcement

1

Less Use of Force

2

Fewer Complaints

3

Perceived to Be More Honest & Caring

4

Better Outcomes for Sexual Assault Victims

5

Reduced Racial Disparity in Outcomes



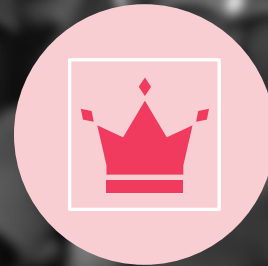
TESTING



LACTATION



CHILDCARE



LEADERSHIP

Lactation

- CCSF: 96 Lactation Rooms Across All City Depts.
- Depts. Encouraged to Provide Private Room Amenities With:
 - Locking Door
 - Partitions
 - Electrical Outlets
 - Refrigerator
 - Comfortable Chair
 - Sink
 - Sufficient Lighting
 - Flat Surface
 - Hospital Grade Electric Breast Pump

73%_{yes}

SEE A NEED FOR SUPPORTING MEMBERS WITH OBTAINING
CHILDCARE SERVICES

49%_{yes}

18%_{maybe}

WOULD UTILIZE CHILDCARE SERVICES AS A BENEFIT

65%_{yes}

ABILITY TO OBTAIN CHILDCARE SERVICES WITH LITTLE TO
SHORT NOTICE

37%_{yes}

26%_{maybe}

WOULD CONSIDER STAYING WITH SAN FRANCISCO IF THEY
HAD MORE CHILDCARE SERVICE OPTIONS

LACK OF CHILDCARE
BENEFITS/RESOURCES IMPACTED
WORK PERFORMANCE

72%

CONSIDERED LEAVING SFPD
BECAUSE OF LACK OF CHILDCARE
BENEFITS

30%

HAD TO MISS/LEAVE WORK TO
MANAGE CHILDCARE ISSUES NOT
RELATED TO ILLNESS

79%

Recommendations

(1) PROCURE: Lactation Pods for Every Station/Worksite

(2) EXPAND: Childcare Options for Law Enforcement

(3) CREATE: Female Officer/Deputy Recruitment and Retention Taskforce

(4) LAUNCH: 21st Century Policing Outreach & Recruitment Campaign

(5) REPORT: Update to Mayor/BOS annually on Progress of Recommendations to Date



Thank You

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