

# UPDATE ON WORKING CONDITIONS FOR WOMEN



SAN FRANCISCO POLICE DEPARTMENT  
CITY & COUNTY OF SAN FRANCISCO



JANUARY 11, 2024

# Agenda

1. 30 x 30 Goals and Challenges
2. Lactation Access and Improvements
3. Hiring Process for Women

**30 x 30**  
**NATIONAL INITIATIVE**  
**ADVANCING WOMEN IN POLICING**

# 30 x 30 Goals and Challenges

**Goal:** *To increase the representation of women in police recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.*

## **Challenges:**

- Culture and organizational structures that adversely impact women at all career stages (from recruitment through promotion, exiting, and retirement)
- Societal views of women in police work
- Work/Life/Family/Childcare balance
- Recruiting and outreach to qualified candidates

# **LACTATION ACCESS AND IMPROVEMENTS**

# SFPD Lactation Policy

Summarized from Department Bulletin 23-171, *SFPD Lactation Policy*

- Employees may take a reasonable amount of time to express breast milk at break times and lunchtime
- The SFPD will designate a private space with an electrical outlet in close proximity to the employee's work area to express breast milk
- The SFPD will provide appropriate signage for privacy of areas designated for breastfeeding and expressing milk
- Hand washing facilities and a refrigerator are available at all sites
- Expressed milk may be stored in the refrigerator provided



Lactation Space Monthly Checklist Form

Inspection Date:

Facility/Station Name:

Lactation Space Location (describe if no room number):

Criteria (select applicable items)	Yes	No
Armchair <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Desk <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Lactation sign on wall <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Outlet works <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Mini fridge works <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Door lock works <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Privacy sign available <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Privacy screen <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Space is clean with lysol wipes <input type="text"/>	<input type="radio"/>	<input type="radio"/>

Remarks/Concerns/Corrective Action:

Inspected by:

Name: \_\_\_\_\_

Reviewed and Approved By Captain

Name: \_\_\_\_\_

Star#: \_\_\_\_\_

Date: \_\_\_\_\_

Email this form and pictures to SFPD ADA Coordinator at [penny.si@sfgov.org](mailto:penny.si@sfgov.org) the first week of each month

# Current Designated Lactation Spaces

Location	Description	Location	Multi-use space
Central	Back office behind bathrooms in annex building	Tenderloin	Old SIT LTs office in community building
Richmond	Old SIT LTs office, 2 <sup>nd</sup> floor back building	Northern	Permit's Office
Ingleside	Old SIT LTs office behind community room	Park	Locker room
Bayview	Room next to front desk	Academy	Room next to Rm. 101
HOJ	Rm. 5 of Investigations #535, 5 <sup>th</sup> floor	Mission	Locker room
TI Solo	Room next to senior trainer's office	Taraval	Antechamber to Locker room
Airport	1. Domestic Sub – room across from Police Desk 2. Int'l Terminal – Rm. I-5-81CC	Marine	Locker room
Southern/P HQ	Rm. 5172	Mounted	Locker room
DOC	Office immediately to right of lobby after entrance	ISD	Lunch room
DMACC	Rm. 602	EVOC	Lunch room
1995 Evans	1. Rm. 3310, Rm. 2310, Rm. 1063	Lake Merced	K-9 Sgt's office
BSU	Southwest room off staff offices		
606 Manseau	Office next to lobby front desk		



# Phase 1 Improvements

Approximate 7-week timeline from quotes to installation of modular walls

- Tenderloin Station – install one noise-reducing modular wall with locking door in mail alcove area in the lineup room.
- Park Station – install one noise-reducing modular wall with locking door inside the bump out of the Captain's Clerk's office outside of the Captain's office.
- Taraval Station – install two noise-reducing modular walls with locking door in vestibule outside the women's locker room where the current dedicated, lactation-only space is located.
- Mission Station – install two noise-reducing modular walls with locking door inside the sergeant's women's locker room area where the current dedicated, lactation-only space is located.

Completed room conversions

- Northern Station – convert the room across from Captain's office by removing the materials inside and transferring the current lactation room equipment into the new space and put a new lactation sign up.
- Academy – convert the current mixed-use lactation space that is shared with the copy machine/printer by extending fiber cables to classroom 101 and moving the copy machine/printer inside classroom 101 and leaving the now-empty room solely dedicated to lactation.

# PROMOTION OF WOMEN

# Gender Distribution by Rank

Rank	Gender	Count	%
Chief of Police	Male	1	100.00%
Assistant Chief	Male	1	50.00%
	Female	1	50.00%
Deputy Chief	Male	5	100.00%
Commander	Male	6	75.00%
	Female	2	25.00%
Captain	Male	27	87.10%
	Female	4	12.90%
Lieutenant	Male	76	81.72%
	Female	17	18.28%
Sergeant	Male	347	82.23%
	Female	75	17.77%
Police Officer	Male	1,113	86.08%
	Female	180	13.92%
<b>Grand Total</b>		<b>1,855</b>	<b>100.00%</b>

Gender Distribution  
Sergeants and Above



■ Female (17.62)% ■ Male (82.38%)

Gender Distribution  
All Sworn Ranks



■ Female (15.04)% ■ Male (84.96%)

As of January 8, 2024

# Gender Distribution by Rank, Cont'd

Rank	Gender	Count	%
Professional Staff Directors	Male	4	50%
	Female	4	50%
<b>Grand Total</b>		<b>*8</b>	<b>100.00%</b>

\*The CFO Director position is vacant and not counted (the candidate selected is female and currently in the background process)

# Gender Distribution by Promotional List

Rank	Gender	Count	%
Captain	Male	29	83%
	Female	6	17%
Lieutenant	Male	126	84%
	Female	24	16%
Sergeant	Male	391	86.5%
	Female	61	13.5%
<b>Grand Total</b>		<b>637</b>	<b>100.00%</b>

As of January 9, 2024

**THANK YOU.  
ANY QUESTIONS?**

