

MOTION

The Fiscal Year 2019-20 Adopted Budget allocated \$12.3 million to the Personnel Department for public safety employment. This included an increase of \$790,000 for background investigation support, a public safety recruitment system, and targeted applicant recruitment for police and fire. On April 5, 2019, Council approved a Personnel Department recommendation to transfer \$151,000 from the Unappropriated Balance to the Personnel Department for the ongoing targeted recruitment to diversify the Los Angeles Police Department (LAPD) and Los Angeles Fire Department (LAFD). Personnel reported that it would be creating a new series of recruitment videos, purchasing Google Ads and AdWords, and increasing testing site advertisements to diversify its hiring. Despite these efforts to increase diversity, Personnel continues to report that African Americans, Asian/Pacific Americans, and women remain underrepresented in public safety hiring.

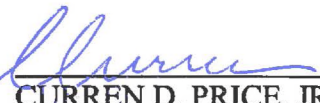

African American representation in LAPD continues to require significant growth, especially when considering the disproportionate amount of police interactions that African American Angelenos experience. LAPD should be more representative of the demographic make-up of Los Angeles given the significant resources that have been provided to the Personnel Department to improve LAPD's diversity.

Personnel reported that part of its recruitment efforts included targeting individuals across the country for public safety openings. Alternatively, we must recognize that Los Angeles is one of the most diverse and unique cities in the world, and, by extension, the Los Angeles Unified School District (LAUSD) is one of the most diverse school districts in the country. LAUSD students are raised in a learning environment that fosters collective understanding and community connection. These values that we instill in our students should be mirrored in our police force. It would be of great public benefit to have LAUSD graduates policing Los Angeles. Because of the erosion of the public trust, it is imperative that Los Angeles creates a police force that resembles the communities it is tasked to protect. Such a concerted effort in achieving this objective will be an important step toward restoring faith in the police.

I THEREFORE MOVE that the Los Angeles Police Department be directed to report, with assistance from the Personnel Department, on its efforts to further diversify its sworn workforce, especially with respect to African Americans.

I FURTHER MOVE that the Los Angeles Police Department be directed to report on ways to ensure that its recruitment initiatives target local residents, and the feasibility of implementing preferential hiring status for graduates of the Los Angeles Unified School District.

PRESENTED BY:


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