

## Police Recruitment, Diversity and Vetting Subcommittee

- I. Review of current FCPD policies and practices on officer recruitment, diversity and background vetting, including:
  - A. Review of the current diversity of all types (race, ethnicity, sex, national origin, religion, sexual orientation and gender identity) in the FCPD
  - B. Review of current FCPD diversity recruiting programs and the effectiveness of such programs
- II. Review of “best practices” in other jurisdictions on police recruitment, diversity and background vetting , including:
  - A. Policies for recruitment, training and outreach to improve diversity as well as the cultural and linguistic responsiveness
  - B. Policies which provide that hiring and promotion selection procedures include an objective process that employs reliable and valid selection devices that comport with federal and state anti-discrimination laws
  - C. Policies which provide that, in the case of lateral hiring, candidates’ prior training and qualifications records as well as complaint and disciplinary history are reviewed
  - D. Policies which implement validated pre-employment screening mechanisms to ensure temperamental and skill-set suitability for policing
- III. Based on the review of existing FCPD policies and practices and a review of the policies and practices of other jurisdictions and other resources, develop proposed recommendations for changes and/or next steps to the Board of Supervisors for consideration by the Commission