

Offered by Councilors Andrea J. Campbell and Timothy McCarthy



CITY OF BOSTON

ORDER FOR A SERIES OF POLICY BRIEFINGS TO EXPLORE AND RECOMMEND DIVERSITY INITIATIVES FOR CITY OF BOSTON PUBLIC SAFETY AGENCIES

- WHEREAS,** According to the BPDA Research Division Analysis' "Boston at a Glance – 2018," in the City of Boston 46.3% of residents are White, 22.8% are Black, 19.0% are Hispanic, and 9.3% are Asian; 52% of residents are female; and 37.1% of residents speak a language other than English at home; *and*
- WHEREAS,** The Boston Police Department (BPD), Boston Fire Department (BFD), and Boston Emergency Medical Services (EMS) seek to recruit officers, firefighters, technicians, and civilians that reflect the racial and gender diversity of the City of Boston, and have made recent investments into diversifying their ranks, including hiring diversity officers, funding a cadet program, launching a teen academy aimed at providing summer job training for high school students interested in public safety careers and a City academy to recruit and train residents interested in public safety; *and*
- WHEREAS,** While Boston is a culturally, racially, ethnically, and linguistically diverse City, workforce demographics for our public safety agencies do not reflect the demographics of the population they serve; *and*
- WHEREAS,** Of 2,073 Boston police officers, 67% are White, 22% are Black, 9% are Hispanic, and 2% are Asian; and 13% are female; *and*
- WHEREAS,** Of 1,511 Boston firefighters, 72% are White, 19% are Black, 8% are Hispanic, and .4% are Asian; and 1% are female; *and*
- WHEREAS,** Of 372 Boston Emergency Medical Technicians, 68% are White, 13% are Black, 7% are Hispanic, and 1% are Asian; and 32% are female; *and*
- WHEREAS,** Even fewer residents of color and women serve in top tier positions within the City's public safety agencies; for example, of 121 BPD Lieutenants, Captains, and Superintendents, 86% are White, 12% are Black, 2% are Hispanic, and 1% are Asian; and 7% are female; *and*

- WHEREAS,** Of 367 BFD Deputies, District Chiefs, Captains, and Lieutenants, 83% are White, 12% are Black, 5% are Hispanic, and 0% are Asian; and .3% are female; *and*
- WHEREAS,** Of 44 Boston EMS Chiefs, Superintendents, Captains, and Lieutenants, 73% are White, 18% are Black, 9% are Hispanic, and 0% are Asian; and 20% are female; *and*
- WHEREAS,** Diversity in public safety agencies helps build trust and improve relations with communities; *and*
- WHEREAS,** According to a 2016 report released by the U.S. Department of Justice and the Equal Employment Opportunity Commission, *Advancing Diversity in Law Enforcement*, “[w]hen members of the public believe their law enforcement organizations represent them, understand them, and respond to them [...] it deepens trust in law enforcement, instills public confidence in government, and supports the integrity of democracy;” *and*
- WHEREAS,** The report explains: “This trust is essential to defusing tension, to solving crimes, and to creating a system in which residents view law enforcement as fair and just. Victims and witnesses of crime may not approach or engage with law enforcement if they don’t perceive such authorities to be responsive to their experiences and concerns. This trust – and the cooperation it facilitates – also enables officers to more effectively and safely perform their jobs;” ***NOW, THEREFORE BE IT***
- ORDERED,** That the appropriate Committee of the Boston City Council hold a series of policy briefings to discuss diversity within the City of Boston’s public safety agencies, and to explore and recommend equitable diversity initiatives to assist the City in recruiting, hiring, and retaining a workforce that reflects the demographics of the City. Those invited to participate will include representatives from the Boston Police Department, the Boston Fire Department, Boston Emergency Medical Services, the Mayor’s Office of Workforce Development, and other interested stakeholders.

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