



## COMMISSION FOR WOMEN RECOMMENDATION 20180214-04b

Date: February 14<sup>th</sup>, 2018

Subject: RECOMMENDATION FOR CHIEF OF POLICE CANDIDATE REQUIREMENT

Motioned By: Commissioner Flannery Bope

Seconded By: Commissioner Rebecca Austen

### **Recommendation**

The Commission for Women recommends that community engagement be a critical function of the vetting of City of Austin police chief candidates relative to addressing women-specific issues.

### **Description of Recommendation to Council and Rationale:**

Rationale and full recommendation are included in the longer text of this document

### **Vote: Passed 8-0**

For: Commissioner Cuba Lewis, Commissioner Powers, Commissioner Barrios, Commissioner DeFrates, Commissioner Bope, Commissioner Gamble, Chair Tober, Commissioner Austen

Against:

Abstain:

Absent: Commissioners Lewis and Athar-Jogee

Attest: Staff Liaison, Mary Aversa

## **RECOMMENDATION FOR CHIEF OF POLICE CANDIDATE REQUIREMENTS**

WHEREAS, The City of Austin Commission for Women (Commission for Women) serves as an advisory body to the city council and city manager concerning the hardships and struggles of women in the Austin area, and shall make recommendations designed to alleviate any inequities that may confront women in social, economic, and vocational pursuits; and

WHEREAS, The City of Austin has hired a new city manager who will direct all departments, including the Austin Police Department (APD), and

WHEREAS, -under a previous City Manager, sexist third-party training was delivered which focused specifically on working with women elected to the city council, and there were complaints from City of Austin staff regarding pay based on gender inequality; and

WHEREAS, the City Council directed the Commission for Women and the Human Rights Commission to address a broad range of gender equity issues including pay equity (20170323-054), to which the Commission for Women responded with specific recommendations (20171108-004b: Women's Equity in Austin); and

WHEREAS, The City of Austin City Manager will hire a new police chief who will direct all activities of APD, including oversight of the back log of more than 500 rape kits, the inability of the APD to process new rape kits in a timely manner because of crime lab dysfunction, and the general treatment of sexual assault victims by APD largely due to a shortage of victim services that have been eliminated from APD's budget in the past ten years; and

WHEREAS, the commission has passed recommendations on eliminating the rape kit backlog and addressing the DNA lab closure (20160810-003a: APD DNA Lab Closure); the hiring of the city manager and APD chief (20161219-003A: Candidate Requirements for the City Manager and Police Chief); and victim services recommendations in the form of Council Committee Agenda Request (20170809-003b: Request by the Commission for Women regarding survivors of sexual assault)

NOW, THEREFORE, BE IT RESOLVED that the Commission for Women recommends that the new City Manager and Chief of Police for the City be aware of the previous behaviors, training issues, and gender inequity in pay and treatment, and fully understand that moving forward such past behaviors will not be tolerated. The hiring of these two high-profile leadership positions provides an opportunity for Austin to show immense leadership, specifically in closing the gender divide that previously garnered the City national public attention and polarized women in the community.

BE IT FURTHER RESOLVED that the Commission for Women recommends that community engagement be a critical function of the vetting of City of Austin police chief candidates. There is significant opportunity for impact regarding the top down attitude of the chief of police relative to addressing women-specific issues, both internally and externally in the City of Austin.