



COMMISSION FOR WOMEN RECOMMENDATION 20210303-02b

Date: March 3, 2021

Subject: Appointment of APD Chief

Motioned By: Rebecca Austen

Seconded By: Tanya Athar-Jogee

Recommendation to Council

WHEREAS, the Commission for Women (“Commission”) of the City of Austin (“City”) serves as an advisory body that advocates for and inspires the City Council (“Council”) and City Manager to prioritize women’s quality of life, so that Austin becomes the most equitable city in the nation for women and girls; and

WHEREAS, on February 14, 2018, the Commission passed [Recommendation 20200417-03C](#): Recommendation for Chief of Police Candidate Requirement, which recommended that community engagement be a critical function of the vetting of City of Austin police chief candidates relative to addressing women-specific issues, with supporting rationale; and

WHEREAS, policing in Austin has come under increased scrutiny with regard to the handling of sexual assault cases, racial bias, militarized training methods and policing tactics; and

WHEREAS, women and people of color are significantly under-represented in the Austin Police Department, particular in sworn officer and leadership positions; and

WHEREAS, a redesign of public safety is in progress, and its success is dependent on transformational leadership at all levels of the Austin Police Department; and

WHEREAS, a nationwide search to appoint a new Chief of Police is under way, with the retirement of the current Chief in March 2021 and appointment of an interim Chief;

NOW, THEREFORE, BE IT RESOLVED, the Commission recommends that for the interim Chief, new Chief, Assistant Chiefs and other leadership roles,

- Community engagement be a critical function of the vetting of candidates.
- Community engagement occur early and throughout the vetting and selection process, not just with finalist candidates.

- Candidates be assessed and selected based on their experience and outcomes with gender and race equity, including:
 - Equity, diversity and inclusion in recruitment, training, advancement, and appointment of leadership roles within the department,
 - Handling of issues related to sexual assault, domestic violence and human trafficking,
 - Prioritization of authority and resources associated with Victim Services.

Date of Approval: March 3, 2021

Record of the vote: Unanimous on a 7-0 vote, with two commissioners absent, and one district vacant.

Attest: *April E. Shaw*
April Shaw, Staff Liaison