



# Update to the Human Relations Commission

- Los Angeles Police Department

**Commander Ruby Flores**, Diversity, Equity and Inclusion Officer (DEIO) and Los Angeles Women Police Officers and Associates (LAWPOA) President

**Lieutenant II Celina Robles**, Latin American Law Enforcement Association (LALEY) President

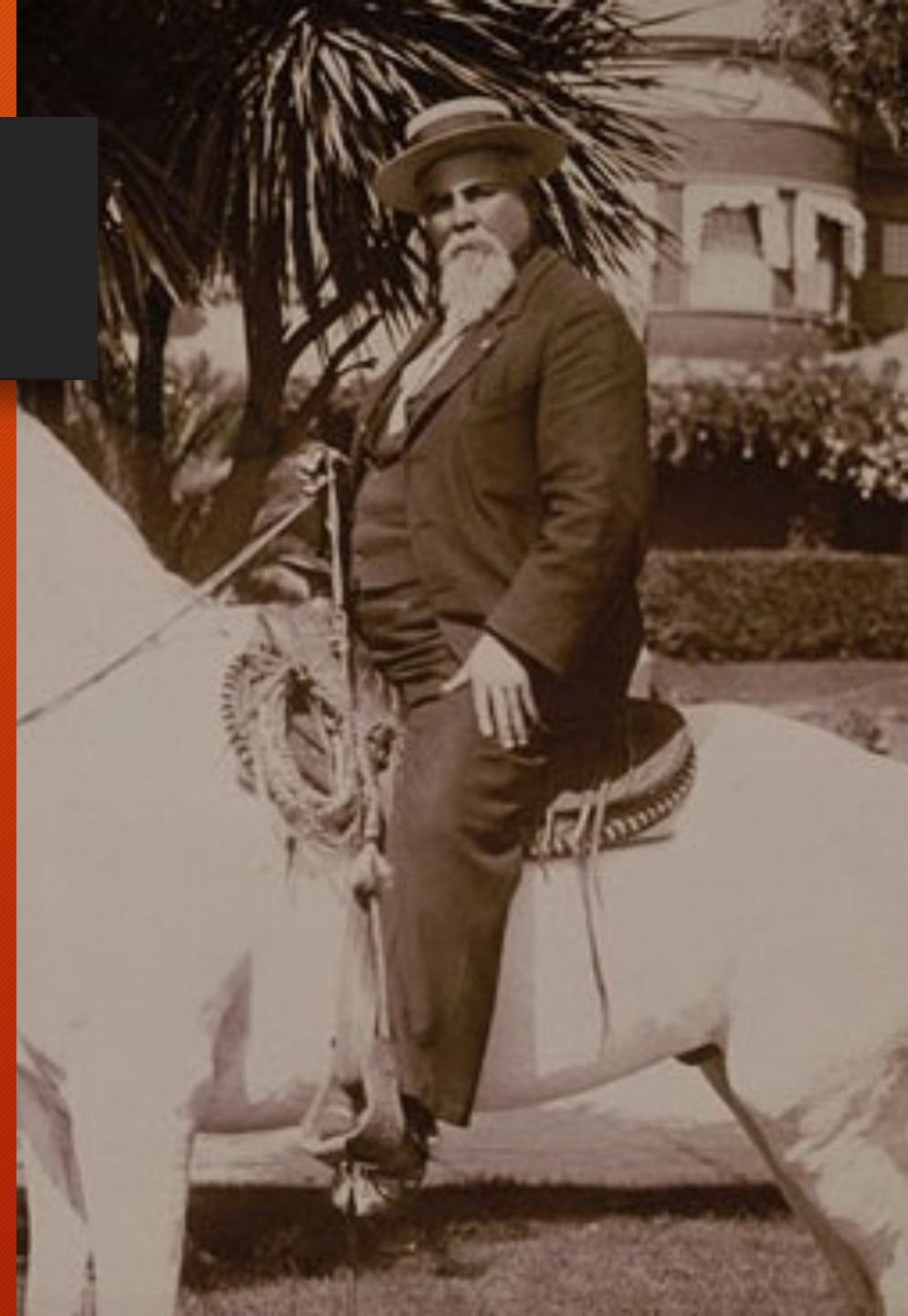
# Hispanic Heritage Month

- Celebrated in the United States annually from September 15-October 15
- Date range provides for inclusion of celebrations for numerous Central and South American countries' independence days.
- Acknowledges the history, cultures, and contributions of those from countries in the Caribbean, Central America, Mexico, Spain, and South America.
- City of Los Angeles' observation Indigenous Peoples Day, which highlights and acknowledges that the land which the early settlers of "El Pueblo," arrived to in 1781 was inhabited for centuries before by people belonging to the Tongva and Kizh Nations.



# The Department's Hispanic History Summarized

- 1869: The City's policing system is formally recognized as a Department and regulated. The Chief is an elected official overseeing about six full-time officers
- 1875: Juan Jose Carrillo, a Californio, is elected as the Department's first Hispanic Chief of Police and City Marshal. Chief Carrillo designs the Department's first badge and uniform
- 1919: Joseph Romero becomes the first Hispanic officer to lose his life in the line of duty
- 1946: Josephine Serrano-Collier is appointed as the Department's first Mexican Policewoman. Serrano explicitly chose to be identified through her Mexican nationality
- 1957: Danny Galindo is the first Hispanic police officer to be awarded the Department's Medal of Valor



# Department Hispanic History (Continued)

- 1925: The Los Angeles Women Police Officers and Associates (LAWPOA) is established
- 1967: The Latin American Law Enforcement Association (LALEY) is established
- 1979: The Department establishes Special Order 40, which prohibits officers from questioning people based solely on determining their immigration status. The Order receives praise from Hispanic civic leaders as a monumental effort to bridge gaps between the Department and community
- 1991: Officer Tina Frances Zapata-Kerbrat becomes the first Hispanic female officer killed in the line of duty
- 1995: The Department recognizes the growing Spanish-speaking population of Los Angeles, and ramps up its efforts to recruit and train bilingual 9-1-1 Operators
- 2010: Indigenous Language Identification Cards are created in collaboration with community leaders to provide officers the ability to better communicate with community members who speak the numerous indigenous languages of Central and South America
- 2013: Assistant Chief Al Labrada, who was a Lieutenant at the time, is appointed by Chief of Police Charlie Beck as the Department's first Latino Liaison




**INDIGENOUS LANGUAGE IDENTIFICATION CARD**

**Mexican Region Dialects:** Como se llama tu pueblo?  
*(What is the name of your town?)*

<input type="radio"/> Zapoteco	(Sap-o-tec-o)
<input type="radio"/> Mixe	(Me-hey)
<input type="radio"/> Chinanteco	(Chin-nan-tec-o)
<input type="radio"/> Mixteco	(Mix-tec-o)

If you have questions, please contact the Evaluation and Administration Section, Office of Operations, at (213) 486-6050.



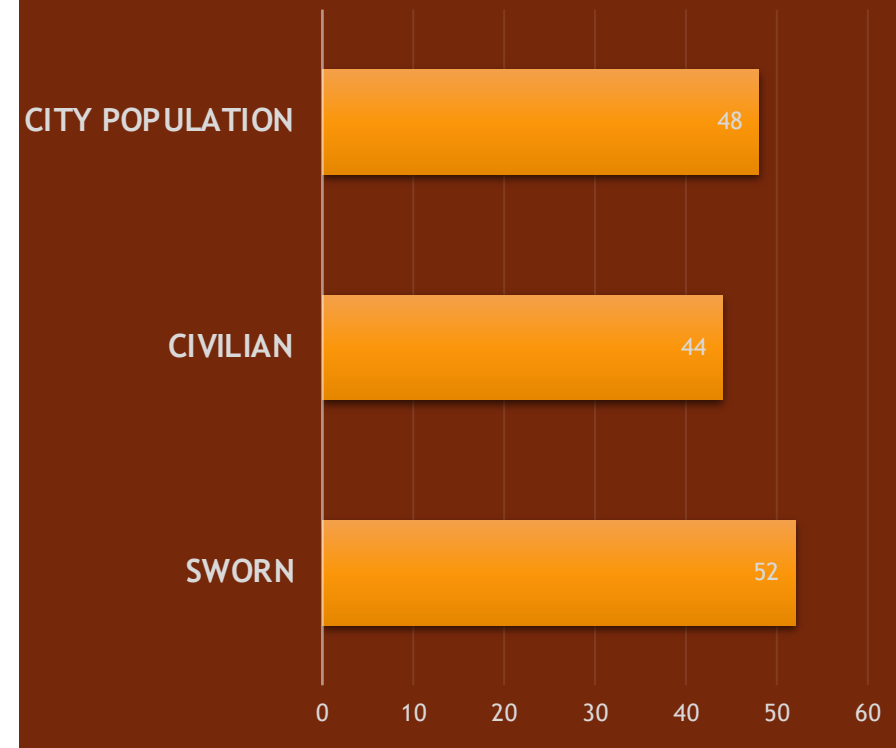
# DEMOGRAPHICS - INTERNAL AND EXTERNAL

- The Department's Hispanic demographics closely mirror that of the City of Los Angeles
  - 52 percent of sworn officers are Hispanic, surpassing the City's estimated 48%
  - 41 percent are Hispanic males
  - 11 percent of the Department are Hispanic females

Sources:  
American Community Survey (ACS). (2022). *2020 5-year Estimate*. Retrieved From <https://planning.lacity.org/resources/demographics>

Los Angeles Police Department. (2022). *Sworn & Civilian Personnel by Class, Sex, and Descent: Deployment Period 9, 2022*. [Internal Report]

## Hispanic Demographics: Los Angeles City Population VS. Los Angeles Police Department Employees (Percentages)



# Present Command Staff Representation

- As of September 24, 2022, a Department analysis of Command Staff (Captains and above) by ethnic background presents the following information
- Presently, the overall representation of Hispanic Personnel among Command Staff is 32.74%

Command Staff	White	Black	Hispanic American	Asian American	American Indian	Filipino	Other	Total
Chief of Police	0	0	1	0	0	0	0	1
Assistant Chief	1	0	1	1	0	0	0	3
Deputy Chief	7	3	0	1	0	1	0	12
Commander	8	3	8	0	0	0	0	19
Captain 1	7	4	6	4	0	0	0	21
Captain 2	5	4	7	1	1	0	0	18
Captain 3	14	5	14	6	0	0	0	39
<b>Totals by Ethnic Background</b>	<b>42</b>	<b>19</b>	<b>37</b>	<b>13</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>113</b>
% Representation of Total Sworn Command Staff	37.17%	16.81%	32.74%	11.50%	0.88%	0.88%	0.00%	100%

# Current Efforts within the Department

- Employees have access to and are being encouraged to seek various training reimbursements and educational scholarships through the City, LAWPOA, LALEY, Los Angeles Police Protective League, and other employee organizations
- Promotional test and interview preparation seminars are being held on a quarterly basis in partnership with LALEY and the Hispanic American Police Command Officers Association (HAPCOA)
- LALEY recently entered into participation in a candidate mentorship program with Recruitment and Employment Division (RED) to maintain communication with and encourage hiring candidates to pursue a career in the LAPD
- Diversity Equity and Inclusion Group, LALEY, and the Los Angeles Police Historical Society have partnered to create a visual timeline of the Department's Hispanic History, which is currently on display at Police Headquarters Facility



# Providing a Voice

- LALEY surveyed its membership regarding the current procedures to select employees for upgrades to the Police Officer III Position
  - Results of the survey showed overwhelming support for a Police Officer III testing process to accompany interviews
- Timeline Project
  - Biographies of sworn and civilian employees were depicted
  - Notable achievements of employees and trailblazers were also highlighted
- Community-Department interactions and incidents that defined our history
  - Department Hispanic Heritage Video:
    - Employees provided first-person accounts of their life stories
- Accessibility to the Chief of Police and the DEIO to raise concerns and issues affecting Hispanic employees and Latino community





# COMMUNITY RELATIONSHIPS AND PARTNERSHIPS

- Scholarships
  - LALEY and HAPCOA have distributed over thousands in scholarship to Department employee's children for higher education
- National Night Out
  - Citywide community engagement, encouraging dialogue and collaboration
  - Live mariachi performances by Detective Chris Reza
- Working in partnership with Expediente Rojo
  - A non-profit program geared towards crime prevention in Spanish speaking populations

