

**FOR IMMEDIATE RELEASE**

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# **San Diego, Chula Vista Police Team Up with Neighborhood House to Bolster Ranks with Diverse Candidates**

## **VIRTUAL EVENT OFFERS INFORMATION EXCHANGE BETWEEN SD AGENCIES AND WILEY COLLEGE STUDENTS**

**San Diego** – In efforts to recruit the best and brightest from across the nation, the San Diego and Chula Vista Police Departments teamed up with the Neighborhood House Association to participate in a virtual event Tuesday for students attending Wiley College, with a goal of bolstering their ranks with more diverse candidates.

**“As Mayor, it’s my objective to make sure we have a police department that reflects the diversity of our city,”** Mayor Todd Gloria said. **“This event is a great example of bringing together community organizations and our police departments to work toward solutions that strengthen the relationships between San Diegans and law enforcement. It’s a great start and I look forward to seeing even more efforts like this in the future.”**

The students of Wiley College, a private, historically black college in Marshall, Texas, were given the opportunity to have discussions with both SDPD and CVPD recruitment teams about the departments, their respective cities and the hiring and training processes to become an officer.

**“Hiring officers who look like the communities they serve continues to be one of the San Diego Police Department’s main recruitment objectives,”** said SDPD Police Chief David Nisleit. **“The Neighborhood House Association has been a great partner in connecting us to new avenues, like the event with Wiley College, to do just that. I look forward to working with even more of our community organizations to strengthen the diversity among new officers joining SDPD.”**

The two-hour, online event was hosted by San Diego-based, Neighborhood House Association, which provides an array of services to help underserved individuals and communities. The idea was sparked during meetings between leadership of the community organization and the departments. Since the launch of their Historically Black Colleges and Universities (HBCU) Recruiting Initiative in 2016, the Neighborhood House has attended multiple recruiting events annually at Historically Black Colleges and Universities across the nation to attract students to full-time and internship employment opportunities in the San Diego region.

**“As a part of the Neighborhood House Association’s mission to develop future leaders of our communities, the HBCU Recruiting Initiative was developed in alignment with our Continuum of Care Model,” said Rudolph Johnson, President and CEO of Neighborhood House. “The Continuum of Care Model, which is based on education, wellness, and empowerment, is designed to guide our clients through a comprehensive array of programs and services one individual, household, and community at a time. The vision for the Continuum of Care Model plants the seeds for future leaders and a productive, skilled workforce.”**

In 2018, SDPD launched an aggressive recruitment and retention campaign to attract candidates, and particularly individuals with diverse backgrounds. Efforts include targeted local and national advertising, attending career fairs and community events, and working with candidates prior to exams and academies to ensure their success. In 2020, SDPD hired 219 officers, representing a 69% increase in hires over the just 129 officers hired in 2017, and in 2020 minorities represented 53% of hires to the department -- amounting to a 15% increase in the ratio of minorities to white officers versus that of hiring efforts in 2017.

Since 2016, CVPD has hired approximately 92 sworn candidates to meet the demands of a growing population, with 38 of them alone being hired since the passage of Measure A by the City of Chula Vista in 2019. CVPD efforts have focused on hiring and retaining a workforce that is reflective of the community they serve using several key strategies including social media platforms, attending job fairs, visiting educational institutions, and community events. Under CVPD Police Chief Roxanna Kennedy's leadership, 60% of all hired sworn positions have been minority represented and out of that, approximately 41% of them have been females. Currently, CVPD has approximately 35 vacancies for sworn positions and will continue recruiting efforts to fill them.

**“Community policing is the bedrock of a healthy society. Police swear an oath to Protect and Serve, which includes a responsibility to listen, to seek better understanding and to make changes that value communities and uphold public trust,” said Chief Kennedy.**

The recruitment divisions of SDPD and CVPD are among departments across the U.S. that have had to adapt to new recruiting formats such as virtual career fairs due to the COVID-19 pandemic.

Individuals interested in learning more about joining SDPD can visit: [joinsdpdnow.com](https://joinsdpdnow.com).

Individuals interested in learning more about joining CVPD can visit: [chulavistaca.gov/departments/police-department/employment](https://chulavistaca.gov/departments/police-department/employment).

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