



# **Diversity Hiring Report**

***Submitting Agency: Riverside PD***

***Year: 2024***

***Reporting Period: January 1st - December 31st***

***Report Submitted Date: 1/24/2025***

## **Agency Factsheet**

### **Application Processes**

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? Yes

Agency hiring method(s): Waiver Hire

Application process element(s): Formal Application

### **Promotional Methods**

Applications for promotion in current reporting period? No

Agency promotional process governed by Civil Service Regulations? Yes

Do Civil Service Regulations apply to all ranks? Yes

Promotional method(s): Civil Service Promotional Examination Certified List



## **Diversity Hiring Report**

### **All Applicants: Summary**

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
Total Applicants	3	N/A
Total Applicants Appointed	1	33%
Total Applicants Not Appointed	2	66%
Direct Hire Applicants	0	0%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	3	100%



# Diversity Hiring Report

## All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	3	100%	0	0	0
	Total Female	0	0%	0	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	0	0%	0	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	0	0%	0	0	0
	Total Black or African American	1	33%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	1	33%	0	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	1	33%	0	0	0
Age	Total 18-29	2	66%	0	0	0
	Total 30-39	1	33%	0	0	0
	Total 40-49	0	0%	0	0	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0



## All Applicants: Gender, Race, & Age Demographics

[illegible]



# Diversity Hiring Report

## All Applicants: Sexual Orientation Demographics

LGBTQ + Status	Male	Female	X/Non - Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0	0	0	0	0	0

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0

## Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	1	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or	Other Race	Hispanic/Latino
--	------	--------	--------------	-------------------------------	-------	------------------------	----------------------------------	-------	--------	------------	-----------------

## Diversity Hiring Report



# Diversity Hiring Report

## Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non - Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ +	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ +	0	0	0	0	0	0	0	0	0	0	0

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0

## Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	1	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0



# Diversity Hiring Report

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	1	0	0	0	0	0	0	1	0	0	0
Age 30-39	1	0	0	0	0	0	0	0	0	0	1
Age 40-49	0	0	0	0	0	0	0	0	0	0	0
Age 50-59	0	0	0	0	0	0	0	0	0	0	0
Age 60-69	0	0	0	0	0	0	0	0	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

## Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ +	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ +	0	0	0	0	0	0	0	0	0	0	0

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0





# Diversity Hiring Report

Non-LGBTQ+	0	0	0	0	0	0
------------	---	---	---	---	---	---

## Not Appointed Applicant – Reasons

	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	2	100%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	0	0%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	0	0%

	#	% of Total Not Appointed Applicants
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	0	0%
<i>Other</i>	0	0%
<i>Physical Qualification Exam</i>	0	0%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	0	0%

## Not Appointed Applicants – Reasons by Gender & Race

### Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	1	0	0	1



## Diversity Hiring Report

<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0

### **Female Applicants**

	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0



# Diversity Hiring Report

<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0

## X or Non-Binary Applicants

	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0



## Diversity Hiring Report

<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0

### Current Officers: Summary

		Number	Percentage of Total
	Total Officers	21	N/A
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%



## Diversity Hiring Report

<i>Gender</i>	Total Male	19	90%
	Total Female	2	9%
	Total X/Non-Binary	0	0%
<i>Sexual Orientation</i>	LGBTQ+	0	
	Non-LGBTQ+	0	
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	3	14%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	18	85%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	2	9%
<i>Age</i>	Total 18-29	4	19%
	Total 30-39	11	52%
	Total 40-49	3	14%
	Total 50-59	2	9%
	Total 60-69	1	4%
	Total 70+	0	0%

### **Current Officers: Gender, Race, & Age Demographics**

<b>Demographic</b>	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>Male</i>	0	0	3	0	15	0	0	1
<i>Female</i>	0	0	0	0	1	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	3	0	18	0	0	2



# Diversity Hiring Report

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	3	1	0	0	0	1	0	2	0	0	1
Age 30-39	10	1	0	0	0	2	0	8	0	0	1
Age 40-49	3	0	0	0	0	0	0	3	0	0	0
Age 50-59	2	0	0	0	0	0	0	2	0	0	0
Age 60-69	1	0	0	0	0	0	0	1	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

## Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
--	------	--------	--------------	-------------------------------	-------	------------------------	----------------------------------	-------	-------------------	------------	-----------------

[illegible]

## Officers who Applied for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

[illegible]





