

Week 1- Embracing Diversity in the Workplace:
A Personal and Organizational Perspective on the LAPD

MGMT591 – Leadership and Organizational Behavior
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Introduction

Diversity, equity and inclusion (DE&I) have become focal points of modern organizational consideration, particularly in law enforcement, where officers serve members of communities that reflect culturally, ethnically and socioeconomically diverse backgrounds. Having a diverse police force that reflects the communities they serve fosters public trust, enables effective community engagement, and creates an inclusive work environment for the officers with varying identities.

I have been a member of the Los Angeles Police Department (LAPD) for a few years now and has seen “the good, the bad and ugly” in trying to achieve true diversity and inclusion in many of our departments. This paper will attempt to compares and contrasts LAPD’s commitment to diversity, assesses the DE&I initiatives currently in place during my time as an officer, and speaks to my experiences working to help diversity efforts in the organization. In addition, I will examine to what extent my identity is leveraged in the department and offer suggestions for enhancing diversity and inclusion across the ranks of law enforcement.

What is your organization’s commitment to diversity? Is there a DE&I statement or mission statement?

The LAPD's DEI mission statement highlights a commitment to fostering an inclusive, equitable, and community-centered approach to policing. It focuses on two key pillars:

1. **Introspective Examination** – Prioritizing diversity, equity, and inclusion (DEI) in internal processes such as professional development, promotional opportunities, historical awareness, and workplace assessments.
2. **Community Engagement, Partnership, and Collaboration** – Strengthening community ties through transparency, cultural competence, and collaborative problem-solving to build trust and reimagine policing.

LAPD's Diversity Commitment

The LAPD has made a commitment to diversity, equity, and inclusion, acknowledging the importance of having a diverse police force to serve the public effectively. The DE&I mission of the department states:

- Hiring officers of various races, ethnicities, and gender.
- Promoting diversity in specialized teams and comities, including the executive comity
- Involve officers in cultural competency and bias training.
- Deepening relationships with historically under-resourced communities.

The LAPD Diversity, Equity, and Inclusion Bureau was created to ensure department policies align with the needs of officers and the communities they serve. The department has introduced programs like the Community