

Factors to Consider

1. Diversity - What do we look like?
2. Goals/Measures/Targets - SMART
3. Accountability - Rewards and Consequences

Diversity

1. What do we look like?

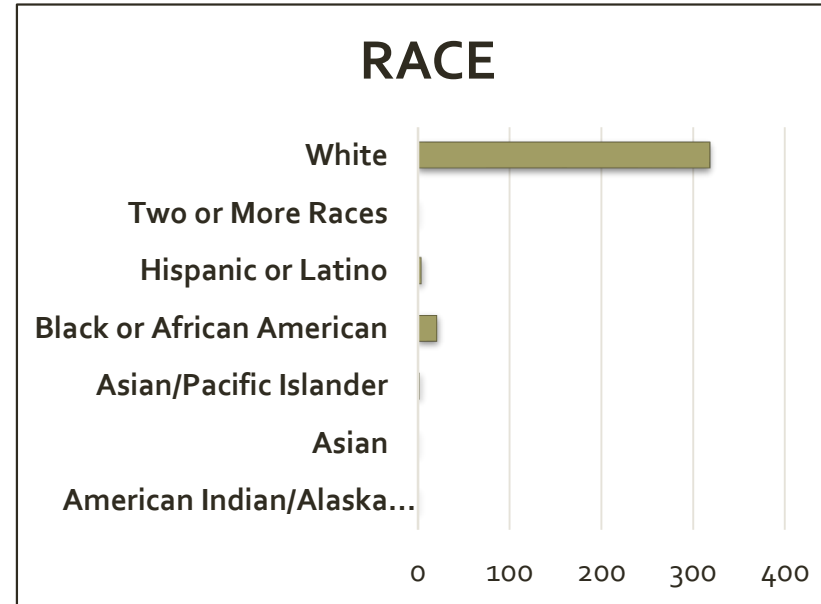
A. Who is included...

- 1) Race
- 2) Gender
- 3) Age
- 4) Religion, etc.

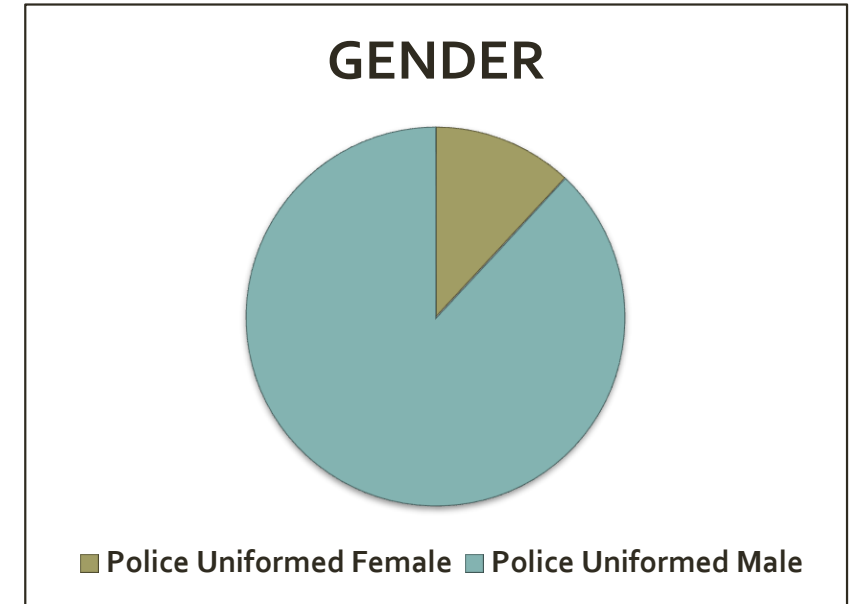
B. Representative of which community...

- 1) City of Dayton
- 2) Montgomery County
- 3) State of Ohio
- 4) United States

City of Dayton Police Department



GROUP	RACE	COUNT	%
Police Uniformed	American Indian/Alaska Native	1	0.28%
	Asian	1	0.28%
	Asian/Pacific Islander	3	0.85%
	Black or African American	22	6.25%
	Hispanic or Latino	5	1.42%
	Two or More Races	1	0.28%
	White	319	90.63%
Grand Total		352	100.00%



GROUP	GENDER	COUNT	%
Police Uniformed	Female	42	11.93%
	Male	310	88.07%
Grand Total		352	100.00%

Community

	United States		Ohio		Montgomery County		City of Dayton	
	Estimate	Percent	Estimate	Percent	Estimate	Percent	Estimate	Percent
Total population	328,239,523		11,689,100		531,687		140,402	
SEX								
Male	161,588,973	49.2%	5,732,207	49.0%	256,321	48.2%	69,044	49.2%
Female	166,650,550	50.8%	5,956,893	51.0%	275,366	51.8%	71,358	50.8%
RACE								
White	196,789,401	60.0%	9,157,673	78.3%	372,603	70.1%	71,906	51.20%
Black or African American	40,596,040	12.4%	1,445,171	12.4%	104,501	19.7%	52,320	37.30%
Hispanic or Latino	60,481,746	18.4%	467,589	4.0%	17,328	3.3%	7,589	5.40%
American Indian and Alaska Native	2,236,348	0.7%	16,111	0.1%	1,049	0.2%	473	0.30%
Asian	18,427,914	5.6%	273,219	2.3%	10,928	2.1%	1,923	1.40%
Native Hawaiian and Other Pacific Islander	565,473	0.2%	4,296	0.0%	81	0.0%	41	0.00%
Some other race	839,270	0.3%	19,236	0.2%	1,407	0.3%	0	0.00%
Two or more races	8,303,331	2.5%	305,805	2.6%	23,790	4.5%	6,150	4.40%

Goals Measures Targets

SPECIFIC

- Make your goal specific and narrow for more effective planning

MEASURABLE

- Define what evidence will prove you're making progress and reevaluate when necessary

ATTAINABLE

- Make sure you can reasonably accomplish your goal within a certain timeframe

RELEVANT

- Your goals should align with your values and long-term objectives

TIME-BASED

- Set realist, ambitious end-date for task prioritization and motivation

Accountability

1. Rewards and Consequences
 - A. Who is responsible for achieving the results?
 - B. What are the consequences if results not achieved?
 - C. Who will be recognized when results are achieved?
 - D. Where will resources be allocated to accomplish the goals?