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ADVANCING WOMEN IN POLICING

May 2024

HISTORY OF 30x30

THE POWER OF ONE VOICE

2019 – Ivonne Roman, Ted Fellow

How Policewomen Make Communities Safer

* 2 million views



NATIONAL INSTITUTE OF JUSTICE SPECIAL REPORT
**WOMEN IN POLICING:
BREAKING BARRIERS
AND BLAZING A PATH**

July 2018

NIJ.GOV | National Institute
of Justice
STRATEGIC SCIENCE. BOLDNESS. ACTION.

2018 – US Department of Justice, National Institute of Justice
National Research Summit

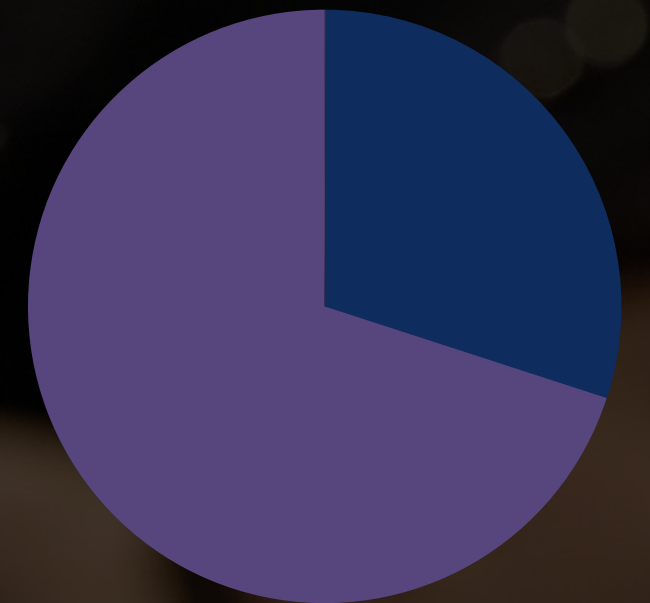
Women in Policing: Breaking Barriers and Blazing a Path

WHAT IS 30X30

30x30 is a grassroots coalition of researchers, police leaders, and professional organizations aiming to increase the number of **women in all police recruit classes to 30% by the year 2030.**

Research shows that 30% representation empowers a group to influence an organization's culture.

30% is where change begins to happen



THE 30X30 INITIATIVE

What is the representation of sworn women in US law enforcement?

In positions of leadership?

WHY 30>X30?

Women currently comprise
≈13% of sworn officers.

Among leadership ranks,
women are 3%.

Yet, decades of research
show **women often produce
better public safety
outcomes** — in many of the
areas we care about most.

Research indicates

WOMEN OFFICERS

- use force less often, and less excessive force
- use their discretion to make fewer arrests for non-violent, low-level offenses
- see better outcomes for crime victims, especially of sexual assault
- conduct fewer searches during traffic stops but are more likely to find contraband when they do
- are perceived as being more honest and compassionate
- are named less often in complaints and lawsuits, with some research suggesting they cost between 2.5x – 5.5x less than male officers
- fire their service weapon less often in the line of duty

If there was a training that produced these results, every department in the country would be clamoring for that training.

But this isn't about training. It's about thinking differently around who we hire and what we value in the police profession.

NATIONAL LISTENING SESSIONS

30X30



WOMEN IN BLUE

NATIONAL LISTENING SESSIONS

There is no universal experience of being a woman in law enforcement.

Each of a woman officer's identities — race and ethnicity, gender, sexual orientation, religion, ability, and more — defines her experience, and often multiplies her exposure to discrimination.

NATIONAL LISTENING SESSIONS - TOPLINES

- **Support for parents and caregivers**
- **Training, equipment, and uniforms**
- **Preconceived notions and conformity**
- **Sacrifice**
- **Scarcity and Competition (crabs in a bucket)**
- **Latitude for mistakes/held to higher standards**
- **Advocacy fatigue**
- **Culture of disrespect**
- **Lack of accountability – harassment**
- **Isolation/lack of support/Exclusionary networks**

WHAT WE'RE ABOUT



Northampton MA Police Department's first all-female midnight patrol shift, June 2021

POLICY. A) Remove inherent bias from policing agency assessments and policies, and B) Ensure women's specific needs are met.

CULTURE. Transform agency culture to support and celebrate the value of diverse and under-represented officers.

ULTIMATE GOAL: Increase the number of women police recruits nationally to 30% by 2030.

WHAT WE'RE

NOT ABOUT



Tokenism/Favoritism

Gender stereotypes

Lowering standards

**Removing men from
policing**

**Only engaging women in
creating change**

THE 30X30 INITIATIVE

WHAT IT COMES DOWN TO

Qualified women deserve **equitable access** to the job and the ability to thrive within it.

AND

Policing is an inherently difficult job. It should be **no more difficult** for an officer just because they are a woman.

THE 30X30 INITIATIVE

Why is the representation of women so low?

Why is representation of women so low...

Despite many concerted attempts to improve it?

1. RECRUITMENT CONTENT & STRATEGIES

- a. Who is represented
- b. What they're represented doing
- c. Who is targeted

2. HIRING ASSESSMENTS & PROCESSES

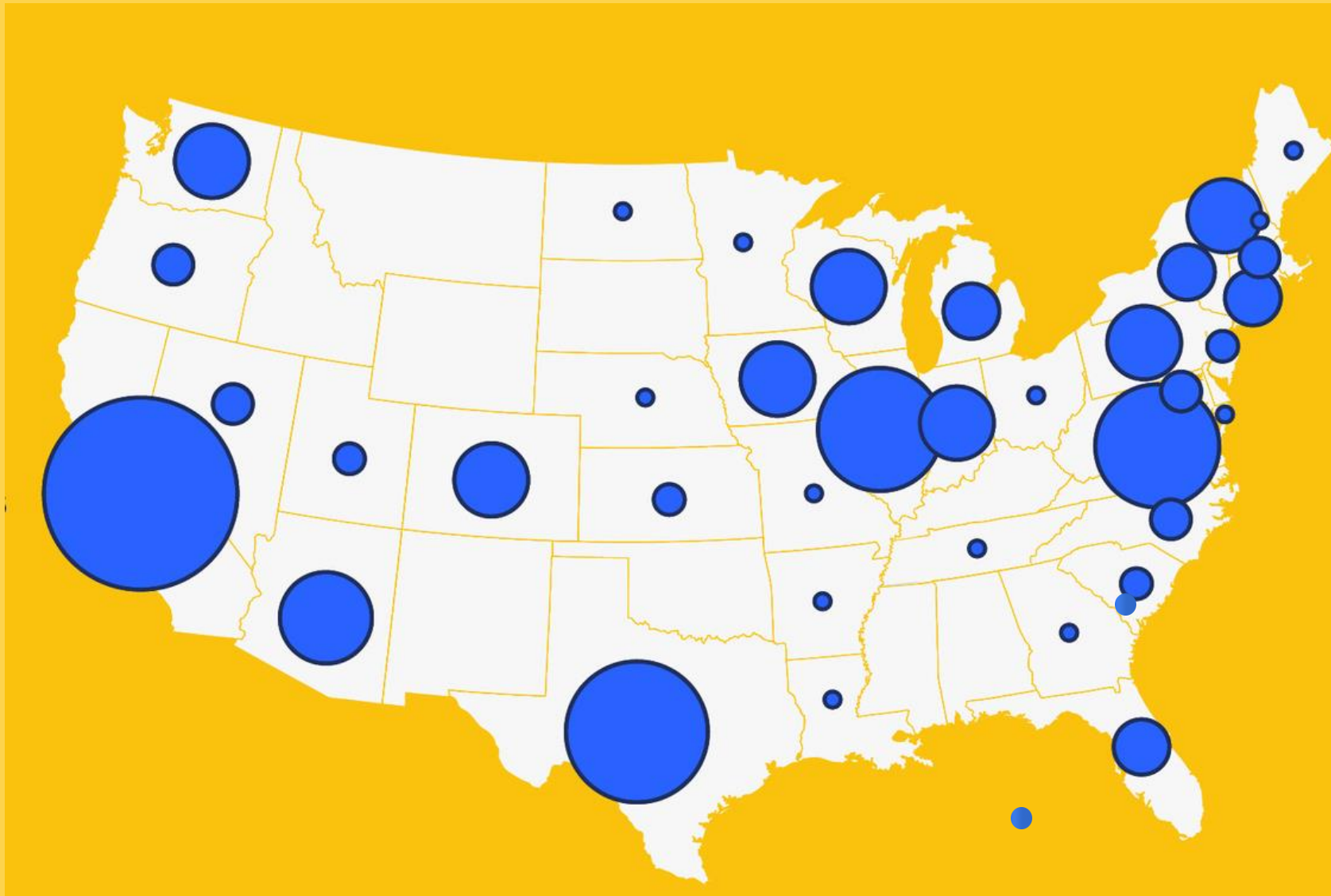
- a. Lack of validation and disparate outcomes
- b. Subjectivity in the hiring and promotional process
- c. Unnecessary barriers to entry

3. STATUS QUO IS MALE-ORIENTED

- a. Women's specific needs are not met – e.g., uniforms, PPE, nursing policies

4. CULTURE

30X30 HAS THE VISION, THE PLAN AND THE MOMENTUM



- Over [370](#) participating state and local law enforcement agencies, and federal agencies.
- Departments range from small and rural to major metropolises serving over 8 million
- Partnerships with police professional organizations, private industry, and the US Department of Justice

Change is already happening across the country

TO ADVANCE WOMEN IN POLICING

PROGRESS

- Establishment of childcare centers for children of sworn officers.
- Revised recruitment strategies to reach under-represented groups.
- Improved data collection to diagnose disparities and reduce bias.
- Improved assessment processes to increase accuracy and reduce subjectivity.
- Establishment of regional mentoring and networking partnerships.

With some agencies already reporting 30% women in recruit classes!

SHIFT TO STATE-LEVEL AND FEDERAL STRATEGIES

With **18,000+** law enforcement agencies, department-level interventions will only get us so far.

STATE AND FEDERAL LEGISLATION

- E.g., Job-sharing and part-time options (Washington State)
- Supporting Women Cops Act (Federal)
- Providing Childcare for Police Act (Federal)

STATE AND FEDERAL STANDARDS

- Validated assessments and shared definitions of the KSAs associated with good policing
- Streamlined application processes

STATE AND FEDERAL GRANTMAKING

- Recruitment
- Wellness
- Mentorship programs
- Research and data

TO ADVANCE WOMEN IN POLICING

30X30 PARTNERS

- Policing Project at New York University School of Law
- National Association of Women Law Enforcement Executives (NAWLEE)
- Women in Federal Law Enforcement (WIFLE)
- International Association of Women Police (IAWP)
- Police Executive Research Forum (PERF)
- National Policing Institute (NPI)
- Law Enforcement Action Partnership (LEAP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- American Society of Evidence-Based Policing (ASEBP)
- International Association of Directors of Law Enforcement Standards and Training (IADLEST)
- Crime and Justice Institute (CJI)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- New Blue
- University of Alabama at Birmingham

SPD'S 30X30 COMMITMENT

March 25, 2021: SPD Letter of Commitment

Phase I (Quantitative): Snapshot as of October 1, 2022

- 156 of 1,073 sworn personnel identified as female
- 5 of 52 successful recruits between 10/1/2021 and 10/1/2022 identified as female
- SPD compliant with Phase I Immediate Actions
 - Strategic priorities around gender diversity in hiring, retention, and promotion
 - “Zero tolerance” EEO practices
 - Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets
 - Nursing accommodation for returning mothers
 - Appropriate equipment (uniforms, firearms, ballistic vests) for women.

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Survey distributed to all women in the Department – 97 of 143 completed.

Slider Question	Civilian		Sworn	
	Mean	Median	Mean	Median
I am satisfied with the representation of women at SPD.	48.8 (n=29)	49	50.4 (n=64)	49
I am satisfied with the representation of racial and ethnic minorities at SPD.	55.3 (n=29)	50	60 (n=65)	56
Women at SPD are respected by other women.	63.9 (n=29)	64	57.6 (n=66)	59.5
Male employees respect women SPD employees.	56.8 (n=29)	49	56 (n=64)	59.5
Supervisors respect women SPD employees.	59.6 (n=28)	49.5	59.5 (n=66)	62
Command staff respects women SPD employees.	52.3 (n=28)	49	56.1 (n=65)	53
As a woman, I would recommend the Seattle Police Department as a good place to work for other women.	66.6 (n=27)	66	60.5 (n=64)	62

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Focus Groups – Conducted by Dr. Lois James (Washington State University)
August 7-9, 2023

Emergent Themes (the “push/pull”)

- Masculine Culture, Expectations for Women, Double Standards
- Generational Distinction
- Pregnancy and Childcare
- Promotion and Leadership
- Exclusion and Pigeonholing

Key Recommendations

- Awareness (Culture of Respect)
- Department Childcare Options
- Mentorship for Women

SPD'S 30X30 COMMITMENT

Phase III: Next Steps and Ongoing Work

2024: Internal 30x30 Workgroup Established

Employee-led, interest-based, non-exclusive, cross-rank and position.

Mission: To advocate for and implement measures to mitigate the documented external challenges that pull women out of the workplace, internal challenges that push women out of the workplace, and to create a healthy, safe, respectful, and equitable environment in which all members of SPD can grow and thrive.

June 3, 2024: SPD Welcomes Dr. Emily Hu, Executive Director of Employee Support Services.

SPD's Current Development Efforts Related to the 30 x 30 Initiative and Women in Policing

- »» Childcare
- »» Mentorship
- »» Benefits ~ Programs ~ Training
- »» Recruiting ~ Direct Outreach

»»» Mentorship

- **Pilot program for all sworn employees is under development**
- The City of Seattle's Career Quest Flash Mentorship Program will serve as the base
 - The program will be personalized to support employee needs
- Building of the mentor base is underway





Childcare Project

- **Consultations** with the Imagine Institute and the National Law Enforcement Foundation
- **Needs assessment survey, zip code analysis**
- Anticipated **research and development visit** to San Diego PD Childcare Center
- **Review of existing systems** in place for other shiftwork professions



Benefits ~ Programs ~ Training



- SPD's part-time program for patrol officers
- Family and Medical Leave Programs:
 - Paid parental leave ~ family and medical leave ~ military spouse leave of absence ~ donated sick leave program ~ sabbatical leave ~ et cetera
- City University – First responder 25% tuition scholarships
- City of Seattle Career Quest Program: Scholarships ~ Career development workshops ~ Mentorship

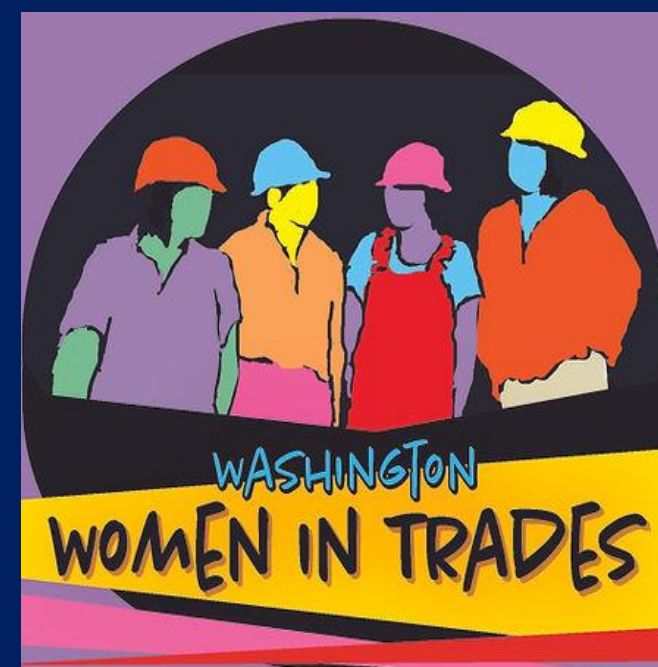
»»» Recruiting

- Focused advertisement and recruitment to historically underrepresented groups remains a top priority and part of the overall recruitment strategy
- Female-focused recruiting efforts
- DACA – Recent state legislation (SBB 6157)
 - June 2024 – The Seattle Police Department will begin welcoming Dreamers to law enforcement careers
 - Marketing, policy, and procedure are under development for this launch

»»» DIRECT OUTREACH EVENTS CONT'D



- Washington Women in Trades Fair
- Military bases
 - In-Person Recruitment
 - Monthly JBLM hiring events
 - "Hire GI" events (JBLM and Bangor)
 - Upcoming Camp Pendleton visit
 - Skill Bridge Program
 - SPD is poised to participate in the program
 - Service members will gain valuable work experience through specific industry training, apprenticeships, or internships during the last 180 days of service



»»» DIRECT OUTREACH EVENTS

- HBCU visits planned for Fall 2024
- Local Advisory Councils
- Community events
 - Juneteenth Celebration
 - Rainier Beach Back to School Event
 - Ethiopian Independence Day
 - Pista sa Nayon (Filipino Cultural Event)
- Diversity and Women in LE (Puyallup Fair)
- Women in Law and Justice Panel (CWU)
- NW Women's Show



Filipino Cultural Festival



»»» DIRECT OUTREACH EVENTS CONT'D

- BIPOC media outlets
- Community Centers
- Colleges/Universities
- High Schools
- Military Bases
- Female focused events

Upcoming Actions

- »» Systemic Assessment of Gender Disparity in Promotions and Assignments (Dr. Lois James, WSU)
- »» Mitigating Impact of Civil Service Strictures Around Promotion (e.g. Women's Leadership Mentoring Program)
- »» DEI Dashboard for Continual Assessment and Reporting

CONNECT



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**THANK
YOU!**