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ADVANCING WOMEN IN POLICING

WHY 30x30

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** — for communities, victims and suspects.

Research shows...

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

WHAT IS 30X30 ?



Waco Police Chief and 30x30 Steering Committee Member Sheryl Victorian

> MISSION

Improve the representation and experiences of women in all police ranks across the U.S.

> METHOD

Low-and-no-cost steps —and professional support— for agencies to improve recruiting, retention and agency culture

> MEMBERSHIP

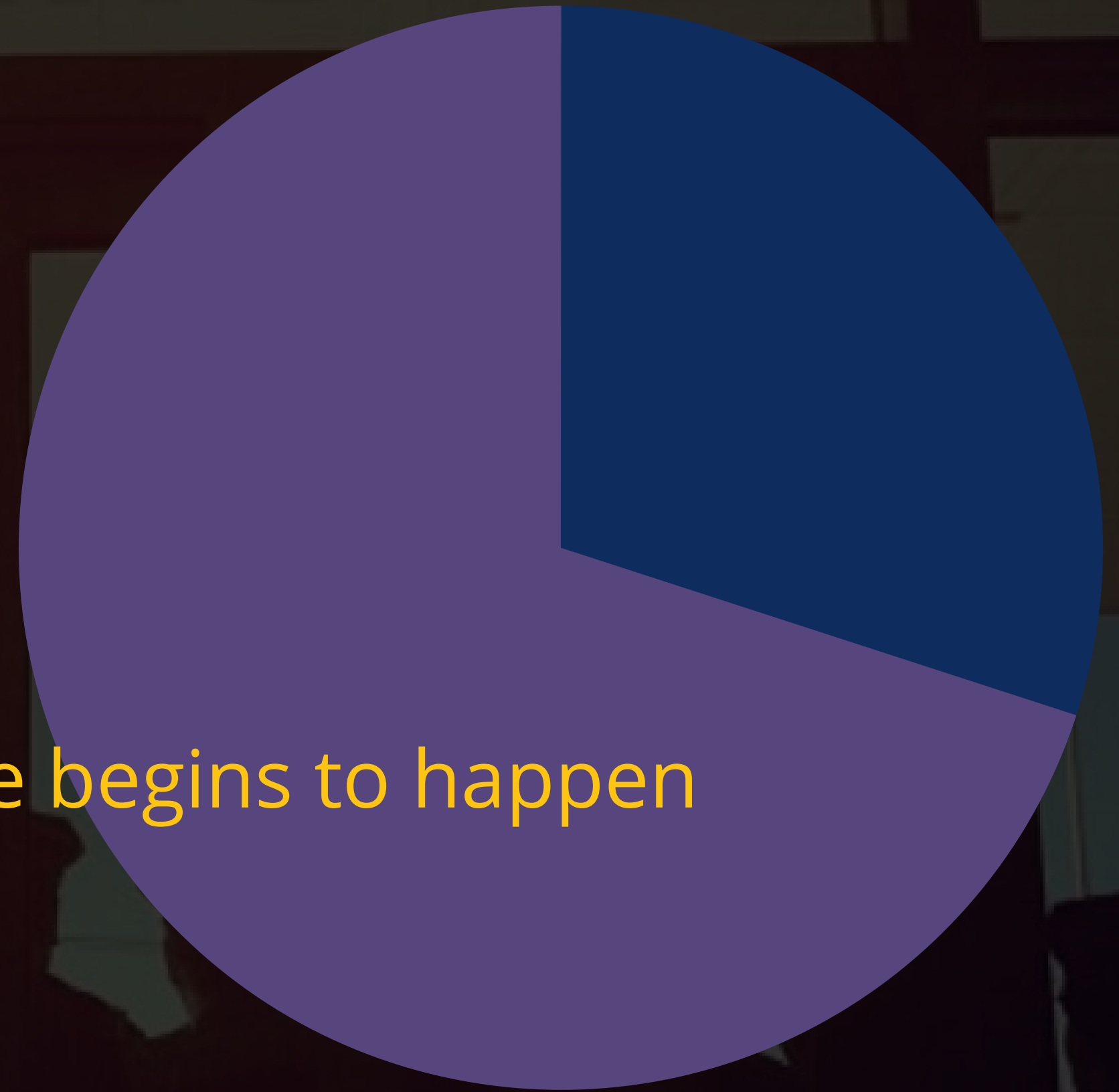
A North American coalition of police leaders, researchers, and criminal justice and public sector professionals

THEORY OF CHANGE

It takes at least 30% representation to empower a group to influence an organization's culture.

30% is where change begins to happen

...but it is not our end goal.



OUR OBJECTIVES



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

Increase the number of women recruits nationally to 30% by 2030.

Remove inherent bias from police agency assessments and policies.

Transform agency culture to support diverse officers.

HOW IT STARTED

- Advocacy Fmr. Chief Ivonne Roman (Newark Police Department)
 - *Ted Talk: How Police Women Make Communities Safer*
- US Department of Justice Convening (December 2018)
 - *Breaking Barriers and Blazing a Path*
- Steering committee constituted (Summer of 2019)
- LAUNCH: THE 30x30 PLEDGE (March 2021)
 - Series of no- and low-cost action items departments can take
 - Departments provided with research summaries, connections to experts and resources, regular newsletters, community of practice
 - Departments report on progress in 6-month increments



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

July 2019

THE 30x30 PLEDGE

Covers the lifecycle of an officer's career:

- Recruitment
- Hiring and Assessment
- Retention
- Promotion
- Culture

DATA IS CRITICAL
THROUGHOUT

Immediate Actions, e.g.

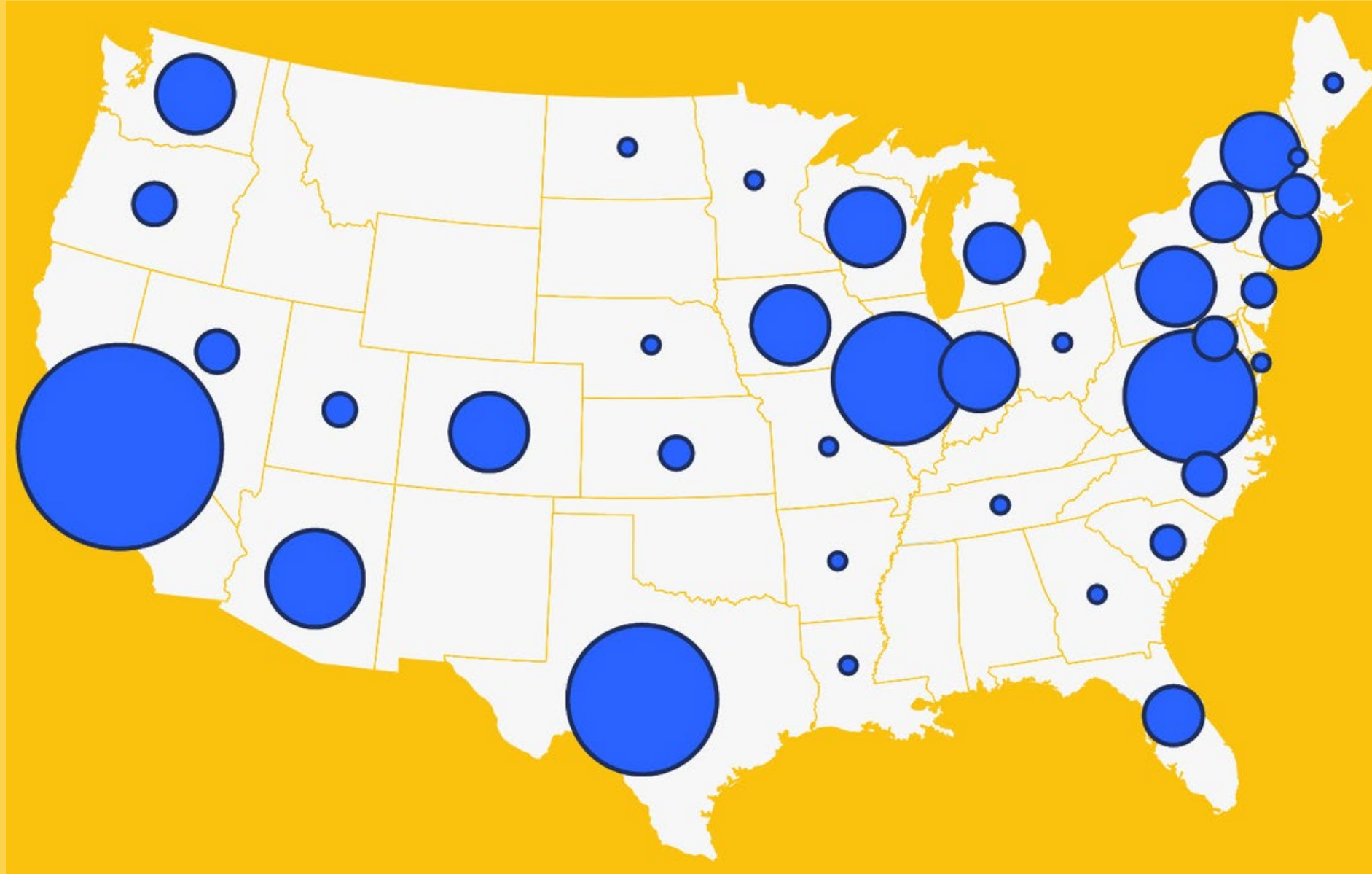
- Strategic priorities
- Uniform review/adjustments
- Nursing space and policies

Near-Term Actions, e.g.

- Surveys, focus groups, exit interviews
- Recruitment material revisions
- Assessment validation
- Policy revisions
 - Part-time/job-sharing

30X30 HAS A PLAN

AND THE MOMENTUM



- Over 220 agencies pledged
- Major metro (e.g., NYPD, LAPD), state, mid-sized, small/rural, and federal agencies (USMS)
- Recruitment largely through word of mouth and advocacy of police leaders

TO ADVANCE WOMEN IN POLICING

RECENT DEVELOPMENTS

National Listening Tour in partnership with Mark43 and the production team from the *Women in Blue* documentary

Technical Assistance Center in partnership with Arnold Ventures and the Crime and Justice Institute

National Summit on Women in Policing in partnership with the USDOJ Bureau of Justice Assistance

Formal collaboration with the US Department of Justice to improve support for state and local agencies committed to advancing women, and improve the representation and experiences of women in federal law enforcement agencies.



MEDIA ATTENTION

Local, National, Print, Broadcast, Trade

USA Today

Wall Street Journal MarketWatch

Washington Post

Police1

Cosmopolitan

ABC

CBS

CNN

FOX

NBC



The Washington Post



Ken Clery, seated, with recruiter Lisa Vetter at left, took the reins of the Bellevue Police Department in 2020 with a view, backed by research, that diversity makes for better policing. The former Iowa state trooper prioritizes recruiting and retaining women and people of color.

THIS POLICE CHIEF IS HIRING FEMALE OFFICERS TO FIX 'TOXIC' POLICING

Story by Robert Klemko | Photos by Sarah L. Voisin | Video by Joyce Koh
March 26, 2022

BELLEVUE, Neb. — Officer Karen Wrigley's pink nails tapped her body camera as she stepped from her cruiser into the cold. "You want to open up the door?" she asked the middle-aged Black man sitting in a parked minivan. "You've got an arrest warrant."

The man had a criminal record for assault and other offenses, had run from Bellevue police before and was wanted for missing a court date for a traffic violation. He had no interest in returning to jail. "That's horses---!" he cried, as Wrigley and her colleagues asked him 11 times over 15 minutes to exit the vehicle.

Wrigley, who is White, never raised her voice. She got on the phone with his lawyer through a cracked-open driver's-side window — a window she had the right to bash in,

<https://www.washingtonpost.com/national-security/interactive/2022/women-police-nebraska>

SLATE



A female police officer outside a football game in Charlotte, North Carolina. Author: Mike Stone

[LAW ENFORCEMENT](#)

The Hiring Practice That Could Dramatically Improve Policing

BY CARL SHANE
NOV 01, 2021 12:53 PM

"We're not the ones out there shooting," says Janeé Harteau, former chief of police of the Minneapolis Police Department. "This is really about gender at its very core."

CNN INVESTIGATES



Here's how some police are responding to calls for reform 02:39

Want to reform the police? Hire more women

By Ashley Fantz and Casey Tolan, CNN
Updated 10:38 AM ET, Tue June 23, 2020

(CNN)It was a moment that captured national attention and revealed a lesson about police reform.

A Fort Lauderdale, Florida, policeman, facing off against a line of yelling demonstrators, sticks his finger in the face of a protester. He then turns to a female colleague back what

CONNECT



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THANK
YOU!



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