

EQUALITY DENIED

The Status of Women in Policing: 2000

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In order to gauge the status and growth of women in law enforcement, the National Center for Women & Policing conducted its fourth annual study on women police officers in the largest law enforcement agencies in the United States. This report examines the gains – and the gaps – in the numbers of women in policing, providing a picture of where women are in law enforcement today.

Our research shows that the number of women in law enforcement remains small and the pace of increase very slow. Moreover, the 2000 Status of Women in Policing Survey reveals that the representation of women in sworn law enforcement positions is even lower than previously believed. With the largest number of participating agencies in the history of the survey, we have a more comprehensive – and more discouraging – picture of women’s representation in law enforcement.

Women comprise only 13% of all sworn law enforcement positions nationwide – a figure that is a paltry four percentage points higher than in 1990, when women comprised 9% of sworn officers. Considering that 2000 figures from the Bureau of Labor Statistics indicate that women account for 46.5% of employed persons over the age of 16, they are strikingly under-represented within the field of sworn law enforcement.¹ Moreover, the data are clear: at the present rate of growth of less than one-half of one percent annually, women will not achieve equality in law enforcement agencies for several generations.

Despite overwhelming evidence that women and men are equally capable of police work,² widespread bias in police hiring, selection practices and recruitment policies keeps the numbers of women in law enforcement artificially low. Entry exams, with their over-emphasis on upper body strength, wash out many qualified women – despite studies showing that physical prowess is less related to job performance than communication

¹ For 2000 Bureau of Labor Statistics on Americans in the labor force, broken down by gender and racial/ethnic identification, please see <http://www.bls.gov/pdf/cpsaat11.pdf>.

² For an extensive review of this literature, see: Martin, S. & Jurik, N. *Doing Justice, Doing Gender: Women in Law and Criminal Justice Occupations*; SAGE Publications, California: 1996

skills.³ While discriminatory height requirements were finally discarded in the early 1970's, today's tests continue to bar highly qualified women from entering policing.

Moreover, many women are discouraged from applying to law enforcement agencies because of their aggressive and authoritarian image, an image based on the outdated paramilitary model of law enforcement that is still in widespread use. Once on the job, women often face discrimination, harassment, intimidation, and are maliciously thwarted, especially as they move up the ranks.

The continued under-representation of women in policing is a significant contributing factor to the widespread excessive force and corruption scandals plaguing law enforcement today, scandals that are costing U.S. taxpayers tens of millions of dollars annually in liability lawsuit payouts for injuries and wrongful deaths of citizens. Research conducted in the United States and internationally demonstrates that women police officers utilize a style of policing that relies less on physical force and more on communications skills. As a result, women are often better at defusing potentially violent confrontations, and are less likely to become involved in use of excessive force situations.⁴

The under-representation of women in law enforcement also has significant implications for women in the community who are victims of domestic violence. Research shows that women officers respond more effectively to domestic violence incidents – the single largest category of calls to police agencies.⁵ Moreover, studies have found that up to 40% of police officers commit domestic abuse themselves.⁶ That means that 4 in 10 officers responding to the scene of a domestic violence incident may themselves be abusers. The overall quality of police response to cases of violence against women would improve greatly by increasing the numbers of women in law enforcement.

Clearly, the grave disparity between the numbers of men and women involved in policing adversely impacts the culture, operations, and efficacy of law enforcement agencies throughout the country. Given the many difficult challenges facing modern police agencies, the imperative to hire more women has never been more urgent.

³ In fact, no research has shown that strength is related to an individual's ability to successfully manage a dangerous situation. Balkin, J. "Why Policemen Don't Like Policewomen," *Journal of Police Science and Administration*, v. 30, p. 16: 1988.

⁴ "Gender Differences in the Cost of Police Brutality & Misconduct: A Content Analysis of LAPD Civil Liability Cases 1990-1999," *National Center for Women & Policing: 2000*. Sean A. Grennan, "Findings on the Role of Officer Gender in Violent Encounters with Citizens," *Journal of Police Science and Administration* 15, no. 1 (1987): 78-85. Gary R. Perlstein, "Policewomen & Policemen A Comparative Look.," *Police Chief* 39, no. 3 (1972): 72-74. Lewis J. Sherman, "An Evaluation of Policewomen on Patrol in a Suburban Police Department," *Journal of Police Science and Administration* 3, no. 4 (1975): 434-438.

⁵ Homant, R. & Kennedy, D. "Police Perceptions of Spouse Abuse: A Comparison of Male and Female Officers," *Journal of Criminal Justice*, v. 13, p. 29: 1985.

⁶ Neidig, P., Russell, H. & Seng, A. "Inter-spousal Aggression in Law Enforcement Families: A Preliminary Investigation," *Police Studies*, p. 30: 1992.

KEY FINDINGS⁷

- Women currently comprise 13.0% of all sworn law enforcement positions among municipal, county, and state law enforcement agencies in the United States with 100 or more sworn officers. Women of color hold 4.9% of these positions.
- Over the last nine years, the representation of women in sworn law enforcement ranks has increased from 9% in 1990 to 13.0% in 2000 – a gain of only 4%, or less than ½ of one percent each year. This under-representation of women is striking, given that women account for 46.5% of the adult labor force.
- The gains for women in policing are so slow that, at the current rate of growth, women will not reach equal representation or gender balance within the police profession for at least another 70 years, and many experts caution that time alone is not sufficient to substantially increase women's numbers.
- Women currently hold 7.3% of sworn Top Command law enforcement positions, 10.3% of Supervisory positions, and 13.7% of Line Operation positions.⁸ Women of color hold 1.7% of sworn Top Command law enforcement positions, 3.2% of Supervisory positions, and 5.3% of Line Operations positions.
- More than half (57%) of the agencies surveyed reported no women in Top Command positions and 88% of the agencies reported no women of color in their highest ranks. This is a clear indication that women continue to be largely excluded from the essential policy making positions in policing.
- State agencies trail municipal and county agencies by a wide margin in hiring and promoting women. Specifically, state agencies report 6.8% sworn women law enforcement officers, which is significantly lower than the percentage reported by municipal agencies (14.5%) and county agencies (13.5%).
- Consent decrees mandating the hiring and/or promotion of women and/or minorities are a significant factor in the gains women have made in law enforcement. Of the 25 agencies with the highest percentage of sworn women, 10 are subject to this type of consent decree. In sharp contrast, only 4 of the 25 agencies with the lowest percentage of sworn women are under such a consent decree.
- On average, in agencies *without* a consent decree mandating the hiring and/or promotion of women and/or minorities, women comprise 9.7% of sworn personnel, whereas those agencies with a consent decree in force average 14.0% women in their ranks. The percentage of women of color is 6.3% in agencies *without* a consent decree and 11.7% in agencies operating under a consent decree.

⁷ The data is based on 282 responses to a survey of 349 state, county, and municipal law enforcement agencies with 100 or more sworn officers. See the Methodology section on p. 10 for more information.

⁸ For this study, the sworn law enforcement positions have been grouped as follows: Top Command includes Chiefs, Deputy/Assistant Chiefs, Commanders/Majors, and Captains, or their equivalent; Supervisory includes Lieutenants and Sergeants, or their equivalent; and Line Operation includes Detectives and Patrol Officers, or their equivalent.

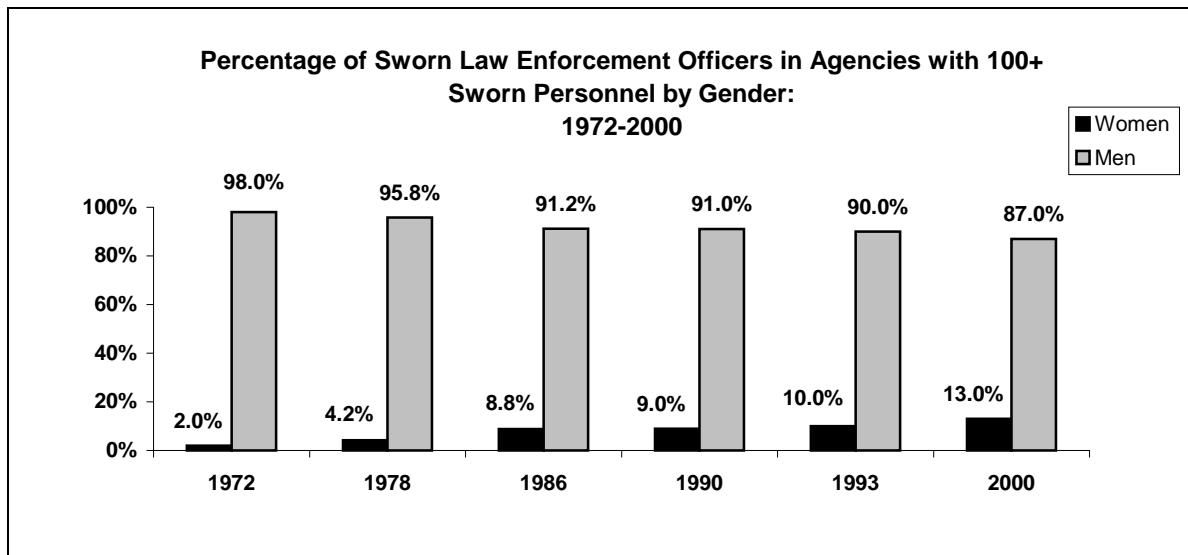
THE STATUS OF WOMEN IN POLICING: 2000 SURVEY FINDINGS

Over the last 28 years, women have increased their representation in sworn law enforcement positions to 13% in 2000, from a low of 2% in 1972.⁹ This 11% increase has been spread over the intervening years, averaging an annual gain of less than one-half of 1% per year. In 1978, women in the largest municipal agencies held 4.2% of the sworn law enforcement positions. Ten years later, in 1986, that number had barely doubled to 8.8%,¹⁰ and it was not until 1993 that police agencies on average had reached a major benchmark, crossing into the double digits (*See Graph 1*).

In previous years, the NCWP's *Survey on the Status of Women in Policing* reported slightly higher percentages for women sworn law enforcement officers (13.3% in 1997, 13.8% in 1998, and 14.3% in 1999). The study's authors do not believe the 13% reported for 2000 represents a backsliding in women's representation in law enforcement. Instead, the lower figure appears due to an increased response rate from the agencies sampled, resulting in a wider and more diverse range of agencies participating in the 2000 survey as compared with prior years. This year's survey thus presents a more comprehensive measure of women's representation in law enforcement – which at 13% is lower than previously believed and again demonstrates the glacial pace of gains for women in this male bastion.

The Status of Women in Sworn Law Enforcement

Graph 1



Sources: NCWP Survey on the Status of Women in Policing 2000; Bureau of Justice Statistics, "Law Enforcement Management and Administrative Statistics," 1990 and 1993. See also Footnotes 7 & 8.

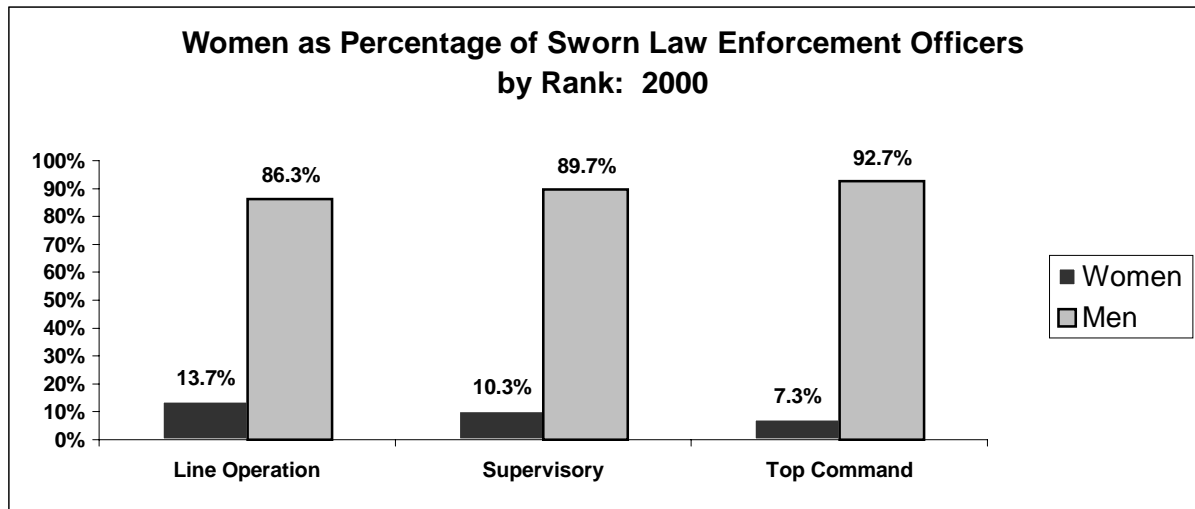
⁹ International City Management Association, "Personnel Practices in Municipal Police Departments" *Urban Data Service*: 1972.

¹⁰ Martin, S. "Women on the Move? A Report on the Status of Women in Policing," *Police Foundation Reports*: 1989.

Not surprisingly, women are concentrated in the lowest tier of sworn law enforcement positions. Women hold 13.7% of Line Operation positions, but their numbers rapidly decrease in the higher ranks. For example, women hold 10.3% of Supervisory posts and only 7.3% of Top Command positions (*See Graph 2*). Only 9 of the 282 responding law enforcement agencies (3%) reported more than 20% women in Top Command; only 3 agencies (1%) had more than 25% women in Top Command. By contrast, 57% of the agencies surveyed reported having no women in Top Command and over 88% reported having no women of color in Top Command.

The representation of sworn women in the various ranks contrasts with that of their male colleagues. When women are considered as a group within sworn law enforcement, 85.6% are in line operations, 13.0% are in supervisor positions, and 1.4% are in Top Command. By comparison, 80.4% of the men are in line operations, 16.9% are in supervisor positions, and 2.6% are in Top Command. Clearly, women are disproportionately represented in the lower tiers of sworn law enforcement when compared with men.

Graph 2

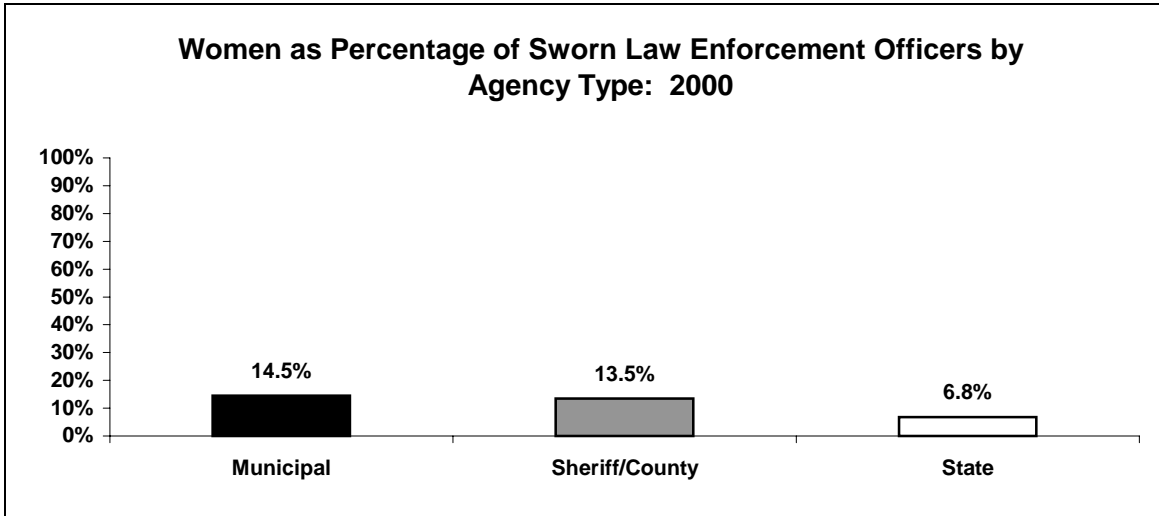


Source: NCWP Survey, 2000

For this study, the sworn law enforcement positions have been grouped as follows: Top Command includes Chiefs, Deputy/Assistant Chiefs, Commanders/Majors, and Captains, or their equivalent; Supervisory includes Lieutenants and Sergeants, or their equivalent; and Line Operation includes Detectives and Patrol Officers, or their equivalent.

Comparisons between state, county, and municipal law enforcement agencies also reveal sharp differences for women in law enforcement. While county and municipal agencies tally 13.5% and 14.5% women in sworn law enforcement positions, respectively, state agencies lag with an average of only 6.8% (See *Graph 3*).

Graph 3

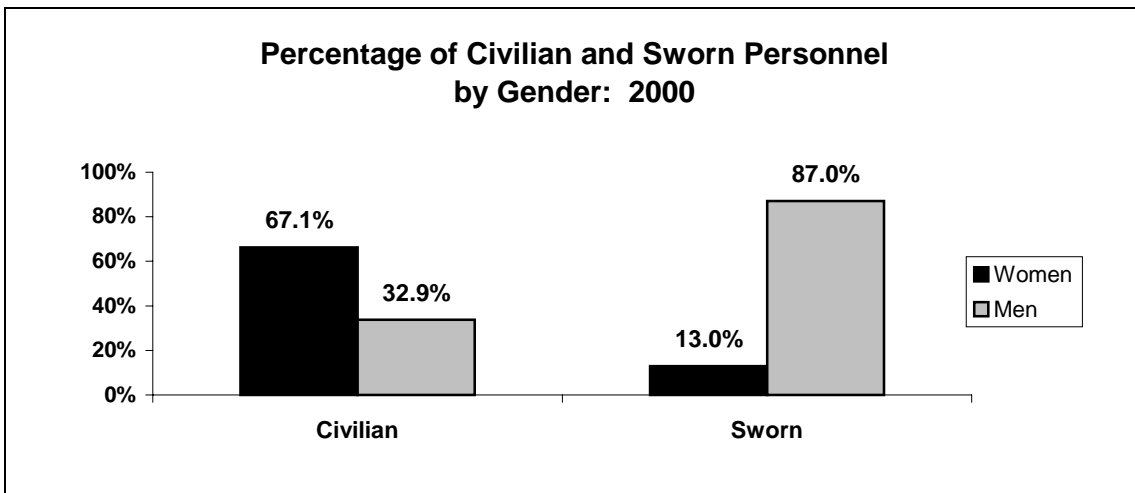


Source: NCWP Survey, 2000

The Status of Women in Civilian Law Enforcement

Although women hold only 13.0% of the sworn law enforcement positions in agencies surveyed, they continue to hold the majority of lower paid civilian jobs that often offer little or no chance of upward mobility. (See *Graph 4*).

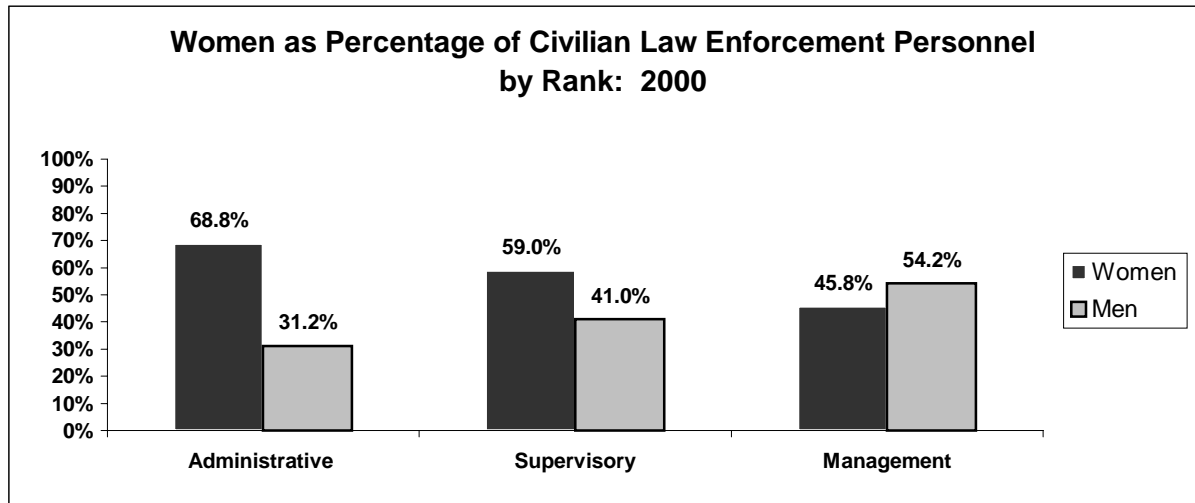
Graph 4



Source: NCWP Survey, 2000

Among civilian personnel, women comprise 45.8% of Management positions, 59.0% of Supervisory positions, and 68.8% of Administrative Support Staff (*See Graph 5*).¹¹ While women comprise a significant majority of civilian positions, they continue to be underrepresented in civilian Management positions.

Graph 5



Source: NCWP Survey, 2000

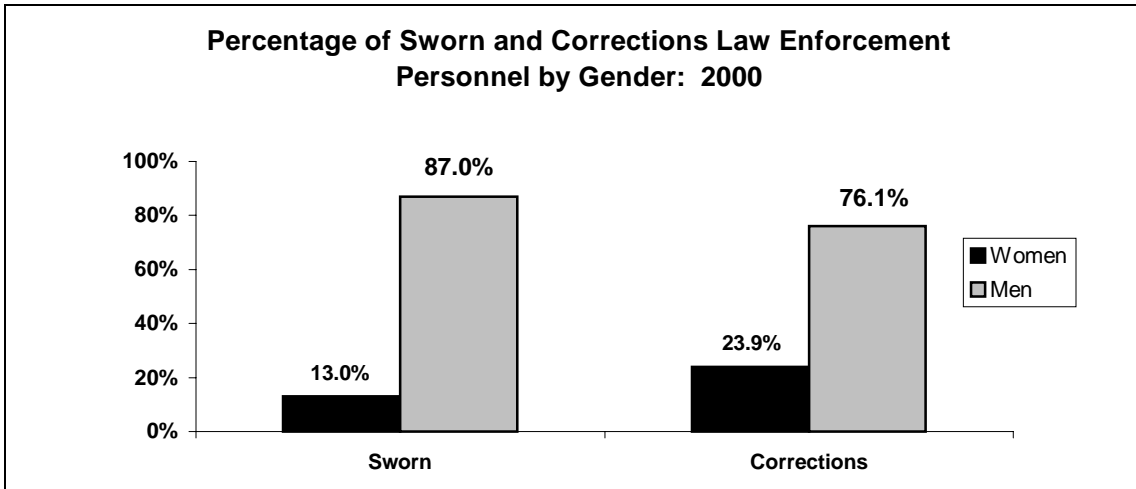
The Status of Women in Correctional Law Enforcement

Comparisons between the percentage of women serving in corrections facilities and women serving as sworn officers in state, county, and municipal agencies indicate a vast difference.¹² The percentage of women in corrections positions is almost twice as high as the percentage of sworn women police personnel – 23.9% in corrections compared to 13.0% in sworn (*See Graph 6*). Unfortunately, corrections officers are traditionally paid less than sworn law enforcement officers in non-corrections positions, and often have less career advancement opportunity.

¹¹Administrative support staff includes all civilian personnel that are non-management and non-supervisory. Supervisory positions include non-management civilian personnel with supervisory responsibilities equivalent to Sergeant or Lieutenant. Management positions include any civilian responsible for a division equivalent to a Captain or above.

¹²For the purposes of this report, “corrections officer” refers to sworn and civilian personnel serving in a jail facility for a county or municipal law enforcement agency.

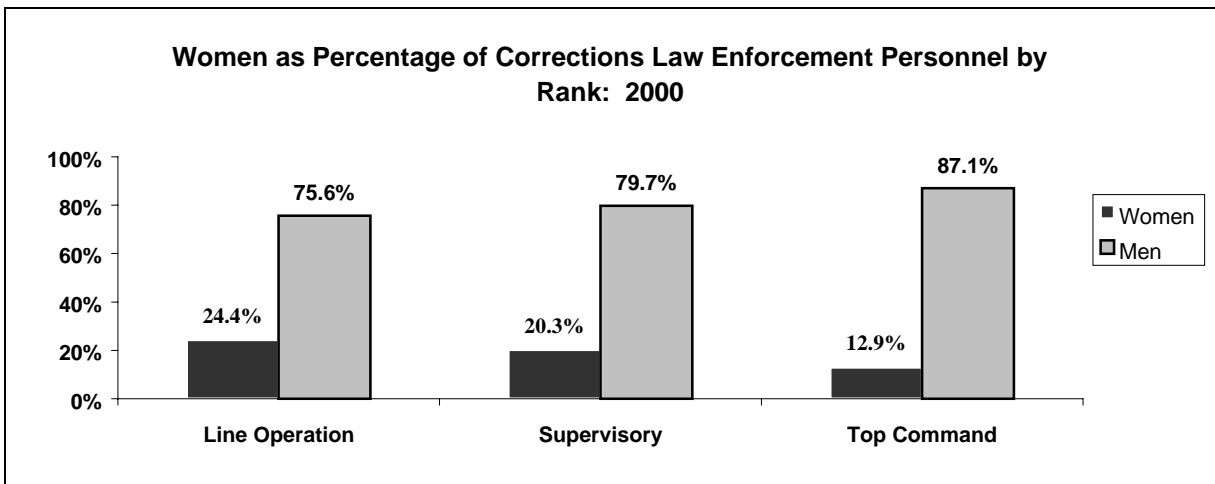
Graph 6



Source: NCWP Survey, 2000

Women’s gains in correctional facilities are also concentrated in the lower tiers. Women comprise 24.4% of Line Operations positions within corrections, 20.3% of Supervisory positions, and only 12.9% of Top Command positions (*See Graph 7*).

Graph 7



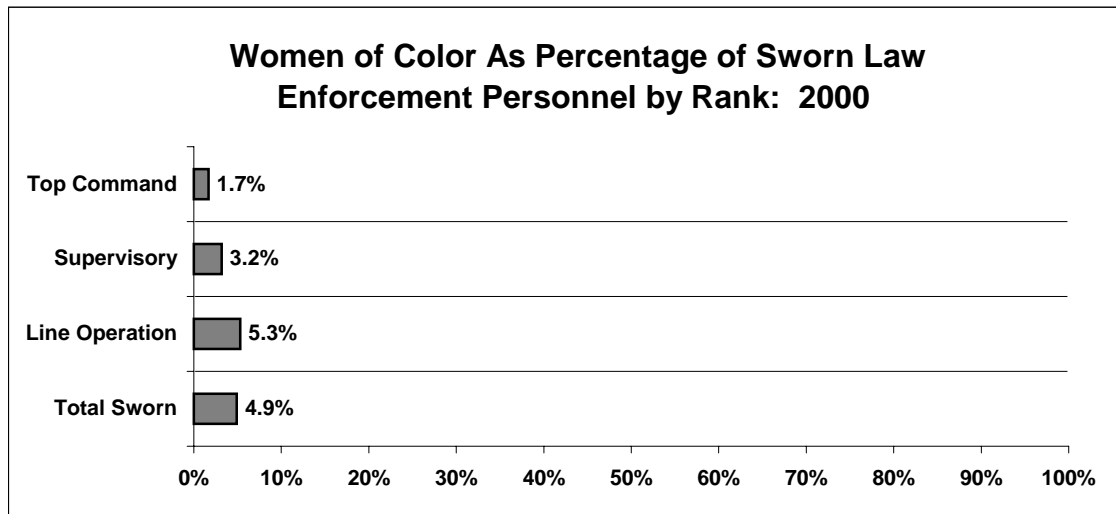
Source: NCWP Survey, 2000

The Status of Women of Color in Law Enforcement

In the majority of law enforcement agencies, women of color are also under-represented. While women hold 13% overall of sworn law enforcement positions, women of color

hold 4.9% of these jobs. As with women overall, this under-representation of women of color within sworn law enforcement is striking given that they constitute 8.2% of the labor force over age 16. Moreover, women of color are virtually absent from the highest ranks, holding only 1.7% of the coveted Top Command positions in sworn law enforcement (*See Graph 8*). Only one of the surveyed agencies reported more than 6% women of color in sworn law enforcement ranks.

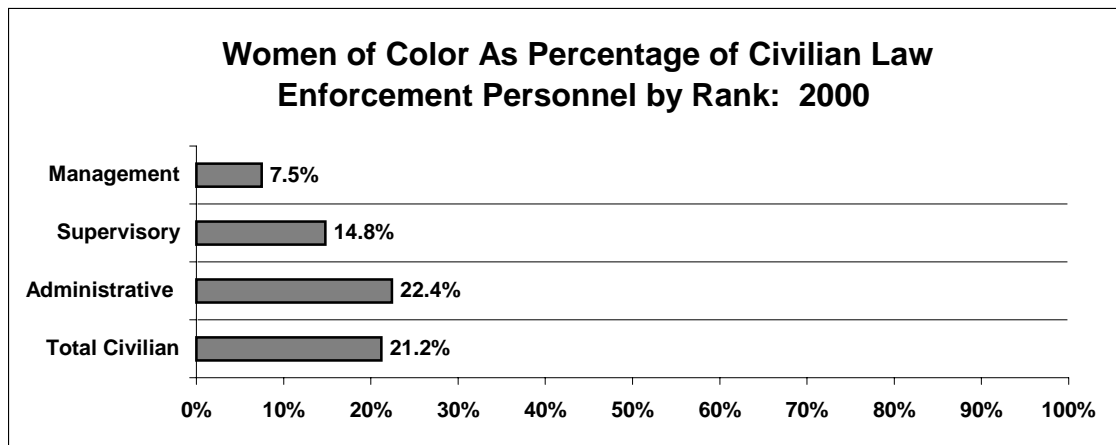
Graph 8



Source: NCWP Report, 2000

While women of color have made greater gains as civilian personnel, holding 21.2% of civilian positions, they comprise only 7.5% of civilian Management positions and 14.8% of Supervisory positions. (*See Graph 9*).

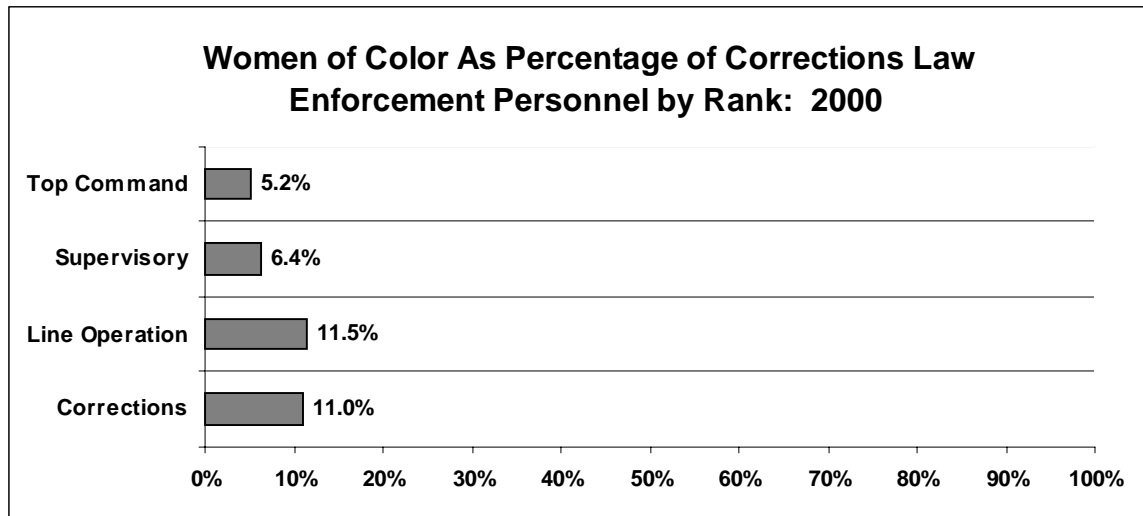
Graph 9



Source: NCWP Survey, 2000

Although, women represent 23.9% of corrections personnel overall, women of color hold only 11% of these positions. Moreover, women of color hold only 5.2% of the Top Command positions within corrections. (See Graph 10).

Graph 10



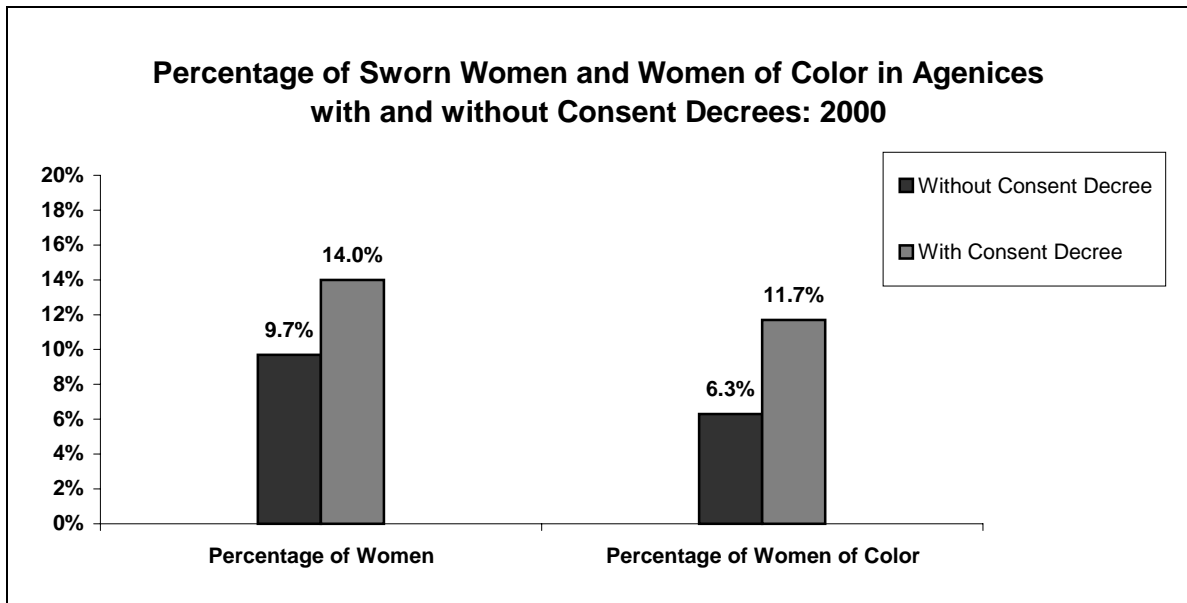
Source: NCWP Survey, 2000

The Effect of Consent Decrees on the Hiring of Women

One of the most striking findings from the 2000 survey is the significant impact on the representation of women in the ranks of law enforcement attributable to consent decrees mandating the hiring and/or promotion of women and/or minorities. Specifically, of the top 25 agencies surveyed with the highest percentage of sworn women, 10 have a consent decree in place regarding the hiring and/or promotion of women and/or minorities. In contrast, only 4 of the 25 agencies with the lowest percentage of sworn women have such a consent decree.

The powerful effect of consent decrees is further demonstrated by comparing the average representation of women working in agencies with a consent decree to those agencies without a consent decree (See Graph 11). On average, agencies *without* a consent decree mandating the hiring or promotion of women reported that 9.7% of their sworn personnel were women, whereas those *with* a consent decree reported a 14% representation of women in their ranks. A similar contrast is seen for the percentage of women of color, which is 6.3% in agencies *without* a consent decree and 11.7% in agencies *with* a consent decree. Clearly, without the consent decrees imposed to remedy discriminatory hiring and employment practices by law enforcement agencies, even the marginal gains women have made in policing would not have been possible.

Graph 11



Source: NCWP Survey, 2000

Yet some agencies have demonstrated that this progress is only maintained as long as the watchful eye of the court is upon them. For example, Pittsburgh Police Department was under a court order from 1975 to 1991 mandating that for every white male they hired they were to hire one white female, one African-American male, and one African-American female. At the time the court order was imposed, Pittsburgh police department had only 1% women at the rank of police officer. By 1990, they had the highest representation of women police officers in the country at 27.2%. However, once the court order was lifted the number of women hired dropped dramatically to 8.5%. As of 2001, the percentage of women serving in the rank of police officer was 22% and continuing to decline.¹³

CONCLUSIONS

Overall, women have made small gains in law enforcement over the past 28 years and continue to increase in numbers at an alarmingly slow rate. Until law enforcement agencies enact policies and practices designed to recruit, retain, and promote women, gender balance in policing will remain a distant reality.

¹³ Thanks to Laura Zaspel of the Pittsburgh Police Department for providing these figures. Although Pittsburgh Police Department was not sampled for the 2000 survey, it has provided data for surveys in previous years.

METHODOLOGY

This study was conducted from July 2000 to November 2000 and surveyed 349 law enforcement agencies who were identified in a 1993 Bureau of Justice Statistics as having 100 or more sworn officers; 291 responded with information, but 9 of these reported fewer than 100 sworn officers and were thus excluded from the analysis. To avoid the reality and appearance of bias, all contact with participating agencies was designed to be both persistent and consistent. In order to meet these two goals, the following implementation plan was followed.

- A cover letter and survey questionnaire was mailed to the head of the law enforcement agency in July 2000.
- Next, a phone call was made to the office of the agency's head to determine the appropriate contact person to provide the desired information. This person was often the agency's Director of Human Resources.
- A phone call was then made to the contact person. A copy of the survey was faxed immediately to the contact person if he or she had not yet received it.
- After the contact person received the faxed survey, a follow-up call was made within a few days to emphasize the importance of the study and their role in it, to address any questions or concerns, and to generally facilitate their participation.
- Finally, follow-up phone calls were made to each contact person, either until the department provided information or it became clear that no amount of persistence would yield cooperation. Specifically, non-participating departments were called up to four times. The number of phone calls made was documented to assure consistency across the departments in our sample (i.e., how many attempts were made to reach the contact person and how many discussions took place).
- If errors or inconsistencies were found in any survey responses, the contact person was telephoned until the issue was clarified or it became clear that no amount of persistence would yield clarification. In the latter instance, the data in question was excluded from further analysis.

The study includes 169 municipal agencies, 69 county departments, and 44 state agencies. The size of the agencies included in the survey range from a high of 15,913 sworn officers to a low of 101. The mean number of sworn officers for the reporting agencies is 555 and the median is 218. For a complete ranking of the 282 responding police agencies ranked from the highest to the lowest percentage of sworn women law enforcement officers, see Appendix 1.

Weighting the Data

In order to make overall generalizations across agency size and type for the entire field of law enforcement agencies with 100 or more officers, it was necessary to weight the data. Once the data was collected, it was weighted so that the data from the sampled agencies would accurately reflect the number of agencies in the actual population. For example, the number of officers in small state agencies (i.e., 100-249 officers) was weighted differently from the number of officers in large city departments (i.e., 500 or more officers) because all of the small state agencies were sampled but only about half of the large city departments were sampled. The Table below presents the number of surveys that were actually returned from the sampled agencies:

Number of Responding Departments (N=282) by Agency Size and Type

Agency Size	County Depts.	City Depts.	State Agencies	Total
100-249	38	108	5	151
250-499	16	36	11	63
500+	15	25	28	68
Total	69	169	44	282

To do this, we multiplied the raw figures in each cell by a constant representing the proportional size of this cell in the population. For more information on the constants and weighting system used, please visit our website at www.feminist.org/police.

APPENDIX 1

Agency		Total Sworn Officers	Total Sworn Women Officers	% Sworn Women Officers	% Sworn Women Top Command	% Sworn Women Supervisory	% Sworn Women Line Operation	% Sworn Women of Color
1	Montgomery Cnty Sheriff's, AL	121	51	42.1%	14.3%	18.2%	50%	16.5%
2	Fort Bend Sheriff's Office, TX	212	84	39.6%	25%	46.4%	38.9%	24.1%
3	St. Landry Parish Sheriff's Office, LA	130	46	35.4%	100%	0%	35.4%	22.3%
4	Detroit Police Department, MI	4153	1049	25.3%	16.2%	26.4%	25.2%	19.9%
5	Orlando Police Department, FL	667	166	24.9%	20%	20.4%	25.8%	8.5%
6	St. John the Baptist Sheriff's Dept, LA	151	36	23.8%	0%	8.6%	38.8%	9.3%
7	Cobb County Sheriff's Office, GA	304	70	23%	25%	19.1%	24.1%	0%
8	Miami-Dade Police Department, FL	3008	650	21.6%	16.1%	18.5%	22.7%	13.2%
9	Toledo Police Department, OH	687	144	21%	12.5%	12.5%	23.2%	8%
10	Chicago Police Department, IL	15913	3250	20.4%	10.5%	17%	20.8%	9.9%
11	Terrebonne Sheriff's Office, LA	164	33	20.1%	7.7%	3.3%	25.6%	0.6%
12	Saginaw Police Department, MI	134	26	19.4%	0%	20.8%	19.6%	9%
13	Indianapolis Police Department, IN	1050	203	19.3%	6.5%	10.8%	22.2%	4.3%
14	Albany Police Department, GA	204	39	19.1%	14.3%	13.8%	22%	11.3%
15	Montgomery County Police Dept, MD	1035	194	18.7%	9.5%	10.6%	20.2%	3.1%
16	New Haven Police Department, CT	435	81	18.6%	0%	14.3%	19.6%	7.8%
17	Asheville Police Department, NC	173	32	18.5%	0%	24%	18.2%	2.3%
18	King County Sheriff's Office, WA	597	109	18.3%	31%	14%	18.3%	3.4%
19	Dane County Sheriff's Office, WI	383	69	18%	16.7%	15.8%	18.3%	0.5%
20	Newark Police Department, NJ	1383	240	17.4%	3.4%	4.1%	20.2%	13%
21	Annapolis Police Department, MD	117	20	17.1%	20%	11.1%	19.7%	6%
22	Chatham County Police Dept, GA	130	22	16.9%	14.3%	16.7%	17.2%	10%
23	Cleveland Police Department, OH	1821	308	16.9%	9.5%	16.6%	17.2%	8.8%
24	Fort Worth Police Department, TX	1201	202	16.8%	17.6%	9.1%	18.1%	4.1%
25	Louisville Police Department, KY	730	122	16.7%	11.1%	13.2%	17.5%	4%
26	Sacramento Cnty Sheriff's Office, CA	946	157	16.6%	14.8%	10.4%	18%	3.4%
27	Memphis Police Department, TN	1882	310	16.5%	5.7%	16.2%	17.7%	11.8%
28	Harrisburg Police Department, PA	170	28	16.5%	0%	15.8%	16.9%	2.4%
29	Jefferson County Sheriff's Office, KY	208	34	16.3%	11.1%	38.1%	14%	4.8%
30	Hudson County Sheriff's Office, NJ	197	32	16.2%	20%	5.3%	17.3%	1.5%
31	Howard County Police Dept, MD	323	52	16.1%	0%	11.9%	17.6%	4%
32	Eugene Police Department, OR	174	28	16.1%	33.3%	11.5%	16.2%	2.9%
33	Lincoln Police Department, NE	381	61	16%	11.1%	14.3%	16.6%	0.5%
34	Daytona Beach Police Department, FL	258	41	15.9%	0%	16.3%	16.1%	1.9%
35	Arvada Police Department, CO	133	21	15.8%	11.1%	16.7%	16%	2.3%
36	St. Charles Parish Sheriff's Dept, LA	169	26	15.4%	10%	17.5%	15.1%	3.6%
37	Tulsa County Sheriff's Office, OK	143	22	15.4%	7.7%	26.3%	14.4%	4.2%
38	Tampa Police Department, FL	840	129	15.4%	18.2%	15.8%	15.2%	5.1%
39	Shreveport Police Department, LA	490	75	15.3%	0%	12.6%	17.2%	6.7%
40	Cabarrus County Sheriff's Office, NC	118	18	15.3%	0%	4.8%	18.1%	0.8%
41	Gainesville Police Department, FL	247	37	15%	20%	17.4%	14.3%	4%
42	Mount Vernon Police Dept, NY	167	25	15%	0%	8.7%	16.7%	6%

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Agency		Total Sworn Officers	Total Sworn Women Officers	% Sworn Women Officers	% Sworn Women Top Command	% Sworn Women Supervisory	% Sworn Women Line Operation	% Sworn Women of Color
43	Seattle Police Department, WA	1285	192	14.9%	22.7	11.3	15.4	2.5
44	Seminole County Sheriff's Office, FL	304	45	14.8%	9.1	11.5	15.9	2.6
45	Kent County Sheriff's Department, MI	392	58	14.8%	0	8.2	16	3.3
46	Yuma Police Department, AZ	123	18	14.6%	0	0	18	0
47	Prince George's Cnty Police Dept, MD	1406	205	14.6%	10.3	9.5	15.6	7.8
48	Berkeley Police Department, CA	194	28	14.4%	0	16.7	14.3	4.6
49	Melbourne Police Department, FL	160	23	14.4%	0	3.7	17.2	3.1
50	Jefferson County Sheriff's Office, CO	167	24	14.4%	0	13.3	15.2	0
51	Jackson Police Department, TN	189	27	14.3%	0	14.5	14.7	3.2
52	Hampton Police Department, VA	246	35	14.2%	0	8.1	15.6	3.3
53	Tulsa Police Department, OK	812	115	14.2%	8.6	3.9	15.6	3.4
54	Waukesha County Sheriff's Dept, WI	149	21	14.1%	0	9.1	15.5	0.7
55	Ramsey County Sheriff's Dept, MN	355	50	14.1%	0	12.8	14.5	1.7
56	Wisconsin State Patrol, WI	508	71	14%	16.7	16.9	13.5	0.2
57	Durham Police Department, NC	452	63	13.9%	20	5.9	15.1	6
58	Charlotte-McKlenburg Police, NC	1438	199	13.8%	18.6	16.7	13.4	3.5
59	Monroe County Sheriff's Office, FL	210	29	13.8%	10	9.5	15.2	1.4
60	Chesapeake Police Department, VA	334	46	13.8%	0	8.9	15.2	3
61	Fayetteville Police Department, NC	269	37	13.8%	0	8.2	16.2	3.7
62	Camden Police Department, NJ	408	56	13.7%	0	5.6	15.8	13.7
63	Los Angeles Cnty Sheriff's Dept, CA	6450	884	13.7%	8.9	12.8	13.9	7.3
64	Tempe Police Department, AZ	314	43	13.7%	20	8.9	14.6	0.3
65	New Orleans Police Department, LA	1576	213	13.5%	2.8	13.8	13.7	9.3
66	Sarasota Police Department, FL	200	27	13.5%	0	14.3	13.9	2
67	Orange County Sheriff's Office, FL	1227	165	13.4%	6.5	17.6	13.1	2.9
68	Palm Bay Police Department, FL	127	17	13.4%	16.7	4.2	15.5	1.6
69	Richmond Police Department, VA	659	87	13.2%	18.8	14.3	12.8	0.5
70	Santa Clara Cnty Sheriff's Office, CA	478	63	13.2%	9.1	6	14.5	4.6
71	Phoenix Police Department, AZ	2635	347	13.2%	12.1	12.1	13.4	0
72	Baton Rouge Police Department, LA	602	79	13.1%	0	25.1	8.9	4.3
73	Glendale Police Department, AZ	277	36	13%	0	11.4	13.6	1.4
74	Killeen Police Department, TX	139	18	12.9%	0	8.7	14.7	5
75	Gaston County Police, NC	132	17	12.9%	10	9.1	14	3
76	Leon County Sheriff's Office, FL	182	23	12.6%	7.1	2.9	15.8	2.7
77	Osceola Sheriff's Office, FL	262	33	12.6%	16.7	7.5	13.8	2.7
78	Coral Springs Police Department, FL	176	22	12.5%	0	4.3	14.3	1.7
79	Anchorage Police Department, AK	337	42	12.5%	0	10.4	13	1.5
80	Cambridge Police Department, MA	265	33	12.5%	22.2	4.4	13.7	5.3
81	Greenville Police Department, SC	178	22	12.4%	0	11.5	12.9	2.8
82	Manatee County Sheriff's Office, FL	373	46	12.3%	7.7	6.1	13.9	2.7
83	Michigan State Police, MI	2102	259	12.3%	12.5	11.8	12.6	1
84	Scottsdale Police Department, AZ	321	39	12.1%	12.5	5.8	13.4	0.6
85	Clearwater Police Department, FL	264	32	12.1%	0	12.2	12.8	1.9
86	Contra Costa County Sheriff's, CA	619	75	12.1%	9.1	8.3	13.1	4
87	San Mateo County Sheriff's Dept, CA	174	21	12.1%	0	15.6	11.6	3.4

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Agency	Total Sworn Officers	Total Sworn Women Officers	% Sworn Women Officers	% Sworn Women Top Command	% Sworn Women Supervisory	% Sworn Women Line Operation	% Sworn Women of Color	
88	Wake County Sheriff's Office, NC	242	29	12%	6.7	15.4	11.9	5.8
89	Plantation Police Department, FL	185	22	11.9%	0	0	14.4	1.6
90	Austin Police Department, TX	1147	135	11.8%	5.6	10.2	12.1	3.7
91	North Las Vegas Police Dept, NV	171	20	11.7%	0	3.3	13.8	0.6
92	Fairfax County Police Dept, VA	1131	131	11.6%	6.9	9.8	12	1.3
93	Chula Vista Police Department, CA	194	22	11.3%	0	15.4	11	4.1
94	Denver Police Department, CO	1465	164	11.2%	13.9	11.6	11	4.5
95	Jefferson County Police Dept, KY	446	49	11%	12.5	11.8	10.7	3.1
96	Hollywood Police Department, FL	324	35	10.8%	8.3	2	12.6	2.5
97	Fort Myers Police Department, FL	149	16	10.7%	0	4.8	12.2	2.7
98	Framingham Police Department, MA	112	12	10.7%	0	0	14.1	3.6
99	Aurora Police Department, CO	507	54	10.7%	0	2.5	12.5	2
100	High Point Police Department, NC	179	19	10.6%	14.3	8	10.7	1.1
101	Orange County Sheriff's Dept, CA	1376	146	10.6%	0	6.8	11.4	2
102	Johnson City Police Department, TN	151	16	10.6%	0	14.3	10.8	0
103	Anne Arundel Cnty Police Dept, MD	656	69	10.5%	0	4.8	11.8	1.5
104	Waterloo Police Department, IA	124	13	10.5%	0	7.7	11.7	0
105	Yonkers Police Department, NY	603	63	10.4%	5	4	12	2.2
106	Clackamas Cnty Sheriff's Office, OR	212	22	10.4%	0	10	10.8	0
107	Miami Beach Police Department, FL	376	39	10.4%	6.3	10.8	10.5	3.7
108	Danville Police Department, VA	136	14	10.3%	0	28.6	10.1	2.2
109	St. Louis Police Department, MO	418	43	10.3%	9.7	7	18.3	4.8
110	San Mateo Police Department, CA	107	11	10.3%	20	5	11	0.9
111	Suffolk Police Department, VA	146	15	10.3%	0	8.3	11	2.7
112	Ventura County Sheriff's Dept, CA	501	51	10.2%	8.8	5.7	11.1	3
113	Cedar Rapids Police Department, IA	197	20	10.2%	0	3.8	11.9	0
114	Virginia Beach Police Dept, VA	736	74	10.1%	6.7	5	11	1.2
115	Fort Wayne Police Department, IN	378	38	10.1%	18.8	2.9	11.2	2.9
116	New Bedford Police Department, MA	279	28	10%	0	4.8	12.3	2.2
117	Margate Police Department, FL	111	11	9.9%	0	0	12.8	1.8
118	Maryland State Police, MD	1611	159	9.9%	4.5	9.3	10.4	2.3
119	Pueblo Police Department, CO	194	19	9.8%	9.1	3.7	10.9	1.5
120	Massachusetts State Police, MA	2228	218	9.8%	3.5	5.5	11.5	0.6
121	East Hartford Police Department, CT	123	12	9.8%	0	0	13.2	1.6
122	Marin County Sheriff's Office, CA	113	11	9.7%	0	0	12.9	0.9
123	Florida Highway Patrol, FL	1748	170	9.7%	2.8	5.9	11.1	2.9
124	Fresno County Sheriff's Dept, CA	426	41	9.6%	0	5.2	10.6	0.9
125	Wilmington Police Department, DE	281	27	9.6%	18.2	11.3	8.8	5
126	Martin County Sheriff's Office, FL	221	21	9.5%	0	4.3	11.6	0.9
127	Brevard County Sheriff's Office, FL	369	35	9.5%	8.3	3.1	11	1.6
128	East Orange Police Department, NJ	264	25	9.5%	0	0	12.1	8.7
129	San Bernardino Police Dept, CA	275	26	9.5%	0	4.2	10.8	5.1
130	Salt Lake City Police Department, UT	413	39	9.4%	18.2	6.1	9.8	1.2
131	Atlantic City Police Department, NJ	414	39	9.4%	4.3	3.4	10.8	3.4
132	Elkhart Police Department, IN	107	10	9.3%	20	5.3	9.6	0.9

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Agency		Total Sworn Officers	Total Sworn Women Officers	% Sworn Women Officers	% Sworn Women Top Command	% Sworn Women Supervisory	% Sworn Women Line Operation	% Sworn Women of Color
133	Illinois State Police, IL	2047	191	9.3%	13	9.3	9.2	1
134	Fremont Police Department, CA	205	19	9.3%	0	10.8	9.2	0
135	St. Louis County Police Dept, MO	691	64	9.3%	0	5.8	10.1	1.2
136	Midland Police Department, TX	162	15	9.3%	0	4.8	11.2	3.7
137	Ohio State Highway Patrol, OH	1408	130	9.2%	3.4	6.2	10.5	0.7
138	Washtenaw Cnty Sheriff's Office, MI	141	13	9.2%	0	4.3	10.4	0
139	Santa Fe Police Department, NM	141	13	9.2%	16.7	3.6	10.3	3.5
140	Stockton Police Department, CA	369	34	9.2%	0	4.6	10.5	1.9
141	Tuscaloosa Police Department, AL	218	20	9.2%	11.8	5.4	9.8	3.7
142	Inglewood Police Department, CA	175	16	9.1%	0	8.1	9.7	6.3
143	Citrus County Sheriff's Office, FL	154	14	9.1%	0	0	11.8	0.6
144	Travis County Sheriff's Office, TX	199	18	9%	20	3.7	9.6	2
145	Oregon State Police, OR	798	72	9%	0	2.8	10.7	0.8
146	Kansas City Police Department, KS	355	32	9%	8.3	3.6	10.1	1.7
147	Pasco County Sheriff's Office, FL	356	32	9%	10	14.8	7.7	0.6
148	Montana Highway Patrol, MT	235	21	8.9%	0	11.1	9	0.9
149	Kokomo Police Department, IN	101	9	8.9%	0	0	12.3	0
150	Bexar County Sheriff's Office, TX	428	38	8.9%	7.7	4	9.6	5.6
151	Waco Police Department, TX	205	18	8.8%	7.7	9.4	8.8	1.5
152	Nashville/Davidson Cnty Police, TN	1256	110	8.8%	16.7	11	8	1.4
153	California Highway Patrol, CA	6564	571	8.7%	6.1	8.7	8.8	1.8
154	Wichita Falls Police Department, TX	184	16	8.7%	0	9.7	8.8	0.5
155	Rhode Island State Police, RI	219	19	8.7%	0	4.8	10.8	0.5
156	South Bend Police Department, IN	258	22	8.5%	5.6	4.3	9.8	2.7
157	Minnesota State Patrol, MN	553	47	8.5%	12	9.2	8.1	0
158	Beaufort County Sheriff's Office, SC	165	14	8.5%	0	0	12.4	3
159	Las Vegas Metro. Police Dept, NV	1695	143	8.4%	8.3	7.1	8.7	1.4
160	New Hampshire State Police, NH	313	26	8.3%	0	6.8	9.1	0
161	Warwick Police Department, RI	170	14	8.2%	0	13.9	7.3	0
162	Hernando County Sheriff's Office, FL	184	15	8.2%	0	7.7	8.7	2.2
163	Will County Sheriff's Office, IL	270	22	8.1%	0	4.5	9.7	2.6
164	New Britain Police Department, CT	149	12	8.1%	0	0	9.8	0.7
165	Lafayette Parish Sheriff's Dept, LA	175	14	8% %	0	3.8	8.8	0.6
166	Volusia County Sheriff's Office, FL	401	32	8%	0	5.1	8.8	0.7
167	Santa Rosa Cnty Sheriff's Office, FL	139	11	7.9%	11.1	12.5	7	0.7
168	Albany Police Department, NY	318	25	7.9%	12.5	2.2	8.7	1.9
169	Okaloosa County Sheriff's Office, FL	205	16	7.8%	0	4.3	8.6	1
170	Las Cruces Police Department, NM	141	11	7.8%	0	4.5	8.6	2.8
171	New York State Police, NY	4105	320	7.8%	5	7.4	7.9	0.5
172	Charleston Police Department, WV	181	14	7.7%	16.7	10.3	6.6	1.7
173	Delray Beach Police Department, FL	143	11	7.7%	0	3.7	9.2	2.1
174	Tyler Police Department, TX	170	13	7.6%	0	10.3	7.4	1.8

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175	Arizona Dept of Public Safety, AZ	1047	80	7.6%	0	9.5	7.4	1
176	Westland Police Department, MI	105	8	7.6%	0	3.4	9.6	0
177	Danbury Police Department, CT	145	11	7.6%	0	0	9.9	1.4
178	Richmond Police Department, CA	186	14	7.5%	0	5.7	8.1	2.2
179	West Valley City Police Dept, UT	175	13	7.4%	0	4.3	8.2	1.7
180	Hamilton Police Department, OH	122	9	7.4%	0	5.6	7.9	0
181	Greenwich Police Department, CT	150	11	7.3%	0	7.7	7.6	0.7
182	Troy Police Department, MI	137	10	7.3%	0	3	9	0
183	Alaska Dept of Public Safety, AK	331	24	7.3%	0	6.8	7.9	1.2
184	Corona Police Department, CA	138	10	7.2%	0	15.4	5.6	0
185	Green Bay Police Department, WI	194	14	7.2%	0	8.3	7.5	0
186	Vermont State Police, VT	292	21	7.2%	0	5.1	8.4	0.7
187	Reno Police Department, NV	320	23	7.2%	0	3.7	8.1	0.6
188	Snohomish Cnty Sheriff's Office, WA	225	16	7.1%	0	6.5	7.5	0
189	Hanover County Sheriff's Office, VA	141	10	7.1%	0	8.3	7.2	0.7
190	Santa Cruz Sheriff's Office, CA	156	11	7.1%	0	3.4	8.1	1.3
191	San Angelo Police Department, TX	159	11	6.9%	0	3.2	8.2	2.5
192	Farmington Hills Police Dept, MI	116	8	6.9%	0	0	9.2	0
193	Vallejo Police Department, CA	146	10	6.8%	0	10	6.2	2.7
194	Sonoma County Sheriff's Office, CA	221	15	6.8%	0	2.6	7.9	0
195	Franklin County Sheriff's Office, OH	193	13	6.7%	0	3.4	7.5	1.6
196	Cranston Police Department, RI	149	10	6.7%	0	0	8.5	0.7
197	Washington State Patrol, WA	989	66	6.7%	8.7	7.1	6.5	0.4
198	Corpus Christi Police Department, TX	407	27	6.6%	0	7.2	6.5	2.5
199	San Antonio Police Department, TX	1878	123	6.5%	8.7	6.9	6.5	3.4
200	Compton Police Department, CA	107	7	6.5%	0	0	8.2	4.7
201	Sioux City Police Department, IA	126	8	6.3%	0	3.7	7.4	0
202	El Cajon Police Department, CA	142	9	6.3%	0	3.6	7.2	0
203	Canton Police Department, OH	190	12	6.3%	0	2.4	7.9	1.6
204	Hoover Police Department, AL	127	8	6.3%	0	4	7.1	0
205	Connecticut Dept of Public Safety, CT	689	43	6.2%	100	3.4	7.3	0.4
206	Myrtle Beach Police Department, SC	164	10	6.1%	25	5.3	5.7	0.6
207	Passaic Police Department, NJ	164	10	6.1%	0	0	8.1	4.3
208	Lawton Police Department, OK	151	9	6%	0	5.6	6.5	0
209	Bloomington Police Department, MN	103	6	5.8%	0	0	7.6	0
210	Hamilton County Sheriff's Dept, TN	155	9	5.8%	0	10.7	4.9	1.9
211	Billings Police Department, MT	121	7	5.8%	0	0	6.9	0
212	Harford County Sheriff's Office, MD	208	12	5.8%	0	2.9	6.8	2.4
213	Malden Police Department, MA	105	6	5.7%	0	0	7.8	0
214	Bayonne Police Department, NJ	230	13	5.7%	6.3	6.4	5.4	0.4
215	Odessa Police Department, TX	160	9	5.6%	0	11.4	4.3	1.9
216	Springfield Police Department, IL	268	15	5.6%	11.1	2.2	6.1	0.7
217	Nevada Highway Patrol, NV	429	24	5.6%	0	3	6.2	0.5
218	Gastonia Police Department, NC	180	10	5.6%	8.3	4.3	5.5	0.6

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219	Bibb County Sheriff Department, GA	126	7	5.6%	7.7%	2.7%	6.6	4
220	Arkansas State Police, AR	559	31	5.5%	0%	2.7%	6.7	0.7
221	Lubbock Police Department, TX	273	15	5.5%	0%	1.8%	6.8	1.5
222	Indiana State Police, IN	1285	70	5.4%	6.1%	4.7%	5.7	0.3
223	Medford Police Department, MA	131	7	5.3%	0%	0%	7	0.8
224	Reading Police Department, PA	188	10	5.3%	0%	5.4%	5.5	0.5
225	Amherst Police Department, NY	151	8	5.3%	0%	3.8%	6	0
226	Bristol Police Department, CT	114	6	5.3%	0%	0%	6.7	0
227	Huntsville Police Department, AL	344	18	5.2%	0%	5.1%	5.4	0.9
228	Idaho State Police, ID	268	14	5.2%	0%	4.5%	5.9	0
229	Texas Dept of Public Safety, TX	3121	163	5.2%	2.6%	3.7%	5.6	2.6
230	West Allis Police Department, WI	136	7	5.1%	0%	6.5%	5.2	0
231	Jersey City Police Department, NJ	898	46	5.1%	0%	2%	5.9	1.7
232	Tennessee Dept of Public Safety, TN	889	45	5.1%	0%	1.9%	6.1	0.8
233	Quincy Police Department, MA	219	11	5%	0%	2.2%	6	0.5
234	Bossier City Police Department, LA	140	7	5%	0%	5.4%	5.4	1.4
235	Schaumburg Police Department, IL	140	7	5%	0%	7.4%	4.7	2.9
236	Bakersfield Police Department, CA	301	15	5%	0%	4.5%	5.2	1
237	Sunnyvale Police Department, CA	222	11	5%	0%	0%	6.4	0.9
238	Decatur Police Department, IL	164	8	4.9%	0%	4.5%	5.1	1.2
239	North Dakota Highway Patrol, ND	125	6	4.8%	0%	5.6%	5.4	0.8
240	East Chicago Police Department, IN	127	6	4.7%	0%	8%	4.2	3.9
241	Brownsville Police Department, TX	213	10	4.7%	0%	4.2%	4.9	4.7
242	Garland Police Department, TX	281	13	4.6%	0%	0%	5.4	0.7
243	Colorado State Patrol, CO	696	32	4.6%	2.6%	1.6%	5	0.1
244	Cheektowaga Police Department, NY	132	6	4.5%	0%	8.7%	3.8	0
245	Ontario Police Department, CA	222	10	4.5%	25%	2.7%	4.4	1.4
246	Nebraska State Patrol, NE	356	16	4.5%	0%	8.6%	3.4	0
247	Hattiesburg Police Department, MS	113	5	4.4%	10%	4.5%	3.7	1.8
248	So Carolina Dept of Public Safety, SC	1192	52	4.4%	3.2%	3.2%	4.6	1.3
249	Huntington Beach Police Dept, CA	234	10	4.3%	0%	2.5%	4.8	1.3
250	Pomona Police Department, CA	165	7	4.2%	0%	3.4%	4.5	0.6
251	Maine Dept of Public Safety, ME	344	14	4.1%	0%	6.5%	3.6	0
252	Virginia State Police, VA	1821	74	4.1%	0%	2.6%	4.4	0.5
253	Dutchess County Sheriff's Office, NY	148	6	4.1%	0%	0%	4.6	0
254	Pennsylvania State Police, PA	4134	166	4%	3.1%	6.9%	3.8	0.8
255	Fall River Police Department, MA	250	10	4%	12.5%	0%	4.5	0
256	Oak Lawn Police Department, IL	104	4	3.8%	0%	5.3%	3.8	0
257	North Bergen Police Department, NJ	105	4	3.8%	0%	0%	4.9	0
258	Missouri State Highway Patrol, MO	1083	41	3.8%	3.1%	1.5%	4.8	0.3
259	Longview Police Department, TX	133	5	3.8%	0%	3.8%	3.9	0.8
260	Torrance Police Department, CA	241	9	3.7%	16.7%	0%	4.3	0
261	Port Arthur Police Department, TX	114	4	3.5%	0%	5%	3.3	1.8

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262	Lower Merion Police Department, PA	144	5	3.5%	0%	4.8%	3.3%	0.7%
263	Utah Highway Patrol, UT	406	14	3.4%	0%	2.5%	3.8%	0.2%
264	Kentucky State Police, KY	937	32	3.4%	2.3%	3.4%	3.5%	0.1%
265	Iowa State Patrol, IA	451	15	3.3%	7.7%	1.4%	3.5%	0%
266	Kansas Highway Patrol, KS	457	15	3.3%	0%	3%	3.6%	0.2%
267	Long Branch Police Department, NJ	100	3	3%	0%	0%	3.8%	1%
268	New Mexico State Police, NM	483	14	2.9%	4.2%	2.1%	3%	0.8%
269	Alabama Dept of Public Safety, AL	636	18	2.8%	9.1%	2.3%	2.7%	1.3%
270	Parsippany Police Department, NJ	106	3	2.8%	0%	0%	3.8%	0.9%
271	Wyoming Highway Patrol, WY	147	4	2.7%	0%	10%	1.7%	0%
272	Louisiana State Patrol, LA	1037	26	2.5%	3.1%	0.8%	2.7%	0.3%
273	West Virginia State Police, WV	682	17	2.5%	0%	2.2%	2.8%	0.1%
274	Dover Township Police, NJ	135	3	2.2%	0%	0%	2.7%	0.7%
275	New Brunswick Police Dept, NJ	140	3	2.1%	0%	3.6%	1.9%	0.7%
276	West Orange Police Department, NJ	106	2	1.9%	0%	0%	3%	1.9%
277	Wayne Police Department, NJ	110	2	1.8%	0%	0%	2.5%	0%
278	North Carolina State Hwy Patrol, NC	1336	24	1.8%	0%	1.9%	1.8%	0.4%
279	West New York Police Dept, NJ	118	2	1.7%	0%	0%	2.3%	1.7%
280	Bloomfield Police Department, NJ	120	2	1.7%	0%	3.8%	1.1%	0%
281	South Dakota Highway Patrol, SD	157	2	1.3%	0%	0%	1.6%	0%
282	Brick Township Police Dept, NJ	113	1	0.9%	0%	0%	1.1%	0%
TOTAL								