

Equality Denied

THE STATUS OF WOMEN IN POLICING: 2001

National Center for Women & Policing
a division of the Feminist Majority Foundation

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The Status of Women in Policing: 2001

In order to gauge the status and growth of women in law enforcement, the National Center for Women & Policing conducted its fifth annual study on women sworn and civilian personnel within the largest law enforcement agencies in the United States. In addition, the second annual survey of small and rural law enforcement agencies was conducted by the Justice and Safety Center at Eastern Kentucky University, in cooperation with the National Center for Women & Policing. This report includes the results of both studies and examines the gains – and the gaps – in the numbers of women in policing, providing a picture of where women are in law enforcement today.

The 2001 Status of Women in Policing Survey provides a comprehensive – and discouraging – picture of women’s representation in law enforcement. Our research shows that the number of women in sworn law enforcement remains small, and in large agencies the pace of increase has stalled or even reversed.

In 2001, women accounted for only 12.7% of all sworn law enforcement positions in large agencies (with 100 or more sworn personnel) – a figure that is less than four percentage points higher than in 1990, when women comprised 9% of sworn officers. In small and rural agencies (with fewer than 100 sworn personnel), women comprise an even smaller 8.1% of all sworn personnel. When these figures are combined in a weighted estimate, they indicate that women represent only 11.2% of all sworn law enforcement personnel in the U.S. – dramatically less than the participation of women in the whole of the labor force at 46.5%.¹

Although women gained approximately half a percentage point per year in their representation within large police agencies from 1972 to 1999, there is mounting evidence that this trend has now stalled or even reversed. In 2000 and 2001, the representation of women in large police agencies actually declined from the year before – from 14.3% in 1999 and 13.0% in 2000 to 12.7% in 2001. At the present rate, women will not achieve equality in large police agencies for several generations, if at all.

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.³ Entry exams, with an over-emphasis on physical prowess block many qualified women from serving, even though research documents that such tests are not job-related and they do not predict successful job performance.⁴ 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 policing's aggressive and authoritarian image, an image based on the outdated paramilitary model of law enforcement. Once on the job, women often face discrimination, harassment, intimidation, and are maliciously thwarted, especially as they move up the ranks.⁵ This undermines any efforts to recruit and retain women, and contributes to their dramatic under-representation in sworn law enforcement.

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. 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.⁶ In fact, no matter which measure of excessive force is used – citizen complaints, sustained allegations, or civil liability payouts – the pattern is both dramatic and consistent. Women are substantially less likely to be named in a citizen complaint, sustained allegation, or civil lawsuit for excessive use of force.⁷

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 incidents⁸ – which constitute approximately half of all violent crime calls to the police.⁹ Moreover, studies have found that up to 40% of police officers commit domestic abuse themselves.¹⁰ 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.

KEY FINDINGS

- Women currently comprise 12.7% of all sworn law enforcement positions among large municipal, county, and state law enforcement agencies in the United States with 100 or more sworn officers. Women of color hold 4.8% of these positions.¹¹
- In small and rural police agencies, women hold only 8.1% of all sworn positions. Women of color are virtually absent, with a representation of 1.2%. For this survey, small and rural police agencies are defined as those county and municipal agencies located in a county with a population of less than 50,000 and with fewer than 100 sworn personnel.¹²
- Over the last ten years, the representation of women in large police agencies has slowly increased from 9% in 1990 to 12.7% in 2001 – a gain of less than 4%. This under-representation of women is striking, given that women account for 46.5% of the adult labor force.¹
- There is now mounting evidence that the slow pace of increase in the representation of women in large police agencies has stalled or even possibly reversed. The percentage of women in large police agencies was 14.3% in 1999, 13.0% in 2000, and 12.7% in 2001. This discouraging trend is primarily concentrated among municipal and state agencies, and raises the question of whether women will ever reach equal representation or gender balance within the police profession.
- Within large police agencies, sworn women currently hold only 7.3% of Top Command positions, 9.6% of Supervisory positions, and 13.5% of Line Operation positions.¹³ Sworn women of color hold 1.6% of Top Command positions, 3.1% of Supervisory positions, and 5.3% of Line Operations positions.
- In small and rural agencies, sworn women hold only 3.4% of all Top Command positions, 4.6% of all Supervisory positions, and 9.7% of all Line Operations positions. Women of color represent less than one percent of both Top Command positions (0.3%) and Supervisory positions (0.4%) and only 1.5% of all Line Operation positions.
- More than half (55.9%) of the large police agencies surveyed reported no women in Top Command positions, and the vast majority (87.9%) reported no women of color in their highest ranks. For small and rural agencies, 97.4% have no women in Top Command positions, and only 1 of the 235 agencies has a woman 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.

- Among those police organizations with at least 100 sworn personnel, state agencies trail municipal and county agencies by a wide margin in hiring and promoting women. Specifically, state agencies report 5.9% sworn women law enforcement officers, which is significantly lower than the percentage reported by municipal agencies (14.2%) and county agencies (13.9%).
- One possible explanation for the stall or even decline in women's representation within sworn law enforcement is the decrease in the number of consent decrees mandating the hiring and/or promotion of women and/or minorities. Among surveyed agencies, eight consent decrees expired in the period of time from 1999 to 2002, yet only two consent decrees were implemented since 1995, and only six were implemented in the entire decade. 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.

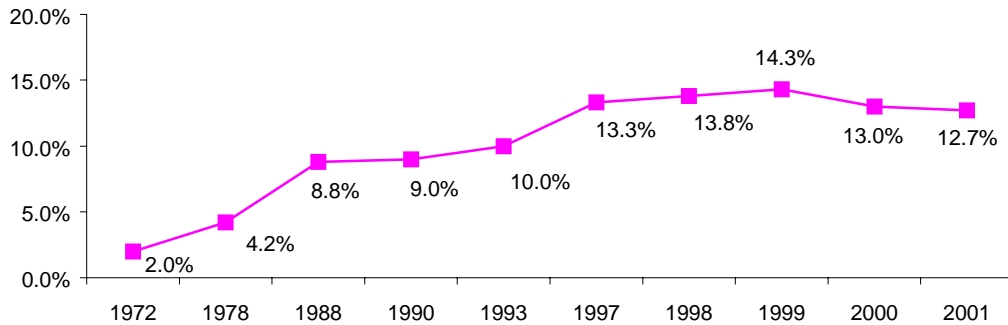
THE STATUS OF WOMEN IN LARGE POLICE AGENCIES: 2001 SURVEY FINDINGS

Over the last 30 years, women have increased their representation in sworn positions within large police agencies (with more than 100 sworn personnel) to 12.7% in 2001, from a low of 2% in 1972.¹⁴ This 10.7% increase has been spread over the intervening years, averaging an annual gain of less than one-half of 1% per year. In 1978, women held 4.2% of the sworn law enforcement positions in the largest municipal agencies. Ten years later, in 1988, that number had barely doubled to 8.8%,¹⁵ and it was not until 1993 that large police agencies reached a major benchmark by crossing into the double digits (*See Graph 1*).

In 2000 and 2001, however, this trend of slow increase has stalled and possibly even reversed. In the first three *Status of Women in Policing Surveys* conducted by the NCWP, a slow pace of increase was seen in the representation of sworn women from 13.3% in 1997, to 13.8% in 1998, and 14.3% in 1999. Then in 2000, the figure declined to 13.0% and continued to backslide in 2001 to 12.7%.¹⁶ At best, this pattern can be seen as a stall in the glacial pace of progress for women in policing. At worst, it demonstrates that women are actually losing ground in their representation within sworn law enforcement.

The Status of Women in Large Police Agencies

**Percentage of Sworn Women in Law Enforcement Agencies with
100+ Sworn Personnel: 1972-2001**



Graph 1

Sources: NCWP *Survey on the Status of Women in Policing*, 1997, 1998, 1999, 2000, 2001; *Law Enforcement Management and Administrative Statistics*, 1990, 1993; International City Management Association (1972), *Personnel Practices in Municipal Police Departments*, Urban Data Service; S. Martin (1989), "Women on the Move? A Report on the Status of Women in Policing," *Police Foundation Reports*.

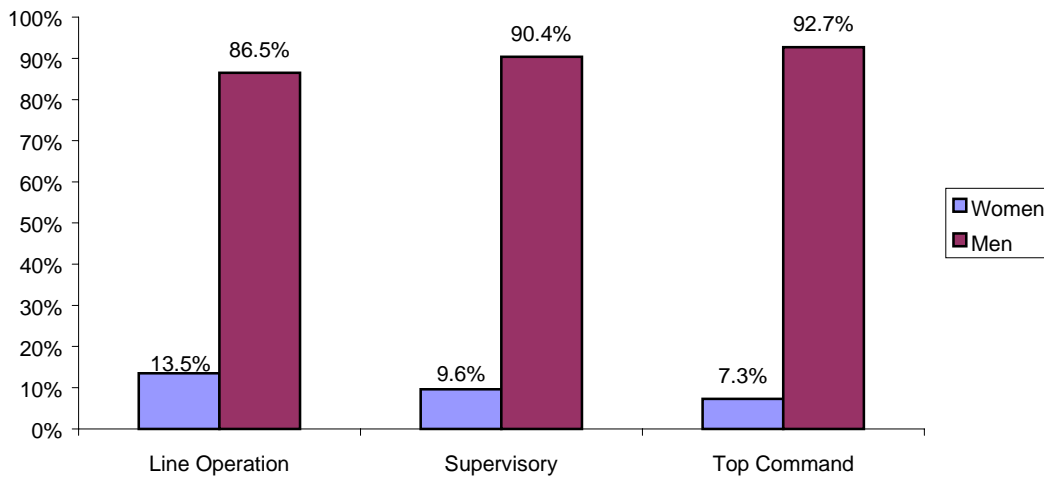
Not surprisingly, women are concentrated in the lowest tier of sworn law enforcement positions. Women hold 13.5% of Line Operation positions, but their numbers rapidly decrease in the higher ranks to 9.6% of Supervisory posts and 7.3% of Top Command positions (*See Graph 2*). Over

half (55.9%) of the agencies surveyed reported having no women in Top Command positions and a large majority (87.9%) reported having no women of color in Top Command positions.¹³

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, 85.4% are in Line Operations, 13.2% are in Supervisory positions, and 1.5% are in Top Command. By comparison, 79.4% of the men are in Line Operations, 17.8% are in Supervisory positions, and 2.8% are in Top Command. Clearly, women are disproportionately represented in the lower tiers of sworn law enforcement when compared with men.

Graph 2

Percentage of Sworn Law Enforcement Officers by Rank and Gender: Large Police Agencies 2001

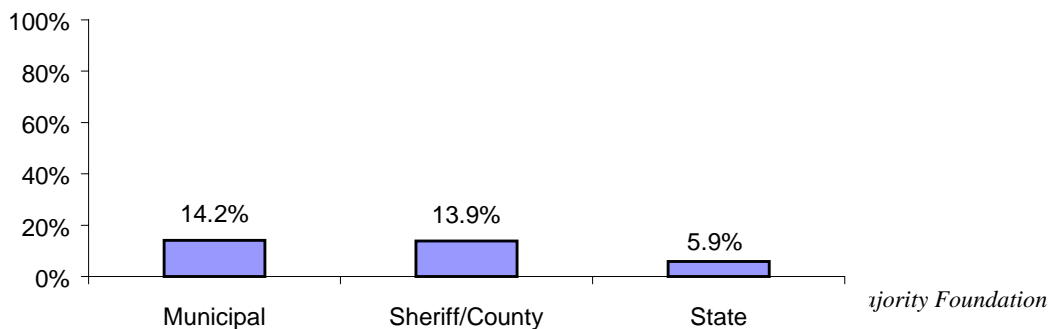


Source: NCWP Survey, 2001.

Comparisons between state, county, and municipal law enforcement agencies also reveal sharp differences for women in law enforcement. While county and municipal agencies tally 13.9% and 14.2% women in sworn law enforcement positions, respectively, state agencies lag with an average of only 5.9% (See Graph 3).

Graph 3

Women as Percentage of Sworn Law Enforcement by Agency Type: Large Police Agencies 2001



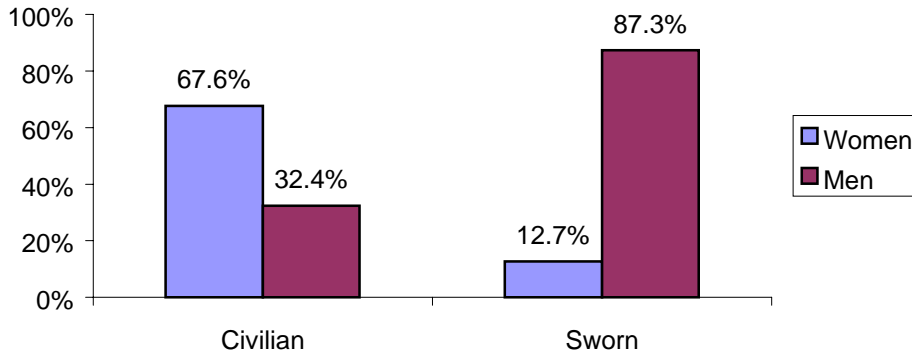
Source: NCWP Survey, 2001.

The Status of Women in Civilian Law Enforcement

Although women hold only 12.7% of the sworn law enforcement positions in agencies surveyed, they continue to hold the majority (67.6%) of lower paid civilian jobs that often offer little or no chance of upward mobility. (See **Graph 4**).

Graph 4

**Percentage of Civilian and Sworn Personnel by Gender:
Large Police Agencies 2001**

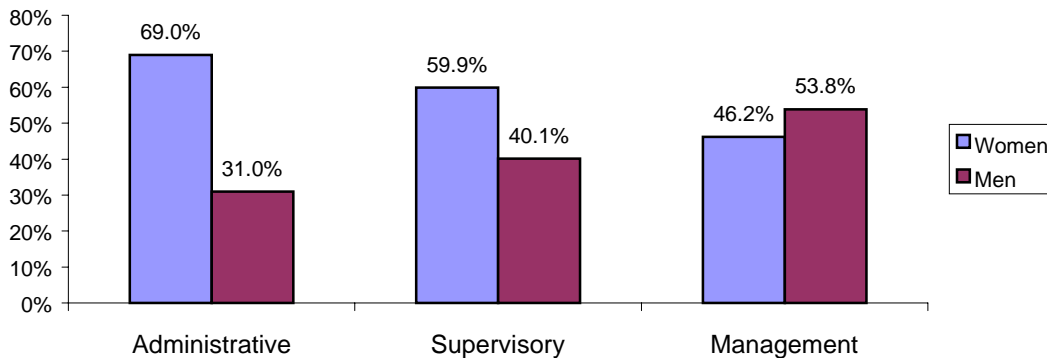


Source: NCWP Survey, 2001.

Among civilian personnel, women comprise 46.2% of Management positions, 59.9% of Supervisory positions, and 69.0% of Administrative Support Staff (See **Graph 5**).¹⁷ While women comprise a significant majority of civilian positions, they continue to be underrepresented in civilian Management positions.

Graph 5

**Percentage of Civilian Law Enforcement Personnel by Gender and
Rank: Large Police Agencies 2001**



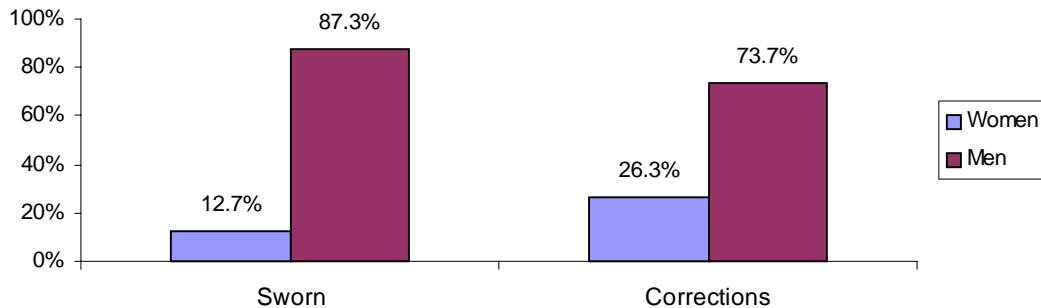
Source: NCWP Survey, 2001.

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.¹⁸ The percentage of women in corrections positions is more than twice as high as the percentage of sworn women police personnel – 26.3% in corrections compared to 12.7% 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.

Graph 6

Sworn and Correctional Law Enforcement Personnel by Gender: Large Police Agencies 2001

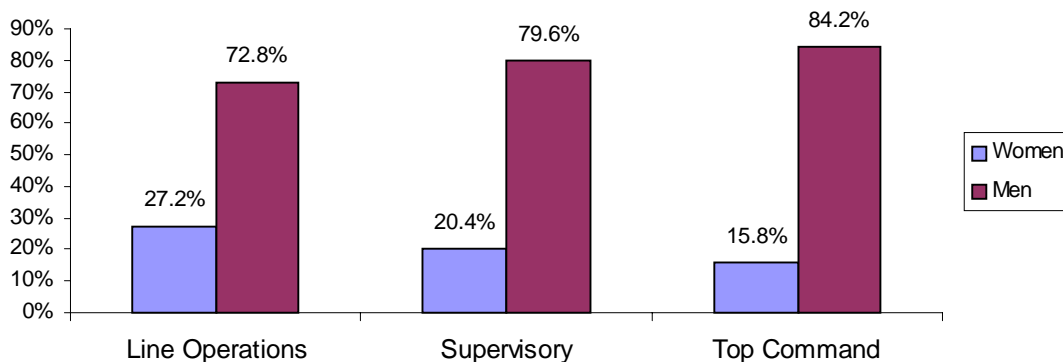


Source: NCWP Survey, 2001.

Women’s gains in correctional facilities are also concentrated in the lower tiers. Women comprise 27.2% of Line Operations positions within corrections, 20.4% of Supervisory positions, and only 15.8% of Top Command positions (*See Graph 7*).

Graph 7

Correctional Law Enforcement Personnel by Gender and Rank: Large Police Agencies 2001



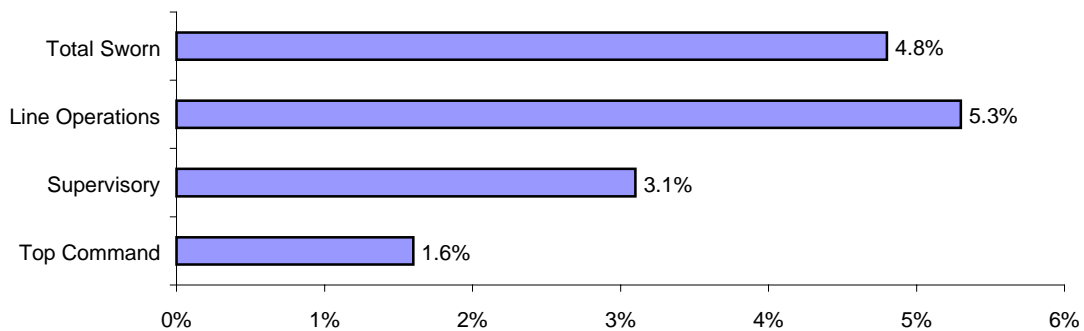
Source: NCWP Survey, 2001.

The Status of Women of Color in Law Enforcement

In the majority of law enforcement agencies, women of color are also under-represented, holding 4.8% of sworn positions. This under-representation of women of color within sworn law enforcement contrasts with their 8.2% representation in the overall labor force over age 16.¹ Moreover, women of color are virtually absent from the highest ranks, holding only 1.6% of the coveted Top Command positions in sworn law enforcement (See Graph 8).

Graph 8

**Women of Color as Percentage of Sworn Law Enforcement by Rank:
Large Police Agencies 2001**

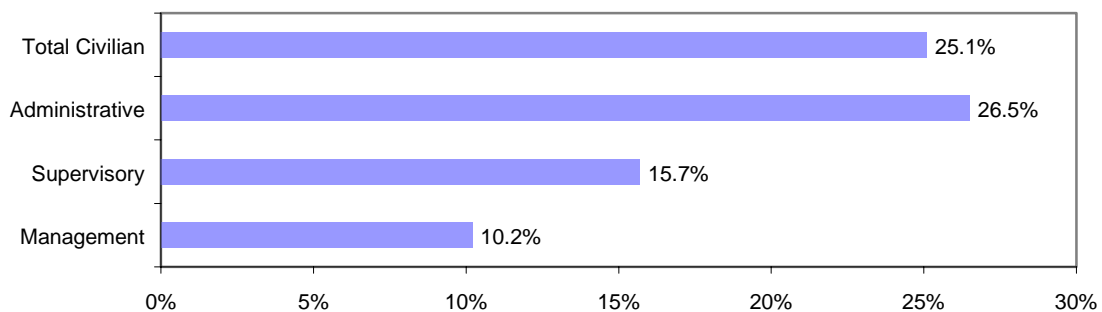


Source: NCWP Survey, 2001.

Women of color have made greater gains as civilian personnel, holding 25.1% of civilian positions. However, they occupy only 10.2% of civilian Management positions and 15.7% of Supervisory positions. Most women of color in civilian law enforcement are concentrated in the lowest tier of Administrative positions (26.5%) (See Graph 9).

Graph 9

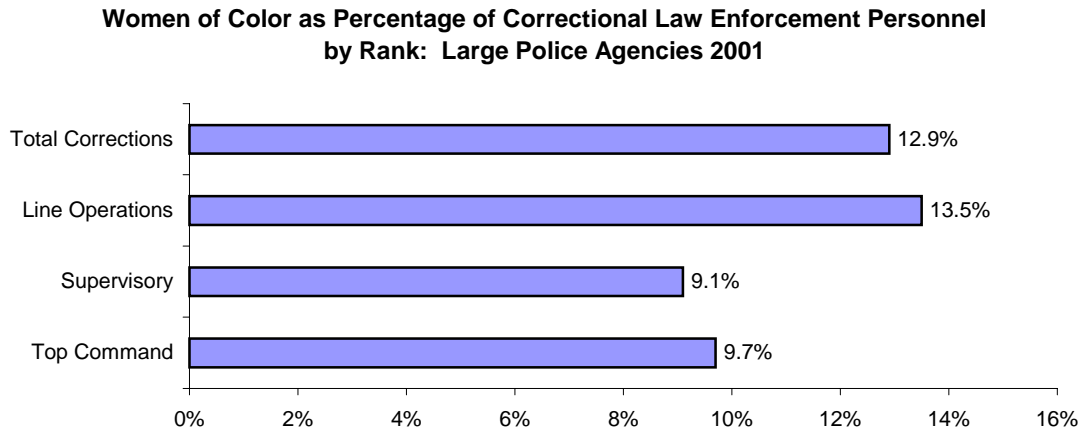
**Women of Color as Percentage of Civilian Law Enforcement by Rank:
Large Police Agencies 2001**



Source: NCWP Survey, 2001.

Women of color hold 12.9% of corrections positions, 9.7% of the Top Command positions, and 9.1% of Supervisory positions within corrections (See Graph 10).

Graph 10



Source: NCWP Survey, 2001.

The Effect of Consent Decrees on the Hiring of Women

Although a number of possibilities exist to explain the stall in women's progress within law enforcement, one is the decrease in the number of active consent decrees mandating the hiring and/or promotion of women and/or minorities. Of the 247 agencies responding to this year's *Status of Women in Policing Survey*, 40 indicated that they had once been under such a consent decree. Only 22 currently remain in effect.

Moreover, there is evidence that consent decrees are expiring and not being implemented at the same rate as they were in the 1970's and 1980's. Eight of the consent decrees reported in the 2001 sample expired in the period of time from 1999 to 2002, yet only six were implemented in the entire decade of the 1990's. Only two consent decrees reported in the sample had been implemented since 1995. Without 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.

The truth of this statement is underscored by the fact that progress in some agencies is maintained only 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, the department 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 from the 50% percentage mandated under the court order to 8.5%. As of 2001, the percentage of women serving in the rank of police officer was 22% and continuing to decline.¹⁹

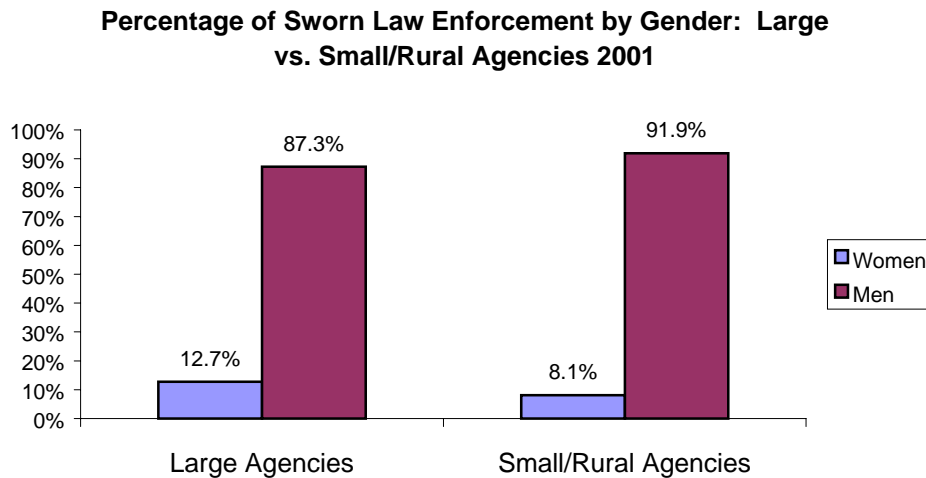
The example of Pittsburgh Police Department is particularly disturbing given the recent decision by the Department of Justice Civil Rights Division to withdraw from supporting the plaintiffs in *Lanning v. South Eastern Pennsylvania Transit Authority (SEPTA)*. The women plaintiffs in that case claimed that SEPTA's requirement that applicants run 1.5 miles in 12 minutes screened out a disproportionate number of female candidates and was not job related and consistent with business necessity. The Civil Rights Division is the primary institution within the federal government responsible for enforcing federal statutes prohibiting discrimination on the basis of sex. Without the willingness of the Civil Rights Division to bring lawsuits and negotiate consent decrees, the number of women in law enforcement will likely decrease.

THE STATUS OF WOMEN IN SMALL AND RURAL POLICE AGENCIES: 2001 SURVEY FINDINGS

The Status of Women in Sworn Law Enforcement

Survey data reveal that only 8.1% of sworn personnel in small and rural police agencies are women, substantially less than the representation seen in larger agencies (*See Graph 1*). For this study, small and rural police agencies were defined as those county and municipal agencies located in a county with a population of less than 50,000 and with fewer than 100 sworn personnel.

Graph 1

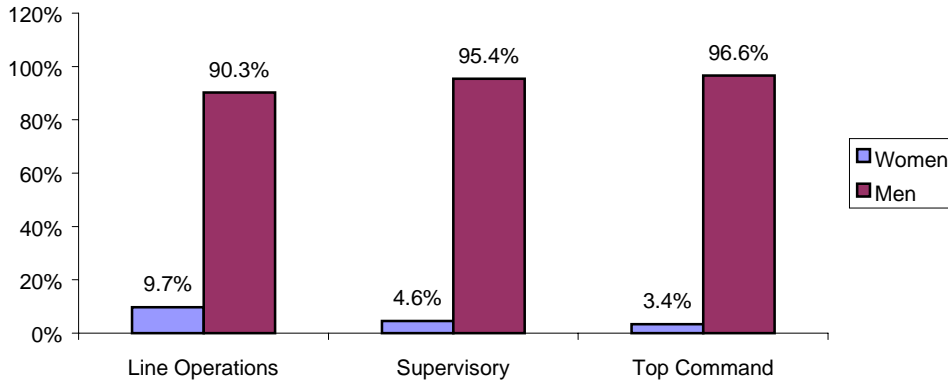


Sources: NCWP Survey, 2001; ECU Survey, 2001.

Like the larger agencies, women in small and rural police departments are also concentrated in the lowest tier of sworn law enforcement. Although women hold 9.7% of Line Operation positions, they are seen in only 4.6% of Supervisory positions and 3.4% of Top Command.¹³ A vast majority (97.4%) of the small and rural agencies reported not having any women in Top Command (*See Graph 2*).

Graph 2

**Percentage of Sworn Personnel by Rank and Gender:
Small/Rural Agencies 2001**



Sources: NCWP Survey 2001; EKU Survey 2001.

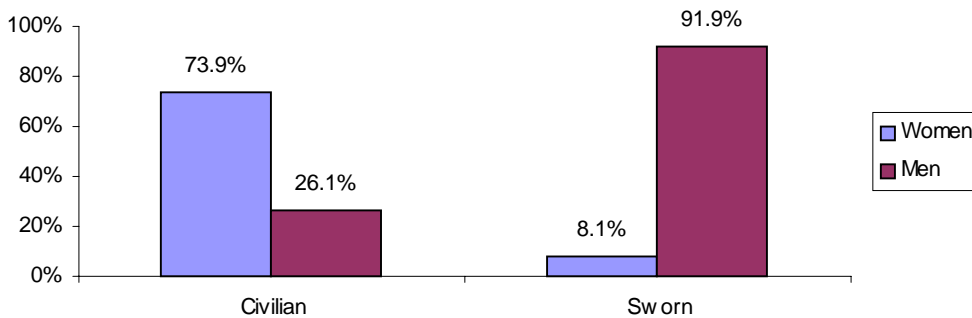
This representation of women in the various ranks contrasts with that of their male colleagues. When women are considered as a group within sworn law enforcement in small/rural agencies, 85.2% are in Line Operations, 10.5% are in Supervisory positions, and 4.3% are in Top Command. Yet only 69.9% of the men are in Line Operations, 19.3% are in Supervisory positions and 10.8% are in Top Command. As with the larger agencies, women are under-represented within sworn law enforcement and disproportionately represented in the lower tiers of the rank structure. However, this discrepancy is even larger for small and rural agencies than it is for large police agencies.

The Status of Women in Civilian Law Enforcement

Although women hold only 8.1% of sworn positions in small and rural police agencies, they hold a vast majority (73.9%) of the lower paid civilian jobs that often offer little or no chance of upward mobility (See *Graph 3*).

Graph 3

**Percentage of Civilian and Sworn Personnel by Gender: Small/Rural
Agencies 2001**

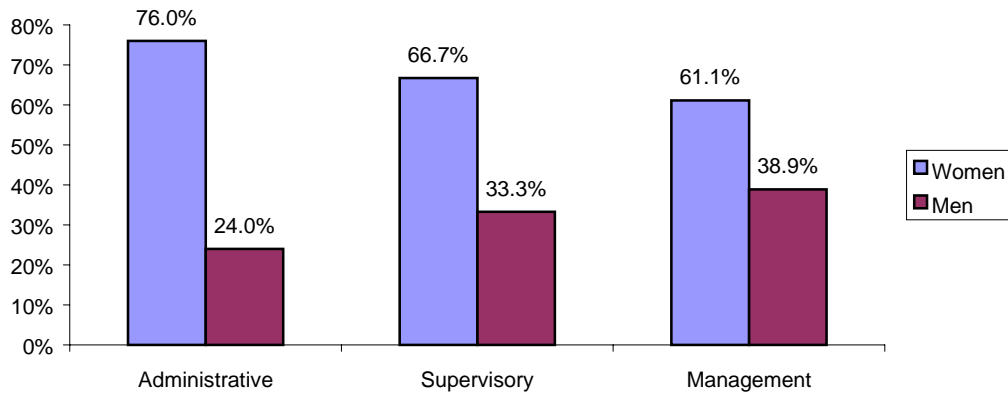


Source: EKU Survey, 2001.

Within civilian law enforcement, women are also disproportionately represented among the lower tiers of the rank structure. Women hold 76.0% of Administrative positions, 66.7% of Supervisory positions, and 61.1% of Management positions (*See Graph 4*).

Graph 4

Percentage of Civilian Personnel by Rank and Gender: Small/Rural Agencies 2001



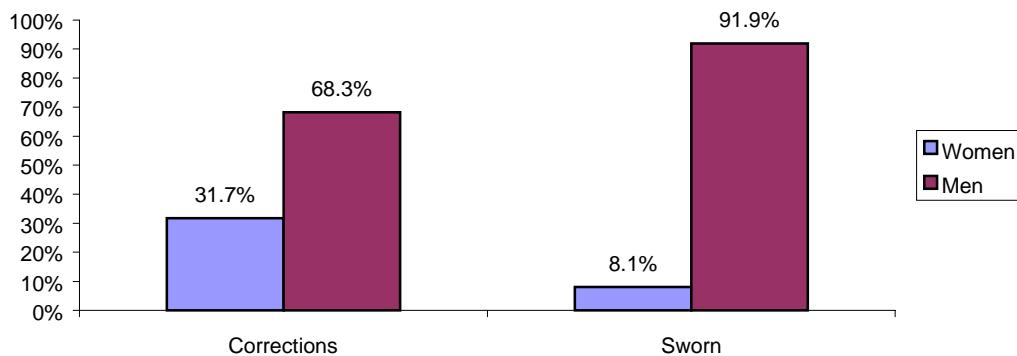
Source: EKU Survey, 2001.

The Status of Women in Correctional Law Enforcement

Women constitute 31.7% of correctional personnel in small and rural police agencies, a figure that is almost four times higher than that for sworn law enforcement.¹⁸ Unfortunately, correctional positions are typically paid less than sworn law enforcement in non-correctional positions, and they often offer less opportunity for career advancement (*See Graph 5*).

Graph 5

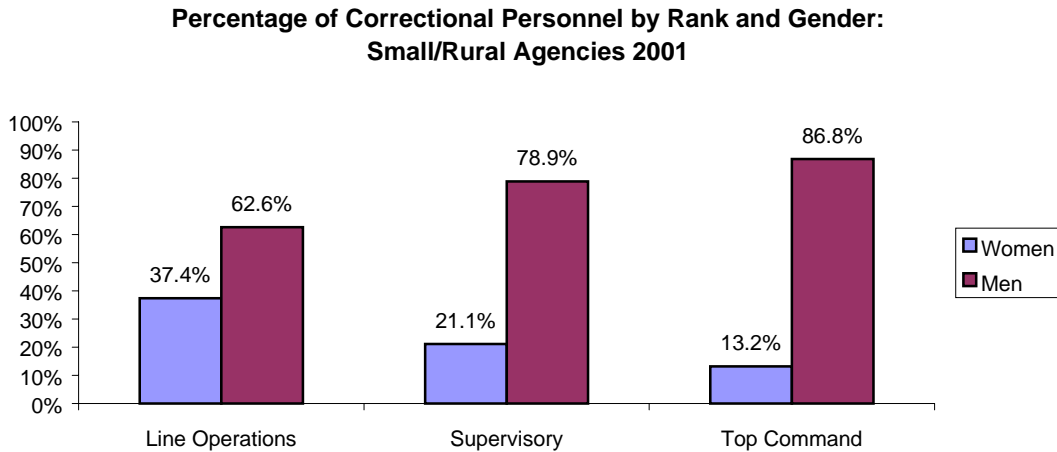
Percentage of Correctional and Sworn personnel by Gender: Small/Rural Agencies 2001



Source: EKU Survey, 2001.

As with sworn law enforcement, women in correctional positions are concentrated in the lowest tier of the rank structure. Women in correctional law enforcement hold 37.4% of Line Operation positions, yet they are seen in only 21.1% of Supervisory positions and 13.2% of Top Command (See Graph 6).

Graph 6

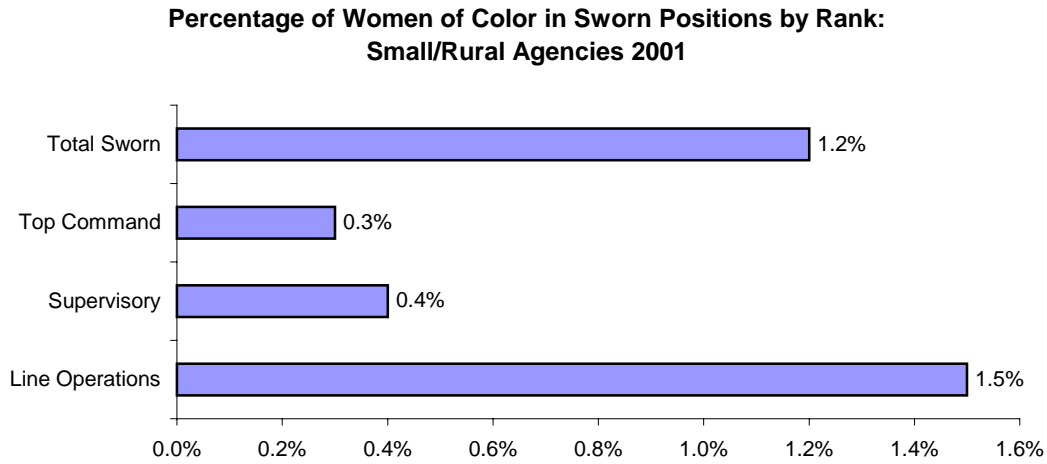


Source: ECU Survey, 2001.

The Status of Women of Color in Small/Rural Agencies

Women of color are virtually absent in smaller agencies representing only 1.2% of the sworn personnel in small and rural police agencies. This contrasts sharply with their representation in the adult labor force, which is 8.2%.¹ Moreover, the concentration of women of color within Line Operations is even more striking than for women overall. Women of color represent 1.5% of sworn personnel in Line Operations, yet they hold less than one percent of both Supervisory (0.4%) and Top Command (0.3%) positions (See Graph 7). Only one of the 235 surveyed agencies reported having a woman of color in Top Command.

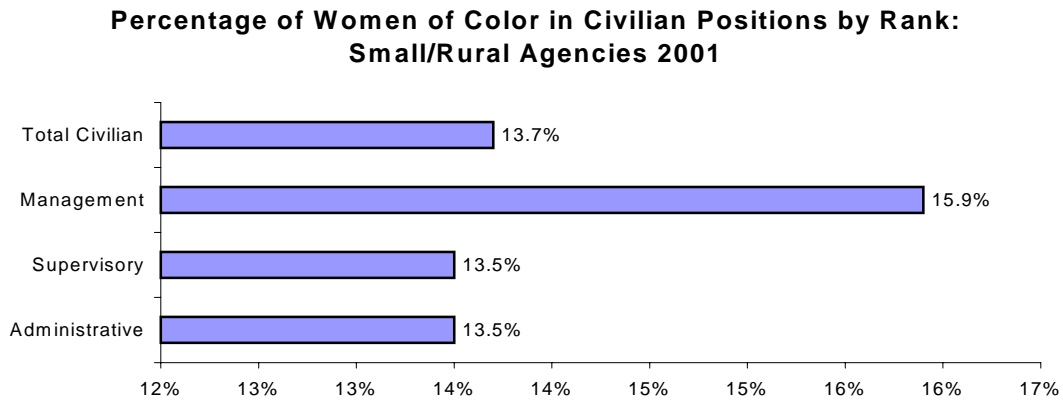
Graph 7



Source: EKU Survey, 2001.

Women of color have made considerably greater gains as civilian personnel, and they are seen in slightly higher percentages within the upper tiers of the rank structure. Specifically, women of color represent 13.7% of civilian personnel in small and rural police agencies, and they hold 13.5% of Administrative positions, 13.5% of Supervisory positions, and 15.9% of Management positions (*See Graph 8*).

Graph 8

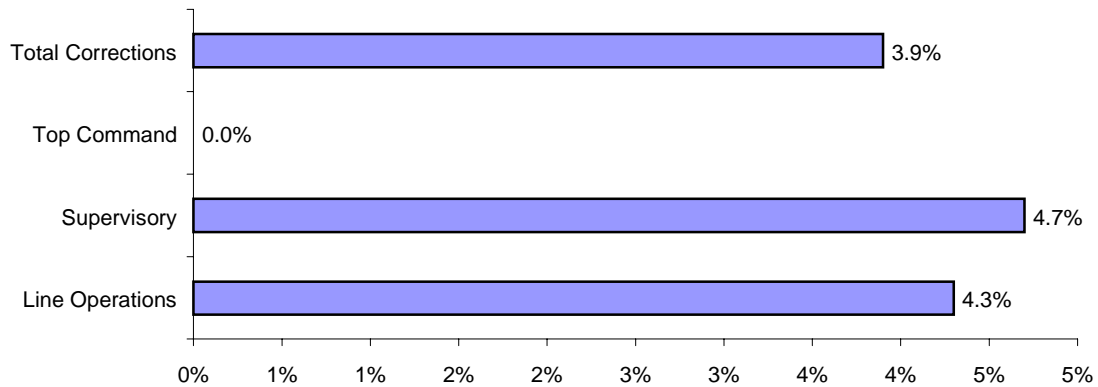


Source: EKU Survey, 2001.

Although women overall represent 31.7% of correctional personnel, women of color hold only 3.9% of these positions. Within corrections, women of color hold 4.3% of Line Operation positions and 4.7% of Supervisory positions yet not a single woman of color was reported in Top Command (See *Graph 9*).²⁰

Graph 9

**Percentage of Women of Color in Correctional Positions by Rank:
Small/Rural Agencies 2001**



Source: EKU Survey, 2001.

CONCLUSION

Overall, the number of women in law enforcement has increased at an alarmingly slow rate over the past 30 years and women remain severely under-represented in large, small and rural law enforcement agencies. Worse, this glacial pace of progress has either stalled or reversed in the past few years. Until law enforcement agencies enact policies and practices designed to recruit, retain, and promote women, gender balance in policing will remain a distant reality. Until then, law enforcement personnel will not fairly represent the characteristics of the communities they serve.

APPENDIX A

RESEARCH METHODOLOGIES

Methodology for Large Police Agencies

This study was conducted in the summer and fall of 2001, and it involved surveying 360 law enforcement agencies who were identified in the 1997 *Law Enforcement Management and Administrative Statistics* published by the Bureau of Justice Statistics²¹ as having 100 or more sworn officers. The 360 agencies were selected to constitute a stratified random sample, designed to represent both agency type (city, county, state) and size (100-249, 250-499, 500+). In addition, the ten largest agencies identified in the 1997 *Law Enforcement Management and Administrative Statistics* were included in the sample.²² Of these 360 agencies, 257 responded with information for an excellent response rate of 71.4%. However, 10 of these 257 agencies reported fewer than 100 sworn officers and were thus excluded from the analysis.

To avoid bias in the data collection effort, 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 the summer of 2001.
- Next, a phone call was made to the office of the agency's head to determine who would be the most appropriate contact person to provide the desired information. This person was often named as 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.
- 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. The number of phone calls made was documented to assure consistency across the departments in our sample.
- 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 final sample for the 2001 *Status of Women in Policing Survey* thus included 168 municipal agencies, 59 county departments, and 20 state agencies. The size of the agencies included in the survey ranged from a low of 100 to a high of 9,083 sworn personnel. The average number of sworn officers for the reporting agencies was 593. For a complete ranking of the 247 large police agencies responding to the 2001 survey ranked from the highest to the lowest percentage of sworn women law enforcement officers, see the Appendix.

Weighting the Data

In order to make overall generalizations across agency size and type for the entire population of law enforcement agencies with 100 or more sworn personnel, it was necessary to weight the data. Once the data was collected, it was weighted so that the data from the responding agencies would accurately reflect the total 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 33% of the small state agencies in the population ultimately responded to the 2001 *Status of Women in Policing Survey*, as compared to 42% of the large city departments. The table below presents the number of surveys that were actually returned from the sampled agencies:

Number of Responding Departments (N=247) by Agency Size and Type

Agency Size	Municipal	County	State	Total
100-249	107	32	2	141
250-499	30	12	4	46
500+	31	15	14	60
Total	168	59	20	247

To calculate the weighted figures for each agency, we simply multiplied the raw data within each cell in the table above by a constant representing the proportion of agencies of that size and type in the larger population.²³ For more information on the constants and weighting system used, please visit our website at www.womenandpolicing.org.

Methodology for Small and Rural Agencies

The definition for small and rural law enforcement agencies was drawn from previous research²⁴ as those county and municipal agencies located in a county with a population of less than 50,000 and with fewer than 100 sworn personnel. The population of 11,956 small and rural agencies was identified using the *National Directory of Law Enforcement Administrators, Correctional Institutions and Related Agencies*, which is published by the National Public Safety Information Bureau. From this population, a random sample of 384 agencies (72 county and 312 municipal) was selected, stratified by agency type to reflect the percentage of county versus municipal agencies in the larger population.

Surveys were originally mailed to the Chiefs and Sheriffs of the sampled agencies, with second and third copies sent to those who had not yet responded. Follow-up calls were conducted with a few agencies to clarify the information provided. As a result, 238 agencies completed surveys for an excellent response rate of 62%. Three agencies were then dropped from further consideration because they reported employing 100 or more sworn personnel. Thus, the final sample included a total of 235 agencies (195 municipal and 40 county).

Only two of the agencies reported having a consent decree in place mandating the hiring and promotion of women. Both of these agencies reported having no women among their ranks. Five agencies reported having a consent decree in place mandating the hiring and/or promotion of minorities.

Combined Estimate For Large and Small/Rural Agencies

To compute the combined percentages, the weighted estimate for the number of sworn personnel in large agencies was summed with the estimated total for sworn personnel in small and rural agencies. Based on weighting techniques that have been previously described, the estimated total for the number of sworn personnel in large police agencies (with 100 or more sworn personnel) was 389,677.66. Of these, 12.65% are women and 4.78% are women of color. To estimate the number of sworn personnel in small and rural agencies, the number of agencies provided in the National Directory of Law Enforcement Administrators (11,956) was multiplied by the average number of personnel per agency, as identified by this survey (16.10). This computation derived an estimate of 192,491.60, of which 8.10% are women and 1.17% are women of color. The estimated total for small and rural agencies was then summed with the figure for large agencies to derive an estimate of 582,169.26 for the total number of sworn law enforcement personnel nationwide. Using this estimated total, the combined percentage was calculated to be 11.15% for women and 3.59% for women of color. These figures represent the estimated percentage of women and women of color within both large and small/rural police agencies across the U.S.

APPENDIX B: LARGE POLICE AGENCIES

	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	Terrebonne Parish Sheriff, LA	187	78	41.71	9.09	3.33	52.05	2.14
2	Madison Police, WI	347	111	31.99	16.67	22.22	34.52	4.03
3	Lafayette Parish Sheriff, LA	251	71	28.29	9.09	20.00	31.00	4.38
4	Cook County Sheriff, IL	2587	699	27.02	17.24	24.64	27.48	10.32
5	Detroit Police, MI	4195	1085	25.86	17.39	27.28	25.70	20.07
6	Boulder Police, CO	176	45	25.57	12.50	4.55	29.45	0.57
7	Philadelphia Police, PA	6990	1682	24.06	7.74	9.60	26.67	15.64
8	Spartanburg Police, SC	139	31	22.30	0.00	21.43	23.58	7.91
9	Miami-Dade Police, FL	3078	676	21.96	17.98	18.46	23.11	13.55
10	Douglas County Sheriff, GA	116	25	21.55	0.00	23.53	22.83	0.00
11	Tallahassee Police, FL	342	69	20.18	22.22	19.64	20.22	4.39
12	Cincinnati Police, OH	1025	204	19.90	9.52	14.66	21.40	5.76
13	Albany Police, GA	179	35	19.55	15.38	12.70	24.27	13.41
14	Chatham County Police, GA	135	26	19.26	11.11	20.83	19.61	9.63
15	Montgomery County Police, MD	1034	197	19.05	13.64	11.36	20.34	3.29
16	Los Angeles Police, CA	9083	1698	18.69	7.07	14.11	19.65	10.17
17	Saginaw Police, MI	133	24	18.05	0.00	22.73	17.59	8.27
18	Columbia Police, MO	129	23	17.83	0.00	16.67	19.05	1.55
19	Montgomery County Sheriff, MD	113	20	17.70	16.67	22.73	16.47	9.73
20	Monroe County Sheriff, FL	187	33	17.65	25.00	13.33	18.84	0.53
21	Bellevue Police, WA	173	30	17.34	7.14	5.26	20.00	1.73
22	Cleveland Police, OH	1819	311	17.10	6.98	17.88	17.24	8.96
23	St. Paul Police, MN	563	96	17.05	14.71	17.52	17.09	1.78
24	Flint Police, MI	292	49	16.78	20.00	9.86	18.98	8.90
25	Grand Rapids Police, MI	370	62	16.76	10.00	16.92	16.95	2.43
26	El Paso County Sheriff, CO	356	59	16.57	16.67	15.38	16.85	2.53
27	Memphis Police, TN	1882	310	16.47	5.00	17.43	17.39	11.80
28	Arvada Police, CO	134	22	16.42	11.11	16.67	16.82	2.24
29	Berkeley Police, CA	190	31	16.32	0.00	18.60	16.20	5.79
30	Tucson Police, AZ	967	157	16.24	11.11	16.67	16.27	4.55
31	Sacramento County Sheriff, CA	938	152	16.20	13.64	9.38	18.09	3.62
32	Portland Police Bureau, OR	1027	165	16.07	8.33	15.95	16.35	1.27
33	Dallas Police, TX	2862	452	15.79	30.77	11.94	16.39	7.86
34	Minneapolis Police, MN	854	134	15.69	9.09	19.84	13.99	1.29
35	Prince George's County Police, MD	1380	209	15.14	15.38	9.43	16.21	8.26
36	Kansas City Police, MO	1224	185	15.11	17.65	15.61	14.83	3.59
37	Lafourche Parish Sheriff, LA	146	22	15.07	8.33	13.16	16.67	4.11
38	Shreveport Police, LA	495	74	14.95	0.00	13.99	16.07	6.46
39	Tempe Police, AZ	325	48	14.77	13.33	10.91	15.69	
40	Tulsa Police, OK	810	116	14.32	8.57	8.28	16.18	3.58
41	San Diego Police, CA	2075	297	14.31	17.39	12.63	14.65	4.00
42	Cape Coral Police, FL	147	21	14.29	0.00	8.00	16.10	1.36

	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	Concord Police, CA	162	23	14.20	0.00	10.34	15.50	3.70
44	Pontiac Police, MI	162	23	14.20	14.29	9.38	15.45	7.41
45	Gainesville Police, FL	234	33	14.10	20.00	13.64	14.05	2.99
46	Dayton Police, OH	490	69	14.08	33.33	6.19	15.76	2.24
47	Columbus Police, OH	1770	246	13.90	13.04	7.35	15.12	3.56
48	San Diego County Sheriff, CA	1408	195	13.85	16.67	16.67	13.14	3.41
49	Harris County Sheriff, TX	2600	357	13.73	9.38	10.16	14.19	5.77
50	Greenville Police, SC	147	20	13.61	20.00	11.11	13.71	2.72
51	Chesapeake Police, VA	353	48	13.60	0.00	4.26	15.70	2.55
52	Santa Monica Police, CA	214	29	13.55	20.00	13.64	13.33	6.07
53	Richland County Sheriff, SC	340	46	13.53	0.00	4.08	15.77	3.53
54	Appleton Police, WI	111	15	13.51	28.57	6.25	13.64	0.00
55	Overland Park Police, KS	211	28	13.27	11.11	7.89	14.63	0.95
56	Killeen Police, TX	144	19	13.19	0.00	9.52	14.66	4.86
57	Sacramento Police, CA	630	83	13.17	5.88	7.95	14.29	2.06
58	Camden Police, NJ	410	54	13.17	0.00	5.06	15.48	12.93
59	North Las Vegas Police, NV	176	23	13.07	0.00	6.90	14.58	1.14
60	Leon County Sheriff, FL	222	29	13.06	8.33	9.52	14.29	2.70
61	Sedgwick County Sheriff, KS	163	21	12.88	12.50	11.11	13.45	0.61
62	Boston Police, MA	2173	279	12.84	8.70	7.51	14.08	7.27
63	St. Louis Metropolitan Police, MO	1440	183	12.71	7.41	7.12	14.14	5.00
64	Newport News Police, VA	388	49	12.63	25.00	5.80	13.83	3.35
65	Clearwater Police, FL	262	33	12.60	0.00	10.87	13.33	3.05
66	Duluth Police, MN	151	19	12.58	0.00	12.50	12.93	1.99
67	Houston Police, TX	5300	664	12.53	3.85	8.14	13.81	6.70
68	Alameda County Sheriff, CA	905	113	12.49	11.76	12.68	12.47	5.30
69	San Joaquin County Sheriff, CA	201	25	12.44	0.00	10.87	13.33	3.98
70	Evanston Police, IL	154	19	12.34	0.00	12.50	12.70	5.84
71	Osceola County Sheriff, FL	284	35	12.32	0.00	7.55	13.84	2.46
72	Wilmington Police, NC	310	38	12.26	16.67	15.79	11.65	3.23
73	Boca Raton Police, FL	147	18	12.24	0.00	33.33	8.62	1.36
74	Hollywood Police, FL	327	39	11.93	8.33	1.89	14.12	3.06
75	Johnson County Sheriff, KS	160	19	11.88	0.00	2.86	15.25	0.63
76	Bernalillo County Sheriff, NM	245	29	11.84	0.00	9.76	12.76	
77	Framingham Police, MA	110	13	11.82	0.00	0.00	16.25	3.64
78	Charlotte County Sheriff, FL	233	27	11.59	0.00	18.37	10.06	1.72
79	Glendale Police, CA	233	27	11.59	0.00	4.35	13.74	4.29
80	Pinellas County Sheriff, FL	894	103	11.52	0.00	9.48	12.06	1.79
81	Salt Lake City Police, UT	401	46	11.47	16.67	6.06	12.38	0.25
82	Escondido Police, CA	157	18	11.46	25.00	10.71	11.20	0.00
83	Fresno Police, CA	685	78	11.39	0.00	10.53	11.70	4.09
84	Palm Bay Police, FL	123	14	11.38	16.67	4.17	12.90	0.81
85	Fairfax County Police, VA	1183	134	11.33	9.68	10.29	11.57	1.35
86	Plantation Police, FL	159	18	11.32	0.00	0.00	14.17	1.89
87	Wichita Police, KS	601	68	11.31	6.67	6.19	12.47	1.83

	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	Santa Fe Police, NM	133	15	11.28	16.67	3.70	13.00	3.76
89	Yonkers Police, NY	612	69	11.27	5.00	6.86	12.45	2.78
90	San Mateo Police, CA	107	12	11.21	25.00	4.76	12.20	2.80
91	Denver Police, CO	1510	169	11.19	11.43	11.90	11.03	4.37
92	Adams County Sheriff, CO	135	15	11.11	0.00	4.55	12.84	0.00
93	Clackamas County Sheriff, OR	207	23	11.11	0.00	12.90	11.18	0.00
94	High Point Police, NC	192	21	10.94	7.14	8.00	11.76	1.04
95	Oklahoma City Police, OK	1016	111	10.93	10.87	11.58	8.68	2.26
96	Mesa Police, AZ	687	75	10.92	14.29	7.96	11.43	1.75
97	Suffolk Police, VA	138	15	10.87	0.00	7.69	12.15	3.62
98	Rochester Police, NY	701	76	10.84	5.56	11.29	10.91	4.28
99	Suffolk County Police, NY	2722	295	10.84	1.85	2.90	12.51	1.87
100	Norfolk Police, VA	735	79	10.75	6.25	9.46	11.01	2.72
101	Fort Lauderdale Police, FL	467	50	10.71	14.29	6.25	11.26	1.50
102	Virginia Beach Police, VA	739	79	10.69	7.14	4.95	11.70	1.22
103	Collier County Sheriff, FL	524	56	10.69	0.00	7.50	11.96	0.76
104	Atlantic City Police, NJ	412	44	10.68	3.33	3.39	12.69	3.64
105	Aurora Police, CO	527	56	10.63	0.00	2.53	12.36	2.09
106	Miramar Police, FL	132	14	10.61	25.00	0.00	10.91	2.27
107	Sarasota County Sheriff, FL	361	38	10.53	9.09	5.08	11.68	0.55
108	Mobile Police, AL	363	38	10.47	0.00	8.05	11.97	5.23
109	Placer County Sheriff, CA	220	23	10.45	0.00	9.09	11.24	
110	Athens - Clarke County Police, GA	201	21	10.45	0.00	9.52	11.26	1.99
111	Roanoke Police, VA	235	24	10.21	0.00	6.98	11.23	1.28
112	DeKalb County Police, GA	814	83	10.20	3.70	7.61	11.28	4.05
113	Chula Vista Police, CA	206	21	10.19	0.00	6.25	11.18	4.85
114	Hayward Police, CA	190	19	10.00	0.00	6.25	11.04	4.21
115	Cedar Rapids Police, IA	201	20	9.95	0.00	6.06	11.46	0.00
116	Fort Bend County Sheriff, TX	191	19	9.95	0.00	5.00	10.71	1.57
117	Johnson City Police, TN	152	15	9.87	0.00	15.00	9.76	0.00
118	Nassau County Police, NY	2851	280	9.82	5.17	5.67	10.60	1.54
119	Manchester Police, CT	113	11	9.73	0.00	0.00	12.79	0.00
120	Marion County Sheriff, FL	262	25	9.54	4.35	9.68	10.10	1.53
121	Massachusetts State Police, MA	2297	219	9.53	3.70	5.77	10.90	0.61
122	Skokie Police, IL	105	10	9.52	0.00	0.00	11.90	3.81
123	Clay County Sheriff, FL	214	20	9.35	0.00	9.26	9.93	0.47
124	Douglas County Sheriff, CO	107	10	9.35	0.00	17.65	7.95	1.87
125	Lowell Police, MA	247	23	9.31	16.67	2.56	10.20	2.43
126	South Bend Police, IN	258	24	9.30	5.56	4.35	10.82	2.71
127	Yakima Police, WA	108	10	9.26	0.00	5.56	10.47	1.85
128	Denton Police, TX	130	12	9.23	33.33	0.00	10.48	0.77
129	Brookline Police, MA	141	13	9.22	0.00	3.85	11.01	0.71
130	Pasco County Sheriff, FL	326	30	9.20	0.00	11.86	8.75	1.53
131	Wilmington Police, DE	294	27	9.18	9.09	15.09	7.83	4.76
132	Hamilton Police, OH	120	11	9.17	0.00	5.56	10.10	0.00

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	Citrus County Sheriff, FL	164	15	9.15	0.00	0.00	11.90	0.61
134	Evansville Police, IN	274	25	9.12	10.00	17.86	6.73	0.36
135	Niagara Falls Police, NY	154	14	9.09	0.00	5.26	10.48	3.25
136	California Highway Patrol, CA	6765	606	8.96	8.92	10.06	8.78	1.97
137	Minnesota State Patrol, MN	526	47	8.94	12.00	7.45	9.09	0.00
138	Covington Police, KY	112	10	8.93	0.00	0.00	11.90	0.89
139	Fort Myers Police, FL	157	14	8.92	0.00	4.55	9.85	1.27
140	Sunrise Police, FL	158	14	8.86	0.00	4.17	10.08	2.53
141	Chattanooga Police, TN	454	40	8.81	8.33	11.21	7.98	2.64
142	Inglewood Police, CA	193	17	8.81	0.00	7.69	9.33	5.70
143	Oregon State Police, OR	785	69	8.79	0.00	2.99	10.24	0.89
144	Las Cruces Police, NM	148	13	8.78	0.00	4.55	9.76	4.73
145	Aurora Police, IL	263	23	8.75	0.00	2.08	10.53	2.66
146	Rhode Island State Police, RI	218	19	8.72	0.00	4.69	10.96	0.46
147	Jefferson County Sheriff, AL	300	26	8.67	10.00	6.94	9.17	4.67
148	Fresno County Sheriff, CA	440	38	8.64	0.00	7.81	8.97	0.91
149	Delray Beach Police, FL	130	11	8.46	0.00	3.70	10.42	1.54
150	West Palm Beach Police, FL	261	22	8.43	16.67	8.33	7.96	3.45
151	Vallejo Police, CA	131	11	8.40	0.00	10.34	8.08	3.05
152	Monroe Police, LA	179	15	8.38	0.00	20.00	6.62	4.47
153	West Haven Police, CT	111	9	8.11	0.00	8.70	8.54	0.00
154	Charleston Police, SC	350	28	8.00	0.00	12.73	7.29	3.71
155	Tulare County Sheriff, CA	226	18	7.96	0.00	5.88	8.82	3.10
156	Lynn Police, MA	178	14	7.87	0.00	3.13	9.42	3.37
157	Volusia County Sheriff, FL	496	39	7.86	0.00	4.76	8.59	1.01
158	Grand Prairie Police, TX	191	15	7.85	0.00	3.57	8.81	1.05
159	San Angelo Police, TX	153	12	7.84	0.00	3.23	9.48	2.61
160	Kokomo Police, IN	103	8	7.77	0.00	0.00	10.67	0.97
161	Daly City Police, CA	143	11	7.69	0.00	5.00	8.33	2.80
162	Waltham Police, MA	144	11	7.64	0.00	0.00	10.09	1.39
163	Vermont State Police, VT	290	22	7.59	0.00	6.36	8.82	0.00
164	St. Charles County Sheriff, MO	133	10	7.52	0.00	4.00	8.65	0.00
165	Springfield Police, MA	600	45	7.50	8.33	2.63	8.20	3.50
166	Downey Police, CA	107	8	7.48	0.00	10.00	7.23	4.67
167	Cobb County Police, GA	564	42	7.45	0.00	7.45	7.73	0.35
168	Topeka Police, KS	283	21	7.42	0.00	5.88	8.04	0.35
169	Green Bay Police, WI	191	14	7.33	0.00	8.70	7.55	0.00
170	Allegheny County Police, PA	205	15	7.32	0.00	8.70	7.34	2.44
171	Burbank Police, CA	165	12	7.27	0.00	6.67	7.69	2.42
172	Elgin Police, IL	166	12	7.23	0.00	0.00	8.70	1.20
173	Kenosha Police, WI	180	13	7.22	0.00	12.50	6.80	0.56
174	Norman Police, OK	125	9	7.20	0.00	0.00	9.00	0.00

	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
175	Ventura Police, CA	126	9	7.14	0.00	0.00	8.82	0.79
176	Sioux Falls Police, SD	169	12	7.10	0.00	9.09	6.87	0.00
177	Pierce County Sheriff, WA	355	25	7.04	12.50	5.17	7.27	0.28
178	Brown County Sheriff, WI	128	9	7.03	0.00	7.14	7.61	0.00
179	Holyoke Police, MA	130	9	6.92	0.00	9.09	6.80	1.54
180	Canton Police, OH	190	13	6.84	0.00	2.38	8.57	1.58
181	Hernando County Sheriff, FL	190	13	6.84	0.00	7.69	7.05	2.11
182	Monroe County Sheriff, NY	322	22	6.83	12.50	0.00	7.75	0.00
183	Snohomish County Sheriff, WA	220	15	6.82	0.00	6.06	7.22	0.00
184	Cherry Hill Police, NJ	133	9	6.77	0.00	4.55	7.41	0.00
185	Binghamton Police, NY	148	10	6.76	0.00	4.17	7.76	0.00
186	Cranston Police, RI	149	10	6.71	0.00	0.00	8.55	0.67
187	Dothan Police, AL	152	10	6.58	0.00	7.50	6.60	1.32
188	Ontario Police, CA	222	14	6.31	25.00	5.41	6.08	1.80
189	Franklin County Sheriff, OH	191	12	6.28	0.00	6.90	6.33	1.05
190	San Antonio Police, TX	1954	122	6.24	8.00	7.76	6.00	3.63
191	Salinas Police, CA	162	10	6.17	25.00	7.41	5.34	0.62
192	Fontana Police, CA	131	8	6.11	0.00	0.00	7.69	0.76
193	Marietta Police, GA	131	8	6.11	0.00	4.35	7.07	0.00
194	Indiana State Police, IN	1285	78	6.07	5.26	5.23	6.38	0.16
195	Lake County Sheriff, IN	182	11	6.04	10.00	2.56	6.50	3.30
196	Greenwich Police, CT	154	9	5.84	0.00	7.41	5.74	0.65
197	Billings Police, MT	122	7	5.74	0.00	0.00	7.00	0.00
198	Malden Police, MA	105	6	5.71	0.00	4.17	6.58	0.00
199	Hidalgo County Sheriff, TX	193	11	5.70	0.00	4.00	6.13	5.70
200	Charles County Sheriff, MD	214	12	5.61	0.00	7.41	5.33	0.93
201	Hattiesburg Police, MS	107	6	5.61	18.18	0.00	5.56	0.93
202	Modesto Police, CA	250	14	5.60	0.00	2.44	6.34	0.40
203	Odessa Police, TX	161	9	5.59	0.00	11.43	4.24	1.86
204	Independence Police, MO	199	11	5.53	0.00	3.45	6.17	0.50
205	Pawtucket Police, RI	146	8	5.48	11.11	3.33	5.61	0.00
206	Garden Grove Police, CA	165	9	5.45	0.00	0.00	6.77	0.61
207	Arlington Heights Police, IL	111	6	5.41	0.00	0.00	6.98	0.90
208	Texas Department of Public Safety, TX	3130	167	5.34	2.46	5.48	5.45	2.75
209	Bristol Police, CT	116	6	5.17	0.00	0.00	6.59	0.00
210	Simi Valley Police, CA	123	6	4.88	0.00	0.00	6.45	0.81
211	Clarkstown Police, NY	165	8	4.85	0.00	3.70	5.19	0.00
212	Garland Police, TX	290	14	4.83	0.00	0.00	5.65	1.03
213	Greenburgh Police, NY	111	5	4.50	0.00	4.55	4.71	1.80
214	Nebraska State Patrol, NE	356	16	4.49	0.00	8.64	3.44	0.00
215	Warren Police, MI	246	11	4.47	25.00	0.00	4.88	0.00
216	Huntington Beach Police, CA	231	10	4.33	0.00	2.44	4.86	0.87
217	Schenectady Police, NY	163	7	4.29	0.00	0.00	5.47	0.61
218	El Cajon Police, CA	142	6	4.23	0.00	3.57	4.50	0.00

	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
219	Joliet Police, IL	263	11	4.18	0.00	4.35	4.33	0.76
220	Kentucky State Police, KY	795	33	4.15	2.33	4.19	4.27	0.38
221	Pennsylvania State Police, PA	4108	166	4.04	3.33	6.89	3.80	0.75
222	Woonsocket Police, RI	100	4	4.00	12.50	0.00	4.55	0.00
223	Santa Ana Police, CA	376	15	3.99	0.00	4.41	3.95	1.60
224	Kansas Highway Patrol, KS	479	19	3.97	0.00	3.39	4.40	0.21
225	Port Arthur Police, TX	153	6	3.92	0.00	5.00	3.85	1.31
226	Missouri State Highway Patrol, MO	1084	42	3.87	3.23	2.69	4.46	0.37
227	Gulfport Police, MS	181	7	3.87	0.00	5.71	3.68	1.10
228	Virginia State Police, VA	1712	66	3.86	0.00	2.59	4.17	0.41
229	Nashua Police, NH	156	6	3.85	0.00	0.00	5.22	0.64
230	Dutchess County Sheriff, NY	105	4	3.81	0.00	0.00	4.71	0.00
231	Harlingen Police, TX	107	4	3.74	0.00	0.00	4.71	2.80
232	El Dorado County Sheriff, CA	169	6	3.55	0.00	0.00	4.55	0.00
233	Lower Merion Township Police, PA	141	5	3.55	0.00	5.00	3.36	0.71
234	Laredo Police, TX	340	12	3.53	16.67	0.00	3.79	3.24
235	New Jersey State Police, NJ	2658	90	3.39	3.85	3.14	3.49	0.30
236	Perth Amboy Police, NJ	123	4	3.25	0.00	4.00	3.19	0.81
237	Georgia State Patrol, GA	775	25	3.23	0.00	4.55	3.09	1.03
238	Parsippany Police, NJ	106	3	2.83	0.00	0.00	3.90	0.94
239	Utah Highway Patrol, UT	399	11	2.76	11.11	0.00	3.30	0.00
240	Louisiana State Police, LA	963	26	2.70	2.63	1.14	3.32	0.52
241	Linden Police, NJ	129	3	2.33	0.00	0.00	3.06	0.00
242	Wyoming Highway Patrol, WY	174	4	2.30	0.00	10.53	1.41	0.00
243	Dover Township Police, NJ	143	3	2.10	0.00	0.00	2.52	0.70
244	Oklahoma Highway Patrol, OK	830	17	2.05	0.00	2.21	2.06	0.36
245	West New York Police, NY	120	2	1.67	0.00	0.00	2.33	1.67
246	Bethlehem Police, PA	142	2	1.41	0.00	0.00	1.79	0.00
247	Lorain Police, OH	105	1	0.95	0.00	0.00	1.20	0.95

Note: The Appendix only includes large agencies (more than 100 sworn officers). Agencies are listed in descending order, based upon the percentage of sworn women. The percentage of sworn women in Top Command, Supervisory, and Line Operations represent the proportion of personnel within each rank that are women. For example, if 1 out of 4 Top Command personnel on a particular agency are women, the percentage of sworn women in Top Command would be 25%.

ENDNOTES

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: S. Martin & N. Jurik (1996), *Doing Justice, Doing Gender: Women in Law and Criminal Justice Occupations*. Sage Publications, California.

³ For a comprehensive review of the many forms of bias in law enforcement, and concrete suggestions for improvement, see: "Recruiting and Retaining Women: A Self Assessment Guide for Law Enforcement" (2000). Prepared by the National Center for Women & Policing, a division of the Feminist Majority Foundation, with funding by the Bureau of Justice Assistance, U.S. Department of Justice (Grant #99-LD-VX-0003). Available at www.ncjrs.org.

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⁷ *Excessive Force, Gender, and Civil Liability*. Report prepared by the National Center for Women & Policing, a division of the Feminist Majority Foundation. Available at www.womenandpolicing.org.

⁸ R. Homant & D. Kennedy (1985), "Police Perceptions of Spouse Abuse: A Comparison of Male and Female Officers." *Journal of Criminal Justice*, Vol. 13, p. 29-47.

⁹ M. Cassidy, C.G. Nicholl & C.R. Ross (2001), *Results of a Survey Conducted by the Metropolitan Police Department of Victims who Reported Violence Against Women*. Executive Summary published by the DC Metropolitan Police Department.

¹⁰ P. Neidig, H. Russell & A. Seng (1992), "Inter-spousal Aggression in Law Enforcement Families: A Preliminary Investigation." *Police Studies*, Vol. 15, no. 1, p. 30-38.

L.B. Johnson (May 20, 1991), *On the front lines: Police stress and family well-being*. Hearing before the Select Committee on Children, Youth, and Families House of Representatives: 102 Congress First Session (p. 32-48). Washington DC: US Government Printing Office.

¹¹ These findings are based on 247 responses to a survey of 360 state, county, and municipal law enforcement agencies with 100 or more sworn personnel. See the *Methodology for Large Police Agencies* section for more information.

¹² These findings are based on 235 responses to a survey of 384 county and municipal law enforcement agencies in a county with a population of less than 50,000 and fewer than 100 sworn personnel. See the *Methodology for Small and Rural Police Agencies* section for more information.

¹³ 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.

¹⁴ International City Management Association (1972), "Personnel Practices in Municipal Police Departments," *Urban Data Service*.

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¹⁶ Further evidence for the stalled pattern of increase is found in an analysis of the 20 agencies that responded to the NCWP survey for the past three years. The percentage of sworn women within these 20 agencies was virtually unchanged during this three-year period (8.4% in 1999, 8.6% in 2000, and 8.7% in 2001). These figures are lower than the overall sample, because state agencies are disproportionately represented among the 20 agencies responding to all three surveys.

¹⁷ Administrative 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.

¹⁸ For 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.

¹⁹ Thanks to Laura Zaspel of the Pittsburgh Police Department for providing these figures. Although Pittsburgh Police Department did not respond to the 2001 survey, it has provided data for surveys in previous years.

²⁰ Information on racial identification was not available for 10 women of color in Supervisory positions. Percentages are therefore computed after removing these 10 women from the sample. If these 10 women are included in the analysis, the results change only slightly. The overall figure changes from 3.9% to 3.8%, and the figure for Supervisory positions changes from 4.7% to 4.2%.

²¹ The (1997) Bureau of Justice Statistics publication entitled *Law Enforcement Management and Administrative Statistics* is available at <http://www.ojp.usdoj.gov/bjs/lawenf.htm>.

²² Six of the ten largest agencies responded to the survey, and their percentage of sworn women did not significantly differ from the rest of the sample. Therefore, their inclusion did not bias the sample that was otherwise chosen at random.

²³ Interestingly, the weighting procedure only affected the estimate for the percentage of sworn women to the slightest degree. The unweighted estimate – based on simply calculating the percentage of sworn women from the raw data – was 12.6%, compared with the weighted estimate of 12.7%. This suggests that the 2001 sample does an excellent job of fairly approximating the representation of agency size and type within the overall population.

²⁴ R.A. Weisheit, D. N. Falcone, & L.E. Wells (1999), *Crime and policing in rural and small-town America* (2nd ed.). Waveland: Prospect Heights, IL.