30X30

Advancing Women in Policing

Dr. Tanya Meisenholder, Director
Maureen McGough, Co-Founder

WHAT WE'RE ABOUT

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

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

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

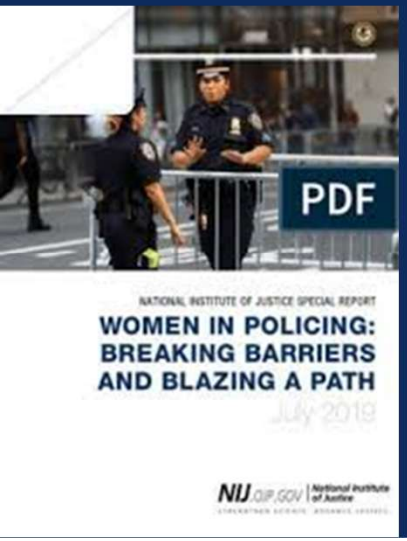
ULTIMATE GOAL: Increase the number of women police recruits nationally to 30% by 2030.

WHAT WE'RE NOT ABOUT

- Tokenism/Favoritism
- Gender stereotypes
- Lowering standards
- Removing men from policing
- Only engaging women in creating change

HISTORY OF 30x30
THE POWER OF ONE VOICE

2019 – Ivonne Roman, Ted Fellow
How Policewomen Make Communities Safer
** 2 million views*



2018 – US Department of Justice, National Institute of Justice
National Research Summit
Women in Policing: Breaking Barriers and Blazing a Path

THE 30X30 INITIATIVE

WHY ARE INITIATIVES TO ADVANCE WOMEN IN LAW ENFORCEMENT NECESSARY?

Why is representation of women so low…

And what can we do about it?

Insights from scientific literature, 30x30 surveys, and 30x30 focus groups

Recruitment strategies
- Who is represented
- What they're doing
- Who is targeted

Hiring and Assessments
- Lack of validation
- Subjectivity
- Unnecessary barriers to entry

Agency Management
- PPE/Uniforms
- Pregnancy/Nursing
- Support for parents/caregivers
- Women's health

- **Culture**
  - Good ol' boy's club
  - Crabs in a bucket
  - Harassment/discrimination

THE 30X30 INITIATIVE

WHY ARE INITIATIVES TO ADVANCE WOMEN IN LAW ENFORCEMENT NECESSARY?

But wait – there's more!

Research indicates

WOMEN OFFICERS

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

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

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

30X30

Current Progress

Change is already happening.

Agency Progress

- Improved recruitment strategies
- Enhanced parental and caregiver support (policies, lactation spaces, childcare options)
- Enhanced data and analysis to Identify disparities
- Increased accuracy/less subjectivity in assessments
- Stronger mentoring and networking opportunties
- Some agencies have already reached 30% women in recruit classes!

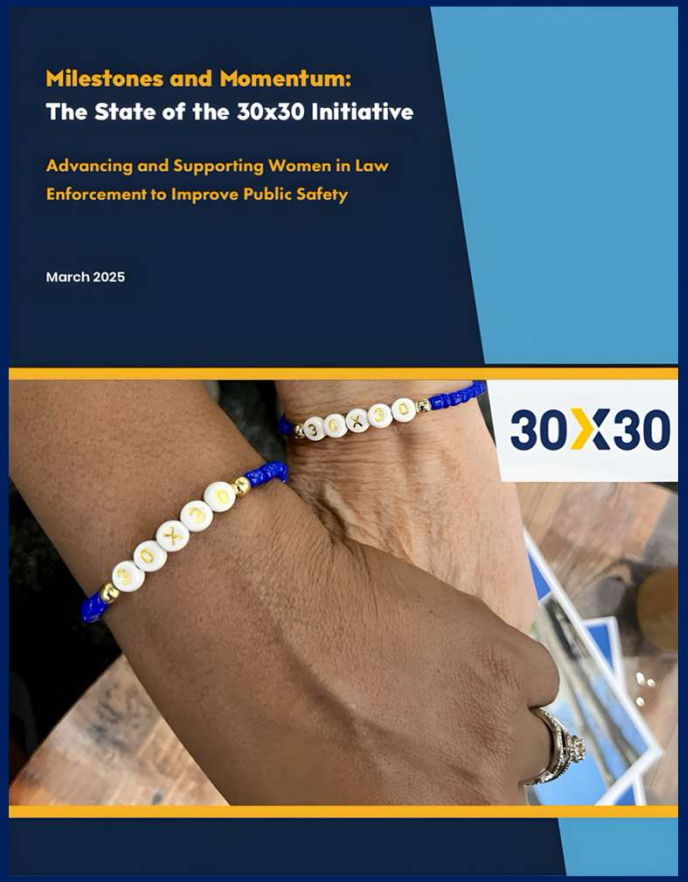
State and Federal Legislative Progress

- Flexible work options for peace officers (WA - SB5424)
- 30% female officers by 2030 (HI - HB2231)
- Providing Childcare for Police Officers Act (HR2722)
- DHS Better Ballistic Body Armor Act (S4305)

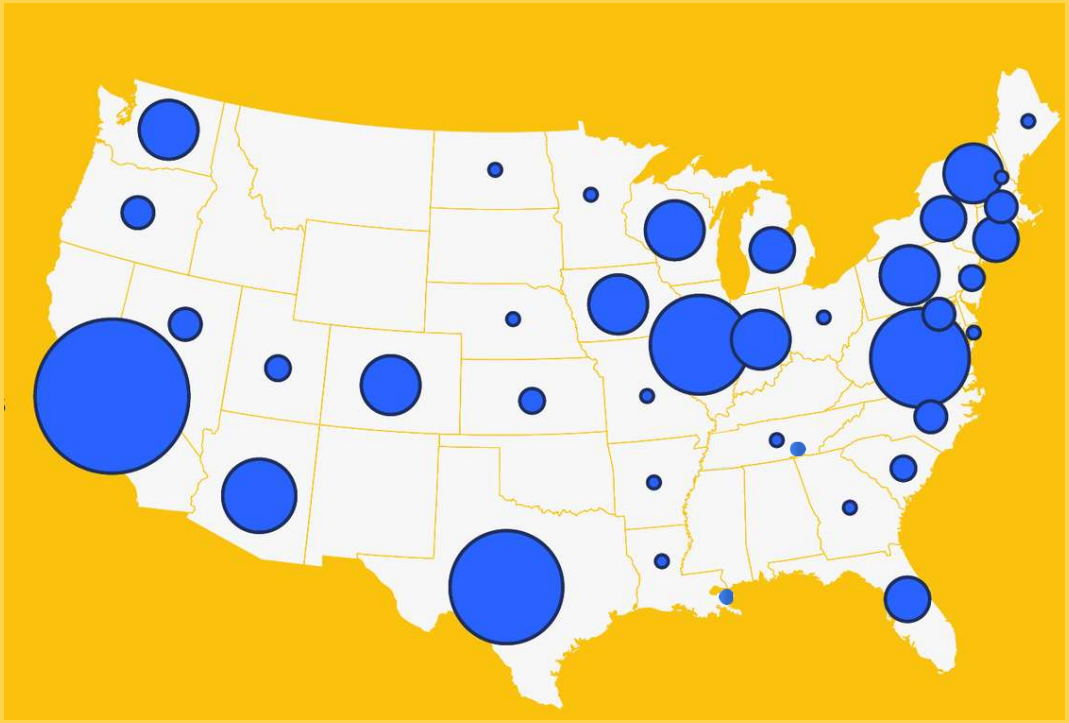
CHANGE IS ALREADY HAPPENING

30x30 Milestones and Momentum IMPACT report

28% increase in women recruits in participating agencies who completed their 2-year commitment, moving from 19 – 24% women.



30x30: Present and Future



- Over 400 participating state and local law enforcement agencies in the US and Canada
- Departments range from small and rural to major metropolises serving over 8 million
- Partnerships with police professional organizations, private industry, and the US Department of Justice
- Political climate complicated but not prohibitive
- And now.....30Forward!

ADVANCING WOMEN IN POLICING

CONNECT

info@30x30initiative.org

30x30initiative.org

30x30-initiative

THANK YOU!