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ADVANCING WOMEN IN POLICING
December 2024

AGENDA

Phase I and II Overview

Phase III Updates

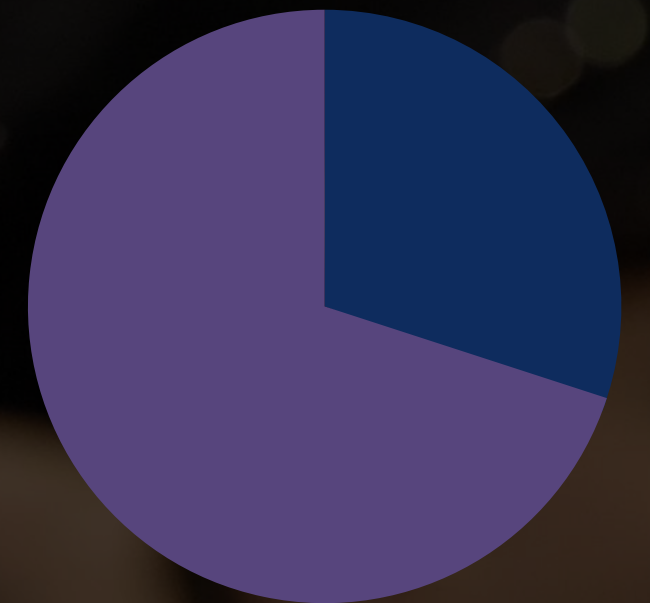
- **Continued Research**
 - ❖ **Dr. Lois James – Report on Gender Disparities in Promotion**
- **Updates on Training, Recruitment, and Childcare**

WHAT IS 30X30

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

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

30% is where change begins to happen



WHY 30>X30?

Women currently comprise
≈13% of sworn officers.

Among leadership ranks,
women represent 3%.

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

SPD'S 30X30 COMMITMENT

March 25, 2021: SPD Letter of Commitment

Phase I (Quantitative Survey)

- **SPD compliant with Phase I Immediate Actions**
 - **Strategic priorities around gender diversity in hiring, retention, and promotion**
 - **“Zero tolerance” EEO practices**
 - **Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets**
 - **Nursing accommodation for returning mothers**
 - **Appropriate equipment (uniforms, firearms, ballistic vests) for women.**

SPD'S 30X30 COMMITMENT

Phase II (Qualitative Assessment) Report: September 2023

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

Emergent Themes (the “push/pull”)

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

Key Recommendations

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

PHASE III COMMITMENTS - STATUS

- **Internal 30x30 Workgroup Established**
 - ❖ Employee-led, interest-based, non-exclusive, cross-rank and position.

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

- **Training/Mentoring**
 - ❖ Mentoring program re-established for recruits and student officers.
 - ❖ Women-only Defensive Tactics training
 - ❖ Trust-Centered Leadership
- **Empirical Assessment of Gender Disparity in Promotion (Phase III Report)**
- **Focused Recruitment**
- **Childcare**

REPORT, TECHNICAL APPENDIX, AND PYTHON CODE

AVAILABLE AT:

<https://github.com/SeattlePolicePublicGit/SPDPublicRepo>



Gender Disparity in Promotions

Dr. Lois James, Washington State University

- **Methodology:** Applied Propensity Score Weighting methods to analyze data on promotions over the prior 9 years.
 - All sworn employees included, totaling 2015 current and former employees active during the study period.
 - Data set included 10 control variable and 4 target variables (number of promotions, highest rank achieved, total gross earnings, and complaints).
- **Research Question:** Whether the target variables were significantly different between men and women.



Gender Disparity in Promotions

Dr. Lois James, Washington State University

- **Findings:**

- ❖ Number of promotions received between men and women was not significantly different. Both men and women in the sample promoted an average of 2 times over the 9-year period.
- ❖ Difference between men and women in terms of the highest rank achieved was not significantly different. The average highest rank achieved for both was police officer detective.
- ❖ Although women received fewer complaints than men on average, this difference was not significantly different.
- ❖ Disparity in terms of gross income received was statistically significant (men received on average \$37,000 more across the study period, a difference of 3.7% accounting for hours worked).



Gender Disparity in Promotions

Dr. Lois James, Washington State University

- **Caveats and Discussion Points**

- ❖ While it is encouraging that women received an approximately equivalent number of promotions and rose to approximately equivalent ranks, this does not mean there is no gender bias, especially in light of total dollar earnings. Whether women experienced more difficulty in promoting (due to bias, structural factors, or personal reasons) is beyond the scope of this study.
- ❖ Adjusting for hours worked does not account for differences in pay between regular salary and overtime rates. Men in the sample worked more hours than women, which indicates increased overtime at a higher rate. This may speak to the “kid tax” – that men are able to take advantage of more OT opportunities than women. It is also possible that men were more likely to receive particular assignments that may have been more lucrative (a qualitative assessment outside the scope of this study).



Gender Disparity in Promotions

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»»» RECRUITMENT – DIRECT OUTREACH and SUPPORT

- **Washington Women in Trades Fair**
- **Military bases**
 - **In-Person Recruitment**
 - **Monthly JBLM hiring events**
 - **"Hire GI" events (JBLM and Bangor)**
 - **Upcoming Camp Pendleton visit**
 - **Skill Bridge Program**
 - **Service members will gain valuable work experience through specific industry training, apprenticeships, or internships during the last 180 days of service**
- **HBCU visits Local Advisory Councils**
- **Community events**
 - **Juneteenth Celebration**
 - **Rainier Beach Back to School Event**
 - **Ethiopian Independence Day**
 - **Pista sa Nayon (Filipino Cultural Event)**
- **Diversity and Women in LE (Puyallup Fair)**
- **Women in Law and Justice Panel (CWU)**
- **NW Women's Show**
- **Regular In-Person Recruiting Workshops (>100 attendees)**
- **Virtual Evening and Weekend Recruiting Workshops**
- **Train Heroic App (PAT readiness)**

»» RECRUITMENT – ADVERTISING

- Hired new Police Recruiting Manager
- Continued partnership with Mayor's Office on marketing strategy
- Contract for advertising firm transferring from Mayor's Office to SPD
 - SPD moving to a specialized police marketing firm.
- SeattlePoliceJobs.com and National Testing Network websites updated with new videos (including several featuring women officers)
- Expanded Social Media advertising presence

14.5% of sworn personnel identified as women as of 2022 Phase I Reporting.

YTD 2024, 18.75% of new hires identify as women.

»» RETENTION

- **Women's Law Enforcement Summit (national)**
- **New parent focus group**
- **Continued review of departmental practice and civil service strictures impacting equity in intradepartmental mobility (e.g., specialty assignments, promotional opportunities, both sworn and non-sworn)**
- **Affinity groups, both department-sponsored and independent**
- **Exploring opportunities for alternative work schedules (as staffing improves)**
- **Childcare**

CHILDCARE

- **Internal Survey of Employee Interest Completed**
 - Significant percentage of respondents have children or are likely to have children in the next 3-5 years
 - Significant percentage interested in childcare, esp. during significant events/mandatory OT
- **Finalizing contract with consultant to develop childcare solutions for SPD officers to build and support SPD's workforce. Report (Q2 2025) will include:**
 - **Options for existing childcare capacity and hours of availability**
 - **Opportunities for exempt and licensed care**
 - **Cost and timeline of solutions**
 - **Legal liabilities and risk.**



QUESTIONS?
