



BLOOMINGTON POLICE DEPARTMENT



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The Bloomington Police Department Pledges to Advance Women in Policing

The Bloomington Police Department has signed on to the 30x30 Pledge – a series of low- and no-cost actions policing agencies can take to improve the representation and experiences of women in law enforcement. The activities help policing agencies assess the current state of a department with regard to gender equity, identify factors that may be driving any disparities and develop and implement strategies and solutions to eliminate barriers and advance women in policing. These actions address recruitment, assessment, hiring, retention, promotion, and agency culture.

The Pledge is the foundational effort of the 30x30 Initiative – a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in all ranks of policing across the United States. The 30x30 Initiative is affiliated with the Policing Project at NYU School of Law and the National Association of Women Law Enforcement Executives (NAWLEE).

The ultimate goal of the 30x30 Initiative is to reach 30 percent of women in police recruit classes by 2030, and to ensure policing agencies are truly representative of the jurisdiction the agency serves. While 30x30 is focused on advancing women in policing, these principles are applicable to all demographic diversity, not just gender. The Pledge is based on social science research that greater representation of women on police forces leads to better policing outcomes for communities.

Currently, women make up only 12 percent of sworn officers and 3 percent of police leadership in the U.S. This underrepresentation of women in policing has significant public safety implications. Research suggests that women officers: use less force and less excessive force, are named in fewer complaints and lawsuits, are perceived by communities as being more honest and compassionate, see better outcomes for crime victims, especially in sexual assault cases.

"This pledge is designed to support our existing employees by ensuring our policies and practices allow everyone at the police department an equal opportunity to succeed as well as implementing new strategies to attract more qualified candidates. Currently, our department's officers, who identify as women, make up approximately 7% of the sworn police officer work force. We will be deliberate and intentional over the next decade in shaping our department's culture, hiring practices, promotional testing, and a mentorship program to help all officers' equal chance to succeed. I encourage women and others who are interested in serving and partnering with the public to give the Bloomington Police Department a look."

– Chief Jamal Simington

For more information, visit www.30x30initiative.org

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