

RTI International and the National Policing Institute partnered with the National Association of Women Law Enforcement Executives, the National Organization of Black Law Enforcement Executives, and the International Association of Women Police to conduct focus groups about how to improve the representation of women in policing. Over 70 women officers from 29 states, representing different ranks, roles, and career stages, participated in this effort.



## Practical Steps to Increase Recruitment of Women in Law Enforcement

### Develop Policies

Create and advertise more supportive policies and practices. Lack of support for managing family and other non-work demands is one of the greatest barriers to entry into policing for women.

### Feature Career Paths

Feature the range of roles of a career in policing. Depict different aspects of police work to give a realistic view of what the job entails.

### Be Targeted

Target recruitment towards organizations, activities, and events where women are better represented.

### Emphasize Diverse Skills

Highlight the unique skills women bring to policing, such as communication or empathy, in recruitment and outreach.

### Advertise Truthfully

Represent your agency truthfully. If you are not yet diverse, but strive to be, communicate that to recruits.

### Highlight Female Officers

Show female officers who occupy different ranks and specialties on marketing materials and at events.

## Project Partners:



For additional information about these recommendations and this research project, visit [recruitwomenpolice.org](http://recruitwomenpolice.org). RTI International is an independent, nonprofit research institute dedicated to improving the human condition. This project was supported by grant no. 2019-R2-CX-0027 from the National Institute of Justice. The opinions, findings, and conclusions or recommendations expressed in this document are those of the researchers and do not necessarily reflect those of the U.S. Department of Justice.