

POLICEWOMEN ON PATROL

Volume I Major Findings: First Report

Report of an evaluation by The Urban Institute for the Police Foundation

by

Peter Bloch
Deborah Anderson
Pamela Gervais



A Police Foundation Paper
February 1973

The Police Foundation is a private, independent, nonprofit organization established by The Ford Foundation in 1970, and dedicated to supporting innovation and improvement in policing. The Police Foundation's research findings are published as an information service.

The Urban Institute is a nonprofit research organization established in 1968 to study problems of the nation's urban communities, to respond to current needs for disinterested analysis and basic information, and to attempt to facilitate the application of this knowledge.

©1973 by the Police Foundation.

All rights, including translation into other languages, reserved under the Universal Copyright Convention, the Berne Convention for the Protection of Literary and Artistic Works and the International and Pan American Copyright Conventions. Permission to quote readily granted.

Library of Congress Catalogue No. 73-78708



Police Foundation
1201 Connecticut Avenue, NW
Suite 200
Washington, DC 20036
(202) 833-1460
Fax (202) 659-9149
E-mail: pinfo@policefoundation.org
www.policefoundation.org

FOREWORD

This is a preliminary report on how women perform in the most important of all police jobs--the job of patrol. It compares the performance of 80 female officers with a control group of 80 male officers in the Washington, D. C. Metropolitan Police Department. It is based on observation of their first four months on patrol and is an initial report. This study is continuing and additional findings based on a longer period of evaluation will follow.

This evaluation is one of a number of Police Foundation supported projects which concentrate on ways to improve police performance on the street. Other Foundation supported projects are aiding police departments in attempting to measure performance differences between the college educated and non-college educated officer, to assess the effectiveness of various patrol or investigative strategies and to develop improved ways for police to handle a wide variety of both crime and non-crime situations.

The need for a policewomen on patrol study became evident over a year ago when the survey conducted by Catherine Milton (for her book, Women in Policing, published by the Police Foundation) revealed how little objective information was available on this subject. In March, 1972 Title VII of the Civil Rights Act which prohibits discrimination by employers on the basis of race, creed, color, sex and national origin was amended and its provisions extended to cover public (i. e., police departments and other government agencies) as well as private

employers. Under the provisions of that Act and of the Equal Employment Opportunity Commission guidelines, a police department which did not hire or assign women on the same basis as men would be required to prove that sex is a "bona fide occupational qualification"--that is, that there were shown to be significant differences between men and women in terms of job performance. This change in the law made it essential that some studies be undertaken to determine in as scientific a manner as possible what, if any, significant differences there are in how women perform the patrol job as compared to men.

Police administrators nationwide are concerned about this issue. Some police departments are being sued by female applicants alleging discrimination in hiring. Our informal surveys show that there has been some increase in the assignment of women officers to patrol, but these actions have involved relatively few, perhaps 250 women nationwide, and have been taken without the benefit of sufficient hard data on the performance of female officers.

Chief Jerry V. Wilson's decision in early 1972 to hire a substantial number of recruits and assign them to patrol duty offered a unique opportunity to conduct the kind of performance study that was needed and Chief Wilson's support for this evaluation has been and continues to be invaluable.

A problem for this evaluation, as with any effort to measure police "performance," lies in the fundamentally complex nature of the patrol officer's job. The ability to handle violent situations, to help those in trouble, to write reports, to make arrests and to get to work on time are all dimensions of performance. This report covers a wide range of performance measures. The

second phase of this study will provide information about these officers after they have had more patrol experience as well as additional information such as, not just the number of arrests made by female as compared to male officers, but the quality of those arrests in terms of the judgment exercised and how well the cases hold up in court.

This report is not definitive but will, we think, be helpful to police and public administrators. Enough data are presented so that officials with a variety of problems and with varying opinions about the relative importance of different performance factors may interpret the data for their own needs. As this study continues we hope similar studies on this topic and on other issues of importance to law enforcement will be undertaken by police departments across the country. This kind of analysis is essential if we are to improve the quality of police service provided to the citizen.

Thomas F. McBride
Staff Director

The Police Foundation
Washington, D. C.
March 1973

TABLE OF CONTENTS

	<u>Page</u>
ACKNOWLEDGEMENTS	iv
INTRODUCTION AND SUMMARY OF FINDINGS	1
BRIEF SUMMARY OF METHODOLOGY	2
Sample	2
Statistical Techniques	3
Questions Presented and Measurement Instruments	4
SUMMARY OF FINDINGS	7
Equal Treatment	7
Police Measures of Performance	7
Community Measures of Performance	9
Attitudes	9
TOPICS FOR FURTHER STUDY	11
FINDINGS	12
EQUAL TREATMENT	12
Selection of Women	12
Partners of Policewomen	13
Attitudes of Patrolmen Before Women Went on Patrol	13
Daily Activities	14
Potential Violence or Threats When Police Arrived	14
"Dangerous" Situations When the Police Arrived	14
Injured and Intoxicated People	15
PERFORMANCE	16
Expected Outcome of Probationary Year	16
Arrest Rates	16
Driving	18
Certification to Patrol Alone	19
Sick Leave	19
Fewer "Incidents" for Women	19
Women Take Charge Less Often	20
Action Toward Citizens	21

CONTENTS (Cont.)

	<u>Page</u>
Other Police Action	22
Effect on Angry People	23
Upset People	24
Citizen Satisfaction With Police Service	24
Department Performance Ratings	25
Anonymous Performance Ratings	26
 ATTITUDES	 28
Community Attitudes	28
Citizen Opinions About Policewomen	30
Community Reactions To Police	30
Officer Opinions About Policewomen	32
Officials' Anonymous Opinions About Policewomen	32
Patrol Officers' Anonymous Opinions About Policewomen	35
Opinions About Improving the Policewomen Program	36
General Attitudes Toward Policewomen	37
Attitudes Toward Equal Opportunities	38
Attitudes Toward Women Handling Potentially Violent Situations	38
Other Patrol Situations	39
Tasks Where Women Rate as High or Higher Than Men	41
Factors Affecting Attitudes Toward Patrol Capabilities of Men and Women	42
Personality Traits	44
Factors Affecting Attitudes About Traits	45
 BACKGROUND AND IMPLEMENTATION	 47
History of Policewomen in the United States	47
History of Policewomen in the District of Columbia	50
Initiation of Patrolwomen Program	53
Chief Wilson's Order Requiring Equal Treatment	55
 INITIAL INCIDENTS AND REACTIONS	 60
 THE SUMMER MONTHS	 62

CONTENTS (Cont.)

	<u>Page</u>
FALL 1972	63
REFERENCES	65

ACKNOWLEDGEMENTS

This study was funded by the Police Foundation, which has provided leadership in the study of policewomen with its earlier study, Women in Policing, by Catherine H. Milton (1972).

Chief Jerry Wilson, of the Metropolitan Police Department of the District of Columbia, had decided to proceed with the policewomen program prior to Police Foundation interest. The Chief's commitment to the program was essential to its implementation. His Department has fully cooperated with the evaluation and has assisted in data collection and in having its officials and officers complete questionnaires for the study. Mr. James Murray (Director of Administrative Services), and Sergeant Mary Ellen Abrecht (former Policewomen Coordinator) have also been particularly helpful.

Chilton Research Corporation (Philadelphia) assisted in the study by conducting citizen interviews. Andrew Brown and Ed Crow provided important assistance.

The International City Management Association directed a program in which observers rode in police cars to measure police performance. Stanley Wolfson and Joe Green, a District of Columbia police officer, were responsible for developing the structured observation instrument and Lee Nathans and Claire Rubin supervised the observers. Douglas Harman had overall responsibility.

Joseph H. Lewis, Director of Evaluation of the Police Foundation, and Catherine H. Milton, Assistant Director of the Police Foundation, were a constant source of useful suggestions.

Robert Sadacea provided important assistance in instrument development. Montina Pyndell and Suzanne Peters provided essential secretarial support. Bobbie Carlin, a computer programmer, was invaluable in completing our analytical work. Joseph S. Wholey provided overall guidance as Director of Program Evaluation Studies. Garth Buchanan, Joseph Nay, Tricia Knapick and Philip Schaenman provided important assistance on our Internal Advisory Committee.

We are also grateful to Edna Decker and Thomas Kelly of the Police Foundation who prepared our final draft for publication.

INTRODUCTION AND SUMMARY OF FINDINGS

Police departments throughout the country are under legal and political pressure to hire women as police officers and to allow them to participate in all police functions, including uniformed street patrol. Many police departments consider the utilization of women to be a difficult decision since there is almost no knowledge about women's capabilities as full-fledged patrol officers.

In 1972, the District of Columbia Police Department reassigned twenty-seven policewomen and hired and trained 80 new women for uniformed patrol duty. This is the first time in the history of the United States that any city has hired a substantial number of women and given them the same patrol responsibilities as men. Hence, this evaluation represents the first major attempt to gather data on the performance of women on patrol.

The current report covers the first few months the women have spent on patrol. A follow-up report, to be issued in about one year, will evaluate the women after they have had over one year of patrol experience.

BRIEF SUMMARY OF METHODOLOGY

Sample

To facilitate this evaluation, the 80 "new women" and fifteen of the re-assigned women were restricted to two of the seven police districts, District 1 and 7 ("Experimental Districts"). Districts 5 and 6 were selected as "Comparison Districts" since they most closely resemble Districts 1 and 7 in crime, racial composition and residential characteristics. Currently, women comprise about 13 percent of the patrol force in the experimental districts. The rest of the reassigned women are scattered among the remaining five districts, including three women in the comparison districts.

The women were concentrated in two districts so that any effect women might have on patrolmen, police officials and community residents would be more apparent. Concentrating the women also would represent a truer test of how a larger number of women would be received if the Department pursued a policy of accepting women on a more equal basis. It was also felt that larger proportions of women within each district might encounter fewer difficulties in becoming assimilated into the patrol force than a relatively smaller proportion.

1. There are seven police districts in the District of Columbia. The average amount of total index crime per district in 1972 was 5,535. The First (experimental) and Fifth (comparison) districts were above the average (6,239 versus 6,399). The Seventh (experimental) and Sixth (comparison) were below the average (4,394 versus 3,633). There was six percent more index crime in the experimental districts than in the comparison districts.

The assignment of women to experimental districts filled almost all of the personnel openings in those districts. Consequently new male officers were generally assigned to other districts, and only a rough match of men and women in the experimental districts was possible. Therefore, the women were matched with men in similar districts for comparison purposes.

To provide a fair comparison group for the women, each "new" female officer was matched with a male officer in one of the comparison districts who had entered the police academy at the same time as the woman. (Almost all "matched" officers were identically matched, but a few entered training two weeks apart.) Thus, the principal comparisons were between men in districts with almost no women and women of equal patrol experience assigned to similar districts.

The reassigned women differ from the new women in several respects, including: (1) assignment to all of the seven districts, (2) opposition by most of them to being assigned to patrol and (3) prior experience on the force, ranging from clerical to undercover and tactical squad assignments. Due to their widely varying prior experience, it was not possible to obtain an adequate comparison group among the male officers. Consequently, they were evaluated separately and less intensively than the "new" women.

Statistical Techniques

Various statistical techniques (regression analysis, t-tests, and chi-square tests) were used to determine whether differences between groups were likely to be due to random variation (chance). Any reported differences between

groups would have occurred by chance less than 5 percent of the time. If a difference would have occurred by chance more than 5 percent of the time, then the difference was not considered to be significant and the report states that there were no differences between the groups being compared.

Questions Presented and Measurement Instruments

For the purposes of this study, evaluation of the policewomen was broken down into several important questions; and answers to these questions were sought with several measurement instruments. The following two tables summarize the important questions and the measurement instruments:

QUESTIONS PRESENTED

<u>Area of Concern</u>	<u>Question</u>	<u>Significance of Question</u>
Equal Treatment (Similar backgrounds, assignments, and treatment by other officers and supervisors)	Have the women and men had the same opportunity to perform?	If the women do not receive equal treatment, this can bias all other findings in this report.
Police Performance Activity and Ratings (arrests, moving traffic violations, number of incidents, police team inter-actions, ratings by superiors)	How does the average recently hired woman compare to the recently hired man? Do a substantial number of women compare favorably to recently hired men?	If there are important sex differences, then police departments might consider new recruiting, personnel selection, or training methods. They might also consider new ways of utilizing officers to emphasize strong points and reduce the importance of weak points. Legally, sex may not be a barrier to employment if some members of the sex can perform the job capably. That is, a capable woman cannot be excluded even if the "average woman" is not capable.
Citizen Satisfaction	How do citizens react to the service given by police teams with and without women?	This is an important type of performance measure because police provide a service and citizen satisfaction is a measure of that service.
Attitudes Toward Policewomen	What are the attitudes of citizens about female patrol officers?	Favorable or unfavorable reactions might influence Department policy.
Community Police	What are the attitudes and beliefs of police officers and officials about female patrol officers?	These attitudes may affect the performance of the women. Attitudes may change, indicating that the women are gaining or losing esteem as the result of their performance.

MEASUREMENT INSTRUMENTS

<u>Name of Instrument</u>	<u>Sample Size</u>	<u>Brief Description</u>
Chief Wilson's Survey	78 new women 69 comparison men 17 reassigned women	Each District was asked by Chief Wilson to compile relevant statistics and to answer questions about each officer in the sample. This survey was returned directly to Chief Wilson's office.
Structured Observation	93 tours with male-female teams 106 tours of duty with male-male teams	Observers were hired to ride with women and comparison males and, using a uniform format, note what happened and how citizens reacted to officers' behavior. Observers also gave their own ratings of officers' attitudes and performance.
Service Survey	507 interviews	Telephone and door-to-door interviews with people who requested police service or recently observed police giving service. 184 of the interviews were with people whom police records show were serviced by a police car to which a new woman was assigned. 323 of the interviews were with people whom police records show were serviced by a police car to which a comparison man was assigned. Purpose: to learn about citizen ratings of police performance and about attitudes toward policewomen.
Citizen Survey Business Survey	420 resident interviews 107 business person interviews	Telephone interviews to determine citizen attitudes about policewomen.
Officials Survey	54 sergeants 35 captains or lieutenants	Anonymous questionnaire for patrol officials. Purposes: Obtain opinions about women and effect on supervisors of work experience with them. Obtain ratings of new women, reassigned women and comparison men, to compare with general attitudes and with Chief Wilson's official Department survey.
Patrol Survey	57 new women 57 men in comparison districts 85 men in experimental districts	Similar to Officials' Survey, but no ratings of individual women.

SUMMARY OF FINDINGS

It is still early in the policewomen program. At the conclusion of data collection for this report, the newly hired policewomen had only four months average experience on patrol. At this stage, the following findings stand out:

Equal Treatment

1. Policewomen had substantially the same assignments (scout car and foot beat) as policemen, and vehicles to which they have been assigned appear to be receiving assignments to approximately the same types of calls as are the comparison men.

2. Because these policewomen were rookies, they usually were assigned (pursuant to standard Department policy) to patrol with more experienced officers, who are almost invariably males. It is not possible to determine whether any differences between policewomen and comparison men are the responsibility of the women, of their partners or of some combination of the two.

3. In April 1972, before the women were assigned to street patrol, policemen believed that women would be considerably less competent as patrol officers and that the addition of women would make their jobs substantially more difficult. These expectations may have made it relatively more difficult for the women than for men. (A fuller discussion of police attitudes is included on page 32.)

Police Measures of Performance

4. The number of felony arrests made by new policewomen was about the same as those made by comparison men but the new policewoman was more likely to have made no felony arrests. The new policewoman made fewer misdemeanor

Confidential discussions with police officers and officials.

35 policemen and policewomen

Interviews

arrests and gave fewer moving traffic violations. Reassigned women made felony and misdemeanor arrests at about the same rate as the comparison men, but they gave fewer moving traffic violations.

5. A substantial number of new women compare favorably to the typical (median) recently hired man. Thirty-seven percent of the new women made arrests at the same or a greater rate than the typical (median) comparison man. Twenty percent of the new women gave moving traffic violations at the same or a greater rate than the typical (median) comparison man.

6. Observers found that male-female teams are less likely than male-male teams to initiate traffic or non-traffic incidents, such as questioning suspicious persons, stopping vehicles for traffic problems, spot checks for stolen autos, and business or bank checks.

7. Observers found that new women were more likely than comparison men to be given instructions by their partner, and they are less likely to "take charge" at an incident in which their partner is present.

8. The number of new women and comparison men who have resigned is small and roughly equal. All women still in the Department are expected to be recommended for retention at the conclusion of their probationary year.

9. New women and comparison men tended to be rated about the same in general patrol skills on Chief Wilson's survey. On an anonymous survey of captains, lieutenants and sergeants, women tend to be rated as less competent than on the departmental survey.

10. So far, policewomen and comparison men have been involved in few situations involving violence or potential violence. There appears to be no difference in the performance of new women and comparison men in these few situations.

11. In Chief Wilson's survey and on an anonymous survey of officials, new women received somewhat lower ratings than comparison men on their ability to handle violent situations.

Community Measures of Performance

12. Police service given by policewomen and policemen is equally acceptable to citizens, judging both from a citizen survey and from ratings made by observers hired for this study.

13. Regardless of sex, police officers are highly rated for their attitudes, respect for citizens and their ability to handle a variety of situations.

Attitudes

14. Citizens tend to believe that policewomen should be given an equal opportunity to become patrol officers. They think that hiring policewomen will not affect crime rates or arrest rates. They tend to think policewomen would be advantageous in handling domestic disputes but disadvantageous in handling street fights or riots.

15. Policemen had roughly the same negative attitudes toward policewomen before they were assigned to patrol as they do now. The formation of those attitudes can not be attributed to the women's performance. Work experience with policewomen has not had much effect on the pre-existing attitudes.

16. Policemen and officials tend to feel that having a large number of policewomen on the patrol force may make their jobs somewhat more difficult. Policemen and policewomen both prefer to have a male patrol partner, but the women's preference is less pronounced than is the men's.

17. Policemen, policewomen and officials agree that fewer women than men can handle violent or potentially violent situations satisfactorily. The women think there is less difference between women and men than do the men.

18. Policemen, policewomen and officials agree that women are more likely than men to be satisfactory at handling rape victims and that men and women are equal in "report writing" and "arresting a prostitute." Policemen and policewomen (but not officials) agree that men and women are equally likely to be satisfactory in "cruising around and observing."

19. Policemen and officials have negative opinions about policewomen. They think that men are more likely to be "calm and cool," "courageous," "persuasive," "strong," "decisive," "aggressive," "observant" and "emotionally stable." Women are thought more likely to be "understanding, compassionate" and "intelligent."

20. Policewomen have a more positive opinion about themselves. They think women are more likely to be "persuasive," "decisive," "observant," "emotionally stable," "intelligent," and "understanding, compassionate." Men are thought more likely to be "strong" and "aggressive."

21. Black patrolmen are more favorable towards policewomen than are white patrolmen.

22. Younger patrol officers are more favorable to women than older patrol officers.

TOPICS FOR FURTHER STUDY

1. During the next year of this study, the first data will become available about women with more than one year's uniformed patrol experience. For the first time, a substantial number of policewomen will be patrolling alone, patrolling with other women, and patrolling with male partners of the same seniority or with less seniority.

2. Arrest data is difficult to interpret without knowing how often the arrests result in prosecution or have to be dropped by the prosecutor for lack of evidence or some other defect. Unsound arrests might be counted against rather than for an officer. Disposition data is being assembled with the assistance of District Attorney Charles R. Work and Mr. William Hamilton of The Institute for Law and Social Research. A report is scheduled to be released shortly.

3. During the continuation study, additional information will become available about the effect, if any, which additional patrol experience may have on female performance and on both female and male attitudes.

4. During the continuation study, additional information will become available about how women perform in violent or potentially violent situations.

5. During the continuation study, additional information will become available on the effect of policewomen on policing in general.

FINDINGS

EQUAL TREATMENT

In a "controlled experiment" evaluating the performance of policewomen and policemen, efforts would be made to have the "subjects" treated identically in all respects. In a real-life experiment, this is not possible. In order to interpret the data properly, it is important to know whether the officers have been treated differently or have been affected by different expectations or attitudes from superiors or fellow officers.

Selection of Women

The 80 "new" women were selected for the Department in the same manner as men, including a civil service test, background check, personal interview, and application of a height (5'7") standard. Women's weight had to fall within the normal range for women of that height, permitting them to be lighter than the men.

Seventy percent of the women and 40 percent of the comparison group of men were black. The average policewoman was 24.8 years old in October 1972, or 1.5 years older than the average male in her recruit class.

Both the men and women had completed an average of 12.9 years of school when accepted in the Department. Their scores on the police academy tests were almost identical.

Previous to joining the Department, 15.5 percent of the men had at one point been arrested for a crime, compared to 5.2 percent of the women.

Fifty-nine percent of the men and 24 percent of the women had been charged with a moving traffic violation.

Partners of Policewomen

Partners of policewomen averaged about six more months of seniority in the Department (31 months versus 25 months), compared to partners of the comparison men. This suggests that somewhat greater care may be devoted to selecting partners for the women, compared to the care given to selecting partners for the men.

Attitudes of Patrolmen Before Women Went on Patrol

In an anonymous survey of 36 patrolmen conducted in April 1972, before the women were assigned to patrol, the men were discovered to have strong negative attitudes about women on patrol.

Most of the men said their fellow officers would not believe them if they said they had a female partner who was better than many male officers. The men preferred having men as patrol partners. They thought that having a large number of women in their patrol district would make their job more difficult. On the average, the men believed women were less capable than men in violent situations.

Over half the men thought women would receive favoritism within the police department. About half the married men believed that their wives would be strongly opposed to their having a woman patrol partner.

A more complete statement about police attitudes appears below, starting on page 32.

Daily Activities

Policewomen have performed all the major activities required of young patrol officers, in proportions similar to the comparison men. Fifty-four percent of the time, policewomen have been assigned to patrol in a two-officer police car and 11 percent of the time they were assigned to a two-officer foot beat. They have been assigned to a variety of high and low crime areas. The only difference in the assignments of men and women is that the women have been assigned to station duty (regular assignments) 10.7 percent of the time or about twice as often as the men.

Potential Violence or Threats When Police Arrived

In the Structured Observations, teams with or without women had to handle "angry" people about as often (an average of 1 angry person for 5 police incidents). They also experienced approximately the same frequency of violence "when the police arrived," as illustrated in the following table:

Citizen Behavior	<u>Violence or Threats "When Police Arrived"</u>			
	<u>Male-Female Team</u>		<u>All-Male Team</u>	
	Number of Incidents	Percent of Total Incidents	Number of Incidents	Percent of Total Incidents
Verbal Threats	13	5%	26	7%
Physical Force	3	1%	1	0%
Threat with Weapon	2	1%	2	1%
Use of Weapon	0	0%	2	1%

"Dangerous" Situations When the Police Arrived

In a survey of 507 citizens, chosen from police records because they received service from new women or comparison men ("Service Survey"), the

new policewomen were found less likely to have received assignments in which citizens report that there was a "dangerous or angry" person there before the police got there. Twenty-one percent of the incidents handled by cars to which women were assigned were "dangerous or angry," compared to 33 percent of the incidents handled by cars to which comparison men were assigned.

These citizen reports might not be expected because of findings from Structured Observations, indicating no difference in the presence of angry people or the occurrence of violence or verbal threats. It should be noted that: (1) the sample in the Service Survey depended on citizen availability and willingness to talk with interviewers and was, therefore, somewhat less representative than the "100 percent" sample obtained by observers, (2) the Service Survey deals with a period of about two months, most of which occurred before the Structured Observations started, (3) the presence of observers may have introduced a performance bias not present in the Service Survey, and (4) observers and citizens may classify incidents differently.

In the continuing evaluation, an attempt will be made to compare observer and citizen perceptions of the same incidents. An attempt may also be made to conduct a more detailed study of vehicle dispatch operations in order to detect possible bias in assignment of dangerous calls.

Injured and Intoxicated People

In the course of their observed tours, the teams with and without women met about the same number of people who were injured, unconscious or intoxicated, as shown in the following table:

Injured and Intoxicated People
(Percent of Observed Incidents)

<u>Type of Incident</u>	<u>Male-Female Teams</u>	<u>All-Male Teams</u>
Gunshot Wound	0.4	0.3
Knife Wound	0.4	0.5
Bleeding Wound	3.3	4.8
Bruised	2.2	1.8
Unconscious	1.8	1.0
Very Drunk	11.0	7.9
Mildly Intoxicated	4.8	3.8

PERFORMANCE

There is no agreed-upon measure of the effectiveness of uniformed patrol officers. In this section, a variety of measures are presented so that the reader may weigh the evidence and compare the men and women for himself.

Expected Outcome of Probationary Year

Of the 80 new women, three have resigned and all of the rest have been rated by their commanding officers, in a report to Chief Wilson, as likely to be recommended for retention on the force at the end of their one-year probationary period. Of the 80 comparison men, one resigned, one is on military leave and 94 percent of the rest are rated as likely to receive favorable retention recommendations.

Arrest Rates

Forty-seven percent of the women have made one or more felony arrests, compared to 61 percent of the men. On the average, new women made fewer misdemeanor arrests and gave fewer moving traffic violations than the comparison

males. Reassigned women, who have been in the Department and have been assigned to street patrol longer, made felony and misdemeanor arrests at about the same rate¹ as the comparison males but gave traffic violations at a lower rate (see following table).

Number of Arrests or Citations Per Year of Duty

<u>Group</u>	<u>Felony</u>	<u>Misdemeanor</u>	<u>Moving Traffic</u>
"New" Women	2.8	7.9	33.2
"Reassigned" Women	5.4	9.4	35.7
"Comparison" Men	4.0	12.0	64.5

A substantial number of women participated in as many or more arrests or traffic citations (per year of duty) as the typical man, as shown in the following table:

Percent of Women Giving "As Many or More"
Arrests or Traffic Citations As
The Typical (Median) Man
(Per Year of Duty)

<u>Group</u>	<u>Felony</u>	<u>Misdemeanor</u>	<u>Moving Traffic</u>
"New" Women	42	37	20
"Reassigned" Women	37	37	37

Arrest data should be interpreted with great care. During the continuation of this evaluation, the researchers will attempt to determine whether the arrests

1. T-tests were used to determine whether differences were statistically significant. There are only 16 reassigned women in this sample, explaining why they are not statistically different from the new women or the comparison men in misdemeanor arrests.

made by men and women are equally "sound," or likely to hold up in court. Until that time, the extent to which more arrests demonstrate greater productivity is not known.

Arrest data are also suspect because an arrest may be made by two officers, and there is no set rule governing who should get credit for the arrest. Consequently, it is possible that new women and the men are not getting credit for the same proportion of arrests made jointly by them and a partner.

Driving

Although 68 percent of the women had passed the Department's driving test by October 31, 1972, this is significantly poorer than the comparison men, 88 percent of whom passed the same test.

In the Structured Observation program, male and female observers rode in police cars on 199 tours of duty. They noted that policewomen drove 30 percent of the time and their partners drove the rest. Comparison men drove 40 percent of the time. The difference between the new women and men is about the proportion one would expect because of the difference in passing the driving test.

Information collected from personnel files indicates that the women have not had any accidents while driving in a Department vehicle; but comparison men have had six accidents. During the "observed" tours, data were collected on accidents and "near accidents." Vehicles to which policewomen were assigned were involved in 3 accidents and 6 near accidents, compared to 1 accident and 2 near accidents experienced by vehicles containing only male police officers. The senior partners were driving during most of these incidents.

Certification to Patrol Alone

Over 80 percent of the women who have passed the driving test have been certified as competent to patrol alone. As a result, similar percentages of women and men have been certified to patrol alone (51 percent versus 57 percent).

Sick Leave

The total number of days of sick leave used by the comparison men and the new women was the same, but the pattern differed. More women than men took some sick leave (68 percent of the new women and 39 percent of the comparison men took at least one day). The men who took sick leave took it for more extended periods than the women. Seven men and two women took sick leave for more than fifteen working days.

Fewer "Incidents" for Women

In the Structured Observations, a record was made of all radio calls and citizen or officer-initiated contacts. Observers were present during 93 tours with male-female teams and 106 tours with male-male teams. A total of 666 incidents were recorded. Teams with female of ficers averaged a total of 2.5 incidents per eight hour tour, compared to the all-male team average of 3.2 incidents per tour. Male and female observers found that all-male teams handled more incidents than male-female teams (all findings from Structured Observations were examined to assure agreement by observers of both sexes).

1. Thirty-nine incidents (6 percent), in which there was no citizen contact, were deleted from the study. Incidents include radio calls, officer-initiated contacts (see table on p. 20) and citizen-initiated contacts, which occur only rarely.

The principal reason for the relative sparseness of incidents for the male-female teams appears to be a lower frequency of officer-initiated incidents, as shown in the following table:

Incidents Handled by Male-Female and Male-Male Teams

Team	Number of Observed Tours ¹	Total Incidents	Incidents Per Eight Hour Tour			Other Calls ⁵
			Officer-Initiated		Total	
			Non-Traffic ²	Traffic ³		
Male-Female	93	2.5	0.1	0.1	0.3 ⁴	2.2
Male-Male	106	3.2	0.4	0.4	0.8	2.4

¹ Observers may have been present for a full eight hours or for less.

² Includes: talk with juveniles or adults; investigate suspicious people; follow-up prior incident; business, bank or school check; check of known criminal area.

³ Includes: give ticket or warning; spot check for stolen auto; bring person to station.

⁴ Rounded off to nearest tenth.

⁵ Radio calls and citizen-initiated contacts.

In the "traffic" category, male-female teams gave five tickets and all-male teams gave sixteen.

When the researchers selected a sample of incidents from police records for use in the Service Survey, 32 percent more calls were found for cars to which comparison men were assigned, compared to cars to which the new women were assigned. This corroborates the findings from the Structured Observation.

Women Take Charge Less Often

Female officers were observed to be more likely to take a subordinate role in an incident than were the comparison men. Women were said to have taken

"complete charge" in three percent of the incidents, compared to fifteen percent for the men. Women were said to have acted "equal with partner" in 30 percent of the incidents, compared to 40 percent for the men. Women were judged somewhat subordinate (between "equal" and "completely subordinate") in 35 percent of the incidents compared to 20 percent for the men.

While observers said that few partners gave much instruction to either the comparison women or to the men, partners of the women gave a little more instruction than partners of the men. In 40 percent of the incidents, the women's partners gave at least some instructions, compared to 27 percent for the men.

Action Toward Citizens

In the Structured Observation program, all actions of officers under study and of their partners were noted and, where appropriate, classified as to whether they were "conversational," "advice/report," "action," or "force." The activities included in these categories are:

<u>Conversation</u>	<u>Advice/Report</u>	<u>Action</u>	<u>Force</u>
Tried to calm or comfort	Advised incident was a civil matter	Frisked	Used Physical force
Talked/chatted	Advised need of warrant	Searched person	Handcuffed
Reasoned	Served warrant	Searched premises	Used nightstick
Explained situation	Advised (specify)	Threatened arrest	Used blackjack
Did nothing	Investigated/no report	Threatened physical force	Used Mace
Listened	Interviewed	Threatened use of weapon	Used gun
Lectured	Took report	Arrested	

There was no marked difference between male-female and all-male teams in the relative frequency of "force," "action" or "advice." Male-female teams used force 5 times or in 1.8 percent of the incidents, and all-male teams used force 8 times or in 2.9 percent of the incidents. "Action" was used 6 percent of the time by the women's teams and 6 percent by men. "Advice" was used in 25 percent of the incidents by women's teams and 27 percent by men. (See page 23, below for the frequency of the use of force or threats as reported by citizens in the Service Survey.)

Women were less likely to have been observed using "conversation." Women used conversational techniques 48 percent of the time, compared to 59 percent for the men.

Other Police Action

New women and comparison men took various official actions in about the same frequency, as indicated in the following table:

<u>Action</u>	<u>Percent of Tours of Duty in Which Action was Taken at Least Once</u>	
	<u>Percent of Incidents</u>	
	<u>New Women</u>	<u>Comparison Men</u>
Called for Assistance	4.3	5.6
Chase in a car	0.0	0.9
Chase on foot	2.2	1.9
Gave a lookout ¹	3.2	0.9
Roped off an area (to preserve evidence)	1.1	0.9
Searched premises	2.2	6.6
Searched vehicle	0.0	2.8
Used force	5.4	4.7

¹Gave description of a suspect over the police radio.

There were a very small number of incidents in which violence was observed. In these incidents, the male-female and male-male teams had similar experiences, as indicated in the following table:

Effect on Violence

(Structured Observation)

	Frequency When Police Arrived (Percent of Incidents)	Frequency When Police Left (Percent of Incidents)
<u>Verbal Threats</u>		
Male-Female Team	5.1	3.0
Male-Male Team	6.6	3.7
<u>Physical Force</u>		
Male-Female Team	1.1	1.1
Male-Male Team	0.3	0.8
<u>Threat With Weapon</u>		
Male-Female Team	0.7	0.4
Male-Male Team	0.6	0.0
<u>Use of Weapon</u>		
Male-Female Team	0.0	0.0
Male-Male Team	0.6	0.0

Findings from the Service Survey corroborate the finding that men and women had a similar effect on violence (see page 24, below).

Effect on Angry People

In the Structured Observations, policemen and policewomen both seem to have had an effect in reducing the number of angry people. When police arrived, there was one "angry" person for every five incidents. However, there was only one "angry" person for every eight incidents at the time the police left.

Upset People

Observers judged that the male-female teams dealt with people who were upset (but not dangerous or angry) "when the police arrived" in 45 percent of their incidents, compared to 29 percent for the men. Both the male-female and all-male teams experienced a significant drop in the number of upset people from the time they arrived to the time they left. There was no significant difference in the "effect" which the male-female or all-male teams had on the number of upset people.

Citizen Satisfaction With Police Service

In the Service Survey, residents of the District who recently observed a police incident reported that police (whether women or men) were either "very good" or "good" in several dimensions. There was no difference in ratings due to the sex of the officers.

About 70 percent of the respondents rated police as "very good" or "good" in:

- * Helping sick or injured people
- * Handling dangerous, angry or upset people
- * Understanding people's feelings
- * Finding out what happened.

The overwhelming sentiment among citizens in the Service Survey is that the police teams they observed were either "very respectful" or "somewhat respectful." Seventy-five percent of the citizens said they had been "very respectful" and 14 percent said they had been "somewhat respectful."

In a small percentage of incidents, citizens reported that police took some strong action. Two percent of the time the police used force, 3.7 percent of the time they arrested someone, 3 percent of the time they threatened to arrest someone and 1 percent of the time they threatened to use force. Even in these potentially explosive situations, 69 percent of the respondents said they either "strongly approved" or "approved" of the action taken.

When asked whether they would like to have the same officers return if they needed the police again, only 10 percent of the respondents said they would prefer a different team of officers.

In the Structured Observations, no difference was found between men and women on (1) the level of respect or the general attitude of officers toward citizens, or (2) the level of respect or general attitude of citizens toward officers. In each case, the average attitude was slightly on the friendly or respectful side of neutral (e.g., an average of 2.5 on a 5-point scale where 1 is "very friendly," 3 is "neutral" and 5 is "very hostile").

Observers also found no difference in citizen reactions to actions taken by women or their partners. The most favorable citizen reactions were to "conversation" or "advice." Official "action" produced less favorable reactions and the use of "force" produced the least favorable reactions. (See page 21, for definitions of the terms in quotation marks.)

Department Performance Ratings

Chief Wilson requested his district commanders to rate individual policewomen and comparison men. Ratings were permitted to range from extremely poor ("0") to average ("4") and extremely good ("8"). Based on officials'

opinions and on information available to them, the women were judged slightly less competent than the men in "general patrol skills" (4.43 versus 4.87). They were judged equal to the men on more specific skills, such as "ability to deal with the public," "ability to handle a disorderly female," "ability to handle an accident" and "ability to make a crime report."

In "violent situations," "handling disorderly males" and "handling public fights" new women were judged to be somewhat less competent than comparison men. The average score for the new women was slightly above average (4.2 to 4.4) but was worse than the comparison men (4.8 to 5.6) in each of these categories.

Anonymous Performance Ratings

On the Officials' Survey, captains, lieutenants and sergeants anonymously rated four groups of officers: (1) new women, (2) reassigned women, (3) comparison men, and (4) men roughly matched to the new women and assigned to the experimental districts. All of the captains and lieutenants and two-thirds of the sergeants in the experimental and comparison districts were asked to rate the officers that they were familiar with. All ratings an officer received were combined to yield an average score for that officer.

New women were judged by officials to be less competent than the comparison men in "being a generally competent patrol officer" and in handling three types of situations: (1) "domestic fights," (2) "street situations involving violence or potential violence" and (3) "upset or injured people." Reassigned women, who have more experience on the police force, were judged more competent than the new women in all three situations but were rated about the same in general

competence. Reassigned women were rated about equal to the comparison men on "domestic fights" and "upset or injured people" but they were rated less competent by captains and lieutenants in violent street situations and general competence. (Sergeants found no significant difference between reassigned women and comparison men on these latter two situations.)

New women were rated somewhat below average on all but handling "upset or injured" people; comparison men were rated somewhat above average on all rating categories. Sergeants rated women more favorably than captains and lieutenants in "handling street situations involving violence or potential violence" and in "being a generally competent patrol officer."

In general, the anonymous ratings are less favorable to the women than are the departmental ratings. (See the following table.)

Anonymous Official's Rating
(Officials' Survey)

Percent of Officials who rate officers "average" or better¹

Situation	Official	New Women	Reassigned	Comparison Men	Men in Experimental Districts
Domestic Fights	Sergeants	66	92	88	97
	Captains & Lieutenants	36	69	82	97
Street Fight	Sergeants	55	69	94	97
	Captains & Lieutenants	23	46	80	97
Upset & Injured	Sergeants	73	92	96	97
	Captains & Lieutenants	59	85	89	100
General Patrol Officer	Sergeants	55	69	91	97
	Captains & Lieutenants	30	54	84	97

1. All ratings given by an official to a group of officers (e.g., "new women") were averaged. If the score for that group was average (4.0 or higher) then the

ATTITUDES

The interpretation of attitude surveys is difficult. The women's performance may influence attitudes toward women's capabilities. However, the attitudes of supervisors, fellow officers and community residents can influence their assessments of the women's capabilities. In addition, attitudes or expectations may affect the women's performance.

In order to roughly determine the interaction between attitudes and performance, attitudes which existed before women were assigned to patrol were obtained for patrol officers (pre-test of the Patrol Survey) and community residents (Community Survey). In addition, attitude measures were taken in the comparison districts, to which only a few women were assigned. These results may be compared to attitudes expressed by policemen in the experimental districts after the women were on patrol.

Community Attitudes

Chilton Research Services completed 420 telephone interviews with a representative sample of citizens, selected to represent all age, sex and racial groups living in the experimental and comparison districts. In this survey, there were no marked differences between residents of experimental and comparison districts.

Citizens tended to approve of having policewomen doing the same thing as policemen, that is, patrolling the streets and responding to police calls. Their

(Footnote continued)

official was considered to have rated the group as average or better. Scores could range from unsatisfactory ("0") to excellent ("8").

average opinion, given five scaled choices, was between "somewhat approve" and "neutral." Twenty-three percent were "neutral," 23 percent "somewhat approved," 23 percent "strongly approved" and the rest either "somewhat disapproved" or "strongly disapproved."

Citizens also had a slight tendency to agree that women should have the same opportunity as men to be police officers. Twenty-four percent "agreed" and 35 percent "strongly agreed."

The average citizen felt that "the attempt to get equal rights for women is going . . . about right." Forty-two percent said the attempt was going "about right" and another 29 percent were about equally divided between "a little too far" and "not quite far enough."

A policewoman and a policeman working as a team are believed by the average citizen to have a slight advantage over an all-male team in handling a fight between a man and a woman. Forty-three percent said the male-female team would do "about the same" and 22 percent said "somewhat better."

On the other hand, policewomen and policemen working together were believed, by the citizen, to have a slight advantage in two situations, "handling a street corner fight" and a "riot." In both of these situations, about 35 percent felt the presence of a woman would make "no difference," about 20 percent felt it would make things "somewhat more likely to get out of hand."

Citizens rate policewomen and policemen as equally competent in handling a serious auto accident involving injured people and in investigating crime scenes.

The average opinion of citizens is that, if half the police officers were women, the number of criminals caught and the crime rate would not be affected.

Citizens felt policewomen would show slightly more respect for citizens and would receive slightly more respect from citizens. The average opinion on both of these questions was between "about the same" and "somewhat more respectful."

Citizen Opinions About Policewomen

When a policewoman was present at an incident, the citizen was asked to make an additional rating of the woman. Thirty-eight percent of the citizens said the women did a "very good" job and 25 percent said they did a "good" job.

When asked whether their contact with a policewoman had altered their attitude toward policewomen, 51 percent of the respondents said it caused no change in attitude and 39 percent said it caused them to have a "somewhat more favorable" or "much more favorable" attitude.

When citizens were asked whether they would prefer an all-male or a male-female police team if they called the police in the future, the majority said that sex made no difference. However, respondents who had experience with female officers were a little more likely to prefer a male-female team.

Community Reactions To Police

In an anonymous paper-and-pencil survey of 202 patrol officers ("Patrol Survey"), including 57 women, officers were asked several questions about the reactions they received from the public. Male officers consistently and

1. On the average, male officers were more experienced than female. To ascertain whether differences were attributable to an officer's sex or to his seniority, regression equations (using seniority in both a linear and logarithmic form) were used. All reported sex differences were significant in equations which also used seniority as a variable. Seniority never was significant on the community cooperation questions.

strikingly indicated a less favorable public response than did females. Males felt the public was less cooperative when they were trying to obtain crime information than did females. Males also reported receiving about 50 percent more insults, close to three times as many threats or attempts at injury and less than half the number of compliments than females reported during the month prior to the time of the survey. Black males reported more compliments, fewer insults and more public cooperation in obtaining crime information than white males.

Community Cooperation Questions

	<u>Males</u>		<u>Females</u>	<u>Black</u>		<u>White</u>
				<u>Males</u>		<u>Males</u>
Public cooperation in obtaining crime information ¹ (scaled score)	3.5	*	5.1	3.9	*	3.1
<u>Number</u> of insults in the last month	9.2	*	6.0	7.3	*	10.6
<u>Number</u> of attempts or threats of injury in the last month	1.3	*	.5	1.0		1.6
<u>Number</u> of compliments in the last month	4.8	*	11.9	6.3	*	3.8

¹ Question is scored on an 8-point scale. Zero is "very uncooperative," 4 is "neutral," 8 is "very cooperative."

*Differences between the two groups are significant at the .05 level.

The Department survey conducted by Chief Wilson indicates that the new women and comparison men received the same number of "written or oral commendations" from the public. The new women, however, received 63 complaints, versus only one for the comparison men. A spot check of the three individuals who received the most complaints in District 1 revealed that none of the complaints were written or filed in personnel records. All complaints apparently were

received verbally by the sergeant in charge of the individual's squad. That squad sergeant was given the responsibility for completing the "complaint" and "ratings" sections of the Chief's survey.

Judging from all surveys taken, the women are being received as well as or better than the men and the frequency of complaints does not reflect average citizen reactions.

Officer Opinions About Policewomen

In the Structured Observation, officers were asked for their opinion about policewomen on patrol. Not surprisingly, policewomen were quite favorable towards the concept (only 10 percent were "neutral" and 8 percent disapproved), while the comparison men were less favorable (44 percent were "neutral" and 24 percent "disapproved"). When asked by the observer, the women's partners expressed more favorable opinions about policewomen than did the partners of comparison men.

Officials' Anonymous Opinions About Policewomen

Officials were asked how the assignment of policewomen to their districts would affect their jobs. Eighty-eight officials said their jobs would get more difficult (from a little more difficult to much more difficult), 7 officials said it would make no difference and only one official said his job would be easier. (See table on page 34.) The one favorable official reasoned that women are less aggressive and less likely to get involved in situations generating complaints.

Officials were permitted to give multiple reasons for their response to this question. The most frequently recurring comments related to undesirable qualities

of women; for example, "not strong," "hard to supervise," "hard to discipline," "not aggressive," "not emotionally stable," "slow to learn policework," "indecisive," "undependable," "lack confidence in themselves as patrol officers," "interested in their salary not in their job" and "can't drive well." Other frequently recurring comments included: women take sick leave more often, women get injured ¹ more often, women cannot handle physical confrontations or violent situations (especially involving male citizens), women create a problem of sex and resultant family problems, and men feel protective of women or women seek protection from them (male-female role problem).

When asked what they would do to improve the policewomen's program, the most frequent response by officials was that women's role should be limited (limit the number of women or give them specialized functions, such as work with juveniles, community relations, clerical work or searching female offenders). Five officials said the women should be given more equal treatment, including more equal assignments and more even-handed granting of sick leave. Four asked that the program be discontinued. Others suggested better training, better selection procedures for police officers or dividing the women among all seven districts.

When officials were asked whether women should be a part of the regular patrol force:

-
1. There is no indication that the new women do get injured more often than the comparison men.

- * Fifty percent said "no"
- * Twenty-two percent said "yes" but with some limitation on the use of women
- * Twenty-eight percent said "yes" without qualifications.

Explanations for positive responses included: women have special qualities or are better at certain patrol functions (e.g., searching female prisoners, dealing with female complainants, handling children, having a calming effect, handling family arguments) and women should have equal opportunity for employment. Negative responses were similar to negative responses to the other questions just discussed in this report.

Should Women Be On The Patrol Force?
Pre-test, Patrol Officers, Officials

Percentages of positive and negative responses to:

"Do you think it is a good idea to have women as a regular part of the patrol force?"

<u>Instrument</u>	<u>Officers</u>	<u>"Yes"</u>	<u>"Yes" With Limitations</u>	<u>No</u>
Pre-test	Men	40%	17%	43%
Patrol Survey	All Men	46%	8%	46%
	Black Men*	67%	3%	29%
	White Men*	32%	11%	58%
	All Women	82%	5%	12%
	Black Women*	79%	5%	16%
	White Women*	93%	7%	0%
	All Officers	57%	7%	37%
Officials' Survey	All Officials	28%	22%	50%
	Sergeants	32%	16%	53%
	Captains & Lieutenants	22%	32%	46%

*Race differences are discussed below, on page 42-44.

Patrol Officers' Anonymous Opinions About Policewomen

In the Patrol Survey, officers were asked (1) whether they thought it was a good idea to have women as a regular part of the patrol force and (2) how they would improve the policewomen's program.

Eighty-eight percent of the women felt it was a good idea to have women in the patrol division (5 percent of these placed limitations on the women's role). All of the 14 white women responded positively, but 7 of the 43 responding black women, or 16 percent, felt it was not a good idea. The men were evenly divided in opinion, 46 percent responding positively and 46 percent negatively. The remaining 8 percent felt it was a good idea to have women on the patrol force but placed some limitations on the role women should play, such as "office work" or "searching female prisoners," or on the number of women who should be placed on patrol. (These percentages are similar to the pretest results, obtained before women were placed on uniformed patrol.)

There were clear racial differences among the men. Sixty-seven percent of the black males indicated that they approved of women being on patrol, in contrast to 32 percent of the white males who approved. Three percent of the black males approved if women had limited roles, and 11 percent of the white males approved with limiting conditions. Black male respondents who approved of women on patrol tended to say that women had special skills or traits which were valuable for police work.

Of those who thought women should be on the patrol force, 9 percent said they thought women, in general, could handle the job. Another 9 percent felt that

competence in patrol work is not dependent on one's sex. Half of the respondents suggested that women have certain traits or skills needed in patrol work or that women can perform certain functions better than men.

Of the respondents opposed to women on patrol, 22 percent felt women could not handle physical confrontations or tense situations. Another 23 percent thought that women's role in police work should be limited or specialized. Eight percent said the job was too dangerous for a female, 2 percent thought women generally could not handle the job, 6 percent thought women couldn't command respect and 2 percent thought women were too emotional. Thirteen percent felt unsafe with a female partner or felt that a women could not provide adequate backup.

Opinions About Improving the Policewomen Program

In the Patrol Survey, 31 percent of those who gave suggestions about the policewomen program said that women should be limited to special assignments such as paper work, community relations, or youth division. Another frequently mentioned suggestion was to give women treatment or responsibilities equal to men. Some respondents of both sexes claimed that male partners in male-female teams often "take over" and will not let the woman do anything. One respondent mentioned that on calls where there is potential danger, sometimes an all-male team will "ride in" on the call and take over.

Thirteen persons suggested that the program could be improved by better academy training or on-the-job training. Some respondents suggested that the women be given regular partners to work with instead of several different ones during the period before certification. Eight respondents (6 percent) suggested

that the uniform needs improvement (most referred to the lack of a winter uniform for women--a problem that has been corrected). Eight respondents felt women should be assigned to all seven patrol districts rather than being concentrated in Districts 1 and 7.

General Attitudes Toward Policewomen

On the Patrol Survey and Officials' Survey, officers and officials were asked whether they preferred a male or a female as a patrol partner. Patrolmen, patrolwomen and officials all preferred a male partner. However, 48 percent of the women and 31 percent of the men said they had "no preference." On the pretest (prior to women being on patrol) 30 percent of the men had "no preference." Black males had less a preference for a male partner than did white males, and younger officers had less preference than older ones, but officials preferred a male partner even more strongly than did patrolmen.

Women rate a considerably larger percentage (47 percent) of policewomen as "highly motivated" than do men (26 percent). Similarly, black officers felt more women were highly motivated (30 percent) than did white officers (23 percent). Black females were the most positive, saying that policewomen were more likely to be highly motivated in their jobs than policemen. Males assigned to the comparison districts and white males assigned to both experimental and comparison districts thought that men and women were about equally likely to be highly motivated; whereas males assigned to the experimental districts felt policemen were more likely to be highly motivated than were policewomen. Officials were by far the least positive group, saying that only 14 percent of the policewomen are highly

motivated. Pretest men did not differ significantly from the men in the experimental district.

Men thought it would make their jobs more difficult if half the officers in their district were women, whereas women felt it would make little difference. On the pretest, men were slightly more negative than at present. Officials were even more negative than patrolmen. Black officers were less apprehensive than white officers, and men with more patrol experience with a woman were similarly less apprehensive.

Attitudes Toward Equal Opportunities

No groups were against "equal job opportunities." However, officials were the least positive, maintaining a "neutral" position, and women were the most positive.

Officers were asked their opinion of the equal rights movement. All male groups (black and white patrolmen and officials) agreed it was going "too far" whereas women felt it was "about right."

Officers who had patrolled more frequently with a women felt less spouse opposition to their patrolling with a partner "of the opposite sex" than did officers with less patrol experience with a female. Similarly, younger officers expected less spouse opposition than older officers.

Clearly, the officers and officials have more positive attitudes about equal opportunities in general, than about policewomen.

Attitudes Toward Women Handling Potentially Violent Situations

Each officer and official was asked to consider two violent situations (three

people fighting, and a family fight where a man is threatening to use a gun) and to compare the effect of a male-female patrol team to an all-male team on: (1) whether the situation would be more or less likely to get out of hand, and (2) whether either of the officers would be likely to get injured.

Women tended to feel that the presence of a woman would make "no difference" or would be a slight advantage. Men felt that there would be a somewhat increased chance of injury for both of the partners and that the situation would be somewhat more likely to get out of hand.

On the risk of injury to both the male and female partner in the "man with a gun" situation, officials were more apprehensive than male patrol officers and officers who had more patrol experience with a woman were less apprehensive than officers with less experience. Younger officers were less apprehensive about the risk of injury to the male partner in the "three people fighting" situation and less apprehensive about the "man with a gun" situation getting out of hand than were older officers. Black officers were less apprehensive about the risk of injury to the male partner on both situations than white officers. Responses on the pretest, although not directly comparable, were similar to current responses of male officers.

Other Patrol Situations

In another section of the Patrol Survey, officers were asked to indicate the percentage of policemen and policewomen with a year's street experience who could handle certain patrol situations. (See following table.) Officials, policemen and policewomen said that a significantly higher percentage of males than females were capable of handling "disorderly males," "drunks," and "threatening

Percent¹ of Officers With One Year's Street Experience
Believed "Satisfactory" At Patrol Skills

SKILL	OFFICERS EVALUATED	GROUP GIVING RATINGS			SUMMARY
		Officials	Patrolmen	Patrolwomen	
Questioning a Rape Victim	Women	62 *	76 *	88 *	All Groups Say Women Better
	Men	45	61	51	
Handling a Down and Out Drunk	Women	42 *	35 *	64 *	All Groups say Men better
	Men	84	86	85	
Handling Dis- orderly Males	Women	28 *	26 *	52 *	All Groups Say Men better
	Men	72	79	75	
Handling threat- ening situa- tions Where Some- one Has a Knife OF GUD	Women	26 *	34 *	63 *	All Groups Say Men Better
	Men	62	74	76	
Arresting Prostitutes	Women	42	60	68	All Groups Find No Sex Difference
	Men	49	66	63	
Settling Family Disputes	Women	58	63 *	86 *	Men Disagree with Women
	Men	64	72	65	
Getting infor- mation at crime scenes	Women	56	63 *	88 *	Men Disagree with Women
	Men	60	73	73	
Handling Victims of an Armed Robbery	Women	55 *	76	88 *	Officials Dis- agree with Women
	Men	71	75	70	
Dispersing a Group of Noisy Juveniles (ages 9-12)	Women	46 *	45 *	66	Officials, Men say men better
	Men	71	79	74	
Handling Traffic Accidents	Women	63 *	73 *	85	Officials, Men say Men better
	Men	75	83	80	
Writing Reports	Women	71	81	91 *	Women say Women better
	Men	65	76	61	
Cruising Around and Observing	Women	59 *	72	90	Officials say Men better
	Men	70	78	82	
Handling Dis- orderly Fe- males	Women	47 *	58	73	Officials say Men better
	Men	63	69	66	

¹The percent of officers rated "satisfactory" was indicated on the questionnaire by placing a mark on a line labeled: zero percent on the left end of the line, 50 percent in the middle and 100 percent on the right end. Answers were coded into 9 categories and the categories were converted into equivalent percents.

* Indicates difference is statistically significant.

situations where someone has a knife or gun." However, 31 to 38 percent of the women disagreed, feeling that as many or more women than men could handle these three situations satisfactorily. The pretest results were very similar, in that women were rated as considerably less capable of handling these three situations than the ten other situations.

Patrolmen and officials gave male officers an edge over females in handling "disorderly females" and "family disputes," but the female officers disagreed, giving the edge to policewomen.

Patrolmen, whether black or white, and officials felt that a higher percentage of men than women could "handle victims of an armed robbery" and "disperse a group of noisy juveniles" satisfactorily. On the average women tended to feel that there was no sex difference on these skills; 66 percent of the women felt that at least as large a proportion of women could handle robbery victims satisfactorily and 35 percent felt similarly about dispersing juveniles.

Patrolmen think that more men than women can satisfactorily "investigate a crime scene"; both patrolmen and officials feel more men can satisfactorily handle "traffic accidents." Seventy-six percent of the women think that as many or more women can handle traffic accidents satisfactorily.

Tasks Where Women Rate as High or Higher Than Men

Men, women and officials agree that women are more likely to be satisfactory in "questioning a rape victim." Black men felt sex was not a marked advantage in this activity. Eighty-six percent of the women and 52 percent of the men felt that a larger percentage of women than men could do this satisfactorily. Pretest results were similar.

Men, women and officials agree that neither sex has an advantage in "arresting a prostitute." Pretest results gave an edge to women.

On "report writing," females checked a higher percentage of women than men as satisfactory and men and officials had a slight tendency in that direction. On the pretest, 72 percent of the men felt there was no sex difference. The remainder felt women were better.

Factors Affecting Attitudes Toward Patrol Capabilities Of Men and Women

In this section, factors such as race, sex, district, seniority, patrol experience with a female and rank were analyzed (by multiple regression analysis and t-tests¹) to determine whether they influenced responses on the patrol situations.

SEX

- Women consistently and strongly expressed more favorable attitudes about women's capabilities than did patrolmen.
- Men were rated quite similarly by both male and female officers.
- There was a great deal of disagreement on women's ratings.

RANK

- Officials rated a lower percentage of men as satisfactory on ten of the thirteen patrol skills, compared to the ratings men gave themselves.
- Officials rated women lower than did patrolmen on seven situations; however, since they downgraded patrolmen even more, the result is that officials see less of a difference between men and women than do patrolmen on "robbery victims," "dispersing juveniles," "disorderly males," "threatening

1. T-tests were used to compare officials with patrolmen.

situations where someone has a weapon" and "investigating a crime scene" (officials still favor the men in these situations and are considerably less positive than the women.)

SENIORITY

- Younger officers were slightly more positive than older officers about patrolmen's abilities.
- Younger officers were considerably more positive about patrolwomen than older officers.

PATROL EXPERIENCE WITH A WOMAN

- Officers who patrolled more frequently with a women were more likely to believe that fewer women could handle the victims of an armed robbery and a "rape." They felt the difference in percentages of men and women who could handle "robbery victims" and "prostitutes" was greater (favoring the men) than did men who had patrolled less often with women. However, these men were less apprehensive about the risk of injury to either the male or female partner than men who patrolled less frequently with women.
- Prior to women being assigned to uniformed patrol (i. e., prior to any patrol experience with a women), attitudes of a small sample of male officers were surveyed (pretest of the Patrol Survey). The attitudes expressed at that time were very similar to the attitudes expressed by the men in the experimental districts after women had been on patrol.

DISTRICT

- Males in the experimental districts were less favorable about women's abilities than were comparison district men. Experimental men tended to downgrade women on two skills which women were generally thought to possess, i. e., "arresting a prostitute," and "questioning a rape victim." In addition, they felt fewer women were satisfactory than did comparison men in "handling the victims of an armed robbery."
- Experimental men felt there was a greater difference between men and women than did comparison men on "robbery victims," "prostitutes," "accidents," and "disorderly females."

RACE

- Racial differences among patrolmen were slightly inconsistent on these patrol situations.

OTHER FACTORS

- When officers were asked to rate the percentage of satisfactory females before rating the percentage of satisfactory males (the order was varied), they were consistently more positive in their assessment of males. This suggests that officers upgrade their assessment of men when they are aware that a comparison with females is being made.
- Marital status, children, education and height correlated with very few questions and produced no consistent trends.

Personality Traits

On the Patrol and Officials' Surveys, officers and officials were asked to estimate the percentage of men and the percentage of women who possessed certain personality traits which might be thought useful to a patrol officer. In addition, officers and officials were asked to check up to six traits which they considered important for a patrol officer. As the following table shows, women consistently rated a comparatively larger percentage of women as having each trait than did the men. "Calm and cool in tough situations" was rated as important for a patrol officer by 91 percent of the officials. "Leader" was rated important by only 7 percent of the officials.

Male officers felt that more women than men were "understanding" and "intelligent," but felt more men than women possessed the other ten traits. Females felt more women than men were "decisive," "stable," "intelligent," a "leader," "persuasive," "understanding" and "commands respect."

Percent of Patrol Officers and Officials Rating Policewomen Either
"As Likely or More Likely" than Policemen to Have Certain Traits

<u>Trait</u> ¹	<u>Officials</u>	<u>Officers</u>	
		<u>Patrolmen</u>	<u>Patrolwomen</u>
Calm and Cool	18.4	65.2	78.2
Decisive	26.4	53.2	91.1
Observant	38.6	56.0	82.1
Emotionally Stable	35.6	35.7	62.5
Intelligent	71.6	70.7	83.9
Command Respect	21.8	36.4	74.5
Understanding, Compas- sionate	76.1	70.0	83.9
Persuasive	45.9	39.3	87.3
Aggressive	12.5	31.2	67.9
Strong	3.4	16.3	42.9
Courageous	8.0	33.3	66.1
Leader	35.2	26.6	75.0

¹ Arranged in order of importance, as ranked by the officials.

Women expressed no sex differences on "calm and cool in tough situations," "courageous," and "observant," and felt more men than women were "strong" and "aggressive."

Women were rated lowest by both men and women on "strong," although 43 percent of the women and 16 percent of the men felt that as many women as men were likely to be "strong."

Officials gave the most negative assessment of women; compared to patrolmen, they indicated that a smaller percentage of women possessed almost every trait.

Factors Affecting Attitudes About Traits

Similar to the patrol skills, factors such as sex, seniority and race were analyzed by regression analysis to determine their influence on responses to

"traits." The major results were:

SEX

- On the regressions, the officer's sex correlated with differences between male and female comparisons on all but "calm and cool in tough situations." Men consistently rated fewer women as possessing all traits than did women.

SENIORITY

- Officers with more seniority checked a considerably smaller percentage of men to be "calm and cool," "brave," "persuasive," "decisive," "observant," a "leader" and to "command respect" than less senior officers. They felt that even a lower percentage of women were "calm and cool," "decisive," "observant," and could "command respect."

PATROL EXPERIENCE WITH A WOMAN

- Officers who had patrolled more often with a woman felt a larger percentage of patrolmen (with a year's street experience) were "persuasive," "aggressive," "observant," and "intelligent" than officers with less patrol experience with a female. Experience with a female partner did not affect female ratings.

DISTRICT

- Males in experimental districts found fewer females to be "persuasive" and "observant" than males in comparison districts.

RACE

- White officers were more negative than black officers about both men and women. In addition, white officers felt fewer women were "strong" than did black officers.

BACKGROUND AND IMPLEMENTATION

History of Policewomen in the United States

Throughout the history of this country, women have played a marginal role in law enforcement. The first woman to have the power to arrest was not hired until 1905.¹ Since then, a smattering of women have worked in most major police departments performing duties limited to clerical work, matron tasks, and work with special classes of offenders (i. e., women, and children). Although the future portends some changes, at the present time, women constitute only 1.5 percent of all sworn officers and, with a few exceptions, perform traditional functions.

The interest in hiring women in the criminal justice system began in the late 19th century. It came as a part of a social reform movement that was brewing at that time. One of the concerns of this movement was the abuses of the criminal justice system as they related to women and children. Persons active in the movement usually operated under the assumption that women and children could be induced to shun criminal and immoral conduct if they had proper guidance and counseling. Because the reformists also assumed that women have a peculiar talent for such counseling and guidance, they began to press for the employment of police matrons in the prison system.

1. The first woman hired with the power to arrest was Lola Baldwin. She was employed to deal with the social conditions threatening young girls and children during the 1905 Lewis and Clark Exposition in Portland, Oregon. The first department to begin hiring women on a full-time basis was the Los Angeles Police Department which hired Alice Stebbins Wells in 1910. (See Chloe Owings, Women Police: A Study of the Development and Status of the Women Police Movement, New York: Frederick H. Hitchcock, 1925, p. 99.)

Shortly after the turn of the century this idea was carried over to police work. It was thought that female officers could prevent crime by counseling those who might be lured into it. For example, some of the first American policewomen were charged with: "The protection of young girls and the prevention or minimization of social evils, . . . the return of runaway girls to their homes, the warning of young girls, the suppression of dancehall evils, . . . petty gambling in stores frequented by children, . . . the sale of liquor to minors, etc."¹

This notion of "preventive work" spread rapidly. By 1924, most large city departments employed policewomen. A survey by the Bureau of Social Hygiene in 1924 showed that of the 268 cities replying, 145 had policewomen.² Many departments created a special division for their policewomen called a "Women's Bureau." In these departments, all women hired were assigned to the Women's Bureau and supervision was performed by experienced female officers. Rarely were women assigned outside of the Bureau and rarely were they permitted to compete for promotions other than those within the Bureau.

After about 1930, the enthusiasm for policewomen waned. The hiring of female officers slowed almost to a standstill. The only change in the work women did was a change in emphasis. The preventive, social work role diminished in importance. Although women still functioned as counselors to young women and children, they spent more time investigating crimes committed by these classes

1. The President's Commission on Law Enforcement and Administration of Justice, "Task Force Report: The Police," U.S. Government Printing Office, Washington, D. C., 1967, p. 125.

2. Owings, *op. cit.*, p. 123.

of offenders. Their value was seen not so much in their ability to reform the offenders, but in the rapport they were assumed to have with women and children.

Today most policewomen still play a much different role from policemen. A study of policewomen, completed in 1972 by Catherine H. Milton of the Police Foundation, showed that police departments across the country are similar in their employment of women. In most departments, men first receive a training course and are then expected to spend a considerable amount of time on patrol (anywhere from one to five years). Only then can they compete for other positions, such as detective, vice officer, community relations, etc. Women, however, go directly from training to special jobs such as juvenile officer, matron or secretary. Most police officials strongly oppose putting women on patrol. They apparently feel that women lack the ability to deal with violent situations. Because experience on patrol is thought to be necessary for most other police jobs, women are considered unsuitable for general police work and are locked into their special jobs.

Only recently have women been successful in challenging these practices. One of the reasons is that there has been no effective basis for challenge. Until recently, local government agencies were not affected by Title VII of the Civil Rights Act of 1964. However, as of March 21, 1972, Title VII was made applicable to local and state agencies. As a result, the door is now open to challenges of discrimination by local police departments. Because the burden of proof is on the department to justify its personnel practices, some departments have begun to put women on patrol on an experimental basis. However, none of the experiments with women on patrol is as large or as far-reaching as that of the District of Columbia.

Other experiments are very small (usually involving less than ten women) or give women special patrol duties, e.g., taking the calls the men don't want, primary assignment to domestic arguments, etc. Because the District's experiment is so large, the results of the experiment are likely to affect police practices in other departments across the nation.

History of Policewomen in the District of Columbia

The D. C. Police Department has been in the vanguard of the move to use women in law enforcement. In 1917, the notion of female officers doing preventive work was received with a burst of enthusiasm. In that year, Congress appropriated funds for the employment of the Department's first two policewomen. However, the Department wished to hire more female officers and discovered that the Act of 1906, which provided for the District's police personnel, had no sex qualifications. Therefore, four women were hired as regular police officers with the same salaries and privileges as the men. (The previous two women received salaries lower than those of the men.) This kind of equality was rare at that time.

In 1918, a Women's Bureau was established. Since there was no limit on the number of women that could be hired, Police Superintendent Raymond Pullman urged the Director of the Women's Bureau to hire 30 or 40 of them. Most of these women did either case work or patrol duty. Patrol duty consisted of assignments to areas where young women might be lured into criminal or immoral conduct, e.g., railroad stations, moving-picture houses, theaters. A report of the activities of the Women's Bureau in 1924 showed that it was responsible for 622 arrests, a third of which involved individuals under 17 years of age.¹

1. Owings, op. cit., p. 184.

Although most women were assigned to the Women's Bureau, one woman in 1918 was assigned to direct traffic. She wore a uniform which included slacks and a gun at the hip.¹ Her assignment attracted a great deal of attention and was hailed as a first step toward expanded use of women in policework. However, as in the rest of the country, the enthusiasm for policewomen died down. No additional women were assigned to direct traffic, and in 1919 the one female traffic officer left the force. To some extent, this was a reaction to the end of the war. During the war years, it was difficult to find enough men for policework, so more women were hired. In the years after the war, the shortage of manpower was not so extreme and, consequently, the need to hire women did not seem as great.

From 1925 until the late 1960's there were few changes. Although the Women's Bureau continued its work, the total number of policewomen in the District was rarely over 30. During that period the policewomen were considered specialists. Women were hired in a special category with requirements different from those of the men. They were required to have a college degree or the equivalent and could be as short as five feet one inch. The men needed only a high school diploma and had to be at least five feet seven inches tall. However, over the years, the special social work role for women slowly diminished and in 1967 the Women's Bureau disbanded. Most of the women formerly in the Bureau were assigned to

1. The notion of policewomen wearing this kind of uniform has been a controversial issue recently because it is thought that the slacks and gun render women unfeminine. The District re-resolved this issue in 1972 by issuing both skirts and slacks and allowing the women to choose between them. Sam Brown belts and holsters were also issued.

the Youth Division, to work alongside male officers instead of separately from them.

In 1969 Chief Jerry Wilson took office and began a program of using women interchangeably with men. On October 20, 1969, requirements for women were changed to match those for men except for weight. One hundred and ten positions were allotted for women. Those hired were assigned to duties throughout the Department except for positions requiring a uniform. Although there was no uniform for women, plans for obtaining one were made. To assist in the program to expand the use of women, the job of Policewomen's Coordinator was created.

From 1969 until the uniform arrived in December 1971, women worked as investigators, vice officers, clerks, community relations' officers and casual clothes patrol officers. During that time, they demonstrated to their superiors that women could work efficiently outside a women's bureau or a youth division.

In order to advise on the selection of a uniform, a committee of policewomen was formed. Their selection was a red A-line dress and jacket. Slacks that could be worn with the jacket were included. This suggested costume was rejected by Chief Wilson who said he "didn't want anyone looking like an airline hostess directing traffic."¹ Wilson then directed the Property Division to find a different uniform. The Chief's final selection was a navy blue skirt and jacket (with optional slacks) similar to those worn by female military officers.

On December 10, 1971, Chief Wilson held a press conference to announce the arrival of the uniform. At the conference, he emphasized that women could be

1. "Gal Cops Want Guns at Waists," Washington Daily News, March 2, 1972.

assigned to the entire range of police duties--including scout car, foot and scooter patrol.

Shortly after the uniforms arrived, there were a number of "firsts." On January 8, 1972, Officer Shirley L. Brown became the District's first female patrol officer. In the next two months, about five other women began to patrol. On March 21, Officer Prentiss Strickland became the first woman assigned to direct traffic since 1919. In April, Sergeant Dixie Gildon became the first woman to assume command of a patrol squad.

Even though the women had a uniform, two issues were still unresolved. The first issue involved the wearing of guns. The new uniforms included a hand-bag for carrying the revolver. Several policewomen argued that a female could not patrol effectively without a gun at her hip. The second issue concerned the wearing of slacks. Although both a skirt and slacks were included with the uniform, it was not clear when slacks could be worn. The Uniform Board approved the use of a holster for women on patrol, but was stalemated on the issue of slacks. Two members favored patrolwomen wearing slacks year-round while two others thought skirts were more appropriate. After a few weeks, it was announced that women on patrol could wear a skirt or slacks at their own discretion.

Initiation of Patrolwomen Program

On January 21, 1972, the Department announced that it would recruit 100 women for patrol duty. They were to be concentrated in two districts: the First District, which included much of the downtown area and the Seventh District, which is located in Anacostia. In the announcement, it was stated that the program

would be experimental and continue for one year. Later, Department officials revealed that the Police Foundation would fund an evaluation of the program.

To recruit the additional women, the Department had to change its advertising program, which had previously been aimed at men. A few ads were developed specifically for women and the Department's advertising orientation was changed to include all combinations of blacks, whites, males and females-- the "total police family" as the Personnel Director called it. The Department recruited only locally and found no shortage of women applicants. By the end of April, 58 women had been hired and 94 were under consideration.

Meanwhile, a number of controversies were brewing. The first one concerned women hired by the Department under the new standards for women (instituted on October 20, 1969). As mentioned earlier these women were working in non-uniform positions throughout the Department. Chief Wilson felt that these women should have some street experience. Therefore, he announced his intention to reassign them to patrol duty.

Both the women affected and their commanding officers resisted. Many of these women had jobs that were desirable because they were considered interesting or had good work schedules (day work and week-ends off). These positions are considered "prestige jobs" in the police world. They are the ones male officers strive for after they have finished their stint on patrol. Reassignment meant giving up a prestige job and doing shift work. Shift work meant child care problems for some. Many of the commanding officers considered the women valuable to the Department in their present assignments and requested their retention. Although there were many of these requests, few were granted.

Two retraining sessions were scheduled with two different groups of about 30 reassigned women. Topics covered in the retraining sessions included directing traffic, arrest techniques, scout car procedures and report writing. The sessions proceeded with some difficulty because several of the women were hostile to the notion of being reassigned to patrol. Despite the hostility, the Department was adamant about their reassignment.

Another controversy concerned the utilization of policewomen on patrol. While the Chief had stated that the women would be treated like regular patrol officers, this had never been spelled out. Several cases of "special" treatment had already cropped up. One of these involved the designation patrol officers were to give the dispatcher when a patrolwoman was present in the car. Scout car operators are designated as "10-99" if one officer is in the car and "10-4" if there are two officers. In some districts, the cars with a male-female team were told to answer either "10-4W" or "10-99." In other districts, women were given special assignments or more than their share of station duty.

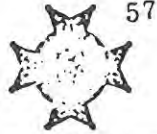
Chief Wilson's Order Requiring Equal Treatment

On April 17, 1972, Chief Wilson's position on the utilization of policewomen was clarified. In an official order, 19 guidelines were presented for the use of patrolwomen. The guidelines stipulated that the women should be given the same assignments, privileges and considerations as the men. No special scout car or special assignments could be created for the women. They were to be given the full range of assignments including assignment to scout cars, footbeats, station duty and traffic duty. There could be no designation as "10-4W" or "10-99" when

two officers were in the car. Women were to be given consideration for certification to patrol alone when they had obtained the necessary experience. They were to be given consideration for motor scooter training and assignments. This order affirmed Chief Wilson's full support for the patrolwomen program. His support was probably necessary to combat the tendency to treat female patrol officers differently from their male counterparts. The following is the document with which the Chief issued his order:



CIRCULAR



SERIES	NUMBER	EFFECTIVE DATE
72	109	April 17, 1972

SUBJECT: Utilization of Policewomen on Patrol	DISTRIBUTION A
	ORIGINATING UNIT ASO
	EXPIRATION DATE April 15, 1973

This department is now actively engaged in a program of integrating significant numbers of policewomen into the patrol force. Some experienced policewomen are being reassigned to patrol duties to assist in the initial phase of the program. Approximately 100 new policewomen will be added when they complete recruit training. The majority of the patrolwomen will be assigned to the 1st and 7th Districts.

During the balance of the calendar year the procedures regarding policewomen will be closely evaluated. Outside consultants funded by the Police Foundation will be assisting by collecting data from reports, questionnaires, interviews, and observations.

In keeping with the goal of the program to achieve complete interchangeability of policemen and policewomen in as many areas as possible, the following guidelines are established:

1. During this experimental year, unit commanders shall assign patrol policewomen in the same manner as patrolmen.
2. Patrolwomen shall be assigned interchangeably with patrolmen of like experience.
3. No special beats or special cars shall be created for female patrol officers.
4. During their learning period, patrolwomen shall be assigned to a variety of beats in the same manner as patrolmen in their learning period.
5. Patrolwomen, like patrolmen, shall be assigned to scout cars, station duty, foot beats, and traffic duty so that they may learn all aspects of patrol work.
6. Patrolwomen shall not be preferred to patrolmen for station duty. This shall not preclude women being assigned to the station in the same manner as men.

(Chief Wilson's Order, Continued)

7. The new policewomen shall be assigned to work in scout cars just as often as new policemen are.
8. Scout cars with one male and one female officer shall answer radio runs as 10-4 units. (Not as 10-99 or as 10-4W)
9. 10-4 units with inexperienced patrolwomen shall be treated no differently than 10-4 units with inexperienced patrolmen.
10. Patrolwomen shall not be assigned as a third officer in a scout car designated as a 10-4 unit.
11. Scout cars to which patrolwomen are assigned shall patrol an assigned beat and shall not be used merely as an extra unit for taking minor calls and reports.
12. Once a patrolwoman gains patrol experience she should be considered for possible assignment alone or as the experienced partner of a 10-4 unit based on her individual capabilities and knowledge.
13. A patrolwoman who has demonstrated sufficient skill and knowledge in patrol work shall be certified for patrol by her officials in the same manner as male officers.
14. Policewomen may be considered for motor scooter training and be employed as motor scooter officers after completion of proper training.
15. New policewomen shall be assigned initially to the uniformed patrol sections of the districts. Later on they may be considered for reassignment to tactical, community relations, and investigative units of the districts in the same manner as men of like experience. Policewomen shall not be given priority in those assignments.
16. Although experienced policewomen who are reassigned to patrol duty to help the initial phase of the patrol project are to be encouraged to remain in patrol at least through August, they may apply for special assignments advertised throughout the department and be selected as manpower needs allow and they may be reassigned within the Patrol Division upon approval of the Chief of Police.
17. Policewomen who have completed their probationary year and six months of patrol duty shall be given preference in special assignments over policewomen or policemen without patrol experience.

(Chief Wilson's Order, Continued)

18. If during this evaluation period problems should arise in carrying out any aspect of the patrolwoman project, commanders shall provide the Chief of Police in writing with sufficient information to enable him to properly appraise the situation.
19. As of the effective date of this circular, wherever there appears to be a conflict between these guidelines and earlier communications, these guidelines shall control.



Jerry V. Wilson
Chief of Police

JVW:COC:fsp

INITIAL INCIDENTS AND REACTIONS

On April 30, 1972, the first large group of women began to patrol. This group included about 30 reassigned women and 10 women who were hired under the previous hiring quota and graduated from the academy.

Although the initial hostility of some of the reassigned women created some poor initial impressions, two incidents involving policewomen indicated that women could perform well. Both incidents were given favorable coverage by the press.

The first one involved Officer Joyce Hicks of the First District. On her fourth night on patrol, she and her partner came upon a scooter officer in distress. He was trying to separate two fighting women and was under attack by a gathering crowd. She parked her scout car and then joined her partner in the middle of the brawl. During the scuffle, Officer Hicks received a cut on the ear by an object which was hurled from the crowd. After reinforcements arrived, it took almost half an hour to subdue the crowd. In commenting about the incident, Officer Hicks said, "I think most of the guys are quite apprehensive about women being on the street, but ever since the fight they don't worry about me at all."¹

Another incident involved Sergeant Romaine Jenkins, a new patrol sergeant in the Seventh District. Sergeant Jenkins was dispatched to investigate a shooting report. She and her partner arrived with four other policemen and entered the apartment of a man who had just shot his wife. When asked for the gun, the subject

1. Claudia Levy, "D. C.'s Finest Slug It Out Like Men," The Washington Post, May 16, 1972.

responded by running back into the bedroom. Sergeant Jenkins followed. Because of the critical condition of the wife, the other officers were occupied with attending to her needs. As Sergeant Jenkins reached the doorway of the bedroom, the subject seized the gun from a drawer and pointed it directly at her chest. Sergeant Jenkins disarmed the man by grabbing the gun and pushing it from his hand. Shortly thereafter, he was subdued with the help of the male officers. Sergeant Jenkins received a number of favorable comments on her performance from officials and fellow officers.¹

During this initial phase of the program, compliance with the Chief's order on the utilization of policewomen was relatively high. On May 10 and 11, the Policewomen's Coordinator, Officer Mary Ellen Abrecht, visited each of the districts to record daily assignments of the policewomen who had been assigned to patrol. She reported, "In general, the program is now moving along smoothly, although the transition was slow in some districts."² However, one instance of discrimination in the First District was discovered. In checking on a sample of male recruits in the First District, evaluators discovered that most of them were being assigned to a "crime patrol" section to which no women were assigned. One sergeant told an Urban Institute staff member that women weren't assigned to the crime patrol section because they didn't think women could handle it. However, the issue resolved itself when the "crime patrol" section was disbanded at the end of May.

1. Lynn Dunson, "Sergeant's No Sissy, She Took His Gun Away," The Evening Star, May 15, 1972.

2. Memo to Administrative Services Officer from Officer Mary Ellen Abrecht, Policewomen's Coordinator, May 16, 1972.

THE SUMMER MONTHS

In July and August, the first large groups of newly hired women graduated from the Police Academy. By the end of August, over eighty women and four female sergeants were patrolling the streets of the District.

The summer months were rather uneventful. The program appeared to be running smoothly with no major occurrences. One noteworthy event was the change in command in the First District (one of the experimental districts). In June, Inspector Dials was promoted to Deputy Chief and became head of the Traffic Division. His replacement was Inspector Claude Dove, formerly of Community Relations.

At the end of August, the job of Policewomen's Coordinator was eliminated. It was the intention of the Department that as policewomen became assimilated they would no longer need a Policewomen's Coordinator. The former Coordinator, Officer Mary Ellen Abrecht, having passed the sergeant's exam, received a promotion and went to the Third District to assume command of a patrol squad.

During the summer, general publicity continued to be favorable. The patrolwomen program attracted a lot of attention from local and national press. This increased the community's awareness of the policewomen's new role.

In August the first charge of police brutality was leveled at a patrolwoman. A male and female were patrolling in the Seventh District when they stopped a boy riding a mini-bike on the sidewalk. A large crowd gathered and became unruly. Citizens claimed that the two officers made unnecessary use of the baton. Police officials, however, claimed that the officers had taken proper action.

FALL 1972

In October, at Chief Wilson's monthly meeting with the district commanders, the inspectors of Districts One and Seven (experimental districts) had complaints about the women assigned to their districts. Although both admitted they had some women who could be used interchangeably with the men, they felt that women as a group were not as effective. Because it is their responsibility to reduce crime in their districts, the district commanders felt handicapped with a large group of women on their forces.

In order to get a clearer picture of the situation, Chief Wilson decided to run a survey of his own. Evaluators requested that he also survey the evaluation's matched sample of men so that there would be an adequate basis for comparison.

The women had some complaints too. As the air got colder, the women became more uncomfortable in their summer short-sleeved shirts and light-weight slacks. Many complained about having to walk foot beats without proper clothing. Winter uniforms finally were issued but not until several weeks of cold weather had passed.

In the Seventh District, some of the women lodged a formal complaint against some of the men. They charged that these men had repeatedly made inappropriate sexual remarks to them. Their complaint resulted in animosity between the men and the women. The women felt the men's remarks indicated a lack of respect and the men thought they were overreacting. One male officer received command discipline.

In December there was another change in command. Inspector Rabe of the Seventh District (experimental district) received a promotion and left to take charge of Planning and Development. He was replaced by Inspector Robert Watson, formerly of Financial Management.

Press coverage during this period was not as great. Patrolwomen were less of a novelty and did not attract as much attention as before.

The first year evaluation's data collection period ended in early December. At that time, the average patrolwoman had only four months street experience. Since it was thought that four months was an inadequate period of time for making definitive judgments, evaluators recommended that the study be continued. Chief Wilson gave his approval for continuation of the study. On December 15, 1972, the Police Foundation Board voted funds with which to continue the project for one more year.

REFERENCES

- Barnes, Fred., "Lady in a Squad Car," The Evening Star, January 9, 1972.
- Collins, Patrick, "Gal Cops Want Guns at Waists," Washington Daily News, March 2, 1972.
- Dunson, Lynn, "Sergeant's No Sissy, She Took His Gun Away," The Evening Star, May 15, 1972.
- Fobbs, Shirley, Interview with Joyce Hicks, First District, June 1972.
- _____, Interview with Romaine Jenkins, Seventh District, June 1972.
- Harris, Patricia F., Policewomen: The Historical Evolution of Her Role in the U.S., Master of Science Thesis (unpublished), Michigan State University, 1967.
- Levy, Claudia, "D. C.'s Finest Slug it Out Like Men," The Washington Post, May 16, 1972.
- Lewis, Alfred E., "D. C. Policewomen Going Into Uniform," The Washington Post, December 10, 1971.
- _____, "Police Assign First Women to District Traffic Duty," The Washington Post, March 21, 1972.
- Milton, Catherine H., Women in Policing, The Police Foundation, Washington, D. C., March 1972.
- _____, Experiments in Police Improvement, The Police Foundation, Washington, D. C., November 1972.
- President's Commission on Law Enforcement and Administration of Justice, Task Force Report: The Police, Washington, D. C., 1967.

POLICEWOMEN ON PATROL FINAL REPORT

Methodology, Tables and Measurement Instruments

BY
PETER B. BLOCH
AND
DEBORAH ANDERSON
OF
THE URBAN INSTITUTE

PoliceFoundation

The Police Foundation is a privately funded, independent, non-profit organization established by the Ford Foundation in 1970 and dedicated to supporting innovation and improvement in policing. The Foundation's research findings are published as an information service. Conclusions and recommendations are those of the authors and not necessarily those of the Foundation.

The Urban Institute is a non-profit research organization established in 1968 to study problems of the nation's urban communities, to respond to current needs for disinterested analysis and basic information, and to attempt to facilitate the application of this knowledge. Opinions expressed are those of the authors and not necessarily those of the Institute.

This is the supplementary volume of *Policewomen on Patrol: Final Report*, containing a detailed description and analysis of the methodology used to obtain the findings of this report. The principal volume, a comprehensive narrative of the findings, is also available. Copies of both reports are available upon request from the Police Foundation, 1909 K Street, N.W., Washington, D.C. 20006.

TABLE OF CONTENTS

I. METHODOLOGY	1
INTRODUCTION	1
BACKGROUND AND DESIGN	2
PURPOSE AND DESCRIPTION OF MEASUREMENT INSTRUMENTS	4
AVAILABLE SAMPLE	6
SUMMARY OF ANALYTICAL METHODS	9
PATROL SURVEY	10
Sample	11
Instrument Description	13
Analysis	14
OFFICIALS' SURVEY	15
Sample	15
Instrument Description	16
Analysis	16
COMMUNITY SURVEY	17
Sample	17
Instrument Description	19
Analysis	20
SERVICE SURVEY	21
Sample	21
Instrument Description	25
Analysis	25
STRUCTURED OBSERVATION	27
Sample	27
Instrument Description	31
Analysis	32
CHIEF'S SURVEY	33
Sample	33
Instrument Description	36
Analysis	36
PERSONNEL JACKETS	37
Sample	37
Instrument Description	37
Analysis	38
SUPER-PERSONNEL FILE	38
Sample	38
Analysis	38
ARREST MONITORING	45
INTERVIEWS	47
Format	47

II. TABLES	48
PATROL AND OFFICIALS' SURVEY TABLES	49
COMMUNITY SURVEY TABLES	67
SERVICE SURVEY TABLES	80
STRUCTURED OBSERVATION TABLES	91
CHIEF'S SURVEY TABLES	110
PERSONNEL JACKET TABLES	122
SUPER-PERSONNEL FILE TABLES	126
HEIGHT TABLE	136
WEIGHT TABLE	136
III. MEASUREMENT INSTRUMENTS	137
PATROL SURVEY	138
OFFICIALS' SURVEY	154
COMMUNITY SURVEY	168
SERVICE SURVEY	176
STRUCTURED OBSERVATION	196
Profile Sheet	196
Incident Sheet	201
Brief Incident Sheet	219
Training Manual	220
Observer Survey	241
Ride-Along Survey	249
CHIEF'S SURVEY	252
PERSONNEL JACKET FORM	256

LIST OF TABLES

I-1.	Assignments of Original Sample	7
I-2.	Transfers and Reassignments	8
I-3.	Patrol Survey Questionnaires by District and Form	11
I-4.	Patrol Survey Sample by Sex and Group	12
I-5.	Officials' Survey Sample	15
I-6.	Community Survey Sampling Distribution	18
I-7.	Disposition of Interview Attempts (Community Survey)	20
I-8.	Disposition of Service Survey Interviews (Service Survey)	23
I-9.	Number of Completed Interviews (Service Survey)	24
I-10.	Type of Police Unit Observed by Male and Female Observers	28
I-11.	Observer Characteristics	30
I-12.	Comparison of Valid Ratings and Suspected Self-Ratings (Chief's Survey)	35
II-1.	Patrol and Officials' Survey Questions (Patrol and Officials' Surveys)	49
II-2.	Attitudes Toward Authority and the Use of Force (Patrol and Officials' Survey)	53
II-3.	Job Attitude Questions (Patrol and Officials' Survey)	53
II-4.	Days Spent on Patrol by Sex of Partner (Patrol and Officials' Survey)	53
II-5.	Perceived Community Cooperation (Patrol and Officials' Survey)	54
II-6.	Relationship with Supervisor and Equal Treatment (Patrol and Officials' Survey)	54
II-7.	Potentially Violent Situations (Patrol and Officials' Survey)	55
II-8.	Women's Rights Questions (Patrol and Officials' Survey)	55
II-9.	Significant Differences Between Male and Female Officers on the Patrol Survey	56
II-10.	Percent of Officers with One Year's Experience Believed "Satisfactory" at Patrol Skills (Patrol and Officials' Survey)	59
II-11.	Arrest Attitudes (Patrol and Officials' Survey)	60
II-12.	Patrol Assignments (Patrol Survey)	61
II-13.	Traits of Skills Women Possess Which Are Valuable to the Patrol Division - Open-Ended Questions (Patrol Survey)	62
II-14.	Suggestions for Improving the Policewomen's Program (Patrol Survey)	62
II-15.	Number of Arrests and Moving Violations Considered Too Many, About Right and Too Few (Patrol Survey)	63
II-16.	Officials' Average Rating by Type of Officer Assignment (Officials' Survey)	64
II-17.	Changes in Captains' and Lieutenants' Anonymous Ratings of New Women (Officials' Survey)	65
II-18.	Changes in Opinions of Officers and Officials About the Ability of Males and Females to Handle 13 Different Patrol Situations (Patrol and Officials' Surveys)	65

LIST OF TABLES (Continued)

II-19.	Changes in Officials' Opinions (Officials' Survey)	66
II-20.	Community Survey Sample Characteristics	67
II-21.	Safety of Neighborhood (Community Survey)	69
II-22.	Police Performance (Community Survey)	70
II-23.	Police Response Time (Community Survey)	71
II-24.	Police Respectfulness (Community Survey)	71
II-25.	Contact With Policewomen (Community Survey)	71
II-26.	Policewomen's Ability in Patrol Situations (Community Survey)	72
II-27.	Effect of Policewomen on Violent Situations (Community Survey)	73
II-28.	Policewomen's Effect on Crime and Criminal Apprehension (Community Survey)	74
II-29.	Direct Personal Contact with Policewomen (Community Survey)	75
II-30.	Attitudes Toward Equal Rights for Women in Police Work (Community Survey)	76
II-31.	Level of Respect Shown by Policewomen and Community (Community Survey)	77
II-32.	Media Influence on Attitudes About Policewomen (Community Survey)	78
II-33.	Frequency of Open-Ended Comments (Community Survey)	79
II-34.	Service Survey Sample Characteristics	80
II-35.	Average Time Spent Handling an Incident (Structured Observation)	91
II-36.	Education of Officers Handling Incidents Alone Versus with Partners (Structured Observation)	91
II-37.	Police-Initiated Incidents Per Tour (Structured Observation)	92
II-38.	Dispatched Incidents Per Tour (Structured Observation)	92
II-39.	Dispositions of Calls for Police Service (Structured Observation)	92
II-40.	Types of Dispatched Incidents in Which Nothing Was Found (Structured Observation)	93
II-41.	Principal Locations of Incidents Which Police Handled (Structured Observation)	93
II-42.	Police Team Interactions (Structured Observation)	94
II-43.	Tendency of Police Officer and Partner to Give One Another Instructions (Structured Observation)	94
II-44.	Extent to Which New Women and Comparison Men Took Charge of an Incident (Structured Observation)	94
II-45.	Opinions of Officers About Policewomen on Patrol (Structured Observation)	95
II-46.	Driving Practices of Comparison Men and New Women (Structured Observation)	95
II-47.	Average Number of Citizens Directly Involved in Observed Incidents (Structured Observation)	96
II-48.	Attitude of Spectators Toward Police Responding to Calls (Structured Observation)	96
II-49.	Effect of Officer and Partner on Spectators (Structured Observation)	96

LIST OF TABLES (Continued)

II-50.	General Attitude of Directly Involved Citizens Toward Officers (Structured Observation)	97
II-51.	General Attitude of Officers Toward Citizens Directly Involved in Incidents (Structured Observation)	97
II-52.	General Level of Respect of Directly Involved Citizens Toward Officers (Structured Observation)	98
II-53.	General Level of Respect of Officers Toward Directly Involved Citizens (Structured Observation)	98
II-54.	Specific Appeals Made by Citizens to Officers (Structured Observation)	99
II-55.	Specific Actions Requested by Citizens of Officers (Structured Observation)	99
II-56.	Emotional State of Citizens Directly Involved in Incidents When Police Arrived (Structured Observation)	100
II-57.	Effect of Police Officers on Upset Citizens (Structured Observation)	100
II-58.	Observer's Rating of the Effect of the Police Unit on the Level of Violence or Tension at the Scene (Structured Observation)	100
II-59.	Officer Actions Not Directed Toward Citizens (Structured Observation)	101
II-60.	Officer Actions Directed Toward Citizens (Structured Observation)	101
II-61.	Citizen Reactions to Types of Actions Taken by Officers (Structured Observation)	102
II-62.	Citizen Reactions to Action or Force Taken by Partners of New Women and Comparison Men (Structured Observation)	103
II-63.	Comparison of New Women and Comparison Men on Selected Variables (Structured Observation)	104
II-64.	Officer Initiating Arrest and Officer Credited With Arrest (Structured Observation)	105
II-65.	Frequency With Which "Back-Up" Was Needed, Received or Given (Structured Observation)	105
II-66.	Statistically Significant Differences Between New Women and Comparison Men by Citizen Type (Structured Observation)	106
II-67.	Substudy of Citizen Types: Summary of Comparisons Between New Women and Comparison Men	107
II-68.	Possible Effect of Sex of Observer on Frequency of Officer-Initiated Incidents (Structured Observation)	108
II-69.	Possible Effect of Sex of Observer on Special Citizen Characteristics Encountered (Structured Observation)	108
II-70.	Possible Effect of Sex of Observer on Officers' Use of Different Approaches (Structured Observation)	108
II-71.	Possible Effect of Sex of Observer on Attitudes of Citizens and Officers (Structured Observation)	109
II-72.	Distribution of Officer Assignments During the Last Six Months (Chief's Survey)	110

LIST OF TABLES (Continued)

II-73.	Substudy of Assignments by Race of Comparison Men (Chief's Survey)	111
II-74.	Number of Days Assigned to District (Chief's Survey)	112
II-75.	Supervisor's Recommendation Concerning Retention on the Force (Chief's Survey)	112
II-76.	Race of Officers (Chief's Survey)	112
II-77.	Number of Injuries by Sex, Race and Current Assignment (Chief's Survey)	113
II-78.	Summary of Service-Related Injuries (Chief's Survey)	113
II-79.	Service-Related Injuries Causing Absences from Work or Light Duty (Chief's Survey)	113
II-80.	Substudy of Race of Comparison Men: Absences and Light Duty (Chief's Survey)	114
II-81.	Light Duty Assignment Because of a Job-Related Injury by Sex, Race and Assignment (Chief's Survey)	114
II-82.	Days Sick Leave by Sex, Race and Assignment (Chief's Survey)	115
II-83.	Summary of Sick Leave Days Taken by Male and Female Officers (Chief's Survey)	115
II-84.	Officers Receiving Favorable or Unfavorable Comments from Citizens in Last Six Months (Chief's Survey)	116
II-85.	Substudy by Race of Comparison Men: Favorable and Unfavorable Comments by Citizens (Chief's Survey)	116
II-86.	Felony Arrests by Sex, Race and Assignment (Chief's Survey)	117
II-87.	Felony Arrests by Officers (Chief's Survey)	117
II-88.	Misdemeanor Arrests by Sex, Race and Assignment (Chief's Survey)	118
II-89.	Misdemeanor Arrests by Officers (Chief's Survey)	118
II-90.	Moving Traffic Citations by Sex, Race and Assignment (Chief's Survey)	119
II-91.	Moving Traffic Citations Given by Officers (Chief's Survey)	119
II-92.	Misdemeanor Arrests and Moving Traffic Citations: Substudy by Race of Comparison Men (Chief's Survey)	120
II-93.	Supervisory Ratings of New Women, Comparison Men and Reassigned Women (Chief's Survey)	121
II-94.	Substudy by Race of Comparison Men: Supervisor's Ratings (Chief's Survey)	121
II-95.	Background Characteristics (Personnel Jackets)	122
II-96.	Employment Interview Ratings (Personnel Jackets)	123
II-97.	Performance and Assignment (Personnel Jackets)	123
II-98.	Average Training Academy Grades (Personnel Jackets)	124
II-99.	Departmental Performance Ratings (Personnel Jackets)	125
II-100.	Comparison of Women on Selected Background Variables (Super-personnel File)	126
II-101.	Comparison of Men on Selected Background Variables (Super-personnel File)	127
II-102.	Characteristics of Men or Women Who Scored Highest or Lowest on Three Different Criteria	134
II-103.	Height (Personnel Jackets)	136
II-104.	Weight (Personnel Jackets)	136

LIST OF FIGURES

I-1.	Measurement Instruments	5
I-2.	Interviewer's Grid	19
I-3.	Background and Performance Variables Studied	40
II-1.	Measurement Instruments	48

I. METHODOLOGY

INTRODUCTION

The 1972-1973 evaluation of policewomen in the District of Columbia Police Department, carried out by The Urban Institute under the sponsorship of the Police Foundation, involved three important questions:

- Is it appropriate, from a performance viewpoint, to hire women for patrol assignments on the same basis as men?
- What advantages or disadvantages arise from hiring women on an equal basis with men?
- What effect would the use of a substantial number of police-women have on the nature of police operations?

The results and conclusions of the evaluation are found in the first volume of this report, which contains background, major findings, conclusions and recommendations, together with a brief summary of the methodology used, plus selected tables. This second volume contains the methodology, data tables and research instruments. It is intended for the reader interested in obtaining more technical information about the procedures and techniques employed (Chapter I, Methodology and Chapter III, Measurement Instruments) or interested in examining the data tables (Chapter II, Tables) from which the findings in the first volume were drawn.

The Methodology chapter describes the history, general design and purpose of the study. It also contains detailed descriptions of each measurement instrument used, including (1) the sample, (2) the purpose and format of each instrument, and (3) the statistical techniques utilized for each instrument.

The data tables are grouped by survey instrument. That is, all data obtained from a particular survey are presented together, rather than a grouping together of all tables which pertain to the same topic area. In some instances similar data occur in several different places (e.g., supervisory ratings were obtained from personnel jackets, the Chief's Survey and the Officials' Survey). Familiarity with the measurement instruments used (Chapter III) should prove helpful in interpreting the results from these tables.

BACKGROUND AND DESIGN

Shortly after Jerry V. Wilson became Chief of Police in the District of Columbia he decided to expand the scope of police work for women. Women were placed in a variety of new assignments from 1969 through 1971, including tactical squad, plain-clothes, investigative work and morals. Women also continued in their more traditional assignments such as doing station work, searching and supervising female prisoners and working with juveniles. The only major area which remained closed to women was uniformed patrol, the mainstay of policing. Chief Wilson took the final step in 1971 when he announced his decision to hire 100 women (called "new women" in this study) who would be trained and assigned to uniformed patrol duty in the same manner as male patrol officers. About 25 other women who had been hired between 1969 and 1971 and who were performing a variety of assignments also were scheduled to be given a week of retraining and transferred to uniformed patrol assignments ("reassigned women"). Due to a city hiring freeze, however, only 80 new women had been hired by the close of the initial study period (November, 1972). Most of these new women graduated from the training academy between April 30 and late October, 1972.

In order to compare the performance of the new women with that of comparable policemen, a matched group of policemen was selected. Each newly hired policewoman was matched with a policeman who had graduated from the same training academy class. The groups of policemen and policewomen thus had equivalent seniority. The new policewomen were assigned to two of the city's seven police districts (Districts 1 and 7), which were called the "experimental districts." The concentration of the women in these two districts made it more difficult for supervisors to treat the women unequally, since a substantial percentage of the personnel in these districts were women.¹

The women could not be matched with men in experimental districts because most of the personnel openings in these districts were filled by women, with the result that most of the men of equivalent seniority were assigned elsewhere. Therefore, the women were matched with men assigned to two other districts (Districts 5 and 6) which most resembled the experimental districts in crime rate, racial composition and residential characteristics. These districts were called "comparison districts," and the matched men were called "comparison men." An effort was made to exclude all women on patrol from the comparison districts.² This permitted evaluation of the behavior of new male officers in traditionally all-male districts. The major drawback of this matching procedure was that differences between experimental and comparison districts might have influenced officers' performance or opportunity to perform. However, departmental statistics indicated few differences in activity rates among these districts.

This study does not provide data on male officers hired after a substantial number of policewomen were on patrol because of the possibility that male officers

1. Following the hiring of the 80 new women, about 13 percent of the officers in the Patrol Division in the experimental districts were women.

2. One new woman and two reassigned women were assigned to patrol in comparison districts early in 1972; after this was discovered by the evaluators, no additional women were assigned to these districts during 1972.

entering a department which routinely uses women on patrol may have less difficulty working with women than officers accustomed to an all-male environment.

The reassigned women were studied less intensively than the new women in both the first and second phases of this study.³ The reassigned women's previous assignments were quite varied, and it was not possible to match these women with men who had similar jobs prior to their patrol assignment.⁴

The findings from the first phase of study were tentative, since (1) the 80 new women had been on patrol for an average of only four and a half months by the close of the data collection period (October 1972); (2) the women had primarily been patrolling with more experienced male partners, so there were virtually no data on the women's ability to handle patrol duty alone, as senior partner or with a female partner; and (3) one of the major fears expressed by those opposed to the use of women on ordinary patrol (that they would not be capable of handling potentially violent situations) could not be answered due to the limited number of potentially violent situations encountered by women during the study period.

Chief Wilson considered 1972 to be the experimental year for trying out police-women on patrol. During the year several problems threatened to undermine the program. Among other things, some of the women's male partners sought special treatment by reporting to vehicle dispatchers that they were patrolling alone or were patrolling with a woman. Some women were required to wear skirts instead of pants in the winter and were assigned to the station after complaining of the cold.

Because of these and other problems, Chief Wilson issued a number of guidelines to insure that the program would be properly implemented and evaluated. The guidelines included the following:

- (1) Policewomen were to be treated in a manner identical with policemen of similar experience;
- (2) New policewomen were to be assigned initially to the uniformed patrol sections of the districts and were to be considered for reassignment to other units only after having regular patrol experience in the same manner as men of like experience; and
- (3) New policewomen were to be assigned to the two experimental districts and excluded from the two comparison districts.

These orders generally were followed during 1972, except that women performed station duty slightly more often than men (ten percent compared to five percent). By mid-1973, however, assignments for comparison men and new women differed widely.

3. The reassigned women were rated on the Officials' and Chief's Surveys. But departmental ratings were not obtained for them, they were not observed on patrol, citizens were not interviewed about their performance, and no interviews, personnel data or arrest disposition data about them were obtained.

4. A new male officer is generally assigned to regular patrol duty before becoming eligible for other assignments.

PURPOSE AND DESCRIPTION OF MEASUREMENT INSTRUMENTS

For the most part the instruments used in the first evaluation phase (1972) were readministered in the second phase (See Figure I-1.). The following data were obtained in both phases of the evaluation:

- (1) personnel jacket data, including background characteristics, personal history, employment interview ratings, training academy scores and police driving test results;
- (2) departmental performance statistics, including information on daily assignments, sick leave, injuries, letters of commendation or complaint and arrests made (Chief's Survey);
- (3) performance ratings from superiors obtained from the anonymous Officials' Survey;
- (4) ratings by trained observers of officers' actions and attitudes and citizen reactions in incidents to which the officers under study responded (Structured Observation);
- (5) citizen satisfaction with police service given by new women and comparison men (Service Survey); and
- (6) attitude data, obtained from police supervisors by means of the Officials' Survey, from police officers by means of the Patrol Survey and from citizens residing in the experimental and comparison districts by means of Community Survey.

Some of the instruments were expanded in the second phase in order to obtain additional types of information, and some new instruments or methods of measurement were constructed and utilized. The major types of new information collected, which are more fully described below, included additional data about arrests and assignments, new departmental ratings, a greater wealth of anecdotal material and correlational data to relate the background characteristics of officers to their performance.

The 1972 data indicated a marked difference in the number of arrests and moving traffic citations issued by new women and comparison men, but the first-phase surveys failed to reveal the reasons for this difference. In order to shed some light on arrest performance, data were obtained in the second phase on the disposition of arrests and on whether men and women were equally likely to receive credit for their arrests when they patrolled with a partner. Furthermore, questions were added to the Patrol Survey and Officials' Survey to determine whether men and women differed in their attitudes toward the appropriate number of arrests and the relevance of arrests as a performance indicator.

An area of interest in the 1973 data was the difference in assignments of male and female officers. This had not been evident during the first phase of study when the officers were newly hired and most were performing patrol duty as Chief Wilson had specified.

FIGURE I-1: MEASUREMENT INSTRUMENTS

NAME OF INSTRUMENT	SAMPLE SIZE	BRIEF DESCRIPTION
Departmental Ratings	80 new women 85 comparison men	Ratings given to police officers on the first anniversary of their appointment and included in their official personnel records.
Chief Wilson's Survey (Form W)	71 new women 54 comparison men	Each district was asked by Chief Wilson to compile relevant statistics and to rate each officer in the sample on patrol skills. This survey was returned directly to Chief Wilson's office.
Structured Observation	41 tours with one woman 12 tours with one man 45 tours with female-male teams ^a 94 tours with two men 1 tour with two women	Observers were hired to ride with new women and comparison men and, using a uniform format, note what happened, including how officers acted toward citizens and how citizens reacted to officers.
Service Survey	131 interviews	Telephone and personal interviews with people who were directly involved in an incident to which police responded. The purpose was to learn how citizens rated police performance and what their attitudes were toward policewomen.
Community Survey	129 resident interviews	Telephone interviews to determine general citizen attitudes about policewomen.
Officials' Survey	59 sergeants 25 captains and lieutenants	Anonymous questionnaire for patrol officials. Its purposes were to obtain opinions about women and the effect on supervisors of work experience with them, and to obtain anonymous ratings of new women, reassigned women and comparison men.
Patrol Survey	15 new women 28 comparison men 55 other men	Similar to Officials' Survey, but no ratings of individual women.
Record Monitoring	85 new women 82 comparison men	Analysis of personnel records and civil service scores.
Interviews	11 policemen 9 policewomen	Confidential discussions with policemen and policemen, most of whom were interviewed twice.

^aIncludes one tour in which a comparison man worked with a reassigned woman.

In order to determine the actual assignments given officers, data on assignments from the Chief's Survey were supplemented with direct checks with the districts during the observation period and by a study of departmental records of assignments. (Information on current and past assignments also was requested in the Patrol Survey distributed to new women and comparison men, but due to the low response rate this information was of little use.)

Performance ratings were obtained in both phases from rating scales constructed specifically for this evaluation (Chief's and Officials' surveys). In addition, departmental performance appraisals, which are completed for all officers one year after appointment, were available for most of the new women and comparison men by the end of the 1973 phase. The departmental ratings cover more general skills (e.g., written expression, human relations) than the rating scales constructed for the policewomen evaluation which generally requested ratings on specific patrol skills.

When appropriate, statistical findings are followed by anecdotal material as described below, in the final report of the evaluation (Volume I). In order to give the reader a broader idea of the range of feelings expressed by police personnel and to help explain some issues dealt with only sketchily by the surveys, written comments on key questions were solicited from officers and officials in the Patrol and Officials' surveys. In addition, eighteen new women and men in both the experimental and comparison districts were individually interviewed twice during the study to obtain their viewpoints about a number of issues regarding policewomen.⁵ Data also were gathered on observers' attitudes towards policewomen before the observers' first ride and after their final ride. After completion of their final ride, the observers were interviewed or asked to complete a questionnaire about their experience as observers.

A data file was constructed for the purpose of this evaluation for each officer under study so that background and performance variables could be compared. This computer file ("Super-personnel File") included all available data for each officer from the various surveys. In addition to determining which background variables related to performance, officers who had high and low numbers of arrests and high and low performance ratings were compared, within sex, to determine the characteristics of "good" and "bad" officers.

AVAILABLE SAMPLE

Eighty new women and 80 comparison men were studied in 1972. Six new women and six matched men who graduated from training academy after the first phase of study ended were subsequently added to the sample, bringing the total studied to 86 new women and 86 comparison men.⁶ The number of officers remaining on patrol from the original (1972) sample of 80 new women and 80 comparison men was substantially

5. See section on Interviews for a detailed explanation of the second sample of interviews.

6. Two other women who graduated after October, 1972, were immediately assigned to the Special Operations Division upon graduation and were not added to the sample. One other woman who graduated on July 13, 1973, was rated on the Chief's Survey; but since she joined the department late in the study she was not included in any other surveys.

reduced by the midpoint of the second phase data collection period (mid-July, 1973). As of July, 1973, only 42 percent of the 1972 sample of new women and 68 percent of the 1972 sample of comparison men still remained on regular patrol assignments. Almost three times as many new women as comparison men were on assignments other than regular patrol (34 compared to 12), and a disproportionate number of women had received transfers to other districts or to central headquarters (16 women compared to 4 men) [see Tabel I-1]. There were no sex differences in the number of resignations or injuries. Pregnancy and military leave were rare occurrences.

TABLE I-1: ASSIGNMENTS OF ORIGINAL SAMPLE^a
(July, 1973)

PHASE TWO ASSIGNMENTS	ORIGINAL DISTRICTS											
	NEW WOMEN						COMPARISON MEN					
	1st District		7th District		Total		5th District		6th District		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
OFFICERS NO LONGER ON REGULAR PATROL												
Resigned or Terminated	6	14	1	3	7	9	3	9	4	9	7	9
Injured (Administrative Duty Branch or Sick Leave)	2	5	2	6	4	5	4	12	1	2	5	6
Pregnant (Administrative Duty Branch)	-		1	3	1	1	-		-		-	
Military Leave	-		-		-		-		1	2	1	1
Reassigned to Other Duties Within Original District	10	23	12	33	22	28	5	15	3	7	8	10
Transferred to Other Assignments Within New Districts	<u>3</u>	<u>7</u>	<u>9</u>	<u>25</u>	<u>12</u>	<u>15</u>	<u>2</u>	<u>6</u>	<u>2</u>	<u>4</u>	<u>4</u>	<u>5</u>
TOTAL	21	49	25	69	46	58	14	41	11	24	25	32
OFFICERS STILL ON REGULAR PATROL												
In Original District	19	49	10	28	29	37	20	59	34	76	54	68
Transferred to Other Districts, on Patrol	<u>3</u>	<u>7</u>	<u>1</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL	22	51	11	31	33	42	20	59	34	76	54	68
ORIGINAL SAMPLE	43	100	36	100	79	100	34	100	45	100	79	100

^aInformation about "transfers" (to other divisions), "reassignments" (within the district) and "details" (temporary or of some duration, such as a 60-day detail to Morals Division), was gathered for one week in mid-July, 1973. This was approximately the mid-point of the Structured Observation period for the second phase of study. The six male and six female officers who graduated after the first phase of observation (after November, 1972) are not included in this table. Data for this table were obtained on 79 women and 79 men.

^bIncludes Central Headquarters.

Table I-2 illustrates the type of new assignments which the officers received. Scooter, morals and youth were considered to be "other patrol" assignments.⁷ Station and training division were considered "inside" assignments. As can be seen from the table, almost twice as many women were assigned to "other patrol" duties and more than five times as many women were assigned to "inside" assignments as comparison men. Officers who resigned or who were injured, pregnant or on military leave are not included in this table. Officers who transferred to new districts are recorded under "other districts" rather than under the original districts; officers who transferred to Central Headquarters or to the training academy are recorded under their original districts rather than under "other districts." Details of 60 days' duration or more were considered to be new assignments, particularly since

TABLE I-2: TRANSFERS AND REASSIGNMENTS
(July, 1973)

TYPE OF ASSIGNMENT	First District		NEW WOMEN				Total		Fifth District		COMPARISON MEN		Other Districts		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Scooter, Crime Patrol, Area Patrol, Crime Control, Wagon ^a	2	5	5	16	-		7	9	2	6	3	7	-		5	6
Morals ^b	1	3	3	10	2	20	6	8	-	-	-		2	67	2	3
Youth ^c	1	3	3	10	-		4	5	1	3	-		1	33	2	3
Station (Station Clerk, Administrative Assistant, P.S.S. Officer, etc.)	6	16	4	13	4	40	14	18	3	9	-		-		3	4
Training Division, Communications Division, Experienced Officer School ^d	1	3	2	6	-		3	4	-	-	-		-		-	-
TOTAL NEW ASSIGNMENTS	11	29	17	55	6	60	34	43	6	18	3	7	3	33	12	15
ORIGINAL SAMPLE	38	100	31	100	10	100	79	100	33	100	43	100	3	100	79	100

a. These assignments are combined since (a) they all involve some form of patrol work, and (b) they entail less responding to radio-initiated calls and/or more observation or ferreting-out of incidents than regular patrol work. Crime patrol and area patrol generally mean scooter patrol. One woman was on crime control and one man was on a permanent wagon assignment.

b. Transfers to Morals Division and reassignments (within the district) to the Vice unit are combined.

c. Transfers to Youth Division and reassignments (within the district) to Youth Services are combined.

d. These three assignments are recorded together since they are relatively infrequent and involve "inside" work outside of the district (at Central Headquarters or training academy).

7. Exceptions to these distinctions of "other patrol" and "non-patrol" assignments occurred. For example, it was possible to have an "inside" job in morals or youth division, and some officers assigned to the station were occasionally required to patrol under special circumstances.

details of this duration are normally considered to be training and are often followed by permanent assignments similar in nature to the detail. A transfer implies a change from one division or district to another, whereas reassignment occurs within districts. Daily assignment changes and short-term details were not recorded.

A number of the surveys used in this evaluation were affected by the reduction in the number of officers assigned to patrol duty. The Structured Observations (where observers rode in scout cars with new women and comparison men) and Service Survey (where citizens who had been involved in incidents handled by new women or comparison men were interviewed) were particularly affected, since they involved the study of officers while on scout car patrol. The conclusions drawn from observation were based on one or more observations of 33 new women (out of 86) and 48 comparison men (out of 86). The number of different officers observed was smaller in 1973 than in 1972, but the total number of incidents observed was larger in 1973. It is likely that the women who were observed had less actual patrol experience than the men they had been matched with, since (1) even the women with patrol assignments were frequently unavailable for observation because they had "daily assignments" in the station, on foot beats or in the wagon, (this may be due to the fact that no women had permanent scout car assignments, which would have ensured them of a regular "beat") and (2) some of the observed women were generally assigned to non-patrol or "other" patrol duties.

The other surveys were affected only indirectly, if at all, by the reduced number of women on patrol duty. For example, on the Officials' and Chief's surveys, officials were asked to rate all of the new women and comparison men as well as the reassigned women, regardless of whether or not the officers were still on patrol, had resigned or had transferred out of the district. Furthermore, the lists of new and reassigned women (and matched comparison men) were updated, which increased the number of officers who potentially could be rated.⁸

SUMMARY OF ANALYTICAL METHODS

New women were compared to comparison men (and when applicable, women with particular assignments were compared with men on similar assignments), reassigned women were compared to new women and comparison men on a few variables, male officers (and officials) were compared by race and district, citizens were compared by sex, race and district, and a number of comparisons were made between the 1972 and 1973 survey results.

8. The 1972 sample for the Officials' Survey was drawn prior to October 8, 1972, and excluded eight women (and eight men) who graduated in October as well as six male and six female officers who graduated between November 23, 1972, and May 25, 1973. In addition, three male and three female officers who graduated at various times during the summer of 1972 were accidentally omitted from the 1972 sample. All in all, 17 new women and 17 comparison men were added to the second-phase Officials' Survey. The number of reassigned women who were to be rated was also greater in 1973. On the 1972 Officials' Survey, 12 reassigned women in the experimental and comparison districts were listed; ten additional reassigned women were added to the 1973 Officials' Survey. In 1972 the Chief's Survey was distributed to the experimental and comparison districts only, which had a total of 22 reassigned women. In 1973 the Chief's Survey was distributed regardless of district, and information was obtained on 39 reassigned women.

Tests of distribution differences (chi-square) were utilized to determine whether the distributions would have occurred by chance. Differences between groups which are reported as statistically significant would have occurred by chance less than five percent of the time ($p < .05$). Chi-square tests were considered to be statistically appropriate for the data⁹ because they have the advantage of minimizing the influence of extreme scores. In rare instances, tests of mean differences (T-tests) were performed when sample distributions prevented the valid use of chi-square tests. (In the first report, tests of mean differences were utilized to determine whether observed differences were statistically significant.)¹⁰

Correlational matrices¹¹ were constructed on the Service Survey and Super-personnel File to determine which background variables (e.g., age, sex, race etc.) were related to performance.

PATROL SURVEY¹²

The Patrol Survey was a self-administered attitude survey designed to measure police officers' attitudes toward women on patrol as well as certain job-related attitudes. It was completed by patrol officers of both sexes, including male officers with varying seniority in both the experimental and comparison districts.

9. Under the statistical assumptions of the t-test, a variable must be continuous and equidistant (i.e., on a scale from 1 to 5, the distance from 1 to 2 must be equal to the distance from 3 to 4). These assumptions are not necessarily satisfied on an attitude scale. For example, the difference between "much higher" (scored 1) and "somewhat higher" (scored 2) may be judged by the respondent to be different than the difference between "somewhat higher" (scored 2) and "about the same" (scored 3). The chi-square test does not require equally spaced intervals, but merely specifies that the scores be ordinal (i.e., that a score of 2 is higher than 1, 3 is higher than 2, 4 is higher than 3, etc.).

10. Tests of mean differences (T-tests) indicate whether the difference between the average score for one group, such as "comparison mean," and the average score for the group being compared, such as "new women," was likely to have occurred by chance or not.

11. A correlation coefficient indicates whether there is a relationship between two variables. If the correlation coefficient is positive, one variable tends to increase when the other variable increases. The correlation coefficient is always between -1 and +1. Near zero indicates a small degree of association. For example, suppose all single men received letters of commendation and all married men received no letter of commendation. Also suppose a single man is coded 0 and a married man 1 on a marital status variable measuring letters of commendation. The correlation coefficient between the two variables would be +1. If equal proportions of single men and married men received letters of commendation, the correlation coefficient between the two variables would be 0.0.

12. See pages 49 to 65 for the Patrol Survey tables and pages 144 to 159 for the Patrol Survey instrument.

Sample

In August, 1973, a slightly modified version of the original Patrol Survey was distributed to all of the new women, to a specially selected group of comparison men assigned to the experimental and comparison districts and to 50 randomly selected men in the comparison districts and 120 randomly selected men in the experimental districts (see Table I-3). A larger number of surveys was given to officers in the experimental districts in order to obtain a sizeable sample of officers of various ages who had worked with policewomen. As in the first phase of study, two forms were distributed to balance the order in which ratings of male and female officers on "patrol skills" and "traits" were presented (see Instrument Description, page 17). An approximately equal number of the two forms was distributed in each district.

TABLE I-3: PATROL SURVEY QUESTIONNAIRES BY DISTRICT AND FORM

District	DISTRIBUTED ^a			RETURNED					
	New Women and Comparison Men	Randomly Selected Men	Total	District	Form 1	Form 2	Total	N	%
1D (E)	32	60	92	1D	9	18	27	27	29
7D (E)	33	60	93	7D	10	7	17	17	18
5D (C)	32	25	57	5D	66	12	18	18	32
6D (C)	39	25	64	6D	18	17	35	35	55
TOTAL DISTRIBUTED	136	170	306	OTHERS ^{b,c}	1	0	1		
							TOTAL USABLE	98 ^d	
							No Information	6	
							TOTAL RETURNED	104	34

- a. Two comparison men were given surveys in 7D, and two new women were given surveys in comparison districts (one in 5D, one in 6D).
- b. Seventeen surveys were returned from 7D, yielding an 18 percent return rate; two of these surveys were from officers who were previously assigned to 7D, but whose current assignment was at Central Headquarters.
- c. One additional survey was returned by a male officer with no additional information regarding his district. He was listed under "other districts."
- d. Two surveys (one from a male and one from a female) were incomplete but were included in the analysis.

In the first phase of study the return rate for the Patrol Survey was 72 percent. The return rate for the second phase was 31 percent, which was strikingly lower (see Table I-4). Among the possible reasons for the low response rate were: (1) a lack of interest in completing the same survey (a number of officers requested to complete the second-phase survey had completed the first-phase survey), (2) negative opinions about the large number of surveys and observations which were carried out in these districts for the policewomen's evaluation, (3) doubt about the survey's relevance, since Chief Wilson had already pronounced the policewomen's program to be a success, (4) lack of interest in expressing opinions about policewomen (the novelty may have diminished), (5) the fact that there was no departmental order regarding completion of this survey in 1973 (the Assistant Chief of Police issued such an order in 1972), and (6) lack of payment for completing the survey (officers had been paid \$3.00 for completion of the survey in 1972). The return rate for the Patrol Survey is best understood in relation to the lower return rate for the Officials' Survey, and a further discussion will be found on page 16.

TABLE I-4: PATROL SURVEY SAMPLE BY SEX AND GROUP

QUESTIONNAIRES	NEW WOMEN		COMPARISON MEN		RANDOMLY SELECTED MEN		TOTAL	
	N	% ^a	N	% ^a	N	%	N	%
Returned	15	23 ^a	23	39 ^a	55	23	98	31
Distributed	65	100	71	100	170	100	312	100

a. Patrol Surveys which were returned with inserts (see Instrument Description) were considered to have been completed by new women and comparison men. This assumption was borne out by noting the number of months the officers indicated they had been on the force. One additional female officer with a year's experience but with no insert was added to the sample, since the reassigned women had considerably more experience than this. It is possible that additional officers within the sample range of experience may have been in the original sample, but without the insert, which was given only to officers in the sample, this could not be verified, so they were considered part of the random sample. All women who completed the Patrol Survey were in the original sample.

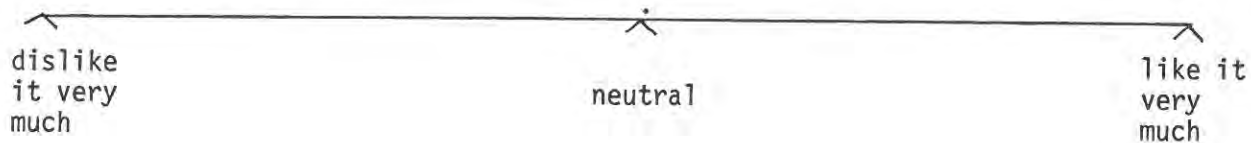
Instrument Description

The Patrol Survey was an anonymous self-administered questionnaire designed to measure officers' attitudes toward women in policing, toward other patrol officers and officials, toward police work in general and toward the community. Since the 1972 study showed that men and women differed in the number of moving traffic citations issued and arrests made, questions were added to the Patrol Survey in 1973 to determine whether attitudes toward making arrests and giving moving traffic citations also differed because of the officer's sex. Another addition to the 1973 Patrol Survey was an extra page insert on which new women and comparison men were asked to specify their current and past assignments, length of assignment and, if they were currently in an assignment other than regular patrol duty, to state the reasons for their transfer and their preference for regular patrol versus their current assignment.

Respondents to the Patrol Survey, as in 1972, were asked to mark relative ratings on a scale. The format presented then consisted of lines on which only the midpoint and the extremes were indicated. This type of scaling was intended to simplify the response possibilities for respondents as well as to simplify data presentation across questions (see sample question below). No numbers or additional marks were supplied, in order to prevent respondents from acquiring a numerical response bias and/or from constraining their responses to the marks or numbers provided on the line. A template was used to transform responses into numbers, with zero being the far left response, 4 the midpoint and 8 the far right response.

SAMPLE QUESTION

Q. How do you feel about scout car patrol?



The Patrol Survey contained a list of thirteen relatively common patrol situations, such as "handling disorderly males," and another list of twelve personality traits, such as "intelligent." Officers were asked to indicate the percentage of male and female officers with a year's street experience who could satisfactorily handle each patrol situation and the percentage who they felt possessed each trait. Officers also were asked to check up to five of the twelve traits which they considered to be "very important for a police officer."

In order to control for possible bias due to the order of presentation of questions about the handling of situations and about the traits of male and female officers, two different forms were used in the second phase. On Form 1, officers checked the percentages of males deemed satisfactory on the patrol situations before checking the percentage of females deemed to be satisfactory, and the percentage of females possessing each "trait" was checked before the percentage of males. On Form 2, the sex order was reversed on both "situations"

and "traits." In 1972, only one form was used, and the order of the questions affected the officers' responses.¹³

Analysis

Male and female officers were compared on all questions, as were black male officers and white male officers. Officers were compared with male and female officers on questions common to the Patrol and Officials' Surveys. Responses from males in 1972 were compared with responses from males in 1973. Males in the experimental districts were compared with males in the comparison districts only on the "difference scores" (male score minus female score)¹⁴ for the patrol situations and traits questions. The sample of women was too small to provide reliable data on sub-groups within the sample or to permit comparison over time, so tests of distribution differences between black and white women and between women in 1972 and 1973 are not reported.

Differences between groups were tested for statistical significance using chi-square tests of distribution differences. In a few instances, where the expected value for a cell was less than 5 and the sample distribution did not permit valid chi-square tests, t-tests (tests of mean differences) were employed.

13. Officers given Form 1, which had males listed first for "patrol situations," rated male officers more favorably than did officers given Form 2, where females were rated first. To a lesser degree, respondents given Form 2, where males were listed before females on "traits", tended to say that more males possessed the traits than did respondents given Form 1. Ratings of female officers were generally unaffected by the format. A larger proportion of Form 1 questionnaires was distributed and returned in 1973 than in 1972. If previous findings regarding the effect of format held up, the expected effect of the larger proportion of Form 1 questionnaires in 1973 would be that male officers would be rated somewhat more favorably on the patrol situations than in 1972, thus increasing the difference between the percentage of satisfactory males and females on these situations (in favor of the males). In fact, the male-female difference did not increase, which suggests that attitudes about policewomen were slightly more favorable in 1973 than in 1972 (if the effect of the format was still present). Questionnaires were not analyzed by the format in 1973, so this effect could not be determined.

14. Respondents were asked to indicate on separate lists the percentage of male and female officers they felt would satisfactorily handle 13 different patrol situations and the percentage of male and female officers they felt would possess 12 different personality traits. Percentages were converted into scale scores, where 0 = 0%, 4 = 50% and 8 = 100%. The scaled score for females was subtracted from the scaled score for males, yielding a comparison between men and women on each trait or skill ("difference score" or "MLF score"). Thus, if the difference score was 0, there was no difference between men and women on that trait or skill; if the difference score was negative, more females than males were felt to be satisfactory or to possess the trait; if the score was positive, more males than females were felt to be satisfactory or to possess the trait. To yield an overall measure of how men and women compared on patrol skills in general, difference scores for each patrol skill were summed and averaged. An overall difference score was obtained for each trait in a similar manner.

OFFICIALS' SURVEY¹⁵

The Officials' Survey was both an attitude survey designed to measure police officials' attitudes toward policewomen and a performance rating form, on which officials were asked to rate the new women, reassigned women and/or comparison men they were familiar with in their district. Officials with the rank of sergeant, captain or lieutenant in the experimental and comparison districts were surveyed.

Sample

Forty Officials' Surveys were distributed to each of the four districts under study. It was thought that there would be approximately 30 patrol sergeants, seven patrol lieutenants and three or four patrol captains per district, yielding 40 to 41 officials per district. Three districts requested additional questionnaires.¹⁶ The return rates in Table I-5 are based on an estimated 40 patrol officials per district, as in 1972.¹⁷

TABLE I-5: OFFICIALS' SURVEY SAMPLE

QUESTIONNAIRES	EXPERIMENTAL DISTRICTS						COMPARISON DISTRICTS			ALL DISTRICTS				
	1D		7D		Total		6D		5D	Total				
	N	%	N	%	N	%	N	%	N	%	N	%		
Returned and Usable	14 ^a	35	12	30	26	32	19	98	39	98	58	73	84	52

^aTwo additional questionnaires from 1D were deleted from the sample due to missing information which prevented analysis.

15. Refer to pages 49 to 61 and 66 to 68 for Officials' Survey tables and pages 160 to 173 for the Officials' Survey instrument.

16. Three additional questionnaires were requested by 1D, six by 7D and 40 by 5D.

17. The number of officials of all types per district, as reported by the D. C. Police Department in its annual report for fiscal year 1972, were as follows: 1D-59, 7D-52, 5D,62, 6D-43. Some of these officers were in non-patrol positions and would not have been expected to complete the rating forms.

In 1972 questionnaires were distributed to all captains and lieutenants and about two-thirds of the sergeants in the experimental and comparison districts. In the second phase questionnaires were distributed to all of the sergeants, captains and lieutenants in these districts. The actual number of returned and usable questionnaires was similar for the two study periods (89 in 1972 and 84 in 1973), but the return rate differed (73 percent in 1972 and 52 percent in 1973) due to the larger number of surveys distributed. The difference in the overall return rate for the two study periods suggests that officials were somewhat less willing to complete this survey in 1973. Experimental districts had a much lower return rate in 1973 than in 1972; in the comparison districts approximately the same number of officials completed the survey, despite a larger number having been distributed. If the percentages of returned Patrol and Officials' surveys are compared for each district, there appears to be a consistent pattern. The lowest return rates occurred in the experimental districts, particularly 7D, and the highest return rate by a considerable margin occurred in comparison 6D. This suggests that the responses of officials to the policewomen's program and to the evaluation itself may have been instrumental in determining whether or not the surveys were completed.

Instrument Description

The Officials' Survey included an anonymous, paper-and-pencil attitude survey and an anonymous officer rating form. The attitude section was almost identical to the second-phase Patrol Survey. There was only one form of this instrument, which was similar to Form 1 of the Patrol Survey except for certain questions that made the instrument more suitable for officials, such as a question about their rank. Questions regarding arrest attitudes were added to the survey, as on the Patrol Survey. The officer rating form was a separate enclosure on which the names of all new women, comparison men and reassigned women assigned to the district were listed. Each official was asked to rate the capabilities of all of the listed officers he was familiar with on the following criteria: "domestic fights," "street situations involving potential violence," "upset or injured people" and "being a generally competent patrol officer." Ratings were indicated on lines in which the mid-point was labelled "average" and the extremes "unsatisfactory" and "excellent." Responses were coded from 0 to 8.

Analysis

The attitudes of officials were compared over time (1972-1973) and compared with male officers through questions common to the Patrol and Officials' surveys. Black officials were compared with white officials, and officials in experimental districts were compared with officials in comparison districts on the "difference scores"¹⁸ for patrol situations and traits.

On the anonymous officer rating form, new women, comparison men and reassigned women were rated. New women and comparison men were analyzed with respect to their permanent assignments (as of late July, 1973). Four assignment categories were used, including "patrol" (foot beats and scout car), "other patrol" (scooter, wagon, morals), "inside" (station and other assignments generally not involving street duty), and "resigned" (including terminated). Statistical comparisons were possible only between all new women and comparison men, and between new women and comparison

18. See footnote 14, pg 14.

men on patrol assignments, because of the small sample sizes for other assignments. Ratings given by sergeants were analyzed separately from ratings given by captains and lieutenants; men and women were also compared on ratings given by all officials, regardless of rank. The ratings given new women and comparison men in 1973 were compared to the ratings given in 1972 by officials of the same rank. Reassigned women, who were not categorized by type of assignment, were compared with new women and comparison men.

Differences between groups were tested for statistical significance using chi-square tests of distribution differences. In a few instances where the expected value for a cell was less than 5 and the sample distribution did not permit valid chi-square tests, t-tests (tests of mean differences) were employed.

COMMUNITY SURVEY¹⁹

The Community Survey was designed to measure attitudes towards policewomen on patrol. A representative sample of residents in the experimental and comparison districts was interviewed to determine attitudes towards policewomen and expectations of how policewomen would handle various patrol situations.

Sample

The Community Survey was administered three times during 1972 and once in 1973²⁰ to assess the effects over time of policewomen on patrol in the experimental and comparison districts. Chilton Research Services conducted the telephone interviews and worked in cooperation with The Urban Institute staff to determine survey specifications. In 1972 both residents and people in the business community were interviewed, but since business persons and residents were very similar in their attitudes at that time, business interviews were discontinued in the second phase.

The survey design for 1973 called for completed interviews from 120 residents, with equal numbers of men and women and designated proportions of three age categories, in the experimental and comparison districts. Age and race quotas were developed to reflect the population distribution in the survey area. In the interest of reliability in measuring the attitudes of subsamples, certain modifications were made. The number of white respondents was increased, since on only about 14 percent of the residents in the experimental and comparison districts were white, and an attempt was made to obtain identical samples for each age/race/sex group in the experimental and comparison areas. Due to the difficulty of filling some of the quotas, the actual cell sizes were somewhat at variance with the original design. Table I-6 illustrates the actual sample distribution for the second-phase period.

Respondents were selected by using a computer-generated random number telephone sampling procedure, which gave every telephone in the selected exchanges, including unlisted numbers, an equal probability of selection. Telephone exchanges which fell primarily within the experimental and comparison areas were selected for sampling.

19. Refer to pages 69 to 81 for the Community Survey tables and pages 174 to 181 for the Community Survey instrument.

20. Interviews were conducted from August 21, 1973, to September 15, 1973.

Since all of the Community Survey interviews were conducted by telephone, individuals living in households without telephones were not interviewed. In the first phase of the study (1972) it was difficult to locate enough white respondents in the comparison districts, since only about 10 percent of the comparison residents were white (one of the experimental districts had about 10 percent and the other about 30 percent white residents). Therefore, the following modifications were instituted to increase the likelihood of locating white residents: (1) after all black respondent cells had been filled in the comparison districts, interview attempts were restricted to the telephone exchanges from which at least one interview from a white respondent had been obtained, and (2) after interviews had been attempted using all of the exchanges and ten white respondents still had to be contacted, telephone interviews were attempted on streets which had produced at least one white respondent.

After a telephone exchange was selected, numbers within the exchange were randomly selected and called. A screening form was used to determine whether the residence was in the District of Columbia (some exchanges overlapped into Maryland or Virginia) and whether at least one member of the household was 18 or older. The interview was terminated if these two conditions were not met.

TABLE I-6: COMMUNITY SURVEY SAMPLING DISTRIBUTION

RESPONDENTS	EXPERIMENTAL DISTRICTS	COMPARISON DISTRICTS	TOTAL
Black			
Males			
18-29 (age)	9	7	16
30-54	8	100	18
55+	5	5	10
Females			
18-29	7	7	14
30-54	12	11	23
55+	5	5	10
TOTAL	46	45	91

White			
Males			
18-29 (age)	3	5	8
30-54	4	4	8
55+	3	2	5
Females			
18-29	3	2	5
30-54	4	4	8
55+	2	2	4
TOTAL	19	19	38

Interviewers used six versions of an age/sex grid to insure random selection of the person interviewed. The six versions were rotated in a systematic fashion to avoid interviewer bias.

FIGURE I-2: INTERVIEWER'S GRID

<u>CELL</u>	<u>SEX</u>	<u>AGE</u>
5	Male	18-29
2	Female	18-29
1	Male	30-54
4	Female	30-54
3	Male	55+
6	Female	55+

The interviewer determined whether or not there were one or more persons in the household in the selected age/sex group (cell 1). If no persons in the selected group were present, the interviewer selected the next cell (2) on the grid. If there was more than one individual in the selected cell, the youngest person was selected to counteract the tendency of "at home" individuals to be older. Interviewers bypassed cells when particular age and sex quotas were filled. Following interviewee selection, respondents were asked their race. Interviews were terminated if that age/race/sex quota had been filled. Addresses were determined at the close of the interview rather than at the beginning so as to reduce the chance of refusal. Respondents who lived outside the survey area, whose addresses could not be determined or who lived in the districts where the quota had been exceeded were eliminated after the interview was completed.

One hundred and twenty-nine interviews were completed. Because of the rather stringent sample specifications, it was necessary to dial 1,155 telephone numbers (see Table I-7). As in 1972, racial comparisons must be considered tentative due to the small white sample size and to the fact that the white sample is atypical, in that many of them live in predominantly black neighborhoods.

Instrument Description

The Community Survey was an attitude survey administered by telephone. The second phase form was identical to the form used for the first phase of the evaluation.

The survey contained a number of questions with pre-defined categories. Questions that asked "Why do you say that?" followed several questions about the expected effectiveness of policewomen compared to policemen in various patrol situations. Responses to "Why do you say that?" were open-ended. They were coded into nineteen response categories and three directional categories (positive, neutral and negative comments towards women on patrol). There were several measures of degree of contact with a policewoman on this instrument, including (1) whether the citizen had seen a policewoman, (2) the type of duty the policewoman was performing (scout car, foot beat, scooter, traffic), (3) how many times seen, (4) how many different policewomen seen and (5) whether the citizen had spoken to or directly observed an incident

TABLE I-7: DISPOSITION OF INTERVIEW ATTEMPTS
(Community Survey)

TYPE OF ATTEMPT	No.	%
Eligible Numbers		
Completed Interviews	129	11.2
Quota filled/No one over 18 years	191	16.5
Refusals	81	7.0 ^a
No Answer/Busy (4 calls)	159	13.8
Call Back (4 calls)	70	6.1
Ill/Language barrier	8	.7
Ineligible Numbers		
Non-working	450	39.0
Non-household	42	3.6
Out of D. C.	13	1.1
Out of Survey area	12	1.1
TOTAL NUMBERS DIALED	1,155	100.00

^aOf the 401 calls which were completed (completed interviews, quota filled or refusals), 20 percent resulted in refusals.

involving a policewoman (direct contact). In addition, there were measures of exposure to policewomen through the media and of the respondent's estimate of the effect of the media and/or of direct contact on their attitudes. Respondents also were asked about the safety of their neighborhood, their general level of satisfaction with police, comparisons of the expected level of respect citizens would show policewomen compared to policemen, the respectfulness of policewomen toward citizens compared to policemen, the expected effect of policewomen on criminal apprehension and the crime rate and general attitudes toward women on patrol and women's rights.

Analysis

Citizens in the experimental districts were first compared with citizens in the comparison districts. Since there were virtually no district differences, including degree of contact with policewomen, citizens from experimental and comparison districts were combined for further analysis. Black and white citizens were compared, as were male and female citizens. Results from the 1973 period were compared to the 1972 data in order to ascertain whether earlier expectations regarding policewomen had changed over time.

Differences between groups were tested for statistical significance by tests of distribution differences (chi-square).

SERVICE SURVEY

Trained observers who rode in scout cars with new women and comparison men attempted to obtain the names of one or two citizens who were directly involved in incidents which these officers handled while being observed. Interviewers then tried to contact one of the citizens involved in each incident. One hundred and thirty-five citizens were interviewed about events which occurred during the incident, their perceptions and level of satisfaction with the way police handled the incident and their general attitudes toward policewomen.

Sample

In the first phase of study, all police calls which were handled by new women or comparison men over a six and one-half week period (September to October 1972) were reviewed. Midnight tours were eliminated, and other calls analyzed to obtain a sample of citizens who had been present during any significant police-citizen interaction. Interviewers from Chilton Research Services then attempted to interview these citizens by telephone or in person. The officers under study at that time were almost invariably patrolling with a partner, and respondents were asked to identify the race and sex of the two officers. This method of screening police calls was very time-consuming and inefficient in that a large proportion of the sample could not be located and also citizens who could be contacted sometimes described the officers as being of a different race or sex than police records indicated. About half of the respondents' statements about the race and sex of the arriving officers were at variance with police records even when only two officers were present. This raised the question as to whether the officers assigned to the call, according to police records, were actually present at the incident. In addition, the criterion of correct identification (correct race and sex) did not assure the researchers that the officers under study arrived on the scene, but merely indicated that their race and sex were those of the officers under study.

In order to be more certain that the officers under study were present and in contact with the persons involved in the incident, the procedure for the selection of incidents was altered for the second phase. The only incidents used were those observed in the Structured Observation program, so that it was certain that the officer under observation was present. Observers attempted to obtain names of one or two citizens who were directly involved in each incident (excluding minor brief incidents such as traffic stops, chats with citizens and most other officer-initiated incidents, unless they developed into a more serious incident). Only one citizen was interviewed per incident.

The method of sample selection used in the second phase also had some associated problems, including the following: (1) the presence of an observer may have influenced officer actions, i.e., officers may have refrained from socially unacceptable actions because of the presence of an observer, or the presence of an observer might have otherwise interrupted the usual behavior patterns of an officer; (2) male and female officers may have been affected differently by the presence of an observer, and the pattern of differences might have been somewhat different had an observer not been present; and (3) since there were fewer policewomen than policemen available for observation, each policewoman was likely to be observed more frequently and

21. Refer to pages 82 to 92 for the Service Survey tables and pages 182 to 201 for the Service Survey instruments.

the effects of frequent and infrequent observation may have differed somewhat. For example, policemen may have been somewhat more circumspect in the presence of an observer than policewomen, who had become more accustomed to being observed. On the other hand, observers noted that some policewomen were irritated by repeated observation.

Results from Structured Observation indicate that the sex of the observer did not affect the frequency with which male and female officers handled various types of dispatched incidents or the officer or citizen reactions in dispatched incidents, and the effect of the observer's presence was found to be similar for male and female officers. These possible effects were considered less serious than the problems associated with drawing the sample by using police data about the people served by police.

An unanticipated drawback of this sampling method was that relatively few interviews were elicited compared to the number obtained from searching police records (the method employed in the first phase of study). Inclusion of all incidents which were handled by the officers under study on the day and evening shift tours (according to police records) produced a considerably larger number of tours and incidents than the second-phase method of sampling, in which only the observed evening shift tours were observed. The difficulty of obtaining citizens' names during police incidents further reduced the number of incidents about which citizens could be interviewed.

Three-hundred-seventy-six incidents which could qualify for Service Survey interviews were observed. Names of citizens were obtained in 241 incidents, and interviews were completed for 135 incidents (See Table I-8).

Interviewers from Chilton Research Services attempted to interview respondents personally when no telephone number was available, or when the respondent could not be reached in four telephone attempts. Thirty-two personal interviews were conducted, which was 24 percent of the total number of completed interviews.

Telephone interviews began on August 15 and were completed October 10, 1973. Personal interviewing began September 11 and ended October 21. The time between an incident and the first attempt at a telephone interview was generally about two to three weeks; call-backs and personal interviews took somewhat longer.²² (See Table I-8 for the disposition of interview attempts.)

An equal number of incidents involving teams with comparison men and new women was anticipated; however, there were more incidents involving men (57 percent) than women (43 percent). This ratio is identical to the ratio of completed interviews of citizens who had seen men and women. The partners of both the comparison men and new women were male officers in all of the completed interviews.

22. In an attempt to increase the completion rate, letters which asked respondents to call Chilton were sent to individuals for whom no telephone number was listed, or who could not be reached in four telephone attempts. Few respondents called Chilton, but this method was of some help in that letters were returned for eleven respondents who no longer lived at the given address.

TABLE I-8: DISPOSITION OF SERVICE SURVEY INTERVIEWS
(Service Survey)

TYPE OF INTERVIEW	NUMBER	PERCENT
<u>Telephone Interviews</u>		
<u>Effective Sample</u>		
Completed Interview	103	42.7
Ill/Language barrier	2	0.8
Call back (4 calls)	11	4.6
No answer/busy (4 calls)*	8	3.3
Refusal	11	4.6
Completed contact	135	56.0
Terminate (Q. 1c) ^a	21	8.7
Terminate (Q. 4) ^b	1	0.4
TOTAL	157	65.1
<u>Non-effective Sample</u>		
Duplicate	5	2.1
No listing*	46	19.1
Non-working number*	14	5.8
Respondent moved (no forwarding address)	1	0.4
Deceased	1	0.4
Incorrect address and telephone number (correct number could not be located)	3	1.2
TOTAL	84	34.9
TOTAL ELIGIBLE FOR TELEPHONE	241	100.0
<u>Personal Interviews</u>		
<u>Effective Sample</u>		
Completed Interviews	32	34.4
Completed Contact	39	41.9
Terminate (Q.1c) ^a	5	5.4
Terminate (Q.4) ^b	2	2.2
No one home (2 visits)	41	44.1
TOTAL	80	86.0
<u>Non-effective Sample</u>		
Cases returned from mailout	11	11.8
Incorrect address	1	1.1
Respondent moved	1	1.1
TOTAL	13	14.0
TOTAL ELIGIBLE FOR PERSONAL INTERVIEW	93	100.0
TOTAL INTERVIEWS	135 ^c	100.0

* Cases sent to field for personal interview attempt.

a. Respondents were asked whether they recalled a recent incident with the police. If they did not, they were asked if they had recently had any contact with the police; if they were again negative, the interviewer stated that an observer had indicated that police answered a call in their neighborhood; the interviewer described the type of incident, the date and time of day the incident occurred, and asked whether they knew about that incident. If they again said no, they were asked whether they knew anyone who could tell the interviewer what happened when the police came (Q. 1c). If the respondent said no to this, the interview was terminated.

b. If the observer stated that both the officer and his/her partner were present, and the respondent stated that only one officer was present, the interview was discontinued.

c. Four of these interviews were deleted from the sample since they were duplicates of interviews from the same incident (only one interview per incident was analyzed).

Respondents were asked certain questions to determine whether they accurately recalled the particular officer(s) under study.²³ Only interviews in which the respondents could accurately recall the race and sex of the officer(s) in question ("correct identification") are reported in the major findings, the remainder being considered "incorrect identification." Respondents correctly identified comparison males 85 percent of the time and new women 80 percent of the time. Both officers in male-female teams were correctly identified 64 percent of the time, compared to 84 percent of all-male teams. Officers patrolling alone generally were recalled correctly (91 percent for males alone and 94 percent for females alone).

Table I-9 illustrates the number of completed interviews in which comparison males and new females were present. This table also illustrates the fact that females tended to be patrolling alone in these incidents far more often than males--54 percent of the incidents handled by females compared to 15 percent of the incidents handled by males. In incidents reported on in the major findings (where the officer was correctly identified), 64 percent of the females and 16 percent of the males were patrolling alone. Thus, on this instrument citizen satisfaction was often a measure of how satisfied citizens were with police service from two male officers or one female officer. This represents a possible source of bias, since partners of these officers often were more experienced, and males tended to be patrolling with partners more often than women.

TABLE I-9: NUMBER OF COMPLETED INTERVIEWS
(Service Survey)

OFFICER	CORRECT IDENTIFICATION	INCORRECT IDENTIFICATION	TOTAL
<u>Comparison Men</u>			
Alone	10	1	11
With partner	54	10	64
TOTAL MALES	64	11	75
<u>New Women</u>			
Alone	29	2	31
With partner	16	9	25
TOTAL FEMALES	45	11	56
TOTAL OFFICERS	109	22	131

23. If the total number of officers at the incident was identical to the number of officers under study (one if the officer was patrolling alone, and two if he/she was patrolling with a partner), respondents were asked to identify the race and sex of the officer(s). If the officer was patrolling alone both race and sex had to match observers' records to be considered "correct identification." If the officer had a partner, sex had to be correct for both officers and race for at least one of the officers with no inaccurate identification of race ("don't know" was permissible for one officer) to be considered "correct identification." If the total number of officers at the incident was larger than the number of officers under study, respondents were told the race and sex of the officers under study and asked how well they recalled them. If the respondent said "very well" or "somewhat well", this was considered correct identification. If the respondent said "not too well" or "not at all well", this was considered incorrect identification.

Instrument Description

The Service Survey was an interview in which citizens were asked to describe the incident and their reactions to the officers who handled it. When the officer under study was patrolling with a partner, citizens were asked about their reactions to the "team" of officers, since it would not have been possible to distinguish the officer under study from his or her partner when the officers were of the same race and sex. Respondents were interviewed by telephone when possible and otherwise in person.

The screening form for the Service Survey contained several questions pertaining to proper identification of the incident and of the officers under study (see footnote 23). Following officer identification by the respondent, Form S-1 was used when the officer under study was patrolling alone and Form S-2 was used when the officer was patrolling with a partner. The substance of the information sought on each form was basically the same, except that two questions about the interaction between the officer and his or her partner were deleted when the officer patrolled alone. (In the first phase of the study, four forms were used which were similar in content to the two forms in the second phase. The separate form for incorrect identifications was eliminated, and the single officer forms for men and women were combined for ease of interviewing.)

The content of the Service Survey included (1) questions to ascertain whether anyone present was sick, injured, dangerous, angry or upset before or after the police arrived, together with a rating of the officers' handling of the situation, (2) questions regarding force, threats, insults or arrests made by police, and citizen reactions to these actions, and (3) ratings of the officers' general performance, respectfulness, understanding of feelings and comprehension of the situation. Respondents also were asked several questions from the Community Survey regarding preference for an all-male or mixed sex team, expected respectfulness of policewomen compared to policemen, the effect of policewomen on crime and whether they approved of women on patrol and women's rights. When a policewoman was present, citizens were asked to give a general rating of the policewoman's performance, to assess the influence of their contact with a policewoman on their attitudes toward policewomen and, if two officers were present, to rate the leadership pattern.

Analysis

The Service Survey differed from many other surveys in that it contained a large number of independent variables which could affect the officer ratings and unlike the Community Survey these independent variables were not necessarily proportionately distributed. Possible factors which would have influenced ratings included the following: The respondents' age, race, sex and income; whether the interview was done by telephone or in person; whether the officer was patrolling alone or with a partner; the officer's sex; the partner's sex; the officer's race and the partner's race. In addition, the characteristics of the incident itself could have influenced responses, e.g., whether there were any dangerous, angry or upset people present, whether anyone was sick or injured and whether the officers used force, arrested anyone, etc.

In order to determine which variables were most influential, three correlational matrices were computed. Background variables (including the respondent's

age, race, sex, income and relationship to incident,²⁴ the officer's sex and race, whether the officer was patrolling alone or with a partner, how many officers arrived²⁵ and whether the interview was by telephone or in person) were correlated with each other to determine whether any of these variables were so highly related to each other that they were essentially measuring the same thing.

The survey questions were similarly correlated with each other. Several survey questions about the occurrence of special citizen conditions (such as someone present being sick or injured) or special officer actions (such as arrests, use of force) occurred infrequently. These questions were combined, when appropriate,²⁶ in order to minimize spurious correlations.

Following the first two correlational matrices, one background variable was eliminated because of its high correlation with another, and all of the survey questions (and combinations of questions) which occurred with low frequency were dropped or combined with other questions, since high but statistically non-significant correlations appeared between items occurring with low frequency.²⁷

24. Respondents were placed into four categories, including (1) complainant, (2) victim or person in need of help, (3) accused, and (4) participant or informant.

25. The sex of the officer under study was used to determine whether the police team was categorized as male or female since all partners of these officers were male in the Service Survey sample. When the officer was patrolling with a partner, the racial characteristics of the police team were categorized as black, white or mixed. The racial characteristics of the team were selected instead of the race of the officer under study, since citizens were more likely to respond to the racial characteristics of both officers than to just one of them.

26. The survey questions which were combined to produce new dummy variables follow: (1) the presence of any sick or injured persons when the police arrived (Q. 11 and 12); (2) the use of force, insults, threat of arrest or arrest; (3) no dangerous, angry or upset persons present (Q. 14, 17 and 20) [Note: questions 14, 17 and 20 were also included in the analysis as separate questions]; (4) persons present who were dangerous, angry or upset after the police arrived (Q. 15, 18 and 21). (Dummy variables have a value of 1 if the condition listed was present, and a value of zero otherwise.)

27. The total number of officers arriving was deleted because it was highly correlated with the number of officers being observed (officers patrolling alone versus officers patrolling with partners). A number of survey questions were applicable to only a few respondents (e.g., whether a policewoman took charge more or less often than her partner only applied in 16 incidents, since the policewomen were patrolling alone in the remaining incidents). Survey questions which were answered by few respondents as well as questions about whether an event occurred or not (e.g., was anyone angry?) which were answered affirmatively by few respondents were deleted from the correlational matrix, including the following questions: Q. 9 (was policewoman more or less active than partner?); Q. 14 (anyone dangerous?); Q. 17 (anyone angry?); Q. 29 (rating of officers' actions in Q.27 [force, arrest, etc.]); and all of the dummy variables from the first analysis (see footnote 26). Questions 14 and 17 (whether anyone present was dangerous or angry), were combined into a new dummy variable. All questions included in the correlations were answered (or answered affirmatively) by at least 40 respondents. Questions which were eliminated were answered by from nine to 14 respondents.

The remaining background variables and survey questions (and combinations of questions) were then combined in a third correlational matrix to determine which background variables correlated most highly with the survey questions. Although several survey questions were highly correlated with each other, none of the background variables were highly correlated with the survey questions. Since the background variables (including the characteristics of citizens, the officers and the incident) appeared to have little effect on the responses given to survey questions, comparisons were made only for incidents which were handled by (1) new women versus comparison men, (2) women patrolling alone versus men patrolling alone, and (3) women patrolling with partners versus men patrolling with partners. Differences between groups were tested for statistical significance with chi-square tests of distribution differences.

Factor analysis also was performed using the background and survey variables in the third correlational matrix. The factors which emerged explain very little of the variance and are not reported.

STRUCTURED OBSERVATION²⁸

Trained observers rode with new women and comparison men on 191 evening shift tours and recorded all observations on the Structured Observation schedule. For each tour, observers recorded demographic data on the officer (and his or her partner, if present) and data on how the officers worked together. Each incident in which some significant officer-citizen interaction occurred was recorded in detail, including officer actions and citizen reactions. For relatively brief incidents in which no significant officer-citizen interaction occurred (including most traffic stops, chats with citizens, bank surveillance, etc., and dispatched incidents in which nothing was found), the major officer action was recorded but no citizen characteristics or reactions were noted (since this form was used only when citizens were neutral).

Sample

All of the new women and comparison men who still remained on patrol in any district were eligible for observation. The number of women potentially available for study was considerably reduced from the 1972 sample (see Table I-1, page 10). Many women seldom or never patrolled in a scout car during the observation period (from late June through September 1, 1973). This was because many women had been transferred or reassigned and many others officially assigned to patrol frequently received daily assignments to other duties (primarily to foot beats, wagon or station). Some women in the sample were assigned as relief officers to a scout car, but the researchers did not find any women who were permanently assigned to a scout car. (A relief officer generally rides in a scout car only when the regular officer assigned to the scout car is off-duty, sick, etc.) It was known that some comparison men had permanent scout car assignments, but since exact figures were not obtained for the men the difference in assignment to scout cars may not have been statistically significant and is not reported in the findings.

28. Refer to pages 93 to 111 for the Structured Observation tables and pages 202 and 257 for the Structured Observation instruments.

In order to provide some female officers for observation, officials occasionally were able to place women in scout cars when they normally would have been on another assignment. Despite daily efforts to arrange to have some women in scout cars, together with efforts to balance the number of tours with male and female officers, 55 percent of the observed tours were with comparison men and 45 percent with new women (see Table I-10). From the sample of 86 new women and 86 comparison men, the records indicated that approximately 48 women and 62 men were on patrol assignments during the Structured Observation period. Of this number, 33 new women and 48 comparison men were observed one or more times during the two-month observation period. Due to the fact that the number of women who actually were on patrol was less than the number of men on patrol, female officers were observed somewhat more frequently than males (2.6 times for females compared to 2.2 times for males).

TABLE I-10: TYPE OF POLICE UNIT OBSERVED
BY MALE AND FEMALE OBSERVERS

TYPE OF POLICE UNIT	NUMBER OF TOURS ^a	SEX OF OBSERVER	
		Male %	Female %
<u>Comparison Men</u>			
Alone	10	100	0
With Male Partner	94	50	50
With Female Partner	1	100	0
TOTAL	105	55	45
<u>New Women</u>			
Alone	42	69	31
With Male Partner	43	53	47
With Female Partner	1	100	0
TOTAL	86	62	38

TOTAL TOURS

* Chi-square test, comparing the observed number of tours to the number expected had observations been proportional to the total tours observed by males and females, is significant at .05 level.

a Includes all tours in which the officer was observed for only part of the tour. On the average, men were observed 420 minutes per tour and women were observed 418 minutes per tour.

In 1972 most of the observed officers were inexperienced and therefore were patrolling with a partner. During the second phase the women were patrolling alone 49 percent of the time that they were observed and the men were patrolling alone ten percent of the time. More tours were observed by male than female observers (see Table I-10). This was particularly true when officers were patrolling alone. No female observers observed male officers alone, and only 31 percent of the female officers patrolling alone had female observers.

In the second phase of the study, despite careful attempts to schedule observers,²⁹ there were 24 instances (eleven percent of the total number of attempted observations) in which no officers on the list for that district were available. When this occurred, observers were sent to another district where records indicated that an adequate number of officers would be available. In one instance, an observer was unable to observe officers in either of the two districts.

District differences occurred in the number of actual observations and the number of unsuccessful attempts at observation. The Sixth District, a comparison district, had the largest number of observations (36 percent of all tours observed) as well as the smallest percentage of unsuccessful attempts (four percent). Twelve percent of the observations attempted in the Fifth District, the other comparison district, were unsuccessful. As for the experimental districts, ten percent of the observations attempted in the First District and 23 percent of the observations attempted in the Seventh District were unsuccessful. All of the officers observed in the experimental districts were women. Three tours with new women were completed in the Third and Fourth Districts. Two female officers in the comparison districts were observed a total of eight times.³⁰

29. In order to schedule observers, work schedules (including days off) were obtained for each officer. The list was frequently updated to reflect new assignments, details, reassignments such as permanent scooter, station, etc., in order to keep a current list of officers who might reasonably be expected to be on scout car patrol on any particular day. In general, there were at least twice as many officers in the sample who were expected to be on patrol in the district as observers scheduled to the district. In addition, each district was notified prior to the observer's arrival of the number of observers who would be arriving each day, and attempts were made to insure that the eligible officers would be on scout car patrol that day. This was somewhat helpful in determining whether any eligible officers would be unavailable due to sick leave or special details. However, there was a large number of officers, most of whom were females, who received daily assignments to something other than scout car patrol (primarily to foot beats, wagon or the station). Occasionally they would be rescheduled to a scout car to accommodate the observation program. Despite this, it was eventually necessary to schedule one observer per three eligible officers, and two observers per five-six eligible officers.

30. In order to have an approximately equal number of observed tours with new women and comparison men, it was necessary to observe new women in all of the districts to which they were assigned.

Observers rode with these officers for a total of 191 tours from late June, 1973, through September 1, 1973. The average time spent observed per tour was seven hours. Observations were conducted in scout cars only, due to the difficulty of observing other types of duties and to the difficulty of comparing officers on different types of duties. To increase the number of incidents observed, only evening shift tours (3-11 p.m. or 4-12 a.m.) were observed and weekend tours were emphasized by paying a 25 cent per hour differential for weekend work.

During the first phase of the study the International City Management Association selected, trained and supervised the observers. In the second phase the observation program was conducted by the Urban Institute.

In 1972 only civilian observers were utilized. In the second phase an attempt was made to hire an equal number of police and civilian observers. In order to recruit police officers into the observer program, letters were sent to a number of reassigned women and announcements were made within the districts for male volunteers. No new women were recruited for observation since they were part of the observation sample. All police observers had more than a year's seniority. Twelve police observers were recruited and trained. Of these twelve police observers, six officers completed at least one observation tour and only four completed more than one tour. Civilian observers did not have as high an attrition rate at the beginning of the program, and it was easier to hire replacements for them.

In order to minimize racial and sexual bias among observers, approximately equal numbers of blacks, whites, men and women were hired. Observers were rotated between the experimental and comparison districts to minimize the effects of any observer bias. Observers attended four training sessions, each of approximately two hours, duration, as well as an eight-hour "training ride."

TABLE I-11: OBSERVER CHARACTERISTICS

RACE	CIVILIAN			POLICE			TOTAL OBSERVERS
	Males	Females	Total	Males	Females	Total	
Black	6	5	11	2	2	4	15
White	<u>5</u>	<u>5</u>	<u>10</u>	<u>1</u>	<u>1</u>	<u>2</u>	<u>12</u>
TOTAL	11	10	21	3	3	6	27

During the first training session and after their final ride as observers, observers completed a survey identical to the Community Survey so that their attitudes towards policewomen before and after extensive experience with them could be assessed. A training manual (see pages 226 to 246) was written to acquaint observers with police terminology and procedures and to explain all terms on the

Structured Observation instrument. The training sessions consisted of discussions about the instruments and the training manual and of viewing police films³¹ of various types of incidents and completing incident forms for the filmed incidents. Each item on the incident form was discussed to achieve a relatively uniform understanding of terms.

The training ride occurred after the third training session, and the final session entailed discussion of any difficulties encountered in observing or in understanding the incident forms. A few observers required additional training, and the training ride was waived for some police of the observers who exhibited skill in observing police and citizen actions during training sessions with films. Observers were paid \$2.75 per hour on weekdays and \$3.00 per hour on weekends, plus transportation. No observers were accepted who were unable to complete a sizeable portion of weekend tours. Sundays were generally excluded as observation days due to their relatively low crime and activity rate except for police officers whose schedules necessitated this adaptation.

The officers observed were selected by a random assignment procedure among the pool of matched officers, with a maximum of five tours per officer. Observers were given a list of the officers who might possibly be on patrol in each district, together with their days off and their patrol section. The observers were to call The Urban Institute each day prior to observing to receive instructions on the district to go to as well as the names of officers who were said to be available on that particular day.

Instrument Description

The Structured Observation instrument was used to measure officer performance and citizen satisfaction with police actions. Since the information from this instrument was obtained from observers rather than through interviews, it was possible to obtain more detailed accounts of the behavior of each officer and citizens' reactions to that behavior than from the Service Survey (in the second phase of study, citizens who were interviewed on the Service Survey were all directly involved in incidents which had been observed).

The Structured Observation instrument consisted of a "Profile Sheet," "Incident Sheets" and "Brief Incident Sheets," all of which sought information about the officer under study and his/her partner. The Profile Sheet was completed for every tour and contained questions on the age, race, sex, education, marital status, height and seniority of the officers, as well as their district, beat, shift and the number of times the officer had patrolled with a women. Accidents and near-accidents during the tour also were recorded. If the officer was patrolling with a partner, two subjective measures of the officers' working relationship were recorded.

31. Films were obtained from Documentary Educational Resources, Center for Documentary Anthropology, Somerville, MA. The films consisted of actual police incidents which occurred in Pittsburgh, PA.

An Incident Sheet or a Brief Incident Sheet was completed for every incident encountered on the tour. On the Incident Sheet there were numerous pre-coded descriptions of officer and citizen actions. Citizens were categorized by age, race, sex and relationship to each other and special physical conditions were noted, such as drunkenness, injury, etc. Observations were recorded about the following: citizens' reactions to specific police actions (e.g., conversation, use of force, etc.); citizens' general level of respect and friendliness toward each officer; officers' attitudes toward citizens; the emotional state of citizens and the level and direction of violence, if applicable, before, during and after police intervention; the police team's effect on the level of tension or violence; whether any officers or citizens were injured or in physical danger; whether backup (police assistance) was needed or requested and whether other police arrived; and information about arrests. Miscellaneous citizen actions noted included requests for specific police actions and appeals for police sympathies based on race, sex or other factors. When the officer was patrolling with a partner, observations about team leadership (who took charge and whether one officer tended to give instructions to his/her partner) were recorded. Groups of citizens (over five people with similar reactions to police) and spectators also were described in terms of their demographic characteristics and their reactions to the police.

The Brief Incident Form was used only when the incident was relatively minor in nature, short in duration and when no strong citizen reactions occurred. Brief incidents were (1) officer-initiated traffic incidents, including traffic stops, traffic tickets, spot checks for stolen autos or bicycles, etc., (2) officer-initiated non-traffic incidents, including chats with citizens, checking suspicious areas or persons, follow-up of previous incidents and bank surveillance and (3) calls in which the officer did nothing, including false alarms, incidents handled by other police, incidents which were over by the time the police arrived and incidents when the police were not wanted.

Analysis

From the large number of variables and possible combinations of variables on the Structured Observations, certain key variables were selected for analysis. The major comparisons were between incidents handled by men patrolling alone and by women patrolling alone, and by men patrolling with (male) partners and women patrolling with (male) partners.³² The variables compared were the following: number and type of incidents handled; officer-partner interactions; back-up by other officers; general citizen and officer attitudes and level of respect; types of citizens encountered in incidents (e.g., angry, drunk, etc.); and average citizen reactions³³ to "conversation," "advice," "action" and "force" when used by the officer or partner. A number of different officer actions were included under each of these four categories; e.g., "advice" included "advised and settled," "assisted citizen," "took report," "voluntary transport," etc.

32. Two tours were deleted from these comparisons. In one, a comparison man was patrolling with a woman, and in the other two females were patrolling together.

33. When more than one citizen per incident reacted to any category of officer action (e.g., "conversation") the reactions of all citizens were averaged for that incident.

Comparisons were also made on a smaller number of variables, including (1) reactions of particular types of citizens, including complainants, victims, females, youths (under 18), angry citizens and angry citizens involved in a conflict within a residence (usually a domestic fight or a neighbor dispute), which were analyzed separately to determine how age, sex or emotional state affected citizen reactions; (2) incidents observed by male observers were compared with incidents observed by female observers to determine whether observer bias had occurred and to assess the effect of the sex of the observer on the type and level of officer activity.

Comparison males also were compared with new females on the variables included in the Super-personnel File (see page 38). For this comparison, results were analyzed by officer rather than by incident; i.e., if an officer was observed several times, average citizen reactions for each incident were averaged, resulting in a single score for each officer.

Differences between groups were tested for statistical significance, using chi-square tests of distribution differences.

CHIEF'S SURVEY (FORM W)³⁴

The Chief's Survey was designed to gather information about individual officers from departmental records, including daily assignments, days of sick leave taken, number of letters of commendation and complaint, number of arrests made, etc. It also had an officer rating form to be completed by the officer's immediate supervisor. Surveys were completed for 71 new women and 51 comparison men. Unlike the Officials' Survey, these ratings were not anonymous. The survey was returned to Chief Wilson's office, but the ratings were not utilized for any departmental purpose.

Sample

The Chief's Survey was distributed to district commanders, who were requested to have these forms completed for all of the designated officers (new women, comparison men and reassigned women),³⁵ regardless of whether they had resigned, had transferred to another district or assignment or were still in the district. Officers were to be rated in all districts to which they had been assigned in the period from January 1, 1972, through June 1, 1973. Squad sergeants usually completed these forms.

In 1972 surveys were requested on a sample of 80 new women, 80 comparison men and 22 reassigned women. At that time all new women and comparison men were assigned to experimental or comparison districts, and the only reassigned women selected for the Chief's Survey were those assigned to experimental or comparison

34. Refer to pages 112 to 123 for the Chief's Survey tables and pages 258 to 261 for the Chief's Survey instrument.

35. Reassigned women were women who had been in the Patrol Division in the period from 1969 to 1971, who were retrained for a week in 1972 and placed on uniformed patrol. They are not directly comparable to any group of men due to their variety of experiences prior to being placed on regular patrol duty.

districts. In 1973 surveys were requested for 86 new women, 86 comparison men and 34 reassigned women assigned to all seven police districts. In 1972, when most of the officers were on regular patrol duty, the overall completion rate was 91 percent. All of the surveys on new women were completed, 86 percent of the surveys for comparison men were completed and 77 percent of the surveys for reassigned women were completed. In 1973 overall completion rates were slightly lower (about 80 percent), but a strict comparison between the two time periods was not possible, since (1) some officers were not assigned to any district during the second phase (officers who had resigned or transferred to central headquarters), and (2) a number of officers could have been rated in either of two districts to which they had been assigned during the designated time period, and either rating would have been considered a "completion." Completion rates in 1973 were similar to 1972 completion rates for new women and comparison men on regular patrol assignments. Surveys were completed for all new women on patrol and 76 percent of the comparison men on patrol.

Nine completed survey forms were deleted from the sample. One of these surveys was completed for an officer who was not in the sample, and one survey contained virtually no information about assignments or ratings (a survey had been completed on this officer in another district). The remaining seven were duplicates, surveys having been completed on these officers in the same or other districts. Duplicates usually occurred when the officer had been assigned to two districts or two different assignments within the same district in the specified six-month period. In the case of duplicates the surveys which listed the greater number of total working days for the officer were the surveys included in the analysis. All of the duplicates were for policewomen. There were more missing ratings on the deleted duplicates than on the "valid" sample (an average of 4.9 out of 8 ratings per officer were completed on the deleted duplicates, compared with 7.5 out of 8 ratings on the "valid" sample), which suggests that the deleted surveys were completed by officials who often were unfamiliar with an officer's work.

In addition to the problem of duplicate surveys, it also was discovered that several officers themselves had completed both the assignment and rating sections at the request of their sergeants. Several officers confirmed that this also happened during the first phase of the study. The suspect surveys were returned to the districts with reiterated instructions which specified that an official was to complete the form. However, this did not result in any changes. Consequently, an attempt was made to identify those surveys which had not been completed by an official. The "officer ratings" part of a survey was deleted when it was strongly suspected that the officer had rated himself/herself; data on assignments, arrests, etc., from these surveys were considered valid and were included with data from surveys completed by officials. Table I-12 illustrates the suspect self-ratings; the suspect officer ratings were higher than the non-suspect (valid) ratings given to both males and females. Male officers suspected to have rated themselves had

TABLE I-12: COMPARISON OF VALID RATINGS AND
SUSPECTED SELF-RATINGS

(Chief's Survey)

DESCRIPTION OF RATINGS	VALID RATING OR DELETED SELF-RATING ^a	AVERAGE RATING ^b			
		Comparison Men		New Women	
		N	Average	N	Average
1. Dealing with the Public	Valid	43	4.9	62	4.7
	Self	8	7.2	9	5.4
2. Handling a Disorderly Male	Valid	43	5.1	57	4.0
	Self	8	6.5	9	5.4
3. Handling a Public Fight	Valid	43	5.2	57	3.9
	Self	8	6.5	9	5.4
4. Handling an Auto Accident Involving Injury	Valid	43	5.1	56	4.7
	Self	8	5.8	8	5.0
5. Making a Crime Report	Valid	43	4.9	60	5.3
	Self	8	5.9	9	5.9
6. Handling a Disorderly Female	Valid	43	4.9	58	4.7
	Self	8	5.0	9	5.8
7. Protecting a Partner from Violence	Valid	43	6.1	56	4.5
	Self	8	7.6	9	5.2
8. In General, Performing Street Patrol	Valid	42	5.4	58	4.4
	Self	8	<u>6.8</u>	9	<u>5.9</u>
TOTAL AVERAGE RATINGS	Valid		5.2		4.5
	Self		6.5		5.5

a. A number of Chief's Surveys appeared to have been completed by the officers themselves ("self") rather than by their officials ("valid"). Questionable officer ratings which were deleted from the sample are displayed in this table.

b. Zero = extremely poor, 4 = average, 8 = extremely good.

ratings significantly higher than female officers suspected to have rated themselves. The methods employed for identification of self-ratings³⁶ were somewhat imperfect, however, and even the "valid" officer ratings must be interpreted with some caution.

Significant correlations were found among ratings on this survey, the anonymous Officials' Survey ratings and departmental step-increase ratings, which suggests that the "valid" ratings used in the Chief's Survey are, by and large, fairly accurate indicators of supervisors' opinions.

Instruments Description

The Chief's Survey included (1) an itemized list of the number of working days the officer was assigned to various duties (from January 1, 1973, through June 30, 1973) and (2) ratings of the officer's ability to handle various types of patrol situations. Possible assignments included tactical (uniformed and non-uniformed), foot beat (single and double), scout car (single and double), investigative (criminal, morals and undercover), station (light duty and regular assignment) and "other." In addition, the number of sick leave days, the number of felony arrests, misdemeanor arrests, moving traffic citations issued and number of favorable and unfavorable letters or comments from the public were obtained. Officials also indicated whether the officer was certified to drive and/or patrol alone and whether the officer was likely to be recommended for retention.

Ratings were made by placing a mark on a line which had the midpoint and extremes labelled, as in the Patrol Survey. Points on the lines were later given values ranging from 0 to 8. Officers were rated on the following criteria: dealing with the public, handling a disorderly male, handling a public fight, handling an auto accident involving an injury, making a crime report, handling a disorderly female, protecting a partner from violence and, in general, performing street patrol.

Analysis

The major comparisons were made between new women and comparison men. In addition, new women on regular patrol assignments were compared with comparison men on patrol assignments, and in some comparisons reassigned women (who were on a variety of assignments) were compared with new women and comparison men. The three groups

36. Ratings of officers who had indicated (verbally or on the survey) that they had completed the ratings themselves were deleted. When two or more surveys from the same district had handwriting that appeared to be indetical, they were presumed completed by the same official and were considered valid. (Several surveys indicated the official who had completed the form, and a comparison of handwriting from surveys with the same official's name verified that one individual had completed the forms.) A number of surveys had handwritings dissimilar to any other surveys from the same district. Several of these surveys also had the officer's name written on the top rather than an official's name. In some cases handwriting from personnel jackets was compared with the handwriting on the survey. Despite these precautions, some self-ratings may have been included as valid.

of officers were compared on a number of variables, including days spent on different assignments, days of sick leave, injuries, arrests, moving traffic citations and supervisor ratings on eight different types of patrol skills. Comparison men were also compared by race on most of the above variables.

Differences between groups were tested for statistical significance using chi-square tests of distribution differences.

PERSONNEL JACKETS³⁷

Data from the personnel jackets of new women and comparison men were recorded, including background characteristics (prior to entry on the force), selection and training test results, performance statistics and performance ratings.

Sample

In 1972 personnel jacket data were obtained for only 58 new women and 58 comparison men (out of 80 new women and 80 comparison men). In 1973, after several attempts to locate the personnel jackets of all of the officers in the sample (86 women and 86 men), fairly complete data were obtained for almost every officer (84 women and 82 men). The data analysis for the personnel jackets was performed prior to obtaining personnel jackets on five women and four men; hence, the actual sample used for most of the analysis of the personnel jackets was 79 women and 78 men.

Performance ratings (longevity, or step-increase, ratings given to all officers after a year on the force) were available on 71 new women and 71 comparison men. (Some of the officers on whom personnel data were available had not been on the force long enough to receive these evaluations.) These data also were analyzed prior to receiving data from the last nine personnel jackets; hence, the reported comparisons between men and women are based on a sample of 66 new women and 68 comparison men. All of the personnel jacket data was utilized in a subsequent analysis of the Super-personnel File, which contained background characteristics and performance ratings from these jackets.

Instrument Description

Selected information was recorded from the personnel jackets of the new women and comparison men. Demographic and personal history variables selected for comparison included age, height, weight, education, marital status, children, number of previous jobs and the number of arrests and moving traffic violations prior to appointment. Selection and training variables included employment interview rating scores, police training academy scores and results of the police academy driving test. Civil Service (entrance) examination scores, which were unavailable in 1972, were obtained in the second phase of the study.

37. Refer to pages 124 to 128 and page 142 for the Personnel Jacket tables and pages 262 to 264 for the form used in collecting data from the personnel jackets.

A variety of performance measures were obtained, including the number of traffic accidents, injuries, days of light duty since appointment, number of felony and misdemeanor arrests made since graduation from the academy, instances of unbecoming conduct and the number of complaints and commendations received from citizens. In the second phase of the study the departmental rating for each officer was available. These ratings had the advantage of being the standard rating form used in the department for all officers, in part to determine salary and career advancement. The rating categories include "bearing and behavior," "human relations," "learning ability," "knowledge and skill," "acceptance of responsibility," "written expression," "oral expression" and "performance of duty." These fairly general rating categories supplement the more specific "patrol skill ratings" contained on the Officials' Survey and Chief's Survey.

Analysis

New women and comparison men were compared on background characteristics, selection and training scores and all of the above-mentioned performance measures. Officers for whom personnel jackets were available were entered into the Super-personnel File, in which data on background and performance from all sources were combined. Differences between new women and comparison men were tested for statistical significance using chi-square tests of distribution differences.

SUPER-PERSONNEL FILE³⁸

Statistical data about individual officers, obtained from a variety of sources, were combined into a computer file to permit an analysis of the relationship between various background, selection and performance characteristics.

Sample

Data on 84 new women and 82 comparison men were included in the Super-personnel File. Two women and four men were excluded because no personnel jackets were available for them. The Super-personnel jackets were available for these officers. The Super-personnel File was a computer-constructed file consisting of data collected from various instruments. (Figure I-3 lists all variables included in this file.) Since data from a variety of sources were selected for inclusion in the file, sample sizes vary with the type of data. For example, some officers were not rated on the Officials' Survey. Hence, the sample of officers with this type of rating was less than the total number of officers in the Super-personnel File.

The following data were included in the Super-personnel File: (1) all of the Personnel Jacket variables (background characteristics, scores on selection and training measures, performance ratings [step-increase ratings] and various departmental performance measures including date driving test was passed, traffic accidents on the job, letters of complaint or commendation from citizens and instances of unbecoming conduct; (2) all of the Chief's Survey variables, including assignments, arrests, days of sick leave, light duty, injuries and officials' ratings on eight different patrol skills; (3) anonymous officials' average ratings of each officer on four different patrol skills (Officials' Survey); and (4) selected background variables from the Structured Observations, including incidents per hour, average time per incident, officer-partner leadership patterns and various officer-citizen

38. See pages 129 to 138 for the Super-Personnel File tables.

interactions by type of citizen. Each comparison man and new woman received an average score for reactions to or from all citizens they were directly involved with in each incident. These scores were averaged for all incidents the officer had been involved in, so that each officer received one score. Average scores were for (a) citizens' general attitude to the officer, (b) citizens' general level of respect toward the officer, (c) citizens' reactions to the use of "conversions," "advice/assistance," "action" or "force" by the officer, (d) officers' general attitude toward citizens, and (e) officers' general level of respect toward citizens (average scores were obtained for all citizens as well as for several different types of citizens, including "complainant," "victim," "angry citizen," "female," "youth," and "angry citizen within a residence").

Analysis

The Super-personnel File was devised to provide a more comprehensive picture of the characteristics of the officers under study, using data available on individual officers from all of the surveys used in the policewomen evaluation project. The first step in analyzing these data was to perform separate correlational analyses on background and performance variables. Following this, performance variables which correlated highly with one another were examined, and when the content was similar representative variable(s) were selected for inclusion in the next correlational analysis. The general rule of thumb for selection of the representative variable(s) was to select an item which was fairly general, (e.g., citizen's general attitude toward officers) over an item which was more specific and which would apply to a more limited number of officers (e.g., citizen's reactions to an officer's use of force). Following this, a second correlational analysis was performed on the relationships between background variables and the representative performance variables for men and, separately, for women. Results were reported as statistically significant if the observed correlations would have occurred by chance less than 5 percent of the time.

The second phase of data analysis involved comparisons of officers, within sex, on different assignments. Female officers on patrol or "other street" assignments (scooter, wagon, morals) were compared with female officers on inside assignments as well as with female officers who had resigned. Male officers on different assignments similarly were compared with each other. Data on assignments were valid as of August 3, 1973, which was approximately two weeks later than the assignment data listed for the Chief's Survey. However, officers were classified as resigned if they resigned up to October 8, 1973. Differences between groups were tested for statistical significance by using chi-square tests of distribution differences.

The third type of analysis consisted of presenting performance data on 18 officers, selected as the "best" or "worst" of their sex on three different criteria. Average performance data were reported on the three males and three females who were rated lowest (for their sex) on the departmental step-increase ratings (from the Personnel Jackets).³⁹ Similarly, data on the three men and three women rated highest on the step-increase ratings were presented. The other two criteria used were the anonymous Officials' Survey ratings and the number of misdemeanor arrests. As with

39. Four officers were used when performance rating data were missing for any of the three officers initially selected.

FIGURE I-3: BACKGROUND AND PERFORMANCE VARIABLES STUDIED

VARIABLE IDENTIFICATION NUMBER ^a	DESCRIPTION OF VARIABLE	SOURCE OF VARIABLE	NUMBER OF OBSERVATIONS	
			New Women	Comparison Men
8	Year of birth (older people have lower-numbered years of birth)	Personnel Jackets	81	77
9	Number of Years of Education (high school graduate =12)	Personnel Jackets	84	82
10	Height (in inches)	Personnel Jackets	84	81
12	Married (variable = 1 if married; 0 if not married or if separated or divorced)	Personnel Jackets	84	82
13	Single (Variable = 1 if never married; 0 if married, separated or divorced)	Personnel Jackets	84	82
14	"Other" marital status (variable = 1 if separated or divorced; 0 if married or single)	Personnel Jackets	84	82
15	Child (variable = 1 if person has a child; 0 if no child)	Personnel Jackets	82	81
18	Arrest for a Crime Prior to Application to the Police Department (variable = 1 if there was an arrest; 0 if no arrest)	Personnel Jackets	85	82
19	Number of Moving Traffic Citations Received Prior to Application to the Police Department	Personnel Jackets	85	82

FIGURE I-3: (Continued)

VARIABLE IDENTIFICATION NUMBER ^a	DESCRIPTION OF VARIABLE	SOURCE OF VARIABLE	NUMBER OF OBSERVATIONS	
			New Women	Comparison Men
26	Driving Test: the number of days elapsing between the date the officer was appointed to the Police Department and the date the driving test was passed	Personnel Jackets	77	70
27	Auto Accidents: the number of on-duty auto accidents the officers were involved in (as driver, passenger or pedestrian)	Personnel Jackets	85	82
29	Citizen Commendations: the number of written citizen commendations	Personnel Jackets	85	82
31	The Number of Jobs held by the Officer Prior to Applying to the Police Dept.	Personnel Jackets	85	79
37	Pre-employment interview rating on general suitability for the job (scale: 1=excellent, 4=poor)	Personnel Jackets	81	77
51	Police Academy: average score for all subjects (where 0=noting right and 100 = everything right)	Personnel Jackets	81	75
52	Civil Service Score (before Veteran's Preference points are added)	Personnel Jackets	81	75
59	Departmental Rating on Written Expression (1 = unsatisfactory, 10 = outstanding)	Personnel Jackets	71	71
62	Departmental Rating on Overall Evaluation (1 = unsatisfactory, 10 = outstanding)	Personnel Jackets	71	70

FIGURE I-3: (Continued)

VARIABLE IDENTIFICATION NUMBER ^a	DESCRIPTION OF VARIABLE	SOURCE OF VARIABLE	NUMBER OF OBSERVATIONS	
			New Women	Comparison Men
63	Unbecoming Conduct (1 = unbecoming conduct noted, 0 = no unbecoming conduct noted)	Personnel Jackets	68	70
66	Resigned before October 31, 1974 (1 = resigned, 0 = still employed)	Personnel Jackets	85	82
109	Supervisory Rating on dealing with the Public (0 = extremely poor; 8 = extremely good)	Chief's Survey	62	40
116	Supervisory Rating on "In General, performing Street Patrol," (0 = extremely poor, 8 = extremely good)	Chief's Survey	58	39
120	Race (1 = black or other, 0 = white)	Chief's Survey	70	51
132	Station duty: the percent of the officer's total reported working days (including sick leave) spent on station duty (first half of 1973)	Chief's Survey	67	49
136	Sick Leave: the percent of the officer's total reported working days spent on sick leave	Chief's Survey	67	49
140	The number of Favorable Comments from the Public Received by the Officer per Working Day (excluding sick leave)	Chief's Survey	67	49
143	Supervisor's Indication of Continued Desire to Retain Officer in the Department (1 = retain, 0 = no)	Chief's Survey	52	44

FIGURE I-3: (Continued)

VARIABLE IDENTIFICATION NUMBER ^a	DESCRIPTION OF VARIABLE	SOURCE OF VARIABLE	NUMBER OF OBSERVATIONS	
			New Women	Comparison Men
147	Number of misdemeanor Arrests made per Working Day (first half of 1973)	Chief's Survey	67	50
150	Number of Injuries Suffered by the Officer	Chief's Survey	69	51
151	Days Absent from Work Because of Injuries	Chief's Survey	69	61
DUMSO	Whether Observers were Unable to Observe the Officer (1 = did not observe, 0 = did observe)	Structured Observation	85	82
180	The Number of Incidents Handled by the Officer (or Partner) per Hour of Observation	Structured Observation	33	48
182	The Average Attitude of All Citizen-Participants Toward the Officer (1 = very friendly, 5 = very hostile)	Structured Observation	33	44
185	The Frequency with Which the Officer's patrol Partner gave him or her Instructions (1 = gave no instructions, 5 = constantly gave instructions)	Structured Observation	26	39
187	The Average Score for the Officer's Attitude Toward Each Angry Citizen (1 = very friendly, 5 = very hostile)	Structured Observation	33	44
192	The Average Score for the Reaction of Complainants to specific actions and methods of the Officer (1 = very favorable, 5 = very unfavorable)	Structured Observation	24	38

FIGURE I-3: (Continued)

VARIABLE IDENTIFICATION NUMBER ^a	DESCRIPTION OF VARIABLE	SOURCE OF VARIABLE	NUMBER OF OBSERVATIONS	
			New Women	Comparison Men
197	The Average Score for the Reaction of Victims to Specific Actions and Methods of the Officer (1 = very favorable, 5 = very unfavorable)	Structured Observation	13	19
200	The Average Score of Youth, Age 17 or under, to Specific Actions and Methods of the Officer (1 = very favorable, 5 = very unfavorable)	Structured Observation	17	24
203	The Average Rating of the Officer's Attitude Toward Citizens Involved in Dangerous or Angry Incidents (1 = very friendly 5 = very hostile)	Structured Observation	17	24
210	The Average General Attitude Rating of Youth toward the Officer (1 = very friendly, 5 = very hostile)	Structured Observation	14	30
218	The Average Rating of the Officer's Attitude toward Citizens Involved in Arguments in Residents	Structured Observation	11	13
306	The Average Rating Given by Officials to the Officer for all Listed Scales	Officials' Survey	69	73

^aThe variable identification number appears on the data tapes of the "Super-personnel File," which was used in this analysis and available for an appropriate fee to interested individuals or organizations.

the step-increase ratings, the three highest and three lowest males and females were averaged, giving a rough picture of the performance of male and female officers who were thought of as unusually good or unusually poor (for their sex) by different criteria. (It should be noted that the departmental and anonymous officer ratings were correlated with one another.) This type of analysis provided descriptive data only; it was intended as material which might indicate the types of differences across many performance variables, between officers judged to be exceptionally good or exceptionally poor on three criteria. No tests of statistical significance were performed due to the small sample size.

ARREST MONITORING

Arrests made by new women and comparison men were examined to determine whether there were sex differences in the number, type or outcome of arrests. Data tapes were obtained from the Prosecutor's Management Information System ("PROMIS") about all arrests for serious offenses⁴⁰ made by new women and comparison men during the year beginning August 1, 1972.⁴¹ The principal comparison between male and female officers concerned the disposition of arrests, since the distribution of types of arrests was similar. For each incident in which a felony or misdemeanor arrest was made, the most serious offense⁴² as well as the most serious disposition⁴³ for any of the listed charges was recorded. Men and women were compared on their conviction rate (a disposition of "guilty"), as well as on the other types of arrest outcomes. The reasons for "no-papers" (the least serious disposition, in that the case is rejected outright by the prosecutor) were also recorded and analyzed by sex.

Before May, 1974, when the PROMIS data were made available by the United States Attorney and processed for this study by the District of Columbia Police Department,

40. Offenses for which the maximum penalty is a fine of \$300 or less are not included in the PROMIS system. The principal types of arrests included are arrests for disorderly conduct and for municipal violations, such as permitting a dog to run without a leash. Offenses which had been dropped by the officer before reaching the prosecutor are not included in this system.

41. The first new women and comparison men started regular uniformed patrol on April 30, 1972. Computer data on arrests made before August, 1972, were considered to be inaccurate and were not included in the sample. Arrests which lacked an arrest date but which listed an offense date later than August 1, 1972, were included in the analysis.

42. Crimes against person, including simple assault, were considered to be the most serious type of offense. Narcotics offenses were considered more serious than crimes against property.

43. "Guilty" was considered the most serious disposition. The other dispositions were ordered in terms of seriousness by considering how far the offense had been carried in the judicial process, on the assumption that if a case was prosecuted it would be carried further than if it had little or no merit. "Not guilty" was considered the second most serious disposition, followed by "dismissal" (an action taken by the judge after the prosecutor had entered the case), "nolle" (the prosecutor initially decided to accept the case and later changed his/her mind), and "no paper" (the prosecutor did not accept the case).

arrest dispositions were studied using data from arrest books kept by each police district. The arrest books are believed to be less accurate than the PROMIS data, since (1) five percent of the arrests examined by this method had no recorded dispositions, (2) another seven percent of the arrests had dispositions indicating the individual was detained for court purposes but there was no final disposition ("lockups" and "transferred to the jurisdiction of another agency" [military police, fugitive] comprised this group of dispositions), and (3) the manual data collection procedures were unavoidably error-prone, since clerks were given more than 40 officers' names per district and were required to record all arrests and moving traffic citations made by these officers from their date of appointment until July 31, 1973.

After the list of cases was compiled by the clerks, the arrests were numbered and a random sample was selected. Since the number of arrests made by comparison men was larger than the number made by new women, the following sampling procedure was utilized in order to provide an even distribution of arrests made by men and women over time: every third arrest made by a new women and every fifth arrest made by a comparison man were selected until 100 arrests had been sampled for each group. Dispositions of arrests made by new women and comparison men were then compared.

In this preliminary analysis it was found that new women were more likely than comparison men to have made arrests which resulted in a finding of "guilty" and that women were less likely to have had an indicated disposition of "lockup." Since these findings were of considerable importance, it was decided to use all of the arrest data recorded by the clerks to see whether these results held up in a larger sample. In order not to penalize the men, who had made more arrests with incomplete dispositions (lockup or turned over to another agency), all dispositions of "guilty," "lockup" and turned over to another agency" (fugitive from another jurisdiction, military policy, mental hospital) were combined and considered to be "serious" dispositions. New women were found to have made more arrests resulting in serious dispositions.

The findings from the analysis of arrest records at the district level conflicted with the PROMIS data findings, which indicated no sex difference on guilty outcomes. While it is not entirely clear why these two data sources differed, some differences in the arrest samples should be noted. Data from the arrest books covered May 1, 1972, through July 31, 1973, a slightly longer period than the PROMIS data, which started on August 1, 1972, and continued through July 31, 1973. Since the majority of the officers studied were not assigned to patrol until June or July of 1972, the longer time period sampled in the arrest books should have made little difference. In addition, the arrest books contained information on some types of offenses, most notably disorderly conduct, municipal code violations and leaving the scene of an accident, which were not included in the PROMIS data. The proportions of arrests of this nature still do not account for the different results. It may be that inaccuracies in the data collection ⁴⁴ from the arrest books and the fact that five percent of the dispositions were missing contributed sufficiently to account for the differences. The PROMIS data were accepted by the authors as the more valid data.

44. In addition to errors of omission made by the clerks, two officers (one male, one female) had names which were identical to two other officers who were not in the sample. When badge numbers were not noted, arrests made by the two officers who were not in the sample may have been credited to the two officers in the sample.

Differences between new women and comparison men were tested for statistical significance (both on the PROMIS data and the arrest book data) using chi-square tests of distribution differences.

INTERVIEWS

Interviews were conducted with a sample of officers to obtain a more complete picture of the policewomen program problems, the differences between policewomen and policemen and the attitudes of men and women towards policewomen performing various police functions.

Twenty officers were selected to be interviewed twice during the study. An attempt was made to interview equal numbers of black and white officers of both sexes, and to select a greater number of men from the experimental districts, since these men had more experience patrolling with policewomen. In the initial interview all officers selected were on patrol assignments. Nine new women in experimental districts, four comparison men in comparison districts and seven men assigned to experimental districts were selected.

Initial interviews were held with 18 officers. One of the men in an experimental district was reassigned to the training division by the time of the interview and was dropped from the sample, and one of the women was unavailable. By the time of the second interviews the sample had changed considerably. Of the initial nine women, four remained on patrol, four were in the station and one had resigned. Interviews were conducted with all but the resigned woman. One of the four comparison men was in the station, and interviews were completed for all of these men. Of the six men remaining in the experimental districts, only one was available to be interviewed. Of the five who were not available for interviews, one was injured and in the administrative duty branch, two men were on vacation and two were considered unavailable for interviews after several unsuccessful attempts were made to meet with them. Thirteen interviews were completed the second time.

Format

Interviews were conducted in order to obtain additional knowledge about officer perceptions of the program. Interviews were unstructured, but generally covered four topic areas. Officers were asked whether they felt policewomen received equal treatment, whether they knew of any incidents which demonstrated policewomen's ability or lack of ability, whether policewomen approached any types of situations differently than policemen and how citizens were reacting to policewomen. In the second interview these topic areas were again covered, and officers who were no longer assigned to patrol were questioned about the reasons for their change in assignment and their reactions to their new assignment.

Interviews generally lasted about one hour, and all but three were conducted in person. Interviewing began in May, 1973, and ended in November, 1973.

Results from the interviews are reported in narrative form, since statistical analysis was not appropriate with a sample of this size. Although the sample was randomly selected among officers on patrol, it should be remembered that the sample was small and the opinions of these officers were not necessarily representative of officers of their particular sex, district or race.

II. TABLES

FIGURE II-1: MEASUREMENT INSTRUMENTS

NAME OF INSTRUMENT	SAMPLE SIZE	BRIEF DESCRIPTION
Record Monitoring	85 New Women 82 Comparison Men	Analyzed personnel records and civil service scores.
Structured Observation	41 Tours with One Woman 12 Tours with One Man 45 Tours with Female-Male teams ^a 94 Tours with Two Men 1 Tour with Two Women	Observers were hired to ride with women and comparison males and, using a uniform format, note what happened and how citizens reacted to officers' behavior. Observers also gave their own ratings of officers' attitudes and performance.
Service Survey	131 Interviews	Telephone and door-to-door interviews with people who requested police service or recently observed police giving service. Purpose: to learn about citizen ratings of police performance and about attitudes toward policewomen.
Chief Wilson's Survey (Form W)	71 New Women 54 Comparison Men 30 Reassigned Women	Each district was asked by Chief Wilson to compile relevant statistics and to answer questions about each officer in the sample. This survey was returned directly to Chief Wilson's office.
Community Survey	129 Resident Interviews	Telephone interviews to determine citizen attitudes about policewomen.
Officials' Survey	59 Sergeants 25 Captains and Lieutenants	Anonymous questionnaire for patrol officials. Purposes: Obtain opinions about women and effect on supervisors of work experience with them. Obtain ratings of new women, reassigned women and comparison men, to compare with general attitudes and with Chief Wilson's official Department survey.
Patrol Survey	15 New Women 28 Comparison Men 55 Other Men	Similar to Officials' Survey, but no ratings of individual women.
Interviews	11 Policemen 9 Policewomen	Confidential discussions with policewomen and policemen, most of whom were interviewed twice.

a. Includes one tour in which a comparison man worked with a reassigned woman.

TABLE II-1: PATROL AND OFFICIALS' SURVEY QUESTIONS^a
(Patrol and Officials' Surveys)

QUESTION DESCRIPTION	OFFICIALS	WHITE MALES	PATROL OFFICERS		ALL MALES
			BLACK MALES	FEMALES	
<u>Sample Characteristics</u>			<u>Number of respondents</u>		
	84	48	35	15	83
1 Age (years)	35.4	25.7	25.7	25	25.7
3 Blacks	21%	---	100%	40%	42%
4 District (E)	43%	35%	34%	100%	35%
(C)	55%	65%	66%	---	65%
5 Height (inches)	71.2	70.7	70.0	67.7	* 70.4
6 Education (years)	13.1	12.7	12.5	13.4	* 12.6
7 Single	24%	25%	29%	27%	24%
8 Children	56%	60%	51%	53%	57%
9 Seniority (months)	141.6	38.8	31.8	13.0	* 35.8
10 Rank					
(Serg.)	59 (70%)	---	---	---	---
(Capt. & Lieut.)	25 (30%)	---	---	---	---
Form 1	---	40%	48%	53%	43%
<u>General Attitudes</u>					
15 Prefer male or female partner ^d	1.2	1.1	* 2.5	3.4	* 1.7
29 % highly Motivated Men	32%	33%	35%	26%	34%
35 % highly Motivated Women	18%	18%	25%	34%	21%
50 Good F-Believe ^e	4.2	3.5	4.4	3.1	3.2
52 Female Affect Job ^d	2.0	1.6	* 2.4	3.1	2.0
116 Good Idea for Women to be Part of Patrol force(yes)	55%	43%	* 57%	79%	48%
53 Spouse ^e	---	---	---	4.0	3.2
<u>Male Officers' Ability in 13 Patrol Situations^f</u>					
36 M Robbery	5.3	5.4	5.4	4.9	5.4
37 M Juveniles	5.3	5.8	5.9	5.4	5.9
38 M Drunk	6.5	6.5	6.4	6.8	6.5
39 M Disorderly Male	5.5	5.8	6.1	5.8	6.0
40 M Prostitute	3.6	4.5	4.9	5.6	4.6
41 M Accident	5.7	6.3	4.9	6.1	6.2
42 M Rape	3.2	4.0	6.1	3.9	4.0
43 M Cruising	5.2	5.8	* 4.1	6.1	5.9
44 M Threatening Situations	4.8	5.4	6.0	4.8	5.4
45 M Disorderly Female	4.5	5.0	5.0	5.1	5.0
46 M Reports	4.8	5.2	5.7	4.8	5.4
47 M Family Disputes	4.7	5.4	5.6	5.3	5.5
48 M Investigate	4.4	5.3	5.6	5.1	5.4

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

a. See page 144 and page 160 for the Patrol and Officials Survey instruments respectively. Most responses (except Questions 1-10, 30, 35, 103-114, 116 and 121) were on a scale from 0-8, in which 0 = the extreme negative response (including 0% and extreme negative attitudes toward policewomen), 4 = neutral response or 50%, and 8 = the extreme positive response, 100%, or extreme positive attitudes toward policewomen (this direction is reversed only on Questions 67 and 68). The midpoint and the extremes were labelled, and respondents were asked to mark on the line which best described their feelings. Footnotes describe the labels used on particular questions.

b. 0 = strongly prefer a man, 4 = no difference, 8 = strongly prefer a woman.

c. 0 = 0% (would believe you if you said you had a female partner who was a better police officer than many male officers), 4 = 50%, 8 = 100%.

d. 0 = my job would be "much more difficult" (if half the patrol officers in my district were women), 4 = no difference, 8 = much easier.

e. 0 = my spouse would be "very opposed" (if I had a partner of the opposite sex) 4 = no difference, 8 = very favorable.

f. 0 = no male officers with a year's experience are capable of handling the patrol situations satisfactorily 4 = 50%, 8 = 100%.

TABLE II-1: PATROL AND OFFICIALS' SURVEY QUESTIONS (Continued)
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS				ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	FEMALES	
<u>FEMALE OFFICERS' ABILITY IN 13 PATROL SITUATIONS^g</u>						
73	F Robbery	4.4	3.9	4.0	4.8	3.9
74	F Juveniles	3.9	3.4	3.6	4.6	* 3.5
75	F Drunk	3.8	2.5	3.1	6.5	* 2.7
76	F Disorderly male	2.8	2.1	2.5	4.1	* 2.3
77	F Prostitute	3.9	4.8	4.3	5.6	4.6
78	F Accident	4.9	5.4	5.3	6.2	5.3
79	F Rape	5.3	6.2	5.7	6.8	* 6.0
80	F Cruising	4.4	4.7	5.1	6.6	* 4.8
81	F Threatening Situations	2.5	2.2	2.9	4.2	* 2.5
82	F Disorderly female	4.0	3.9	4.6	5.7	4.2
83	F Reports	5.4	5.4	6.0	6.3	5.7
84	F Family disputes	4.6	4.6	5.0	5.9	4.8
85	F Investigate	4.0	4.5	4.4	5.6	* 4.5
<u>FEMALE OFFICERS' TRAITS^h</u>						
55	F Calm and cool	2.9	2.8	3.6	4.5	* 3.1
56	F Courageous	3.0	2.7	3.9	4.2	3.2
57	F Persuasive	3.8	3.5	4.2	5.3	* 3.8
58	F Commands Respect	3.2	3.1	* 4.3	5.4	* 3.6
59	F Physically Strong	1.4	1.6	* 2.5	3.8	* 2.0
60	F Understanding	5.3	5.5	5.3	6.4	* 5.4
61	F Decisive	3.2	3.2	* 4.1	4.9	* 3.5
62	F Aggressive	2.4	2.5	* 3.9	4.9	* 3.1
63	F Observant	3.8	4.3	4.5	5.7	4.4
64	F Stable	3.6	3.7	4.0	5.5	* 3.8
65	F Intelligent	5.1	4.9	* 5.8	6.0	5.3
66	F Leader	2.4	2.1	* 3.4	4.6	* 2.7
<u>MALE OFFICERS' TRAITSⁱ</u>						
91	M Calm and Cool	4.5	4.5	4.8	4.9	4.6
92	M Courageous	5.2	4.9	5.2	4.6	5.0
93	M Persuasive	4.6	4.7	5.0	4.6	4.8
94	M Commands Respect	4.5	4.7	5.0	4.4	4.9
95	M Physically Strong	5.4	5.2	5.5	5.0	5.3
96	M Understanding	4.3	4.4	4.8	3.9	4.6
97	M Decisive	4.5	4.1	* 5.1	4.6	4.5
98	M Aggressive	5.1	5.1	5.4	5.1	5.2
99	M Observant	4.8	4.7	5.4	4.9	5.0
100	M Stable	4.9	5.0	4.1	5.2	5.0
101	M Intelligent	4.8	4.7	* 5.6	4.7	5.1
102	M Leader	3.7	3.2	4.0	4.4	3.6

g. 0 = no female officers possess the trait, 4 = 50%, 8 = 100% possess the trait in question.

h. 0 = no female officers with a year's experience are capable of handling the situation satisfactorily, 4 = 50%, 8 = 100% are capable.

i. 0 = no male officers possess this trait, 4 = 50%, 8 = 100% possess the trait in question.

TABLE II-1: PATROL AND OFFICIALS' SURVEY QUESTIONS (Continued)
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS			ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	
<u>MALE MINUS FEMALE OFFICERS' RATINGS ON PATROL SITUATIONS^j</u>					
MLF Robbery	1.0	1.5	1.4	0.1	1.5
MLF Juveniles	1.5	2.4	2.4	0.7	* 2.4
MLF Drunk	2.7	4.0	3.3	0.3	* 3.7
MLF Disorderly male	2.8	3.8	3.6	1.6	* 3.7
MLF Prostitute	0.2	-0.3	0.5	0.0	0.0
MLF Accident	0.7	1.0	0.8	-0.1	0.9
MLF Rape	-2.1	-2.3	-1.6	-2.9	-2.0
MLF Cruise and Observe	0.8	1.1	0.8	-0.5	* 1.0
MLF Threatening Situations	2.3	3.2	2.7	0.6	* 3.0
MLF Disorderly female	0.7	1.1	0.4	-0.6	0.8
MLF Reports	-0.6	-0.2	-0.4	-1.5	-0.3
MLF Family disputes	0.2	0.8	0.6	-0.6	0.7
MLF Investigate	0.4	0.8	1.1	-0.5	* 1.0
MLF Sum/situations	10.0	16.8	16.1	-3.5	16.5
<u>MALE MINUS FEMALE OFFICERS' RATINGS ON TRAITS^k</u>					
MLF Calm and cool	1.7	0.5	0.1	-0.3	0.3
MLF Courageous	2.1	1.7	1.0	-0.7	1.4
MLF Persuasive	0.9	1.4	1.1	-0.7	* 1.2
MLF Respect	1.3	1.6	0.7	-0.7	1.2
MLF Physically strong	4.0	3.1	2.4	0.6	* 2.8
MLF Understanding	-1.0	-0.3	0.2	-1.3	* -0.1
MLF Decisive	1.3	1.2	0.7	-1.0	* 1.0
MLF Aggressive	2.7	1.6	1.2	-0.2	* 1.4
MLF Observant	1.2	0.7	0.9	-0.7	0.8
MLF Stable	1.3	1.0	1.3	-0.5	* 1.1
MLF Intelligent	-0.2	0.1	-0.7	-0.9	-0.2
MLF Leader	1.4	2.5	2.2	0.2	* 2.4
MLF Sum/Traits	16.1	15.1	10.9	-4.1	* 13.3

j. Respondents indicated on separate lists the percent of male and female officers with a year's experience who they felt would be satisfactory at performing 13 patrol skills and who would possess 12 traits. These "ratings" were on a 9-point scale where 0 = 0%, 4 = 50% and 8 = 100%. MLF scores were obtained by subtracting the "situation" or "trait" rating given to female officers by each respondent from the rating given male officers. An MLF score of zero indicates the number of males and females deemed satisfactory on the patrol situations (or who possess the trait) was identical (no sex difference). Negative scores indicate a higher percentage of females than males were felt to be satisfactory or to possess the trait, and positive scores give males the advantage. An MLF score of 1.0 is a difference of 12.5%, 2.0 = 25%, etc.

k. All of the difference scores (MLF scores) on the patrol situations (MLF sum/situations) as well as on the traits (MLF sum/traits) were summed to yield an overall estimate of how males and females compared with each other. A score of 0 on MLF sum/situations indicates the number of males and females deemed satisfactory on all 13 patrol situations combined was identical (no sex difference). A score of zero on MLF sum/traits indicates no sex difference overall on the percent of men and women possessing the trait. Negative scores give women the advantage, and positive scores favor the men. To convert these scores to values equivalent to the individual situations and traits, (where 1 = 12.5%, 2 = 25%, etc.), divide by the total number of situations (13) or traits (12). Thus, if MLF sum situations = 10.0, this would indicate that 9.6% more men than women were felt to be satisfactory in their overall patrol skills. If MLF sum/traits = 10, this would indicate that 10.4% more men than women were felt to possess the 12 traits averaged.

TABLE II-1: PATROL AND OFFICIALS' SURVEY QUESTIONS (Continued)
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS			ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	
<u>Percent Rating Each Trait As Important for a Patrol Officer</u>	%	%	%	%	%
103 Calm important	77	79	63	71	72
104 Courageous important	24	21	29	14	24
105 Persuasive important	39	21	34	43	27
106 Commands respect important	37	38	23	21	34
107 Physical strength important	24	36	31	21	34
108 Understanding important	41	38	23	50	32
109 Decisive important	66	62	49	50	56
110 Aggressive important	29	36	* 9	14	24
111 Observant important	58	62	51	71	57
112 Emotionally stable important	67	51	49	36	50
113 Intelligent important	56	49	43	36	46
114 Leader important	4	17	11	0	15
<u>Arrest Attitudes</u>					
118 Group Rate ^l	2.1	1.5	* 2.7	2.6	2.0
121 Felony arrests/too many ^m	70.8	68.3	49.4	44.3	60.6
Felony arrests/about right	38.7	39.8	23.6	12.1	33.5
Felony arrests/too few	26.4	30.6	15.6	3.3	24.7
Misdemeanor arrests/ too many	466.1	466.1	315.9	58.6	403.7
Misdemeanor arrests/ about right	243.0	256.5	151.7	24.0	215.0
Misdemeanor arrests/ too few	234.5	226.1	141.6	3.4	191.7
Traffic violations/ too many	594.7	520.1	442.4	356.0	488.5
Traffic violations/ about right	354.0	336.2	* 201.1	142.4	283.5
Traffic violations/too few	280.3	224.2	157.2	40.9	197.4

l. The average number of felony and misdemeanor arrests and moving traffic violations made by two hypothetical groups of officers in a year's time were given. Although both groups had relatively low rates, group A had made considerably more arrests and issued more moving violations than Group B. Officers were asked to specify which group of officers they would prefer if they were police chief in D. C. Zero = strongly prefer group A (higher arrest group), 4 = no preference, 8 = strongly prefer group B (low arrest group). Twelve females and 78 males completed this question.

m. Officers were asked to specify the number of felony and misdemeanor arrests and moving traffic violations they considered to be "too many," "about right" and "too few" for an officer to make in a year's time. Responses of 98 and above or "never too many" on felony arrests were coded as 98. Responses of 998 and above or "never too many" on misdemeanor arrests and moving traffic violations were coded as 998. The number of officers completing this question was smaller than the number completing the rest of the survey, which often made tests of distribution differences (chi-square tests) impossible between males and females. Eight females answered all parts of this question. The number of male respondents varied--54 males answered felony and traffic--too many, 53 misdemeanor--too many, 59 felony and traffic--about right, 58 misdemeanor about right, 55 felony and traffic--too few, and 54 misdemeanor--too few. Tests of mean differences (t-tests) were not utilized on these questions because a sizeable number of males and almost no females said "never too many," which was arbitrarily coded as 98 or 998 and these extreme values limited the value of a test of mean differences.

TABLE II-2: ATTITUDES TOWARD AUTHORITY AND THE USE OF FORCE^a
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	WHITE MALES	PATROL OFFICERS		ALL MALES
			BLACK MALES	FEMALES	
26 A good leader is strict	3.6	3.3	2.8	2.6	3.3
27 Force often needed (respect for police)	2.5	4.0 *	2.4	2.9	3.5
28 Some force needed when insulted, cursed	2.0	3.6	3.2	2.7	3.5

TABLE II-3: JOB ATTITUDE QUESTIONS^b
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	WHITE MALES	PATROL OFFICERS		ALL MALES
			BLACK MALES	FEMALES	
16 Pay satisfaction	3.2	3.1	2.4	4.1	2.8
17 Job satisfaction	5.2	5.4	5.1	5.8	5.3
18 Schedule satisfaction	4.2	4.8	4.1	4.5	4.5
33 Like scout car patrol	---	---	---	4.4	5.9
34 Like foot beats	---	---	---	4.5	4.3
23 Job danger	---	---	---	5.2	4.1
24 Discretion	---	---	---	4.9	5.1
25 Height importance	4.9	4.0	3.7	4.0	3.9

a. 0 = strongly agree, 4 = neutral, 8 = strongly disagree.

b. 0 = a strong negative response, e.g., "never," "very dissatisfied," "dislike it very much," "not at all important," 4 = a neutral or midway response, ("neutral," "about half the time"), and 8 = strong positive response ("always," "very satisfied," "like it very much," "extremely important.")

TABLE II-4: DAYS SPENT ON PATROL
BY SEX OF PARTNER
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	FEMALES	ALL MALES
10 Total days patrolled with policewoman	2.7	8.2
11 Days last month with female partner	0.0	.3
12 Days last month with male partner	2.5	* 12.0
13 Days last month in scout car	5.7	* 13.2
14 Days last month on foot beats	1.4	2.6

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

TABLE II-5: PERCEIVED COMMUNITY COOPERATION
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	WHITE MALES	PATROL OFFICERS		ALL MALES
			BLACK MALES	FEMALES	
19 Public cooperation in obtaining crime information (scaled score) ^a	3.3	2.4 *	3.5	4.8 *	2.9
20 Number of insults in the last month ^b	7.6	14.4 *	7.3	6.2	11.4
21 Number of attempts or threats of injury in the last month ^b	1.0	2.2 *	0.6	1.3	1.5
22 Number of compliments in the last month ^b	3.3	5.1	4.9	6.7	5.0
51 Public accept females ^c	3.8	3.5 *	4.4	5.3 **	3.9

TABLE II-6: RELATIONSHIP WITH SUPERVISOR AND EQUAL TREATMENT
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	WHITE MALES	PATROL OFFICERS		ALL MALES
			BLACK MALES	FEMALES	
30 Regularly talk to sergeant (yes)	---	---	---	93% *	62%
31 Sergeant knows job ^d	---	---	---	5.0	4.8
32 Understands complaints ^e	---	---	---	5.1	4.4
<u>EQUAL TREATMENT</u>					
67 Equal criticism ^f	4.3	3.8	4.1	6.1 **	3.9
68 Job suggestions ^g	4.1	3.8	3.4	4.9 **	3.6
69 Ratings fair ^h	3.9	4.4 *	4.7	2.6 **	4.5
70 Dispatch equal ⁱ	3.5	3.4	3.1	4.3 **	3.3
71 Sex discrimination from officers ^j	---	---	---	1.8 **	.3
72 Sex discrimination from officials ^j	---	---	---	1.8 **	.3

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

** Tests of mean differences (t-tests) significant at .05 level (two-tailed test). Test of distribution differences (chi-square) could not be performed on these questions due to small sample size.

a. 0 = very uncooperative, 4 = neutral, 8 = very cooperative.

b. Scores over 30 in "insults" and "compliments" were coded as "30." Scores over 10 on "attempts at injury" were coded as "10."

c. 0 = very opposed, 4 = no difference, 8 = very favorable.

d. 0 = sergeants know "nothing" about how well I do the job, 4 = "about half" of what I do, 8 = "everything".

e. 0 = officials would be understanding 0% of the time, 4 = 50%, 8 = 100%.

f. 0 = less critical of patrolwomen, 4 = no difference, 8 = more critical of patrolwomen.

g. 0 = women get "many more suggestions" 4 = no difference, 8 = "much less suggestions."

h. 0 = equally performing women will get "much worse" ratings than the men, 4 = no difference, 8 = "much better" ratings.

i. 0 = women "much less likely" to get dangerous calls, 4 = no difference, 8 = "much more likely" to get dangerous calls.

j. 0 = have "never" experienced sex discrimination or harrassment in the last month, 4 = about half the time, 8 = all the time.

** Tests of mean differences (t-tests) significant at .05 level (two-tailed test). Tests of distribution differences (chi-square) could not be performed on these questions due to small sample distribution.

TABLE II-7: POTENTIALLY VIOLENT SITUATIONS^a
(Patrol and Officials' Survey)

(Three people fighting)

A man and a woman, both experienced patrol officers, are working together as partners. They respond to a disorderly call and find three people fighting. Do you think the situation would be different because one officer is a woman rather than both being men?

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS			ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	
86 Outcome of situation	3.1	3.1	3.1	4.5	* 3.1
87 Risk of injury to male officer	3.2	2.4	2.9	4.4	2.6
88 Risk of injury to female officer	3.3	2.4	3.1	4.4	2.6

(Man with a gun)

A man and a woman, both experienced patrol officers, are working together as partners. They respond to a "man with a gun" call. As they enter the apartment, a woman points to a man about 15 feet away and says, "That's him--he pointed a gun at me." He is still holding the gun at his side. Do you think the situation would be any different because one officer is a woman rather than both being men?

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS			ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	
89 Outcome of situation ^b	3.5	3.4	3.5	4.4	** 3.4
90 Risk of injury to male officer	3.2	3.1	3.5	4.3	3.3
90A Risk of injury to female officer	3.4	3.2	3.7	4.2	3.5
103 Female effect on riot	3.6	3.3	3.0	4.2	** 3.2

a. "Outcome" questions were coded 0 = "much more likely" people will continue fighting (Q.86) and "much more difficult" to calm the situation down (Q.89), 4 = "no difference," and 8 = "much less likely" and "much less difficult" respectively. "Risk of injury" questions were coded 0 = male/female officer "much more likely" to get injured, 4 = "no difference," 8 = "much less likely" male/female officer to get injured.

b. Officials and all male officers were compared on "Outcome of situation" questions (Q. 86 and 89). Using tests of mean differences (t-tests), the difference was statistically significant at the .05 level. Tests of distribution differences (chi-square tests) on these questions were not used due to the small sample sizes.

TABLE II-8: WOMEN'S RIGHTS QUESTIONS
(Patrol and Officials' Survey)

QUESTION DESCRIPTION	OFFICIALS	PATROL OFFICERS			ALL MALES
		WHITE MALES	BLACK MALES	FEMALES	
49 ^a Equal job opportunities	4.8	4.9	4.7	7.5	* 4.8
54 ^b Equal rights	3.4	2.4	* 3.6	5.4	* 2.9

** Tests of mean differences (t-tests) significant at .05 level. Sample sizes did not permit tests of distribution differences (chi-square tests) on these questions.

a. 0 = "strongly disagree" women should have equal opportunity to be police officers, 4 = neutral, 8 = "strongly agree."

b. 0 = equal rights movement has gone. . . "much too far," 4 = "about right," 8 = "not nearly far enough."

TABLE II-9: SIGNIFICANT DIFFERENCES BETWEEN MALE AND FEMALE OFFICERS ON THE PATROL SURVEY

QUESTION	RESPONDENT'S SEX	RATING CATEGORIES		
		Number of Officers Responding		
Sample Size ^a	Male	83		
	* Female	15		
Education		12th Grade	13-16 Years	
	Male	69	31	
	* Female	40	60	
		2-12 Months	13-24 Months	25-228 Months
Seniority	Male	23	28	50
	* Female	80	20	---
		0-5 days	6-10 days	11-30 days
		%	%	%
12. In the last month, approximately how many days (count only days when you were on duty) did you patrol with a <u>uniformed male partner</u> ?	Male	34	8	58
	* Female	87	7	7
13. In the last month, approximately how many days (count only days when you were on duty) have you spent on scout car patrol?	Male	31	5	64
	* Female	60	20	20
19. How cooperative has the public been lately when you needed information about a crime?		Uncooperative	Neutral	Cooperative
	Male	41	55	4
	* Female	8	77	15
		Opposed	Neutral	Favorable
51. How do you think the community feels about the assignment of women to patrol duty?	Male	16	70	14
	* Female	7	43	50
		Prefer Man	Neutral	Prefer Woman
		%	%	%
15. Would you prefer a man or a woman as a patrol partner?	Male	65	35	0
	* Female	28	64	7
49. Some people think that a woman who meets the qualifications should have the same job opportunities as a man. Do you ...		Disagree	Neutral	Agree
	Male	21	32	48
	* Female	---	---	100
		Too Far	About Right	Not Far Enough
54. Do you think the attempt to get equal rights for women is going. . .	Male	41	53	6
	* Female	7	43	49
			Yes	No
			%	%
30. Is there one sergeant assigned to your section that you regularly talk to about your job and your job problems?	Male		62	38
	* Female		93	7

* Indicates difference is statistically significant, using chi-square test of distribution differences.
a. Sample sizes varied slightly for different questions. For most of the questions, there were 15 female and 83 male respondents. Questions regarding female's traits had 13 female and 82 male respondents, MLF Sum Situations had 14 females and 78 males and MLF Sum Trait had 12 females and 77 males.

TABLE II-9: SIGNIFICANT DIFFERENCES BETWEEN MALE AND FEMALE OFFICERS ON THE PATROL SURVEY (Continued)

QUESTION	RESPONDENT'S SEX	RATING CATEGORIES		
		Less Critical of Patrolwomen %	No Difference %	More Critical of Patrolwomen %
67. Do you think supervisors are more or less critical of patrolwomen than they are with patrolmen of equal ability?	Male	23	52	24
	Female	---	43	57
68. Do you think that officials give more useful job suggestions to patrolmen or to patrolwomen of equal ability?	Male	20	74	6
	Female	7	57	36
69. Do you think patrolwomen will get better or worse performance ratings than patrolmen who have performed the same on the job?	Male	10	67	24
	Female	43	57	---
70. How do you think radio dispatchers assign calls which may involve physical danger to 10-4 units which have patrolwomen in them?	Male	23	77	---
	Female	---	93	7
71. How often in the last month have you experienced discrimination or harrassment from other patrol officers because of your sex?	Male	96	1	1
	Female	57	43	---
72. How often in the last month have you experienced discrimination or harrassment from sergeants or other officials because of your sex?	Male	96	1	2
	Female	57	36	7
86. A man and a woman, both experienced patrol officers, are working together as partners. They respond to a disorderly call and find three people fighting. Do you think the situation would be different because one officer is a woman rather than both being men?	Male	35	57	7
	Female	7	64	29
89. A man and a woman, both experienced patrol officers, are working together as partners. They respond to a "man with a gun" call. As they enter the apartment, a woman points to a man about 15 feet away and says, "That's him--he pointed a gun at me." He is still holding the gun at his side. Do you think the situation would be any different because one officer is a woman rather than both being men?	Male	15	84	1
	Female	---	86	14
115. What effect do you think policewomen have on the level of tension or potential violence at a riot situation?	Male	26	73	1
	Female	---	100	---

TABLE II-9: SIGNIFICANT DIFFERENCES BETWEEN MALE AND FEMALE OFFICERS ON THE PATROL SURVEY (Continued)

QUESTION	RESPONDENT'S SEX	COMPARISON OF NUMBER OF MALE AND FEMALE OFFICERS SATISFACTORY ON PATROL SKILLS ^a		
		Females Better	No Sex Difference or Males Somewhat Better	Males Better
		%	%	%
Dispersing a group of noisy juveniles	Male	8	41	51
	Female	14	79	7
Cruising around and observing	Male	16	59	25
	Female	57	36	7
Handling drunks	Male	2	29	69
	Female	14	79	7
Handling disorderly males	Male	6	22	72
	Female	7	64	29
Handling threatening situations where someone has a knife or gun	Male	2	42	56
	Female	21	71	8
Getting information at crime scenes	Male	22	56	22
	Female	57	43	0

VARIABLE	RESPONDENT'S SEX	COMPARISON OF THE NUMBER OF MALE AND FEMALE OFFICERS POSSESSING TRAIT ^b			
		More Females Possess Trait	No Sex Difference or Somewhat More Males Possess Trait	Many More Males Possess Trait	
		%	%	%	%
Understanding	Male	35	57	8	
	Female	61	39	0	
Decisive	Male	16	62	22	
	Female	61	39	0	
Strong	Male	3	38	59	
	Female	36	36	28	
Persuasive	Male	18	58	24	
	Female	18	58	24	
Aggressive	Male	19	46	35	
	Female	31	69	0	
Stable	Male	22	53	25	
	Female	62	38	0	
Leader	Male	6	47	48	
	Female	31	69	0	

VARIABLE	RESPONDENT'S SEX	RATING CATEGORIES				
		Females Better	No Difference Or Males A Trifle Better	Males Somewhat Better	Males Much Better	Males Clearly Better
		%	%	%	%	%
Number of males versus females satisfactory in 13 patrol situations	Male	22	12	17	17	32
	Female	65	14	14	7	0

VARIABLE	RESPONDENT'S SEX	More Characteristic of Women	No Sex Difference or Slightly More Characteristic of Men	Somewhat More Characteristic of Men	Much More Characteristic of Men	Clearly More Characteristic of Men
		%	%	%	%	%
Number of males versus females possessing 12 traits	Male	17	22	26	14	21
	Female	58	42	0	0	0

a. For each of the patrol situations, the respondent's rating of the percentage of females who could satisfactorily handle that patrol situation was subtracted from the rating for males. This permitted scaled difference scores of +8 to -8 on each situation. The sum of scores for all 13 situations was the respondent's score. All negative scores (range: -8 to -1), were called "women better." Scores of 0 to +6 were called "men the same or a trifle better." Plus 7 to +16 was called "men somewhat better." Plus 17 to +27 was "men much better" and over 27 was called "men clearly better."

b. The range of permitted responses was from 0 to 8, 0 being labelled (on the survey) as "much more difficult," 4 being "about the same," and 8 being "much easier." Scores of 0-2 are summarized in this table as "more difficult," scores of 3-5 as "about the same," and scores of 6-8 as "easier."

The range of permitted responses was from 0 to 8. Categories combined responses to two questions, one in which respondents indicated the percent of male officers with a year's experience who could handle situations satisfactorily (or who possessed the trait in question) and the other in which female officers were similarly rated. The score for females was subtracted from the score for males, resulting in a negative score when more females were thought to be satisfactory (or to possess the trait) and a zero score when there was no sex difference. Negative difference scores are called "women better" for patrol situations, and "more characteristic of women" for the traits, scores of +0 to +2 are called "men the same or somewhat better" and scores of +3 to +8 are "men much better" or "much more characteristic of men." E.g., a score of +3 indicates that officials rated 32 percent more males than females as satisfactory at handling these situations.

TABLE II-10: PERCENT^a OF OFFICERS WITH ONE YEAR'S EXPERIENCE BELIEVED "SATISFACTORY" AT PATROL SKILLS (Patrol and Officials' Survey)

SKILL	OFFICERS EVALUATED	GROUP GIVING RATING			SUMMARY
		Officials (N=84)	Patrolmen (N=82)	Patrolwomen (N=14)	
Questioning a rape victim	Women	66*	75*	85*	All groups say women better
	Men	39*	50*	48*	
Writing reports	Women	67	71	79*	Officials and men say no sex difference, women say women better
	Men	60	68	60*	
Arresting prostitutes	Women	48	57	70	All groups say no sex difference
	Men	45	58	70	
Settling family disputes	Women	57	59*	71	Officials and women say no sex difference, men say men better
	Men	59	68*	64	
Getting information at crime scenes	Women	50	56*	71	Officials, women say no sex difference, men say men better
	Men	54	68*	64	
Handling disorderly females	Women	49	53*	71	Officials and women say no sex difference, men say men better
	Men	57	63*	64	
Cruising around and observing	Women	55	60*	82	Officials, women say no sex difference, men say men better
	Men	65	73*	76	
Handling traffic accidents	Women	61	66*	78	Officials, women say no sex difference, men say men better
	Men	71	78*	76	
Handling victims of an armed robbery	Women	55*	49*	60	Officials, men say men better, women say no sex difference
	Men	66*	67*	66	
Dispersing a group of noisy juveniles (ages 9-12)	Women	49*	43*	58	Officials, men say men better, women say no sex difference
	Men	67*	73*	67	
Handling threatening situations where someone has a knife or a gun	Women	32*	31*	53	Officials, men say men better, women say no sex difference
	Men	60	68	60	
Handling a down and out drunk	Women	48*	34*	81*	Officials, men say men better, women say no sex difference
	Men	81	81	85	
Handling disorderly males	Women	35*	28*	52*	All groups say men better
	Men	69	75	72	

* Indicates difference is statistically significant at the .05 level, using a chi-square test of distribution differences.

a. The percent of officers rated "satisfactory" was indicated on the questionnaire by placing a mark on a line labelled zero percent on the left end of the line, 50 percent in the middle and 100 percent on the right end. Answers were coded into 9 categories (0-8), and average scores were converted into equivalent percent. Nine was used to denote missing values.

TABLE II-11: ARREST ATTITUDES
(Patrol and Officials' Survey)

GROUP	0-2 PREFER GROUP A (HIGH ARREST GROUP)	3-5 LITTLE OR NO PREFERENCE	6-8 PREFER GROUP B (LOW ARREST GROUP)	N	MEAN
Females	6 (50%)	5 (42%)	1 (8%)	12 (100%)	2.6
All males	45 (56%)	32 (40%)	3 (4%)	80 (100%)	2.0
Black males *	16 (43%)	18 (49%)	3 (8%)	37 (100%)	2.7
White males	29 (67%)	14 (33%)	0 (0%)	43 (100%)	1.5
Sergeants	30 (54%)	21 (38%)	5 (9%)	56 (100%)	
Captains and Lieutenants	13 (62%)	7 (33%)	1 (5%)	21 (100%)	
All officials	43 (56%)	28 (36%)	6 (8%)	77 (100%)	2.1

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

TABLE II-12: PATROL ASSIGNMENTS
(Patrol Survey)

QUESTION	FEMALES		*	Males	
	N	%		N	%
Q.1. Current assignment					
a. Scout car	3	21		17	65
b. Foot beat	2	14		3	12
c. Scooter	----			2	8
d. Crime control	----			1	4
e. Morals	1	7		----	
f. Youth	2	14		----	
g. Station	5	36		2	8
h. Other	1	7		1	4
Q.3. Have you ever been assigned to duties other than scout car or foot beat?					
Yes	9	69	+	9	36
No	4	31		16	64
Q.5. If you are currently assigned to a non-patrol assignment, did you request the change of assignment?					
Yes	3	33		----	
No	6	67		4	100
Q.6. How does current assignment compare with patrol?					
Like current assignment much more	2	25			
About the same	4	50		4	100
Like patrol much more	2	25			

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

+ Indicates difference is statistically significant at the .10 level, using chi-square test of distribution differences.

TABLE II-13: TRAITS OR SKILLS WOMEN POSSESS WHICH
ARE VALUABLE TO THE PATROL DIVISION - OPEN-ENDED QUESTIONS
(Patrol Survey)

TRAIT OR SKILL	WHITE MALES	BLACK MALES	ALL MALES	FEMALES	TOTAL	
					N	%
Understanding, compassionate	2	1	3	1	4	6
Skilled in domestic quarrels	0	2	2	1	3	5
Skilled at paper work	11	3	14	1	15	24
Skilled at community relations	2	2	4	2	6	10
Skilled in handling children	6	0	6	3	9	14
Skilled in handling females	7	5	12	2	14	22
Have a calming, or humanizing effect	0	0	0	3	3	5
Unspecified skill	<u>3</u>	<u>5</u>	<u>8</u>	<u>0</u>	<u>8</u>	<u>13</u>
Total Responses	31	18	49	13	62	100

TABLE II-14: SUGGESTIONS FOR IMPROVING THE POLICEWOMEN'S PROGRAM
(Patrol Survey)

SUGGESTIONS	WHITE MALES	BLACK MALES	ALL MALES	FEMALES	TOTAL	
					N	%
Give women limited or special functions	16	5	21	1	22	20
Discontinue the program	6	2	8	0	8	7
Assign women to all patrol districts	1	1	2	0	2	2
Give women equal treat- ment, same responsibility as men	2	3	5	2	7	6
Better academy, on-the- job training	9	3	12	0	12	11
Improve the uniform	0	0	0	0	0	
Program needs no improvement	0	4	4	0	4	4
Other suggestions	6	3	9	3	12	11
No response	<u>17</u>	<u>14</u>	<u>31</u>	<u>9</u>	<u>40</u>	<u>37</u>
Total Suggestions	57	35	92	15	107	100

TABLE II-15: NUMBER OF ARRESTS AND MOVING VIOLATIONS CONSIDERED TOO MANY, ABOUT RIGHT AND TOO FEW (Patrol Survey)

NUMBER OF ARRESTS	TOO MANY				ABOUT RIGHT				TOO FEW			
	F		M		F		M		F		M	
	N	%	N	%	N	%	N	%	N	%	N	%
<u>FELONY ARRESTS</u>												
0-5	-----		1	2	1	12	8	14	6	75	33	60
6-10	-----		4	7	3	38	14	24	2	25	6	11
11-20	2	25	10	19	3	38	15	25	-----		3	5
21-30	2	25	5	9	1	12	4	7	-----		-----	-----
31-40	-----		1	2	-----		3	5	-----		1	2
41-50	2	25	5	9	-----		1	2	-----		-----	-----
51-97	1	12	5	9	-----		2	3	-----		-----	-----
98 ^a	<u>1</u>	<u>12</u>	<u>23</u>	<u>43</u>	<u>-----</u>		<u>13</u>	<u>22</u>	<u>-----</u>		<u>12</u>	<u>22</u>
N	8	100	54	100	8	100	59	100	8	100	55	100
<u>MISDEMEANOR ARRESTS</u>												
0-5	-----		-----		-----		2	3	6	75	24	44
6-10	-----		-----		-----		3	5	2	25	9	17
11-20	-----		4	7	3	38	16	28	-----		6	11
21-30	1	12	3	5	4	50	10	17	-----		4	7
31-40	2	25	2	3	-----		5	9	-----		1	2
41-50	2	25	8	14	1	12	4	7	-----		-----	-----
51-100	3	38	13	22	-----		7	17	-----		-----	-----
101-800	-----		5	9	-----		-----	-----	-----		-----	-----
998 ^b	<u>-----</u>		<u>18</u>	<u>34</u>	<u>-----</u>		<u>11</u>	<u>19</u>	<u>-----</u>		<u>10</u>	<u>19</u>
N	8	100	58	100	8	100	58	100	8	100	54	100
<u>MOVING TRAFFIC CITATIONS</u>												
0-10	-----		1	2	-----		2	3	3	38	15	27
11-20	-----		1	2	-----		-----	-----	-----		2	4
21-30	-----		-----		2	25	3	5	1	12	5	9
31-40	-----		-----		-----		-----	-----	-----		3	5
41-50	1	12	-----		-----		-----	-----	3	38	11	20
51-100	1	12	4	7	2	25	23	39	-----		9	16
101-200	1	12	14	26	2	25	17	29	1	12	-----	-----
201-300	-----		10	19	2	25	1	2	-----		1	2
301-800	5	62	13	24	-----		3	5	-----		-----	-----
998 ^b	<u>-----</u>		<u>17</u>	<u>31</u>	<u>-----</u>		<u>10</u>	<u>17</u>	<u>-----</u>		<u>9</u>	<u>16</u>
N	8	100	54	100	8	100	59	100	8	100	55	100

a. 98 was used to denote responses of 98 and over as well as responses such as "never too many."

b. 998 was used to denote responses of 998 and over as well as responses such as "never too many."

TABLE II-16: OFFICIALS' AVERAGE RATING BY TYPE OF OFFICER ASSIGNMENT^a
(Officials' Survey)

(0 = unsatisfactory, 4 = neutral, 8 = excellent)

OFFICERS' ASSIGNMENT	PATROL SKILLS RATED								NUMBER RATED ^b	
	Domestic fight		Street violence		Upset, injured people		General competence		Average	
	M	F	M	F	M	F	M	F	M	F
<u>SERGEANTS' RATINGS</u>										
Patrol ^c	4.5 *	3.8	4.7 *	3.3	4.7 *	4.0	4.6 *	3.3	58	36
Other street	5.0	3.8	6.0	3.3	6.3	5.2	5.8	3.7	4	6
Inside ^d	3.7	3.6	3.7	2.9	3.6	4.3	3.6	3.5	7	14
Resigned	3.0	3.0	3.2	1.8	3.2	3.5	3.2	1.0	5	4
Average	4.3	3.7	4.6 *	3.1	4.6	4.2	4.5 *	3.2	74	60
<u>CAPTAINS' AND LIEUTENANTS' RATINGS</u>										
Patrol	4.7 *	3.9	4.9 *	3.5	4.9 *	4.4	4.9 *	3.8	56	30
Other street	4.8	4.2	5.0	4.6	6.3	4.8	4.8	4.8	4	5
Inside	3.5	4.1	3.8	4.1	3.4	5.2	3.8	4.2	4	9
Resigned	3.5	3.3	2.5	3.7	2.5	3.7	1.5	2.0	2	3
Average	4.6 *	3.9	4.7	3.8	4.8	4.6	4.7	3.8	66	47
<u>ALL OFFICIALS' RATINGS</u>										
Patrol	4.5 *	3.7	4.7 *	3.1	4.7 *	4.1	4.7 *	3.2	61	71
Other street	5.2	3.9	5.6	3.7	6.2	4.9	5.4	3.9	5	9
Inside	3.9	3.4	4.0	3.1	3.8	4.4	3.9	3.4	8	16
Resigned	3.4	3.2	3.4	2.6	3.4	3.8	3.2	1.6	5	5
Average	4.4 *	3.6	4.6 *	3.1	4.6	4.2	4.6 *	3.2	79	71
<u>REASSIGNED WOMEN^e</u>										
	Domestic fight	Street violence	Upset, injured people	General competence	Number Rated					
Sergeants	4.4	3.8	4.7	3.8	13					
Captains and lieutenants	4.3	4.2	4.8	4.1	13					
All officials	4.2	4.1	4.6	3.9	18					

* Difference between comparison males and new females is statistically significant at the .05 level, using a chi-square test of distribution differences.

a. Tests of significance were not performed between male and female officers with assignments of "other street," "inside," or "resigned" due to the small sample sizes.

b. N is the number of different officers rated by officials of that rank. If an officer was rated by one official within each category (sergeants, captains and lieutenants, all officials), an average rating was obtained for that officer so that undue weight would not be given to officers who were rated more frequently.

c. "Other street" includes scooter, wagon, morals, crime patrol and crime control assignments.

d. "Inside" includes station, communications division, youth division, training academy, etc.

e. "Reassigned women" were women hired and trained between 1969 and 1971, when no women were assigned to uniformed patrol. They were analyzed separately since they were more senior and had a variety of assignments prior to being reassigned to uniformed patrol (in 1972). Reassigned women did not differ significantly from comparison males on any measures; they differed from new females on "sergeant" and "all officials" ratings of "street violence," "general competence," and "average," and on sergeants ratings only of "domestic fight." There was no statistical difference between captains' and lieutenants' ratings of reassigned and new women (all tests between captains' and lieutenants' ratings of reassigned women and new women were tests of mean differences [t-tests] due to sample sizes being insufficient for chi-square tests).

TABLE II-17: CHANGES IN CAPTAINS' AND LIEUTENANTS' ANONYMOUS RATINGS OF NEW WOMEN (Officials' Survey)

PATROL SITUATION RATED	NUMBER OF OFFICERS RATED	YEAR	RATINGS OF NEW WOMEN			Average Rating
			Below Average (0-2)	Average (3-5)	Above Average (6-8)	
			%	%	%	
Domestic fights	66	1972 *	48	45	6	2.9
	47	1973 *	11	74	15	3.9
Street violence	66	1972 *	62	36	2	2.4
	47	1973 *	17	68	15	3.8
Upset and injured people	66	1972 *	15	80	5	3.7
	46	1973 *	4	65	30	4.7
General competence	66	1972 *	39	59	2	2.9
	47	1973 *	17	68	15	3.9

TABLE II-18: CHANGES IN OPINIONS OF OFFICERS AND OFFICIALS ABOUT THE ABILITY OF MALES AND FEMALES TO HANDLE 13 DIFFERENT PATROL SITUATIONS^a (Patrol and Officials' Surveys)

GROUP	YEAR OF SURVEY	SAMPLE SIZE	RESPONSES					Mean
			Women Better	Men the Same or a Trifle Better	Men Somewhat Better	Men Much Better	Men Clearly Better	
Officials	1972 *	85	14	8	33	28	16	16 (men somewhat better)
	1973 *	76	21	20	36	12	12	10 (men a trifle better)
Male Officers	1972	82	11	10	20	23	37	21 (men somewhat better)
	1973	78	22	12	17	17	33	17 (men somewhat better)
Female Officers	1972	29	45	21	17	17	0	0 (no difference)
	1973	14	64	14	14	7	0	-4 (women a trifle better)

* Chi-square test significant at .05 level.
 a. For each of the patrol situations, the respondent's rating of the percentage of females who could satisfactorily handle that patrol situation was subtracted from the rating for males. This permitted scaled difference scores of +8 to -8 on each situation. The sum of scores for all 13 situations was the respondent's score. All negative scores (range: -28 to -1) were called "women better." Scores of 0 to +6 were called "men the same or a trifle better." Plus 7 to +16 was called "men somewhat better." Plus 17 to +27 was "men much better" and over 27 was called "men clearly better."

TABLE II-19: CHANGES IN OFFICIALS' OPINIONS
(Officials' Survey)

QUESTION	YEAR OF SURVEY	SAMPLE SIZE	RATING CATEGORIES			
			More Difficult	About the Same	Easier	
			%	%	%	
If half the officers in your district were women, how would it affect your job?	1972	*	89	76	22	1
	1973		83	57	42	1
Handling drunks	1972	*	88	1	31	68
	1973		80	1	51	48
Handling threatening situations where someone has a knife or a gun	1972	*	88	6	40	54
	1973		80	5	60	35
Commands respect from the public	1972	*		7	45	48
	1973			15	56	30

* Indicates difference is statistically significant at .05 level.

a. The range of permitted responses was from 0 to 8, 0 being labelled (on the survey) as "much more difficult," 4 being "about the same," and 8 being "much easier." Scores of 0-2 are summarized in this table as "more difficult," scores of 3-5 as "about the same," and scores of 6-8 as "easier."

The range of permitted responses was from 0 to 8. Categories combined responses to two questions, one in which respondents indicated the percent of male officers with a year's experience who could handle situations satisfactorily (or who possessed the trait in question) and the other in which female officers were similarly rated. The score for females was subtracted from the score for males, resulting in a negative score when more females were thought to be satisfactory (or to possess the trait) and a zero score when there was no sex difference. Negative difference scores are called "women better" for patrol situations, and "more characteristic of women" for the traits, scores of +0 to +2 are called "men the same or somewhat better" and scores of +3 to +8 are "men much better" or "much more characteristic of men." E.g., a score of +3 indicates that officials rated 32 percent more males than females as satisfactory at handling these situations.

TABLE II-20: COMMUNITY SURVEY SAMPLE CHARACTERISTICS

RESPONDENT'S SEX

RESPONDENTS ^a N = 129	SAMPLE SIZE N	SEX		Total %
		Male %	Female %	
Experimental	65	49	51	100
Comparison	64	52	48	100
Black	91	48	52	100
White	38	55	45	100
TOTAL	129	50	50	

RESPONDENT'S RACE

RESPONDENTS	SAMPLE SIZE N	RACE		Total %
		Black %	White %	
Experimental	65	71	29	100
Comparison	64	70	30	100
Male	65	68	32	100
Female	64	73	27	100
TOTAL	129	70	30	

RESPONDENT'S DISTRICT

RESPONDENTS	SAMPLE SIZE	DISTRICTS		Total %
		Experimental %	Comparison %	
Black	91	50	50	100
White	38	50	50	100
Male	65	49	51	100
Female	64	52	48	100
TOTAL	129	50	50	

a. Respondents were a sample of citizens living in the experimental and comparison districts, stratified by age, sex and race, who were interviewed by telephone.

TABLE II-20: COMMUNITY SURVEY SAMPLE CHARACTERISTICS (Continued)

RESPONDENT'S AGE

RESPONDENTS	SAMPLE SIZE	AGE			Mean
		18-29 (1)	30-54 (2)	55+ (3)	
Experimental	65	32	43	25	1.9
Comparison	65	33	45	22	1.9
Black	91	32	45	23	1.9
White	38	34	42	24	1.9
Male	64	35	42	23	1.9
Female	64	30	47	23	1.9
TOTAL	129	33	44	23	1.9

RESPONDENT'S FAMILY INCOME

RESPONDENTS	SAMPLE SIZE	INCOME BRACKET			Mean
		Under \$6,000 (1)	\$6,000 to \$12,000 (2)	Over \$12,000 (3)	
Experimental	57	30	40	30	2.0
Comparison	59	20	39	41	2.2
Black	80	29	40	31	2.0
White	36	17	39	44	2.3
Male	60	13	38	48	2.3
Female	56	38	41	21	1.8
TOTAL	116	25	40	35	2.1

RESPONDENT'S LENGTH OF RESIDENT IN NEIGHBORHOOD

RESPONDENTS	SAMPLE SIZE	LENGTH OF RESIDENCE IN NEIGHBORHOOD				Mean
		0-1 years (0)	2-4 years (1)	5-10 years (2)	11 or more years (3)	
Experimental	65	20	19	35	26	1.7
Comparison	64	16	13	22	50	2.1
Black	91	17	17	25	42	1.9
White	38	21	13	37	29	1.7
Male	65	17	12	35	35	1.9
Female	64	19	19	22	41	1.8
TOTAL	129	18	16	29	38	1.9

TABLE II-21: SAFETY OF NEIGHBORHOOD
(Community Survey)

Young Man's Safety

Question 1: How safe would you say it is in your neighborhood for a twenty-year old man to walk home alone after dark?

GROUP	SAMPLE SIZE	RESPONSES				Mean
		Very Dangerous (1)	Fairly Dangerous (2)	Fairly Safe (3)	Very Safe (4)	
	N	%	%	%	%	
Experimental	63	11	30	46	13	2.6
Comparison	61	18	23	53	7	2.5
Black	87	15	25	48	12	2.6
White	37	14	30	51	5	2.5
Male	61	12	23	54	12	2.7
Female	63	18	30	44	8	2.4
TOTAL	124	15	27	49	10	2.6

Woman's Safety

Question 2: How safe would you say it is in your neighborhood for a middle-aged woman to walk home alone after dark?

GROUP	SAMPLE SIZE	RESPONSES				Mean
		Very Dangerous (1)	Fairly Dangerous (2)	Fairly Safe (3)	Very Safe (4)	
	N	%	%	%	%	
Experimental	65	28	34	34	5	2.5
Comparison	60	35	30	33	2	2.0
Black	87	31	29	37	3	2.1
White	38	32	40	26	3	2.0
Male	63	25	37	33	5	2.2
Female	62	37	27	34	2	2.0
TOTAL	125	31	32	34	3	2.1

TABLE II-22: POLICE PERFORMANCE
(Community Survey)

Keeping Neighborhood Safe

Question 3: How good a job do you think the police are doing in helping to keep your neighborhood safe?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Very Poor (1)	Poor (2)	Average (3)	Good (4)	Very Good (5)	
	N	%	%	%	%	%	
Experimental	64	6	6	44	22	22	3.5
Comparison	61	7	8	44	18	23	3.4
Black	88	8	10	44	14	24	3.4
White	37	3	0	43	35	19	3.7
Male	64	8	8	39	25	20	3.4
Female	<u>61</u>	<u>5</u>	<u>7</u>	<u>49</u>	<u>15</u>	<u>25</u>	<u>3.5</u>
TOTAL	125	6	7	44	20	22	3.4

Handling Situation

Question 5: If something should happen where you had to call the police...how good a job do you think they would do in handling your situation?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Very Poor (1)	Poor (2)	Average (3)	Good (4)	Very Good (5)	
	N	%	%	%	%	%	
Experimental	58	5	7	50	24	14	3.3
Comparison	61	2	7	39	25	28	3.7
Black	86	4	4	49	22	22	3.6
White	33	3	15	33	30	18	3.5
Male	58	3	9	43	26	19	3.5
Female	<u>61</u>	<u>3</u>	<u>5</u>	<u>46</u>	<u>23</u>	<u>23</u>	<u>3.6</u>
TOTAL	119	3	7	45	24	21	3.5

TABLE II-23: POLICE RESPONSE TIME
(Community Survey)

Question 6: How well would you say the police officers treat the people who live in this neighborhood?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Very Disrespectfully (1)	Somewhat Disrespectfully (2)	Neither respectful nor Disrespectful (3)	Somewhat Respectfully (4)	Very Respectfully (5)	
		N	%	%	%	%	
Experimental	56	0	7	16	61	16	3.9
Comparison	62	3	8	16	45	27	3.9
Black	82	2	11	12	54	21	3.8
White	36	0	0	25	50	25	4.0
Male	60	3	5	22	53	17	3.8
Female	58	0	10	10	52	28	4.0
TOTAL	118	2	8	16	53	22	3.9

TABLE II-24: POLICE RESPECTFULNESS
(Community Survey)

Question 4: If something should happen where you had to call the police, about how many minutes do you think they would take to arrive?

GROUP	SAMPLE SIZE	RESPONSES						Mean
		1-10 min. (5.5)	11-20 min. (15.2)	21-30 min. (25.5)	31-45 min. (3.8)	46-60 min. (53)	61+ min. (70)	
		N	%	%	%	%	%	
Experimental	52	67	15	15	0	2	0	10.9
Comparison	64	53	25	11	2	5	5	16.5
Black	85	58	18	15	1	5	4	15.6
White	31	65	29	7	0	0	0	9.9
Male	57	63	21	9	2	4	2	13.3
Female	59	56	20	17	0	3	3	14.2
TOTAL	116	60	21	13	1	3	3	13.9

TABLE II-25: CONTACT WITH POLICEWOMEN
(Community Survey)

Question 7: Have you ever seen a woman police officer in person--not on T.V. or in the newspapers--in the District of Columbia during the past six months?

GROUP	SAMPLE SIZE	RESPONSES	
		Yes %	No %
Experimental	65	92	8
Comparison	64	88	13
Black	91	92	8
White	38	84	16
Male	65	89	11
Female	64	91	9
TOTAL	129	90	10

TABLE II-26: POLICEWOMEN'S ABILITY IN PATROL SITUATIONS
(Community Survey)

Two Injured People

Question 13: If two people were severely injured in an auto accident, how do you think a policewoman would handle the accident compared to how a policeman would handle it?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Worse (1)	Somewhat Worse (2)	About the Same (3)	Somewhat Better (4)	Much Better (5)	
	N	%	%	%	%	%	
Experimental	58	5	7	69	10	9	3.1
Comparison	62	3	10	69	15	3	3.0
Black	83	5	7	66	15	7	3.1
White	37	3	11	76	8	3	3.0
Male	64	7	8	73	7	5	2.9
Female	<u>63</u>	<u>2</u>	<u>8</u>	<u>65</u>	<u>18</u>	<u>7</u>	<u>3.2</u>
TOTAL	120	4	8	69	13	6	3.1

Man and Woman Fighting

Question 15: If a man and a woman were fighting and the police were called, how do you think a policewoman and a policeman patrolling together as partners would handle the situation compared to two policemen working together?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Worse (1)	Somewhat Worse (2)	About the Same (3)	Somewhat Better (4)	Much Better (5)	
	N	%	%	%	%	%	
Experimental	62	2	7	66	16	10	3.3
Comparison	58	5	9	48	26	12	3.3
Black	85	4	8	58	20	11	3.3
White	35	3	6	57	23	11	3.3
Male	59	3	7	53	24	14	3.4
Female	<u>61</u>	<u>3</u>	<u>8</u>	<u>62</u>	<u>18</u>	<u>8</u>	<u>3.2</u>
TOTAL	120	3	8	58	21	11	3.3

Investigating Crime Scene

Question 19: How good a job would a policewoman do in investigating a crime scene in order to find evidence--compared to a policeman?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Worse (1)	Somewhat Worse (2)	About the Same (3)	Somewhat Better (4)	Much Better (5)	
	N	%	%	%	%	%	
Experimental	60	0	3	69	13	15	3.4
Comparison	59	0	7	73	13	8	3.2
Black	87	0	6	67	13	15	3.4
White	36	0	3	81	14	3	3.2
Male	59	0	3	78	7	12	3.3
Female	<u>64</u>	<u>0</u>	<u>6</u>	<u>64</u>	<u>19</u>	<u>11</u>	<u>3.3</u>
TOTAL	123	0	5	71	13	11	3.3

TABLE II-27: EFFECT OF POLICEWOMEN ON VIOLENT SITUATIONS
(Community Survey)

Street Corner Fight

Question 17: Suppose a fight broke out among several people on a street corner and half of the police officers sent were policewomen rather than all being policemen. [Would this] make the situation...[more or less likely], . . .to get out of hand?

GROUP	SAMPLE SIZE	RESPONSES					MEAN
		much more likely (1)	somewhat more likely (2)	no difference (3)	somewhat less likely (4)	much less likely (5)	
Experimental	60	23	23	35	12	7	2.6
Comparison	55	24	16	33	18	9	2.7
Black	81	26	17	33	15	9	2.6
White	34	18	27	35	15	6	2.6
Male	60	25	17	30	17	12	2.7
Female	55	22	24	38	13	4	2.5
TOTAL	115	24	20	34	15	8	2.6

Riot Broke Out

Question 18: Suppose a riot broke out somewhere in the District of Columbia and half of the police officers sent were policewomen rather than all being policemen. [Would this] make the situation. . . [more or less likely] to get out of hand?

GROUP	SAMPLE SIZE	RESPONSES					MEAN
		much more likely (1)	somewhat more likely (2)	no difference (3)	somewhat less likely (4)	much less likely (5)	
Experimental	58	29	17	47	3	3	2.3
Comparison	57	23	16	42	12	7	2.6
Black	80	30	16	39	9	6	2.4
White	35	17	17	57	6	3	2.6
Male	59	24	19	48	7	3	2.5
Female	56	29	14	41	9	7	2.5
TOTAL	115	26	17	44	8	5	2.5

TABLE II-28: POLICEWOMEN'S EFFECT ON CRIME AND CRIMINAL APPREHENSION
(Community Survey)

Crimes Would Have Been

Question 20: Now, think about the number of crimes committed in the District of Columbia last year. If half of the police officers had been policewomen, [what effect would that have had on the number of crimes compared to having all policemen]?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Higher (1)	Somewhat Higher (2)	About the Same (3)	Somewhat Lower (4)	Much Lower (5)	
	N	%	%	%	%	%	
Experimental	60	10	15	65	7	3	2.8
Comparison	59	5	15	68	10	2	2.9
Black	84	10	14	62	12	2	2.8
White	35	3	17	77	0	3	2.8
Male	58	9	17	59	12	3	2.8
Female	<u>61</u>	<u>7</u>	<u>13</u>	<u>74</u>	<u>5</u>	<u>2</u>	<u>2.8</u>
TOTAL	119	8	15	66	8	3	2.8

Number of Criminals Caught Would Have Been

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Higher (1)	Somewhat Higher (2)	About the Same (3)	Somewhat Lower (4)	Much Lower (5)	
	N	%	%	%	%	%	
Experimental	58	3	3	67	17	9	3.2
Comparison	50	3	5	65	20	7	3.2
Black	84	5	4	64	19	8	3.2
White	34	0	6	71	18	6	3.2
Male	57	4	5	60	23	9	3.3
Female	<u>61</u>	<u>3</u>	<u>3</u>	<u>72</u>	<u>15</u>	<u>7</u>	<u>3.2</u>
TOTAL	118	3	4	66	19	8	3.2

TABLE II-29: DIRECT PERSONAL CONTACT
WITH POLICEWOMEN
(Community Survey)

Direct Contact

Q. 28: Do you know or have you talked to a policewoman in D. C.--or have you seen a policewoman handling an incident during the past six months?

GROUP	SAMPLE SIZE	RESPONSES		MEAN
		Yes (1) %	No (2) %	
Experimental	65	32	68	1.7
Comparison	64	33	67	1.7
Black	91	31	69	1.7
White	38	37	63	1.6
Male	65	43	57	1.6
Female	64	22	78	1.8
TOTAL	129	33	67	1.7

Attitude Has Become

Q. 30: Has this direct personal contact caused you to have a different attitude. . . toward women working as police officers?

GROUP	SAMPLE SIZE	RESPONSES					MEAN
		Much less Favorable (1) %	Less Favorable (2) %	No Change (3) %	More Favorable (4) %	Much More Favorable (5) %	
Experimental	20	0	5	80	5	10	3.2
Comparison	21	5	0	24	33	38	4.0
Black	27	4	4	48	19	26	3.6
White	14	0	0	57	21	21	3.6
Male	27	0	4	52	27	19	3.6
Female	14	7	0	50	7	36	3.6
TOTAL	41	2	2	51	20	24	3.6

TABLE II-30: ATTITUDES TOWARD EQUAL RIGHTS FOR
WOMEN IN POLICE WORK
(Community Survey)

To be a Police Officer

Question 11: Some people think that a woman who meets the qualifications should have the same opportunity to be a police officer as a man? [Do you. . .]

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Strongly Disagree (1)	Somewhat Disagree (2)	Neither Nor Agree (3)	Disagree Somewhat Agree (4)	Strongly Agree (5)	
	N	%	%	%	%	%	
Experimental	64	14	14	11	17	44	3.6
Comparison	63	14	18	2	22	44	3.7
Black	89	17	17	7	19	40	3.5
White	38	8	13	5	21	53	4.0
Male	64	13	14	8	23	42	3.7
Female	<u>63</u>	<u>16</u>	<u>18</u>	<u>5</u>	<u>16</u>	<u>46</u>	<u>3.6</u>
TOTAL	127	14	16	6	20	44	3.6

Women Patrolling the Streets

Question 24: What do you think about having policewomen doing the same things as policemen--that is, patrolling the streets and responding to police calls? Do you. . .

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Strongly Disapprove (1)	Somewhat Disapprove (2)	Neutral (3)	Somewhat Approve (4)	Strongly Approve (5)	
	N	%	%	%	%	%	
Experimental	64	16	9	23	25	27	3.4
Comparison	64	8	19	23	19	31	3.5
Black	90	12	14	24	22	27	3.4
White	38	11	13	21	21	34	3.6
Male	65	9	12	29	20	29	3.5
Female	<u>63</u>	<u>14</u>	<u>16</u>	<u>18</u>	<u>24</u>	<u>29</u>	<u>3.5</u>
TOTAL	128	12	14	23	22	29	3.5

Equal Rights Movement for Women

Question 31: Do you think the attempt to get equal rights for women is going. . .

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Too Far (1)	A Little Too Far (2)	About Right (3)	Not Quite Far Enough (4)	Not Nearly Far Enough (5)	
	N	%	%	%	%	%	
Experimental	59	3	29	39	17	12	3.1
Comparison	62	7	11	44	21	18	3.3
Black	84	5	18	48	17	13	3.2
White	37	5	24	27	24	19	3.3
Male	60	3	20	50	13	13	3.1
Female	<u>61</u>	<u>7</u>	<u>20</u>	<u>33</u>	<u>25</u>	<u>16</u>	<u>3.2</u>
TOTAL	121	5	20	41	19	15	3.2

TABLE II-31: LEVEL OF RESPECT SHOWN BY
POLICEWOMEN AND COMMUNITY
(Community Survey)

Policewoman Treats the People

Question 21: How do you think a policewoman would treat the people in your neighborhood--compared to a policeman?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Less Respectfully (1)	Somewhat Less Respectfully (2)	About the Same (3)	Somewhat More Respectfully (4)	Much More Respectfully (5)	
	N	%	%	%	%	%	
Experimental	63	0	5	59	16	21	3.5
Comparison	62	3	8	50	21	18	3.4
Black	89	1	7	46	21	25	3.6
White	36	3	6	75	11	6	3.1
Male	63	0	10	44	24	22	3.6
Female	<u>62</u>	<u>3</u>	<u>3</u>	<u>65</u>	<u>13</u>	<u>16</u>	<u>3.4</u>
TOTAL	125	2	6	54	18	19	3.5

People Treat a Policewoman

Question 23: How do you think the people in this neighborhood would treat a policewoman--compared to a policeman?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Less Respectfully (1)	Somewhat Less Respectfully (2)	About the Same (3)	Somewhat More Respectfully (4)	Much More Respectfully (5)	
	N	%	%	%	%	%	
Experimental	64	9	5	52	16	19	3.3
Comparison	64	6	9	45	25	14	3.3
Black	90	10	4	43	19	23	3.4
White	38	3	13	61	24	0	3.1
Male	65	5	6	51	19	20	3.4
Female	<u>63</u>	<u>11</u>	<u>8</u>	<u>46</u>	<u>22</u>	<u>13</u>	<u>3.2</u>
TOTAL	128	8	7	48	22	16	3.3

TABLE II-32: MEDIA INFLUENCE ON ATTITUDES
ABOUT POLICEWOMEN
(Community Survey)

Seen or Heard on Media

Question 26: Have you seen or heard anything in the newspapers, on radio, or on television, about policewomen during the past six months?

GROUP	SAMPLE SIZE	RESPONSES		Mean
		Yes (1)	No (2)	
	N	%	%	
Experimental	65	25	75	1.8
Comparison	64	34	66	1.7
Black	91	28	73	1.7
White	38	34	66	1.7
Male	65	34	66	1.7
Female	<u>64</u>	<u>25</u>	<u>75</u>	<u>1.8</u>
TOTAL	129	30	70	1.8

Attitudes Have Become

Question 27: What was the effect of this on your attitude toward policewomen?

GROUP	SAMPLE SIZE	RESPONSES					Mean
		Much Less Favorable (1)	Less Favorable (2)	No Change (3)	More Favorable (4)	Much More Favorable (5)	
	N	%	%	%	%	%	
Experimental	16	0	6	69	25	0	3.2
Comparison	22	0	0	59	27	14	3.5
Black	25	0	4	64	20	12	3.4
White	13	0	0	62	39	0	3.4
Male	22	0	5	59	23	14	3.5
Female	<u>16</u>	<u>0</u>	<u>0</u>	<u>69</u>	<u>31</u>	<u>0</u>	<u>3.3</u>
TOTAL	38	0	3	63	26	8	3.4

TABLE II-33: FREQUENCY OF OPEN-ENDED COMMENTS^a
(Community Survey)

	Q.12 Equal Oppor- tunity for women	Q.14 Auto Accident	Q.16 Domestic Fight	Q.17a Street Fight	Q.18a Riot	Q.25 Approve of Women on Patrol	Total
NEGATIVE QUALITIES OF WOMEN							
1. Women can't handle the job (can't do as well as a man; can't see women doing police work; prefer men)	6	3	7	6	10	10	42
2. Women should play a limited role in police work (not patrol duty in general)	6	---	---	---	1	6	13
3. Women aren't strong enough	13	3	5	13	11	6	51
4. Job is too dangerous	5	---	1	3	3	6	18
5. People would be angry and/or prejudiced against women	1	---	---	1	2	2	6
6. Police work is a man's job (women should stay in their places; women should act like women)	9	---	---	---	1	6	16
7. Women too emotional (too hysterical or squeamish to do the job)	---	8	---	1	1	1	11
8. Women too timid, shy (women could not prevail; not forceful)	1	---	---	4	5	1	11
9. Men would take advantage of women	---	---	1	7	7	1	16
10. People do not respect women (wouldn't pay any attention to women)	2	---	---	17	12	---	31
11. All other negative responses	1	1	---	1	2	1	6
TOTAL NEGATIVE RESPONSES	44	15	14	53	55	40	221
NO SEX DIFFERENCE (NEUTRAL)							
12. Depends on circumstances (depends on individual case or situation)	10	3	1	2	4	6	26
13. Sex makes no difference (women can do as well as a man; don't believe there is a difference)	16	36	23	12	20	21	128
14. If trained and/or qualified sex makes no difference	23	31	20	14	12	32	132
15. Unclear or ambivalent	1	20	1	---	1	---	23
16. All other neutral responses	---	2	3	3	7	---	15
TOTAL NEUTRAL RESPONSES	50	92	48	31	44	59	324
POSITIVE QUALITIES OF WOMEN							
17. Women are more compassionate, understanding, warm-hearted	1	---	3	14	6	1	25
18. Women command more respect from the public	6	---	32	1	2	2	43
19. Women deal better with women and men with men	4	4	3	8	4	1	24
20. Women less provocative, less aggressive, not aggravating	28	---	---	---	---	2	30
21. Equality--people should be allowed to do what they want; woman can do anything she wants	5	4	9	5	2	6	31
22. All other positive responses	3	---	4	3	3	4	17
TOTAL POSITIVE RESPONSES	47	8	51	31	17	16	170

TOTAL

715

a. The following questions, 11, 13, 15, 17, 18 and 24 on the Community Survey, citizens were asked "Why do you say that?" Their responses were coded into the 22 categories listed. Respondents occasionally gave more than one response per question. Uncodeable responses, "don't know," and refusals to answer were not listed. A brief description of the question preceding each "Why do you say that?" is included under each question number. The actual number of responses is listed and the percentage of total codeable responses listed is included in the "total" column.

TABLE II-34: SERVICE SURVEY SAMPLE CHARACTERISTICS

OFFICERS ^a	SEX OF RESPONDENT			
	MALE		FEMALE	
	N	%	N	%
Males	33	51.6	31	48.4
Females	26	57.8	19	42.2
Males with partners	27	50.0	27	50.0
Females with partners	8	50.0	8	50.0
Males alone	6	60.0	4	40.0
Females alone	18	62.1	11	37.9

OFFICERS	AGE OF RESPONDENT						
	18-29		30-54		55 & OVER		MEAN
	(1)		(2)		(3)		
	N	%	N	%	N	%	
Males	25	41.0	29	47.5	7	11.5	1.7
Females	19	42.2	23	51.1	3	6.7	1.6
Males with partners	22	42.3	24	46.2	6	11.5	1.7
Females with Partners	6	37.5	8	50.0	2	12.5	1.8
Males alone	3	33.3	5	55.6	1	11.1	1.8
Females alone	13	44.8	15	51.7	1	3.4	1.6

OFFICERS	RACE OF RESPONDENT			
	WHITE		BLACK OR OTHER	
	(1)		(2)	
	N	%	N	%
Males *	2	3.1	62	96.9
Females	15	33.3		
Males with partners *	2	3.7	52	96.3
Females with partners *	6	37.5	10	62.5
Males alone	0	0.0	10	100
Females alone	9	31.0	20	69.0

OFFICERS	TOTAL FAMILY INCOME OF RESPONDENT						
	UNDER 6,000		6,000-12,000		OVER 12,000		INTERNAL MEAN
	(1)		(2)		(3)		
	N	%	N	%	N	%	
Males	14	25.5	31	56.4	10	18.2	1.9
Females	15	36.6	14	34.1	12	29.3	1.9
Males with partners *	11	23.4	26	55.3	10	21.3	2.0
Females with Partners *	8	57.1	4	28.6	2	14.3	1.6
Males alone	3	37.5	5	62.5	0	0.0	1.6
Females alone	7	25.9	10	37.0	10	37.0	2.1

* Differences between males and females significant at .05 level, using chi-square test of distribution differences.

a. "Officers" means the officer under study (comparison men or new women) who handled the incidents (with or without partners). Respondents (citizens directly involved in the incidents) were later interviewed by telephone or in person.

SERVICE SURVEY (Continued)

OFFICERS	RACE OF OFFICER UNDER STUDY			
	BLACK		WHITE	
	(0)		(1)	
	N	%	N	%
Males	22	34.4	42	65.6
Females	28	62.2	17	37.8
Males with partners	17	31.5	37	68.5
Females with partners	14	87.5	2	12.5
Males alone	5	50.0	5	50.0
Females alone	14	48.3	15	51.7

OFFICERS	RACE OF OFFICER'S PARTNER			
	BLACK		WHITE	
	(0)		(1)	
	N	%	N	%
Males with partners	35	64.8	19	35.2
Females with partners	10	62.5	6	37.5

OFFICERS	SEX OF OFFICER'S PARTNER			
	FEMALE		MALE	
	(0)		(1)	
	N	%	N	%
Males with partners	0	0.0	54	100
Females with partners	0	0.0	16	100

OFFICERS	RACE OF POLICE TEAM ^a					
	WHITE		BLACK		MIXED	
	OFFICER(S)		OFFICER(S)		OFFICERS	
	(1)		(2)		(3)	
	N	%	N	%	N	%
Males	9	14.1	7	10.9	48	75.0
Females	15	33.3	22	48.9	8	17.8
Males with partners	4	7.4	2	3.7	48	88.9
Females with partners	0	0.0	8	50.0	8	50.0
Males alone	5	50.0	5	50.0	---	---
Females alone	15	51.7	14	48.3	---	---

a. "Race of police team" means the racial composition of the team, if the officer under study had a partner, or the race of the officer under study, if patrolling alone. "Race of police team" was used in the analysis of the Service Survey interviews rather than the race of the officer under study, on the assumption that citizens would respond to the race of both officers if a team responded.

SERVICE SURVEY (Continued)

Officers	RESPONDENT RELATIONSHIP TO INCIDENT ^a						Person in Need of Help					
	Complainant		Victim		Accused		Participant		Informant		Person in Need of Help	
	(1)		(2)		(3)		(4)		(5)		(6)	
	N	%	N	%	N	%	N	%	N	%	N	%
Males	40	62.5	5	7.8	9	14.1	5	7.8	4	6.3	1	1.6
Females	28	62.2	8	17.8	7	15.6	2	4.4	0	0.0	0	0.0
Males with partners	32	59.3	5	9.3	7	13.0	5	9.3	4	7.4	1	1.9
Females with partners	12	75.0	3	18.8	0	0.0	1	6.3	0	0.0	0	0.0
Males alone	8	80.0	0	0.0	2	20.0	0	0.0	0	0.0	0	0.0
Females alone	16	55.2	5	17.2	7	24.1	1	3.4	0	0.0	0	0.0

Officers	TYPE OF INTERVIEW			
	Telephone		Personal	
	(1)		(2)	
	N	%	N	%
Males	48	75.0	16	25.0
Females	30	66.7	15	33.3
Males with partners	42	77.8	12	22.2
Females with partners	12	75.0	4	25.0
Males alone	6	60.0	4	40.0
Females alone	18	62.1	11	37.9

Officers	OFFICER PATROLLING ALONE OR WITH A PARTNER			
	Officer Alone		Team	
	N	%	N	%
Males *	10	15.6	54	84.4
Females	29	64.4	16	35.6

Officers	TOTAL NUMBER OF OFFICERS ARRIVING						
	One Officer		Two Officers ^a		3 or More Officers ^a		Total
	N	%	N	%	N	%	
Males *	7	11	42	66	15	23	64
Females	23	51	17	38	5	11	45
Males with partners	----	----	39	72	15	28	54
Females with partners	----	----	11	68	5	31	16
Males alone	7	70	3	30	----	----	10
Females	23	79	6	21	----	----	29

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

a. If the officer was patrolling alone, and one or more additional officers arrived, this was coded as "two officers total arrived." If the officer was patrolling with a partner and one or more additional officers arrived, this was coded as "three officers total arrived."

SERVICE SURVEY (Continued)
(Correct I. D. Only)^a

Q. 8. In thinking about these two uniformed officers, did one of the officers take charge more than the other? Would you say one officer . . .

<u>Officers</u>	<u>Took Complete Charge</u>		<u>Often Took Charge</u>		<u>Occasionally Took Charge</u>		<u>Worked As a Team</u>	
	(1)		(2)		(3)		(4)	
	N	%	N	%	N	%	N	%
Males with partners	7	13.7	3	5.9	4	7.8	37	72.5
Females with partners	4	25.0	2	12.5	0	0.0	10	62.5

Q. 9. Was the policewoman more active or less active than her partner in handling the situation? Would you say she was . . .

<u>Officers</u>	<u>Much More Active</u>		<u>Little More Active</u>		<u>About the Same</u>		<u>Little Less Active</u>		<u>Much Less Active</u>	
	(1)		(2)		(3)		(4)		(5)	
	N	%	N	%	N	%	N	%	N	%
Females with partners	4	40	2	20	4	40	0	0	0	0

Q. 10. If you had to rate this particular team of officers, how well would you say they did in finding out what happened? Would you say they were . . .

<u>Officers</u>	<u>Very Good</u>		<u>Good</u>		<u>Average</u>		<u>Poor</u>		<u>Very Poor</u>	
	(1)		(2)		(3)		(4)		(5)	
	N	%	N	%	N	%	N	%	N	%
Males	25	39.1	24	37.5	14	21.9	0	0.0	1	1.6
Females	15	34.9	11	25.6	14	32.6	0	0.0	3	7.0
Males with partners	22	40.0	20	37.0	11	20.4	0	0.0	1	1.9
Females with partners	7	50.0	3	21.4	4	28.6	0	0.0	0	0.0
Males alone	3	30.0	4	40.0	3	30.0	0	0.0	0	0.0
Females alone	8	27.6	8	27.6	10	34.5	0	0.0	3	10.3

a. If no additional officers arrived (other than the officer under study and his/her partner, if they were patrolling with a partner) and the respondent was able to correctly identify the race and sex of the officer(s) involved, this was considered "correct identification." (If the officer was patrolling with a partner, it was only necessary to correctly identify the sex of both officers and the race of one officer, with "don't know" or "not sure" for the race of the second officer [no incorrect racial identifications were allowed]). If additional officers arrived (other than the officer(s) under study), respondents were asked how well they recalled the officer(s) (correct race and sex were indicated by the interviewer). Correct identification was considered to be responses of "very well," and "fairly well"; responses of "not too well" and "not at all well" were considered "incorrect identification." Only interviews in which respondents could correctly identify the officers under study were analyzed.

SERVICE SURVEY TABLES (Continued)

Q. 11. Was anyone there injured before the police arrived?

OFFICERS	YES (1)		NO (2)	
	N	%	N	%
Males	6	9.4	58	90.6
Females	5	11.1	40	88.9
Males with partners	6	11.1	48	88.9
Females with partners	2	12.5	14	87.5
Males Alone	0	0.0	10	27.8
Females Alone	3	10.3	26	89.7

Q. 12. Was anyone there sick before the police arrived?

OFFICERS	YES (1)		NO (2)	
	Males	4	6.3	60
Females	0	0.0	45	100
Males with partners	4	7.4	50	92.6
Females with partners	0	0.0	16	100
Males Alone	0	0.0	10	100
Females Alone	0	0.0	29	100

Q. 13. If you had to rate that particular team of officers, how good a job did they do in helping the sick or injured people? Would you say they did:

OFFICERS	VERY GOOD (1)	GOOD (2)	AVERAGE (3)	POOR (4)	VERY POOR (5)	MEAN
Males	1 14.3	4 57.1	2 28.6	0 0.0	0 0.0	2.1
Females	2 40.0	1 20.0	2 40.0	0 0.0	0 0.0	2.0
Males with partners	1 14.3	4 57.1	2 28.6	0 0.0	0 0.0	2.1
Females with partners	1 50.0	0 0.0	1 50.0	0 0.0	0 0.0	2.0
Males Alone	---	---	---	---	---	---
Females Alone	1 33.3	1 33.3	1 33.3	---	---	2.0

SERVICE SURVEY TABLES (Continued)

Q. 14. We are interested in how police deal with dangerous, angry or upset people. Was there anyone there who was dangerous?

<u>OFFICERS</u>	<u>YES</u>		<u>NO</u>	
	(1)		(2)	
	N	%	N	%
Males				
Females	4	6.3	60	93.8
	3	7.0	40	93.0
Males with partners				
Females with partners	4	7.4	50	92.6
	1	6.3	15	93.8
Males alone				
Females alone	0	0.0	10	100
	2	7.4	25	92.6

Q. 15. Did they become dangerous before the police got there or sometime after the police got there?

<u>OFFICERS</u>	<u>BEFORE</u>		<u>AFTER</u>	
	(1)		(2)	
	N	%	N	%
Males				
Females	3	75.0	1	25.0
	2	66.7	1	33.3
Males with partners				
Females with partners	3	75.0	1	25.0
	0	0.0	1	100
Males alone				
Females alone	1	100	0	0.0

Q. 17. Was there anyone there who was angry but not dangerous?

<u>OFFICERS</u>	<u>YES</u>		<u>NO</u>	
	(1)		(2)	
	N	%	N	%
Males				
Females	19	30.6	43	69.4
Males with partners	19	43.2	25	56.8
Females with partners				
	16	30.8	36	69.2
Males alone	9	56.3	7	43.8
Females alone				
	3	30.0	7	70.0
	10	35.7	18	64.3

SERVICE SURVEY TABLES (Continued)

Q. 18. Did they become angry before the police got there or sometime after the police got there?

<u>OFFICERS</u>	<u>BEFORE</u> (1)		<u>AFTER</u> (2)		<u>MEAN</u>
	N	%	N	%	
Males *	14	73.7	5	26.3	1.3
Females	18	100	0	0.0	1.0
Males with partners	12	75.0	4	25.0	1.3
Females with partners	9	100	0	0.0	1.0
Males alone *	2	66.7	1	33.3	1.3
Females alone	9	100	0	0.0	1.0

Q. 20. Was there anyone there who was just upset?

<u>OFFICERS</u>	<u>YES</u> (1)		*	<u>NO</u> (2)		<u>MEAN</u>
	N	%		N	%	
Males	25	39.7	*	38	60.3	1.6
Females	28	62.2		17	37.8	1.4
Males with partners	23	43.4		30	56.6	1.6
Females with partners	10	62.5		6	37.5	1.4
Males alone	2	20.0	*	8	80.0	1.8
Females alone	18	62.1		11	37.9	1.4

Q. 21. Did they become upset before the police got there or sometime after the police got there?

<u>OFFICERS</u>	<u>BEFORE</u> (1)		<u>AFTER</u> (2)		<u>MEAN</u>
	N	%	N	%	
Males	22	95.7	1	4.3	1.0
Females	26	92.9	2	7.1	1.1
Males with partners	20	95.2	1	4.8	1.0
Females with partners	10	100	0	0.0	1.0
Males alone	2	100	0	0.0	1.0
Females alone	16	88.9	2	11.1	1.1

* Indicates the difference is statistically significant at the .05 level, using chi-square test of distribution differences.

SERVICE SURVEY TABLES (Continued)

BACKUP WHEN DANGEROUS, ANGRY OR UPSET PERSONS WERE PRESENT

OFFICERS	DANGEROUS, ANGRY OR UPSET PERSONS PRESENT		ADDITIONAL OFFICERS ARRIVED		NO DANGEROUS, ANGRY OR UPSET PERSONS PRESENT		ADDITIONAL OFFICERS ARRIVED	
	N	%	N	%	N	%	N	%
Males	36	56	15	42	28	44	3	11
Females	35	78	10	29	10	22	1	10
Males with partners	33	61	14	42	21	39	1	10
Females with partners	13	81	5	38	3	19	0	0
Males alone	3	30	1	33	7	70	2	20
Females alone	22	76 ^a	5	23	7	24	1	10

Q. 23. If you had to rate that particular team of officers, how good a job did they do in dealing with the people who were dangerous, angry or upset? Would you say they were:

OFFICERS	VERY GOOD (1)		GOOD (2)		AVERAGE (3)		POOR (4)		VERY POOR (5)		MEAN
	N	%	N	%	N	%	N	%	N	%	
Males	16	45.7	15	42.9	3	8.6	1	2.6	0	0.0	1.7
Females	14	41.2	5	14.7	12	35.3	2	5.9	1	2.9	2.1
Males with partners	15	46.9	14	43.8	2	6.3	1	3.1	0	0.0	1.7
Females with partners	7	58.3	0	0.0	3	25.0	2	16.7	0	0.0	2.0
Males alone	1	33.3	1	33.3	1	33.3	1	33.3	0	0.0	2.0
Females alone	7	31.8	5	22.7	9	40.9	0	0.0	1	4.5	2.2

Q. 27 a (1,2,3) Did this team of officers do any of the following things when they were there? Did they:

OFFICERS	USE FORCE		THREATEN TO USE FORCE		INSULT ANYONE	
	YES (1)	NO (2)	YES (1)	NO (2)	YES (1)	NO (2)
Males	4 6.3	60 93.8	0 0.0	64 100	0 0.0	64 100
Females	0 0.0	45 100	1 2.2	44 97.8	0 0.0	45 100
Males with partners	4 7.4	50 92.6	0 0.0	54 100	0 0.0	54 100
Females with partners	0 0.0	16 100	1 6.3	15 93.8	0 0.0	16 100
Males alone	0 0.0	10 100	0 0.0	10 100	0 0.0	10 100
Females alone	0 0.0	29 100	0 0.0	29 100	0 0.0	29 100

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

a. Tests of mean differences (t-tests) were not possible for this comparison due to the small male sample size.

SERVICE SURVEY TABLES (Continued)

Q. 27 b (1,2). Did this team of officers do any of the following things when they were there? Did they:

OFFICERS	ARREST ANYONE				THREATEN TO ARREST			
	YES		NO		YES		NO	
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
	N	%	N	%	N	%	N	%
Females	2	3.3	59	96.7	4	6.3	59	93.7
	1	2.2	44	97.8	2	4.4	43	95.6
Males with partners	2	3.9	49	96.1	4	7.4	50	92.6
Females with partners	0	0.0	16	100	2	12.5	14	87.5
Males alone	0	0.0	10	100	0	0.0	10	100
Females alone	1	3.4	28	96.6	0	0.0	29	100

Q. 29. How do you feel about the action this team of officers took? Do you:

OFFICERS	STRONGLY APPROVE		APPROVE		NEITHER APPROVE NOR DISAPPROVE		DISAPPROVE		STRONGLY DISAPPROVE		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Males	0	0.0	5	83.3	0	0.0	1	16.7	0	0.0	2.3
Females	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	2.7
Males with partners	0	0.0	5	83.3	0	0.0	1	16.7	0	0.0	2.3
Females with partners	0	0.0	2	100	0	0.0	0	0.0	0	0.0	2.0
Males alone	---	---	---	---	---	---	---	---	---	---	---
Females alone	0	0.0	0	0.0	0	0.0	1	100	0	0.0	4.0

Q. 30. How well would you say that the team of officers treated the people in this incident? Would you say they were:

OFFICERS	VERY DISRESPECTFUL		SOMEWHAT DISRESPECTFUL		SOMEWHAT RESPECTFUL		VERY RESPECTFUL		MEAN
	(1)		(2)		(4)		(5)		
	N	%	N	%	N	%	N	%	
Males	0	0.0	1	1.6	18	28.1	45	70.3	4.7
Females	0	0.0	1	1.6	18	40.9	25	56.8	4.5
Males with partners	0	0.0	1	1.9	13	24.1	40	74.1	4.7
Females with partners	0	0.0	0	0.0	3	18.8	13	81.3	4.8
Males alone	0	0.0	0	0.0	5	50.0	5	50.0	4.5
Females alone	0	0.0	1	3.6	15	53.6	12	42.9	4.4

Q. 31. If you had to rate this team of officers, how well did they seem to understand people's feelings? Would you say they were:

OFFICERS	VERY GOOD		GOOD		AVERAGE		POOR		VERY POOR		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Males	32	50.8	16	25.4	13	20.6	1	1.6	1	1.6	1.8
Females	19	43.2	11	25.0	12	27.3	0	0.0	2	4.5	2.0
Males with partners	28	52.8	13	24.5	10	18.9	1	1.9	1	1.9	1.8
Females with partners	10	62.5	4	25.0	2	12.5	0	0.0	0	0.0	1.5
Males alone	4	40.0	3	30.0	3	30.0	0	0.0	0	0.0	1.9
Females alone	9	32.1	7	25.0	10	35.7	0	0.0	2	7.1	2.2

Q. 32. If you needed to call the police in the future, would you want this particular team of 2 uniformed officers to come again? Would you:

OFFICERS	STRONGLY PREFER SAME TEAM		SOMEWHAT PREFER SAME TEAM		NO PREFERENCE		SOMEWHAT PREFER DIFFERENT TEAM		STRONGLY PREFER DIFFERENT TEAM		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Males	24	37.5	17	26.6	19	29.7	3	4.7	1	1.6	2.1
Females	15	34.9	6	14.0	15	34.9	3	7.0	4	9.3	2.4
Males with partners	22	40.7	14	25.9	15	27.8	2	3.7	1	1.9	2.0
Females with partners	7	43.8	2	12.5	6	37.5	1	6.3	0	0.0	2.1
Males alone	2	20.0	3	30.0	4	40.0	1	10.0	0	0.0	2.4
Females alone	8	29.6	4	14.8	9	33.3	2	7.4	4	14.8	2.6

SERVICE SURVEY TABLES (Continued)

Q. 33. When the police are called, either a man and a woman, . . . or two men might be sent. If you called the police in the future and 2 different officers came, would you:

OFFICERS	STRONGLY PREFER ONE OFFICER BE A WOMAN		SOMEWHAT PREFER ONE OFFICER BE A WOMAN		NO PREFERENCE		SOMEWHAT PREFER TWO MALE OFFICERS		STRONGLY PREFER TWO MALE OFFICERS		MEAN
	N	%	N	%	N	%	N	%	N	%	
Males	5	7.8	7	10.9	36	56.3	8	12.5	8	12.5	3.1
Females	6	13.3	5	11.1	20	44.4	10	22.2	4	8.9	3.0
Males with partners	5	9.3	7	13.0	26	48.1	8	14.8	8	14.8	3.1
Females with partners	1	6.3	2	12.5	10	62.5	3	18.8	0	0.0	2.9
Males alone *	0	0.0	0	0.0	10	100	0	0.0	0	0.0	3.0
Females alone	5	17.2	3	10.3	10	34.5	7	24.1	4	13.8	3.1

Q. 35. How do you think a policewoman would treat the people in your neighborhood, compared to a policeman? Do you think a policewoman would treat the people?

OFFICERS	MUCH LESS RESPECTFULLY (1)		SOMEWHAT LESS RESPECTFULLY (2)		ABOUT THE SAME (3)		SOMEWHAT MORE RESPECTFULLY (4)		MUCH MORE RESPECTFULLY (5)		MEAN
	N	%	N	%	N	%	N	%	N	%	
Males	0	0.0	1	1.9	36	66.7	11	20.4	6	11.1	3.4
Females	0	0.0	2	5.0	27	67.5	8	20.0	3	7.5	3.3
Males with partners	0	0.0	0	0.0	31	67.4	10	21.7	5	10.9	3.4
Females with partners	0	0.0	1	7.7	8	61.5	2	15.4	2	15.4	3.4
Males alone	0	0.0	1	12.5	5	62.5	1	12.5	1	12.5	3.2
Females alone	0	0.0	1	3.7	19	70.4	6	22.2	1	3.7	3.3

Q. 36. Now think about the number of crimes committed in the District of Columbia last year. If half the police officers had been policewomen, do you think the number of crimes would have been:

OFFICERS	MUCH HIGHER (1)		SOMEWHAT HIGHER (2)		ABOUT THE SAME (3)		SOMEWHAT LOWER (4)		MUCH LOWER (5)		MEAN
	N	%	N	%	N	%	N	%	N	%	
Males	8	14.8	19	35.2	24	44.4	1	1.9	2	3.7	2.4
Females	4	9.8	10	24.4	23	56.1	2	4.9	2	4.9	2.7
Males with partners	8	17.0	16	34.0	20	42.6	1	2.1	2	4.3	2.4
Females with partners	3	23.1	1	7.7	8	61.5	0	0.0	1	7.7	2.6
Males alone	0	0.0	3	42.9	4	57.1	0	0.0	0	0.0	2.6
Females alone	1	3.6	9	32.1	15	53.6	2	7.1	1	3.6	2.7

Q. 37. What do you think about policewomen doing the same things as policemen, that is, patrolling the streets and responding to police calls, Do you:

OFFICERS	STRONGLY DISAPPROVE (1)		SOMEWHAT DISAPPROVE (2)		NEUTRAL (3)		SOMEWHAT APPROVE (4)		STRONGLY APPROVE (5)		MEAN
	N	%	N	%	N	%	N	%	N	%	
Males	5	7.9	12	19.0	18	28.6	17	27.0	11	17.5	3.3
Females	4	9.1	5	11.4	11	25.0	11	25.0	13	29.5	3.5
Males with partners	5	9.4	10	18.9	13	24.5	15	28.3	10	10.9	3.3
Females with partners	1	6.7	1	6.7	5	33.3	1	6.7	7	46.7	3.8
Males alone	0	0.0	2	20.0	5	50.0	2	20.0	1	10.0	3.2
Females alone	3	10.3	4	13.8	6	20.7	10	34.5	6	20.7	3.4

SERVICE SURVEY TABLES (Continued)

Q. 38. Some people think that a woman who meets the qualifications should have the same opportunity to be a police officer as a man. Do you:

OFFICERS	STRONGLY DISAGREE		SOMEWHAT DISAGREE		NEITHER AGREE OR DISAGREE		SOMEWHAT AGREE		STRONGLY AGREE		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Males	4	6.3	8	12.5	10	15.6	15	23.4	27	42.4	3.8
Females	4	8.9	6	13.3	7	15.6	10	22.2	18	40.0	3.7
Males with partners	4	7.4	7	13.0	7	13.0	9	16.7	27	50.0	3.9
Females with partners	1	6.3	2	12.5	1	6.3	2	12.5	10	62.5	4.1
Males alone	0	0.0	1	10.0	3	30.0	6	60.0	0	0.0	3.5
Females alone	3	10.3	4	13.8	6	20.7	8	27.6	8	27.6	3.5

Q. 39. If you were rating the female officer in this incident. . .how good a job do you think the female officer did in handling your situation? Would you say she was:

OFFICERS	VERY GOOD		GOOD		AVERAGE		POOR		VERY POOR		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Females	15	37.5	10	25.0	13	32.5	1	2.5	1	2.5	2.1
Females with partners	4	36.4	4	36.4	3	27.3	0	0.0	0	0.0	1.9
Females alone	11	37.9	6	20.7	10	34.5	1	3.4	1	3.4	2.1

Q. 40. Has this experience with a policewoman caused you to have a more or less favorable attitude toward women working as police officers?

OFFICERS	MUCH LESS FAVORABLE		SOMEWHAT LESS FAVORABLE		NO CHANGE		SOMEWHAT MORE FAVORABLE		MUCH MORE FAVORABLE		MEAN
	(1)		(2)		(3)		(4)		(5)		
	N	%	N	%	N	%	N	%	N	%	
Females	1	2.5	4	10.0	20	50.0	9	22.5	6	15.0	3.4
Females with partners	1	9.1	0	0.0	5	45.5	2	18.2	3	27.3	3.5
Females alone	0	0.0	4	13.8	15	51.7	7	24.1	3	10.3	3.3

TABLE II-35: AVERAGE TIME SPENT HANDLING AN INCIDENT
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS	NUMBER OF MINUTES PER INCIDENT							Mean
		0-5	6-10	11-20	21-30	31-45	46-60	Over 60	
		%	%	%	%	%	%	%	
One Man	55	29	20	27	11	9	4	0	15.8
One Woman	170	15	22	28	15	9	4	7	24.3
Two Men	487	21	28	25	11	9	3	4	20.6
One Woman-One Man	207	17	24	34	11	8	4	2	19.9

TABLE II-36: EDUCATION OF OFFICERS HANDLING INCIDENTS ALONE VERSUS WITH PARTNERS
(Structured Observation)

TYPE OF POLICE UNIT	TOTAL NUMBER OF INCIDENTS	INCIDENTS HANDLED BY OFFICERS WITH 13 OR MORE YEARS OF EDUCATION
		%
One Man	61	34 *
One Woman	177	51 *
Two Men	490	51 *
One Woman-One Man	214	23 *

* Tests of distribution differences between men and women (chi-square) significant at .05 level. NOTE. (Men with a higher level of education are significantly less likely to handle one officer calls than two-officer calls. Women with a high level of education are significantly more likely to be handling one-officer calls than two-officer calls.)

TABLE II-37: POLICE-INITIATED^a INCIDENTS PER TOUR
(Structured Observation)

TYPE OF POLICE TEAM	NUMBER OF TOURS	NUMBER OF INCIDENTS PER TOUR							Total Officer-Initiated (including other types, ^b)
		Traffic Ticket	Traffic Warning	Spot Check for Stolen Auto	Talked to Adults	Talked to Juveniles	Questioned Suspicious Persons		
One Man	10	0.90 *	0.80 *	0.20	0.10	0.10	0.10	3.20 *	
One Woman	42	0.31	0.12	0.12	0.17	0.05	0.02	1.05 *	
Two Men	94	0.57 *	0.36	0.31 *	0.22 *	0.49 *	0.02	2.72	
One Woman-One Man	44	0.36	0.23	0.09	0.73	0.14	0.09	2.09	

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

a. These police-initiated incidents per tour include incidents initiated by partners.

b. "Other types" of police-initiated incidents include arrested person (traffic), checked license or registration, follow-up of prior incident, business or bank check, (talk to businessmen), business or school check for break-in (unoccupied), check of known criminal areas, and other community relations or preventive patrol incidents not recorded.

TABLE II-38: DISPATCHED INCIDENTS PER TOUR
(Structured Observation)

TYPE OF POLICE TEAM	NUMBER OF TOURS	TYPE OF INCIDENT											Total
		Nothing Found ^a	Disorderly or drunk persons	Theft (including burglary)	Sick, Injured or Auto Accident	Robbery	Public Fights ^b	Investigate Trouble ^c	Assist Other Officers	Auto Damage or Theft	Argument in or Near Residence	Utner	
One Man	10	0.70	0.20	0.10	0.10	0.10	0.00	0.10	0.00	0.10	0.40	0.30	2.10
One Woman	42	1.09	0.43	0.43	0.36	0.07	0.07	0.00	0.12	0.19	0.10	0.31	3.17
Two Men	94	0.87 *	0.28 *	0.22	0.34	0.01	0.09	0.13	0.05	0.07	0.19	0.30	2.56
One Woman-One Man	43	0.56	0.56	0.35	0.28	0.12	0.09	0.09	0.02	0.09	0.12	0.16	2.44

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

a. Described on survey instrument as "major disturbances outside of a residence."

b. Described on survey instrument as "unspecified with indication of a crime" and as "prowler."

TABLE II-39: DISPOSITIONS OF CALLS FOR POLICE SERVICE
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF CALLS WITH DISPOSITIONS ^a	TYPE OF DISPOSITION								
		Report taken (no other action)	Active Investigation	Arrest made	No action needed	Advised/Settled	Assisted	Voluntary Transportation	Involuntary Transportation	Warrant Served
		%	%	%	%	%	%	%	%	
One Man	19	37	0	5	0	53	0	0	0	
One Woman	84	35	11	8	12	24	2	4	2	
Two Men	177	29	7	14	6	32	3	5	7	
One Woman-One Man	88	26	3	9	7	41	3	9	1	

a. Only dispatched incidents which resulted in a significant police-citizen interaction were included. "Unproductive" incidents in which nothing was found, other police were handling situation, etc., as well as brief officer-initiated traffic and non-traffic incidents (with no significant citizen contact) are not included in this table.

TABLE II-40: TYPES OF DISPATCHED INCIDENTS
IN WHICH NOTHING WAS FOUND
(Structured Observation)

TYPE OF POLICE TEAM	NUMBER OF DISPATCHED INCIDENTS	INCIDENTS WITH NOTHING FOUND					TOTAL
		Wrong Address %	Could not find Anything %	Police Were Not Wanted %	Other Police There First %	Other %	
One Man	21	0	19	5	10	0	33
One Woman	133	1	19	2	10	2	32
Two Men	241	1	15	6	7	5	34
One Woman-One Man	105	1	11	7	3	1	23*

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

TABLE II-41: PRINCIPAL LOCATIONS OF INCIDENTS^a
WHICH POLICE HANDLED
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS	LOCATION OF INCIDENT		
		Residency -- Inside %	Residence -- Outside %	Street/Alley %
One Man	17	35	12	41
One Woman	80	40	11	25
Two Men	169	36	21	28
One Woman-One Man	79	35	24	29

a. Only dispatched incidents which resulted in a significant police-citizen interaction were included. "Unproductive" incidents in which nothing was found, other police were handling situation, etc., as well as brief officer-initiated traffic and non-traffic incidents (with no significant citizen contact) are not included in this table.

TABLE II-42: POLICE TEAM INTERACTIONS^a
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF TOURS OBSERVED	"WORKING TOGETHER"			Average Rating	"GETTING ALONG"			Average Rating
		Well (1-2)	Satisfactory (3)	Poorly (4-5)		Well (1-2)	Satisfactory (3)	Poorly (4-5)	
		%	%	%		%	%	%	
Two Men	94	67	10	13	2.16	65	31	5	2.06
One Woman-One Man	44	67	15	18	2.26	68	23	10	2.08

a. Teams were rated by observers at the end of each tour in terms of how the officers worked together (i.e., how cooperatively and effectively they dealt with situations as a team) and how well they got along together (more a dimension of personal friendliness).

TABLE II-43: TENDENCY OF POLICE OFFICER AND PARTNER TO GIVE ONE ANOTHER INSTRUCTIONS
(Structured Observation)

TYPE OF POLICE UNIT	OFFICER GIVING INSTRUCTIONS	NUMBER OF INCIDENTS WITH OFFICER RATINGS	TENDENCY TO GIVE INSTRUCTIONS			Average
			Gave No Instructions (1)	Gave Some Instructions (2-3)	Gave Many Instructions (4-5)	
			%	%	%	
Two Men	Comparison men	164	62	34	4	1.7
	Partner	161	62	29	9	1.8
One Woman-One Man	New Women	77	59	32	9	1.8
	Partner	81	49	40	11	2.0

TABLE II-44: EXTENT TO WHICH NEW WOMEN AND COMPARISON MEN TOOK CHARGE OF AN INCIDENT
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATED	EXTENT OF TAKING CHARGE			Average Score
		Acted Subordinate (1-2)	Equal with Partner (3)	Took Charge (4-5)	
		%	%	%	
Two Men (Comparison Men)	169	25	50	25	3.0
One Woman-One Man	72	32	47	21	2.9

TABLE II-45: OPINIONS OF OFFICERS ABOUT POLICEWOMEN ON PATROL
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF RESPONSES	COMPARISON MEN AND NEW WOMEN *			PARTNERS		
		Approve (1-2)	Neutral (3)	Disapprove (4-5)	Approve (1-2)	Neutral (3)	Disapprove (4-5)
		%	%	%	%	%	%
One Man *	10	40	80	20	---	---	---
One Woman	41	60	20	20	---	---	---
Two Men *	94	24	44	32	16	39	45
One Woman-One Man	44	74	21	6	34	42	24

* Significantly different at .05 level (chi-square test). NOTE: Opinions of male and female officers differ at the .001 level (chi-square test). Opinions of partners of male and female officers (expressed in the presence of these officers) also differ at the .05 level of significance. Women and their partners are more favorable toward women on patrol than are the comparison men and their partners. Women also are more favorably disposed toward women on patrol than are the women's male partners.

TABLE II-46: DRIVING PRACTICES OF COMPARISON MEN AND NEW WOMEN
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF TOURS OBSERVED	TIME SPENT DRIVING CAR %	ACCIDENTS PER TOUR	"NEAR ACCIDENTS" PER TOUR
One Man	12	100	.000	.000
One Woman	41	100	.000	.049
Two Men	94	52	.021	.000
One Woman-One Man	44	43	.000	.000

NOTE: Partners of comparison men and new women were not observed to have any accidents or near-accidents.

TABLE II-47: AVERAGE NUMBER OF CITIZENS DIRECTLY INVOLVED^a IN OBSERVED INCIDENTS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS WITH COMPLETE DATA ^o	AVERAGE NUMBER OF CITIZENS
One Man	19	2.8
One Woman	80	2.4
Two Men	167	2.3
One Woman-One Man	82	2.2

a. This does not include spectators and citizens involved in officer-initiated incidents.

b. False alarms, incidents other police handled, and relatively brief incidents such as traffic incidents, chats with citizens, questioning suspicious persons and follow-up of prior incidents were not included if they involved no strong reactions on the part of the officers or the citizens.

TABLE II-48: ATTITUDE OF SPECTATORS TOWARD POLICE RESPONDING TO CALLS
(Structured Observation)

(1 = very friendly, 3 = neutral, 5 = very hostile)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS WITH SPECTATOR RATINGS	AVERAGE ATTITUDE
One Man	15	2.9
One Woman	51	2.8
Two Men	120	2.9
One Woman-One Man	61	3.0

TABLE II-49: EFFECT OF OFFICER AND PARTNER ON SPECTATORS
(Structured Observation)

TYPE OF POLICE UNIT	OFFICER BEING RATED	NUMBER OF INCIDENTS	RATING			
			Positive (1-2) %	Neutral (3) %	Negative (4-5) %	Average Score
One Man	Comparison Man	15	7	93	0	2.9
One Woman	New Woman	52	15	83	2	2.9
Two Men	Comparison Man	118	15	73	9	2.9
	Partner	120	14	77	9	2.9
One Woman-One Man	New Woman	62	18	76	7	2.9
	Partner	54	13	76	11	3.0

TABLE II-50: GENERAL ATTITUDE OF DIRECTLY INVOLVED
CITIZENS TOWARD OFFICERS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATED	GENERAL ATTITUDE			Average ^a Attitude
		Friendly (1-2)	Neutral (2.01-3.99)	Unfriendly (4-5)	
		%	%	%	
One Man	19	16	84	0	2.9
One Woman	80	30	65	5	2.7
Two Men					
Comparison Men	168	24	73	3	2.8
Partner	167	22	74	4	2.8
One Woman-One Man					
New Woman	84	24	68	8	2.8
Male Partner	75	24	67	9	2.8

a. The general attitude towards each officer was noted for each citizen who was directly involved in the incident, then all citizen scores for a particular officer were averaged for that incident.

TABLE II-51: GENERAL ATTITUDE OF OFFICERS TOWARD CITIZENS
DIRECTLY INVOLVED IN INCIDENTS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATED	OFFICERS' ATTITUDE			Average ^a Attitude
		Friendly (1-2)	Neutral (2.01-3.99)	Unfriendly (4-5)	
		%	%	%	
One Man	19	16	84	0	2.7
One Woman	80	33	65	3	2.6
Two Men					
Comparison Men	169	27	71	2	2.7
Partner	167	22	77	1	2.7
One Woman-One Man					
New Woman	83	27	68	6	2.7
Male partner	73	19	71	10	2.9

a. Attitude scores are the average attitude score toward all citizens at an incident.

TABLE II-52: GENERAL LEVEL OF RESPECT OF DIRECTLY INVOLVED CITIZENS TOWARD OFFICERS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATED	LEVEL OF RESPECT			AVERAGE RESPECT ^a
		Respectful (1-2)	Neutral (2.01-3.99)	Disrespectful (4-5)	
		%	%	%	
One Man	19	32	68	0	2.6
One Woman	80	38	58	5	2.6
Two Men					
Comparison Men	168	26	70	4	2.7
Partner	167	25	71	4	2.7
One Woman-One Man					
New Woman	84	31	58	11	2.7
Male Partner	75	25	64	11	2.8

a. The general level of respect towards each officer was noted for each citizen who was directly involved in the incident, then all citizen scores for a particular officer were averaged for that incident.

TABLE II-53: GENERAL LEVEL OF RESPECT OF OFFICERS TOWARD DIRECTLY INVOLVED CITIZENS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATED	OFFICERS' LEVEL OF RESPECT			AVERAGE RESPECT ^a
		Respectful (1-2)	Neutral (2.01-3.99)	Disrespectful (4-5)	
		%	%	%	
One Man	19	32	68	0	2.6
One Woman	80	31	66	2	2.6
Two Men					
Comparison Men	169	26	73	1	2.7
Partner	168	23	76	1	2.7
One Woman-One Man					
New Woman	83	34	63	4	2.7
Partner	73	25	67	8	2.8

a. Respect scores are the average respect score toward all citizens at an incident.

TABLE II-54: SPECIFIC APPEALS^a MADE BY CITIZENS TO OFFICERS
(Structured Observation)

GROUP	NUMBER OF ELIGIBLE INCIDENTS ^b	APPEALS			
		Racial %	Sex %	Marriage or Children %	Ethnic %
New Women	178	2.2	2.2	0.6	0.0
Comparison Men	198	0.5	0.5	1.5	1.0

TABLE II-55: SPECIFIC ACTIONS REQUESTED BY
CITIZENS OF OFFICERS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF ELIGIBLE INCIDENTS ^b	ACTIONS				
		Arrest Someone Present %	Arrest Someone Not Present %	Remove Someone %	Warn Someone %	Make a Report %
One Man	19	0	5	10	16	32
One Woman	93	5	2	11	2	24
Two Men	179	5.6	5.6	5.6	5.6	8.4
One Woman- One Man	85	9.4	2.3	4.7	7.1	9.4

a. "Appeals" include any attempts by citizens to gain the officer's sympathy or understanding which were based on some special characteristic of the officer. (E.g., "you're a woman, you know what I mean," would be an appeal based on the sex of the officer.)

b. Information on specific appeals and officer actions requested by citizens was not obtained for brief officer-initiated incidents (traffic and non-traffic).

TABLE II-56: EMOTIONAL STATE OF CITIZENS DIRECTLY INVOLVED IN INCIDENTS WHEN POLICE ARRIVED
(Structured Observation)

TYPE OF POLICE UNIT	TOTAL NUMBER OF INCIDENTS	CITIZENS' EMOTIONAL STATE			
		Upset (not Angry) %	Angry (Not Dangerous) %	Potentially Violent %	Actually Violent %
One Man	65	22	6	2	0
One Woman	177	18	3	2	1
Two Men	499	17	6	0	0
One Woman-One Man	214	20	10	1	0

TABLE II-57: EFFECT OF POLICE OFFICERS ON UPSET CITIZENS
(Structured Observation)

TYPE OF POLICE UNIT	TOTAL NUMBER OF INCIDENTS POLICE HANDLED	Incidents with One or More Upset When Police Arrived	Incidents with Fewer Citizens Upset When Police Left Than When They Arrived	Incidents with More Citizens Upset When Police Left Than When They Arrived
		%	%	%
One Man	49	27	10	4
One Woman	134	23	14	2
Two Men	426	20	12	4
One Woman-One Man	188	23	9	4

TABLE II-58: OBSERVER'S RATING OF THE EFFECT OF THE POLICE UNIT ON THE LEVEL OF VIOLENCE OR TENSION AT THE SCENE
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF OBSERVER RATINGS	EFFECT OF UNIT			Average Effect
		Decreased Tension (1-2) %	Neutral (3) %	Increased Tension (4-5) %	
One Man	4	50	25	25	2.8
One Woman	18	56	17	28	2.7
Two Men	58	40	41	19	2.7
One Woman-One Man	36	31	44	25	3.0

TABLE II-59: OFFICER ACTIONS NOT DIRECTED TOWARD CITIZENS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF TOURS OBSERVED	ACTIONS						
		Called for Police Assistance	Gave A Radio Lookout	Called For An Official	Called for Special Police Services	Roped Off Area	Gave Chase On Foot	Gave Chase In Patrol Car
		%	%	%	%	%	%	%
One Man	10	0	0	0	10	0	0	20
One Woman	42	14	10	10	19	0	5	0
Two Men	94	6	2	4	9	0	1	1
One Woman- One Man	44	9	7	0	18	5	0	0

TABLE II-60: OFFICER ACTIONS DIRECTED TOWARD CITIZENS^a
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF TOURS OBSERVED	Conversation (Comfort, Listen)	Advice (Assist, Take Report)	Action (Investi- gative Search, Threaten, Arrest)	Use of Force
		%	%	%	%
		One Man	10	80	50
One Woman	42	61	68	27	12
Two Men	94	74	56	31	14
One Woman- One Man	44	77	48	14*	8

* Chi-square significant at .05 level.

a. This information was available only from incidents which contained full descriptions of citizens and officers--it was not available on incidents which were officer-initiated (traffic and non-traffic) unless there were strong citizen or officer reactions in that incident. Tours which had only officer-initiated (brief) incidents would count as having no officer actions. Therefore, the actual percentage of tours in which these approaches were used would be somewhat higher.

TABLE II-61: CITIZEN REACTIONS TO TYPES OF ACTIONS TAKEN BY OFFICERS
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATE ^a	CONVERSATION (COMFORT, LISTEN)			Average Score
		Positive Reaction (1-2)	Neutral (2.01-3.99)	Negative Reaction (4-5)	
		%	%	%	
One Man	14	7	93	0	2.9
One Woman	61	31	59	10	2.6
Two Men	141	28	66	6	2.7
One Woman-One Man	64	23	66	11	2.8

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATE ^a	ADVICE (ASSIST, TAKE REPORTS)			Average Score
		Positive Reaction (1-2)	Neutral (2.01-3.99)	Negative Reaction (4-5)	
		%	%	%	
One Man	5	0	100	0	2.9
One Woman	45	44	47	9	2.5
Two Men *	77	29	64	9	2.7
One Woman-One Man	35	40	40	20	2.7

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATE ^a	ACTION (INVESTIGATE, SEARCH, THREATEN, ARREST)			Average Score
		Positive Reaction (1-2)	Neutral (2.01-3.99)	Negative Reaction (4-5)	
		%	%	%	
One Man	3	0	100	0	3.3
One Woman	16	13	49	38	3.3
Two Men	31	10	52	29	3.2
One Woman-One Man	6	0	17	83	4.0

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS RATE ^a	USE OF "FORCE"			Average Score
		Positive Reaction (1-2)	Neutral (2.01-3.99)	Negative Reaction (4-5)	
		%	%	%	
One Man	0	0	0	0	0
One Woman	5	0	60	40	3.4
Two Men	9	33	33	33	2.8
One Woman-One Man	3	0	0	100	4.3

a. These scores consist of the average citizen's reaction to the officers' actions.
NOTE: Citizen reactions to a policewoman's "advice" (when she was accompanied by a male partner) were more likely to be both positive and negative than were the reactions to advice from a male (chi-square significant at .05 level). No other differences in the tables are statistically significant.

TABLE II-62: CITIZEN REACTIONS TO ACTION OR
 FORCE TAKEN BY PARTNERS OF
 NEW WOMEN AND COMPARISON MEN
 (Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF RATINGS	REACTION TO MALE PARTNER'S ACTION			Average ^a Rating
		Favorable Reaction (1-2) %	Neutral (2.01-3.99) %	Unfavorable Reaction (4-5) %	
Two Men	30	17	50	33	3.2
One Woman-One Man	6	0	33	67	3.9
		REACTION TO MALE PARTNER'S FORCE			
Two Men	7	0	29	71	4.1
One Woman-One Man	4	0	25	50	4.3

a. Scores consist of citizen's average reactions to the officers' actions.
 NOTE: Citizen reactions to a policewoman's "advice" (when she was accompanied by a male partner) were more likely to be both positive and negative than were the reactions to advice from a male (chi-square significant at .05 level). No other differences in the tables are statistically significant.

TABLE II-63: COMPARISON OF NEW WOMEN AND COMPARISON MEN ON SELECTED VARIABLES (Structured Observation)

VARIABLE	GROUP	
	New Women %	Comparison Men %
1. <u>Number of Officers Observed</u>		
Number of incidents handled per hour of observation	(N=31)	(N=44)
0-0.5	23	14
0.51-1.0	55	66
1.01-2.0	23	20
Over 2	0	0
Mean	.79	.81
2. <u>Attitude of Citizens Toward the Officer(s)</u>	(N=31)	(N=41)
Unfriendly (1-2)	17	5
Average (2.1-3.9)	65	95
Friendly (4-5)	19	0
Mean	2.7	2.8
3. <u>Amount of Instruction Given to Officer by Partner</u>	(N=26)	(N=36)
Number of Officers	26	36
	%	%
Few Instructions (1-2)	54	67
Some Instructions (2-3)	35	25
Many Instructions (over 3)	12	8
Mean	2.1	1.8
4. <u>Attitude of Officer Toward Citizens</u>		(N=41)
Unfriendly (1-2)	13	10
Average (2.1-3.9)	87	80
Friendly (4-5)	0	10
Mean	2.7	2.6
5. <u>Complainants'^a Reactions to Officer's Specific Actions</u>	(N=23)	(N=35)
Negative (1-2)	13	34
Neutral (2.1-3.9)	87	63
Positive (4-5)	6	3
Mean	2.6	2.5
6. <u>Angry or Violent Citizens'^b Reactions to Officer's Specific Actions</u>	(N=12)	(N=18)
Negative (1-2)	33	28
Neutral (2.1-3.9)	58	72
Positive (4-5)	8	0
Mean	2.7	2.5
7. <u>Angry Citizens'^c Attitude Toward the Officer(s)</u>	(N=17)	(N=22)
Negative (1-2)	0	4
Neutral (2.1-3.9)	59	42
Positive (4-5)	41	54
Mean	3.6	3.6
8. <u>Officer's Attitude Toward Angry Citizens</u>	(N=17)	(N=22)
Negative (1-2)	6	14
Neutral (2.1-3.9)	94	73
Positive (4-5)	0	13
Mean	2.8	3.0
9. <u>Youth (17 and under) Attitudes Toward the Officers</u>	(N=13)	(N=29)
Negative (1-2)	0	14
Neutral (2.1-3.9)	85	83
Positive (4-5)	15	3
Mean	3.0	2.8

a. People who complained to the police were considered "complainants."

b. People who used at least angry words were considered "angry or violent" citizens.

c. People who were angry but not dangerous were considered to be "angry" citizens.

TABLE II-64: OFFICER INITIATING ARREST AND
OFFICER CREDITED WITH ARREST
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF ARRESTS	OFFICER INITIATING ARREST				
		New Woman or Comparison Man %	Male Partner %	Both Officers %	Other Officer at the Scene %	Official %
Two Men	26	35	23	19	19	4
One Woman-One Man	6	29	43	0	29	0
OFFICER CREDITED WITH ARREST						
Two Men	26	48	37		15	0
One Woman-One Man	7	17	50		33	0

TABLE II-65: FREQUENCY WITH WHICH "BACK-UP"^a
WAS NEEDED, RECEIVED OR GIVEN
(Structured Observation)

TYPE OF POLICE UNIT	NUMBER OF INCIDENTS DESCRIBED	BACK-UP NEEDED %	BACK-UP REQUESTED %	"FAILED" TO GIVE BACK-UP %
One Man	19	5	21	0
One Woman	93	11	11	0
Two Men	179	6	4	0
One Woman-One Man	85	1	4	0

a. "Back-up" meant that the officer actually needed or requested additional officers, in contrast to additional officers routinely arriving because the officer was alone, a detective was needed or because other officers were in the area and were not busy with other calls.

TABLE II-66: STATISTICALLY SIGNIFICANT DIFFERENCES BETWEEN
NEW WOMEN AND COMPARISON MEN BY
CITIZEN TYPE
(Structured Observation)

1. COMPLAINANTS' REACTIONS TO CONVERSATIONAL APPROACH BY PARTNERS OF NEW WOMEN AND COMPARISON MEN

OFFICER'S DESCRIPTION	NUMBER OF INCIDENTS	REACTION			Average
		Positive (1-2) %	Neutral (3) %	Negative (4-5) %	
New Women *	44	27	48	25	3.0
Comparison Men	82	43	52	5	2.5

2. ATTITUDE OF FEMALE CITIZENS TOWARD OFFICERS

OFFICER'S DESCRIPTION	SAMPLE SIZE	ATTITUDE			Average
		Positive (1-2) %	Neutral (3) %	Negative (4-5) %	
New Women *	96	40	48	13	2.7
Comparison Men	128	23	68	9	2.8

3. REACTION OF FEMALE CITIZENS TO ADVICE/ASSISTANCE OF OFFICER

OFFICER'S DESCRIPTION	SAMPLE SIZE	REACTION			Average
		Positive (1-2) %	Neutral (3) %	Negative (4-5) %	
New Women *	43	47	33	21	2.7
Comparison Men	52	33	60	8	2.6

4. EMOTIONAL STATE OF YOUTH (17 YEARS OR YOUNGER) WHEN POLICE LEFT^a

OFFICER'S DESCRIPTION	SAMPLE SIZE	EMOTIONAL STATE			Average When police Arrived
		Calm or Indifferent (1) %	Upset or Angry (2-3) %	Average	
New Women *	26	58	42	1.5	(1.5)
Comparison Men	56	86	14	1.2	(1.3)

a. This statistically significant difference is largely accounted for by an "almost significant" difference before the police arrived, so the difference is not believed to be meaningful.

TABLE II-67: SUBSTUDY OF CITIZEN TYPES: SUMMARY OF COMPARISONS BETWEEN NEW WOMEN AND COMPARISON MEN

VARIABLE	CITIZEN TYPE					
	Complainant	Victim	Angry or Violent ^a	Female	Youth (17 or younger)	Angry or Violent in Residence ^a
Number of Incidents Handled by New Woman	110	26	31	100	27	15
Number of Incidents Handled by Comparison Men	124	32	35	133	59	15
<u>Emotional State of Citizens</u>						
When Police Arrived	x ^b	x	x	x	x	x
While Police Were There	x	x	x	x	x	x
When Police Left	x	x	x	x	SIG	x
<u>Level of Violence</u>						
When Police Arrived	x	x	x	x	x	x
While Police Were There	x	x	x	x	x	x
When Police Left	x	x	x	x	x	x
<u>Attitude</u>						
Of Citizen Toward Officer	x	x	x	SIG	x	x
Of Citizen Toward Partner	x	x	x	x	x	x
<u>Respect</u>						
Of Citizen Toward Officer	x	x	x	x	x	x
Of Citizen Toward Partner	x	x	x	x	x	x
<u>Reactions to Officer Actions</u>						
Conversational	x	x	x	x	x	x
Advice/Assist	x	x	x	SIG	x	x
Action	x	--- ^c	x	x	---	---
<u>Reactions to Partner Actions</u>						
Conversational	SIG	x	x	x	x	x
Advice/Assist	x	---	x	x	---	---
Action	---	---	x	---	---	---
<u>Attitude</u>						
Of Officer Toward Citizen	x	x	x	x	x	x
<u>Respect</u>						
Of Officer Toward Citizen	x	x	x	x	x	x
Of Partner Toward Citizen	x	x	x	x	x	x

a. When police arrived.

b. "X" indicates there was no significant difference between comparison males and new females.

c. "---" indicates that there were too few observations to do a meaningful statistical comparison.

TABLE II-68: POSSIBLE EFFECT OF SEX OF OBSERVER ON FREQUENCY OF OFFICER-INITIATED INCIDENTS
(Structured Observation)

SEX OF OFFICER	SEX OF OBSERVER	NUMBER OF INCIDENTS	PRINCIPAL TYPES OF TRAFFIC INCIDENTS				PRINCIPAL TYPES OF NON-TRAFFIC INCIDENTS				
			Total %	Gave Ticket %	Gave Warning %	Spot check for stolen auto %	Total %	Talk with Adults %	Talk with Juveniles %	Question Suspicious Persons %	Follow-up Prior to Incident %
Female	Female	172	6	2	1	2	31	17	2	2	4
	Male	219	16	7	3	2	12	5	2	0	2
Male	Female	276	17	5	2	5	27	14	6	0	4
	Male	293	25	10	7	2	13	4	3	1	2

NOTE: Male and female observers agreed that male officers initiated a larger percentage of their calls than did female officers. The initiative males were more likely to take consisted primarily of giving traffic tickets and giving traffic warnings.

TABLE II-69: POSSIBLE EFFECT OF SEX OF OBSERVER ON SPECIAL CITIZEN CHARACTERISTICS ENCOUNTERED
(Structured Observation)

SEX OF OFFICER	SEX OF OBSERVER	TOTAL NUMBER OF INCIDENTS	CITIZEN CHARACTERISTICS					
			Complainant %	Victim %	Angry %	Female %	Youth %	Angry (in residence only) %
Female	Female	172	23	8	7	20	5	4
	Male	219	32	6	9	30	8	4
Male	Female	276	17	6	5	21	10	1
	Male	293	27	7	7	27	12	4

NOTE: There were no statistically significant differences in the characteristics of citizens seen by male or female police officers, regardless of the sex of observer. However, observers of both sexes observed a larger percentage of complainants seen by female officers than by male officers. (The principal type of incident without a complainant is the officer-initiated incident, and females were involved in fewer of those than were males.)

TABLE II-70: POSSIBLE EFFECT OF SEX OF OBSERVER ON OFFICERS' USE OF DIFFERENT APPROACHES
(Structured Observation)

SEX OF OFFICER	SEX OF OBSERVER	NUMBER OF INCIDENTS	APPROACH			
			Use of Conversation %	Use of Advice/ Assist %	Use of Action %	Use of Force %
Female	Female	172	26	14	4	2
	Male	219	37 *	26 *	7 *	2
Male	Female	276	24	13	3	1
	Male	293	35 *	19 *	9 *	2

* Chi-square test significant at .05 level.
NOTE: Female observers saw similar proportions of male and female officers using each approach to handling an incident. Male observers saw proportionately more female than male officers using an "advice/assist" approach (chi-square significant at .05 level), but they saw the other approaches used with about the same relative frequency by male and female officers. The sex of the observer seems to have had some effect on the frequency of use of approaches. Males observed both female and male officers using three of the approaches (excluding force) more frequently than did female observers.

TABLE II-71: POSSIBLE EFFECT OF SEX OF OBSERVER ON
ATTITUDES OF CITIZENS AND OFFICERS

(Structured Observation)

TYPE OF RATING	SEX OF OFFICER	SEX OF OBSERVER	NUMBER OF OBSERVATIONS	RATING ^a			Mean
				Positive (Friendly, Respectful) (1-2) %	Neutral (2.01-3.99) %	Negative (Unfriendly, Disrespectful) (4-5) %	
Attitude of Spectators Toward Police	Female	Female	42	10	83	7	3.0
		Male	69	20	90	10	2.8
	Male	Female	54	20	72	7	2.9
		Male	84	18	91	10	2.9
Attitude of New Women or Comparison Men Toward Spectators	Female	Female	42	14	79	7	2.9
		Male	71	18	79	3	2.8
	Male	Female	52	14	81	6	2.9
		Male	87	16	75	9	2.9
Attitude of Citizens Toward New Women and Comparison Men	Female	Female	56	29	64	7	2.7
		Male	106	25	68	7	2.8
	Male	Female	77	26	71	3	2.7
		Male	110	24	73	3	2.8
Respect of Citizens for Officers	Female	Female	56	38	51	11	2.5
		Male	106	31	62	7	2.7
	Male	Female	79	29	70	1	2.6
		Male	121	28	68	4	2.7
Citizen Reaction to Officer's Conversational Approach	Female	Female	44	23	68	9	2.8
		Male	81	30	59	11	2.7
	Male	Female	65	23	71	6	2.8
		Male	102	33	62	5	2.5
Citizen Reaction to Officer's Advice/ Assistance	Female	Female	24	50	37	13	2.5
		Male	56	39	47	14	2.6
	Male	Female	35	23	66	9	2.8
		Male	55	36	57	7	2.6
Attitude of Officer Toward Citizen	Female	Female	56	27	64	9	2.8
		Male	105	31	67	2	2.6
	Male	Female	78	32	67	1	2.6
		Male	119	25	72	3	2.7
Respect of Officer for Citizens	Female	Female	56	34	61	5	2.7
		Male	105	31	67	2	2.7
	Male	Female	78	26	71	3	2.7
		Male	119	29	70	1	2.7

a. When the attitudes of more than one citizen were indicated, the average rating of all citizens was calculated to .01.

NOTE: Male and female observers agree that citizens showed both greater and less respect for female officers compared to male officers. The citizens were less likely to be neutral to females.

TABLE II-72: DISTRIBUTION OF OFFICER ASSIGNMENTS
DURING THE LAST SIX MONTHS
(Chief's Survey)

GROUP	SAMPLE SIZE	TYPE OF ASSIGNMENT	PERCENT OF TIME SPENT ON ASSIGNMENT				GROUPS MORE FREQUENTLY GIVEN ASSIGNMENT ^a
			0-10 %	11-30 %	More than 30 %	Interval Mean ^b %	
New Women	68	Uniformed Tactical	91	3	6	8	Men
		One-Officer on Foot	54	37	9	13	
		Two-Officer on Foot	91	7	2	6	Men ^c
		One-Officer Car	62	27	11	13	None ^c
		Two-Officer Car	29	43	28	27	Men ^d
		Light Duty	97	3	0	5	None
Comparison Men	52	Regular Station Duty	44	31	25	24	
		Uniformed Tactical	74	21	4	11	
		One Officer on Foot	85	15	0	8	New Women
		Two Officers on Foot	71	27	2	9	
		One-Officer Car	42	37	21	18	None ^c
		Two-Officer Car	12	17	71	44	
Reassigned Women ^e	30	Light Duty	98	0	2	6	None
		Regular Station Duty	85	6	9	11	New Women ^d
		Uniformed Tactical	87	3	10	10	None
		One Officer on Foot	73	3	23	16	None
		Two Officers on Foot	93	7	0	6	None
		One-Officer Car	87	7	7	9	Men ^d
		Two-Officer Car	73	17	10	15	Men ^d
		Light Duty	97	3	0	5	None
		Regular Station Duty	73	23	3	11	None

a. The differences noted are statistically different at the .05 level of significance, using a chi-square test of distribution differences.

b. Calculated from intervals of 0-10 percent, 10.01-20 percent, . . .90.01-100 percent.

c. Using standard procedures, the statistical test was run with a 3x2 tables (as indicated on the table), each cell having an expected value of at least 5. However, there was a larger percentage of males than of females assigned to this duty more than 10 percent of the time (chi-square significant at .05 level).

d. Chi-square significant at .005 level.

e. Reassigned women were women assigned to the Patrol Division up to two years prior to the start of the policewomen's program. These women were in a variety of assignments during this time, and in 1972 were retrained for a week and placed on uniformed patrol.

TABLE II-73: SUBSTUDY OF ASSIGNMENTS BY RACE
OF COMPARISON MEN
(Chief's Survey)

ASSIGNMENT	RACE	SAMPLE SIZE	FREQUENCY OF ASSIGNMENT			
			0-10 %	11-30 %	More than 30 %	Interval Mean %
Uniformed Tactical	White	31	81	19	0	7
	Black	21	67	24	10	16
One Officer Foot Patrol	White	31	87	13	0	7
	Black	21	81	5	14	8
Two-Officer Foot Patrol	White	31	77	23	0	8
	Black	21	62	33	5	11
One Officer Car	White	31	39	39	23	19
	Black	21	48	33	19	17
Two-Officer Car	White	31	3	19	78	50
	Black	21	24	14	60	35
Light Duty	White	31	100	0	0	5
	Black	21	95	0	5	6
Station (regular)	White	31	84	3	13	11
	Black	21	86	10	5	10

NOTE: There were no significant differences in assignments among men due to race.

TABLE II-74: NUMBER OF DAYS ASSIGNED TO DISTRICT
(Chief's Survey)

<u>GROUP</u>	<u>NUMBER</u>	<u>25 DAYS OR LESS</u> %	<u>MORE THAN 25 DAYS</u> %
New Women	71	3	97
Comparison Men	54	0	100
Reassigned Women	30	10	90

TABLE II-75: SUPERVISOR'S RECOMMENDATION CONCERNING
RETENTION ON THE FORCE^a
(Chief's Survey)

<u>GROUP</u>	<u>NUMBER OF COMPLETED RESPONSES</u>	<u>WOULD DENY RETENTION</u> %
New Women	49	6
Comparison Men	45	2
Reassigned Women	22	5

a. This question was answered regardless of whether the officer was a probationer subject to a recommendation of non-retention.

TABLE II-76: RACE OF OFFICERS
(Chief's Survey)

<u>GROUP</u>	<u>NUMBER</u>	<u>BLACK</u> %	<u>WHITE</u> %
New Women	71	69	31
Comparison Men	54	43	57
Reassigned Women	30	53	47

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

TABLE II-77: NUMBER OF INJURIES^a BY SEX,
RACE AND CURRENT ASSIGNMENT
(Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT ^b	SAMPLE SIZE	NUMBER OF INJURIES				Mean
				0 %	1 %	2 %	3 %	
Male	White	Patrol	25	64	36	0	0	0.36
		Station	4	100	0	0	0	0.00
	Black	Patrol	19	53	37	5	5	0.63
		Station	3	67	33	0	0	0.33
Female	White	Patrol	13	77	23	0	0	0.23
		Station	9	56	33	11	0	0.56
	Black	Patrol	37	49	46	3	3	0.60
		Station	10	60	40	0	0	0.40

a. Since the officer joined the department.

b. "Patrol" assignment includes all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

TABLE II-78: SUMMARY OF SERVICE-RELATED INJURIES^a
(Chief's Survey)

GROUP	NUMBER	INJURED %
New Women	71	44
Comparison Men	54	35

a. Since the officer joined the department.

TABLE II-79: SERVICE-RELATED INJURIES CAUSING ABSENCES
FROM WORK OR LIGHT DUTY^a

(Chief's Survey)

GROUP	NUMBER	DAYS ABSENT FROM WORK			DAYS LIGHT DUTY		
		0-1 %	2-9 %	10 or more %	0-1 %	2-9 %	10 or more %
New Women	71	73	10	17	76	10	14
Comparison Men	54	78	10	12	96*	2	2
Reassigned Women	20	77	20	3	100	0	0

* Chi-square significant at .05 level.

a. Since the officer joined the department.

TABLE II-80: SUBSTUDY OF RACE OF COMPARISON MEN:
 ABSENCES AND LIGHT DUTY^a
 (Chief's Survey)

VARIABLE	RACE	SAMPLE SIZE	NUMBER			Interval Mean
			0-1 %	2-5 %	6 or more %	
Days Lost From Injuries	White	31	87	10	3	0.8 *
	Black	23	65	22	13	2.5 *
Days Light Duty From Injuries	White	31	100	0	0	0.5
	Black	23	91	0	9	0.8

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

a. Since the officer joined the department.

TABLE II-81: LIGHT DUTY ASSIGNMENT BECAUSE OF A
 JOB-RELATED INJURY^a BY SEX, RACE AND ASSIGNMENT
 (Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT ^b	SAMPLE SIZE	DAYS OF LIGHT DUTY			Interval Mean ^c
				0-1 %	2-3 %	More than 3 %	
Male	White	Patrol	25	84	4	12	1.3
		Station	4	100	0	0	0.0
	Black	Patrol	19	95	0	5	1.2
		Station	3	67	0	33	2.7
Female	White	Patrol	13	85	15	0	1.8
		Station	9	78	0	22	1.9
	Black	Patrol	37	73	0	27	2.2
		Station	10	80	10	10	1.3

a. Since the officer joined the department.

b. "Patrol" assignment includes all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

c. Intervals originally were: 0-1, 2-3, 4-5, 6-7, 8-9, 10-15, 16-25, over 25.

TABLE II-82: DAYS SICK LEAVE^a BY SEX, RACE AND ASSIGNMENT
(Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT ^b	SAMPLE SIZE	DAYS OF SICK LEAVE					Interval Mean
				0-3 %	4-6 %	7-9 %	10-20 %	21 or more %	
Male	White	Patrol	25	88	12	0	0	0	1.1
		Station	4	50	0	50	0	0	2.0
	Black	Patrol	19	68	11	11	5	5	1.7
		Station	3	100	0	0	0	0	1.0
Female	White	Patrol	13	31	39	8	23	0	2.2
		Station	9	56	22	11	11	0	1.8
	Black	Patrol	37	43	22	19	16	0	2.1
		Station	11	55	9	27	9	0	1.9

a. During the period from January 1, 1973 through June 30, 1973.

b. "Patrol" assignment includes all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

NOTE: White females on patrol were more likely to take over three days of sick leave than were white males on patrol.

TABLE II-83: SUMMARY OF SICK LEAVE DAYS^a
TAKEN BY MALE AND FEMALE OFFICERS
(Chief's Survey)

GROUP	SAMPLE SIZE	DAYS SICK				Interval Mean
		0-10 days	10.01-20	20.01-30	30.01-40	
New Women	71	89%	11%	0%	0%	11 days
Comparison Men	54	94%	2%	2%	2%	11 days

a. During the period from January 1, 1973 through June 30, 1973.

TABLE II-84: OFFICERS RECEIVING FAVORABLE OR UNFAVORABLE
COMMENTS FROM CITIZENS IN LAST SIX MONTHS

(Chief's Survey)

<u>GROUP</u>	<u>NUMBER</u>	<u>2 OR MORE</u> <u>FAVORABLE</u> <u>COMMENTS</u>	<u>2 OR MORE</u> <u>UNFAVORABLE</u> <u>COMMENTS</u>
		%	%
New Women	71	11	1
Comparison Men	54	19	6

TABLE II-85: SUBSTUDY BY RACE OF COMPARISON MEN:
FAVORABLE AND UNFAVORABLE COMMENTS BY CITIZENS

(Chief's Survey)

<u>VARIABLE</u>	<u>RACE</u>	<u>SAMPLE</u> <u>SIZE</u>	<u>NUMBER</u>	
			0 - 1 %	More than 1 %
Favorable Comments	White	31	84	16
	Black	23	78	22
Unfavorable Comments	White	31	97	3
	Black	23	91	9

TABLE II-86: FELONY ARRESTS^a BY SEX, RACE AND ASSIGNMENT
(Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT ^b	SAMPLE SIZE	NUMBER OF ARRESTS						Interval Mean
				0-2 %	3-4 %	5-6 %	7-8 %	9-10 %	over 10 %	
Male	White	Patrol	25	36	16	12	12	16	8	2.8
		Station	4	0	75	0	0	0	25	3.0
*	Black	Patrol	19	32	21	37	0	11	0	2.4
		Station	2	50	50	0	0	0	0	1.5
Female	White	Patrol	12	75	8	17	0	0	0	1.4
		Station	9	89	11	0	0	0	0	1.1
	Black	Patrol	37	84	5	3	0	8	0	1.4
		Station	11	82	9	9	0	0	0	1.3

* Tests of distribution differences (chi-square) significant at .05 level.

a. During the period from January 1, 1973 through June 30, 1973.

b. "Patrol" assignment includes all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

TABLE II-87: FELONY ARRESTS^a BY OFFICERS
(Chief's Survey)

GROUP	SAMPLE SIZE	NUMBER OF ARRESTS					Mean
		0	1-2	3-4	5-8	Over 8	
All New Women	70	44	39	7	6	4	1.4
*							
All Comparison Men	53	15	17	25	27	17	4.7
New Women on Patrol	40	35	43	10	8	5	1.8
*							
Comparison Men on Patrol	47	13	19	23	28	17	4.8

* Indicates difference is statistically significant at .01 level, using chi-square test of distribution differences.

a. During the period from January 1, 1973 through June 30, 1973.

TABLE II-88: MISDEMEANOR ARRESTS^a BY SEX, RACE AND ASSIGNMENT
(Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT	SAMPLE SIZE	NUMBER OF MISDEMEANOR ARRESTS						Interval Mean
				0-3 %	4-6 %	7-9 %	10-20 %	21-50 %	over 50 %	
Male	White	Patrol	25	4	12	28	24	32	0	3.7
		Station	4	0	25	0	75	0	0	3.5
	Black	Patrol	19	26	21	21	32	0	0	2.6
		Station	2	100	0	0	0	0	0	1.0
Female	White	Patrol	12	25	58	0	17	0	0	2.1
		Station	9	67	22	11	0	0	0	1.4
	Black	Patrol	37	49	38	8	3	3	0	1.7
		Station	11	82	9	0	9	0	0	1.4

* Tests of distribution differences (chi-square) significant at .05 level.

a. During the period from January 1, 1973 through June 30, 1973.

b. "Patrol" assignment is defined to include all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

TABLE II-89: MISDEMEANOR ARRESTS^a BY OFFICERS
(Chief's Survey)

GROUP	SAMPLE SIZE	NUMBER OF ARRESTS					Mean
		0 %	1-6 %	7-9 %	10-15 %	More than 15 %	
All New Women	70	19	69	6	4	3	3.9
* All Comparison Men	53	4	28	23	29	17	10.8
New Women on Patrol	40	10	70	10	5	5	5.2
* Comparison Men on Patrol	47	0	28	31	28	19	11.4

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

a. During the period from January 1, 1973, through June 20, 1973.

TABLE II-90: MOVING TRAFFIC CITATIONS^a BY SEX, RACE AND ASSIGNMENT
(Chief's Survey)

SEX OF OFFICER	RACE OF OFFICER	PRINCIPAL ASSIGNMENT ^b	SAMPLE SIZE	NUMBER OF CITATIONS GIVEN								Interval Mean
				0-10 %	11-20 %	21-30 %	31-40 %	41-50 %	51-70 %	71-90 %	over 90 %	
Male	White	Patrol	21	0	0	10	0	29	38	10	14	5.8
		Station	4	0	0	0	25	0	50	25	0	5.8
*	Black	Patrol	19	16	5	16	5	21	26	5	5	4.4
		Station	2	50	0	0	50	0	0	0	0	2.5
Female	White	Patrol	12	8	43	8	8	25	8	0	0	3.3
		Station	9	56	11	11	11	0	0	0	11	2.4
	Black	Patrol	37	32	22	16	16	3	8	0	3	2.7
		Station	10	100	0	0	0	0	0	0	0	1.0

* Test of distribution differences (chi-square) significant at .05 level.

a. During the period from January 1, 1973, through June 30, 1973.

b. "Patrol" assignment includes all officers who spent 30 percent or less of their time on regular station duty during the last six months. All others are classified as "station." Only officers for whom assignment data were recorded are included in this table.

TABLE II-91: MOVING TRAFFIC CITATIONS^a GIVEN BY OFFICERS
(Chief's Survey)

GROUP	SAMPLE SIZE	NUMBER OF CITATIONS				MEAN
		0-10 %	11-40 %	41-60 %	Over 60 %	
All New Women	69	42	44	12	3	20.6
* All Comparison Men	49	10	31	39	31	49.8
* New Women on Patrol	40	25	63	10	3	22.6
* Comparison Men on Patrol	43	2	23	42	33	53.0

* Tests of distribution differences (chi-square) significant at .01 level.

a. During the period from January 1, 1973 through June 30, 1973.

TABLE II-92: MISDEMEANOR ARRESTS AND MOVING TRAFFIC CITATIONS:^a
 SUBSTUDY BY RACE OF COMPARISON MEN

(Chief's Survey)

<u>VARIABLE</u>	<u>RACE</u>	<u>SAMPLE SIZE</u>	<u>NUMBER</u>				<u>Interval</u>	<u>Mean</u>
			0-10 %	10-30 %	30-80 %	90-125 %		
Misdemeanor Arrests	White	31	48	45	7	0	21	
	Black	23	78	17	0	4	15 *	
Moving Traffic Summonses	White	31	3	7	58	32	54 *	
	Black	23	17	22	48	13	38 *	

* Tests of distribution differences (chi-square) significant at .05 level.
 a. During the period from January 1, 1973, through June 30, 1973.

TABLE II-93: SUPERVISORY RATINGS OF NEW WOMEN, COMPARISON MEN AND REASSIGNED WOMEN
(Chief's Survey)

TYPE OF RATING	GROUP	SAMPLE SIZE	SUPERVISORY RATINGS					GROUP WITH BETTER RATING
			Poor %	Average %	Good %	Very Good %	Mean	
Dealing with the Public	Comparison Men	43	2	51	23	23	4.9	Reassigned Women
	New Women	62	7	52	21	21	4.7	
	Reassigned Women	28	4	21	7	68	6.0	
Handling Disorderly Males	Comparison Men	43	2	40	28	30	5.1	Comparison Men
	New Women	57	25	54	11	11	4.0	
	Reassigned Women	21	19	48	14	19	4.4	
Handling an Auto Accident Involving an Injury	Comparison Men	43	0	56	0	35	5.1	
	New Women	56	4	54	20	23	4.7	
	Reassigned Women	19	0	58	21	21	4.9	
Making a Crime Report	Comparison Men	43	0	58	16	26	4.9	
	New Women	60	2	37	18	43	5.3	
	Reassigned Women	26	0	27	12	62	5.9	
Protecting a Partner From Violence	Comparison Men	43	0	23	9	67	6.1	Comparison Men
	New Women	56	13	46	16	25	4.5	
	Reassigned Women	22	14	50	5	32	4.7	
Handling a Disorderly Female	Comparison Men	43	5	49	12	35	4.9	
	New Women	58	10	50	16	24	4.7	
	Reassigned Women	23	9	22	22	48	5.7	
In General, Performing Street Patrol	Comparison Men	42	5	38	14	43	5.4	Comparison Men
	New Women	58	14	52	21	14	4.4	
	Reassigned Women	26	12	50	4	35	4.9	

* Indicates difference is significant at .05 level, using chi-square test of distribution differences.

TABLE II-94: SUBSTUDY BY RACE OF COMPARISON MEN: SUPERVISOR'S RATINGS
(Chief's Survey)

VARIABLE	RACE	SAMPLE SIZE	SUPERVISOR'S RATINGS				Mean
			0-3 %	4 %	5 %	6-8 %	
Dealing with the Public	White	28	4	61	21	14	4.6 *
	Black	15	0	33	27	40	5.5 *
Handling a Disorderly Male	White	28	0	39	36	25	5.1
	Black	15	20	27	13	40	4.8
Handling an Auto Accident Involving injury	White	28	0	43	14	43	5.4 *
	Black	15	0	80	0	20	4.7 *
Making a Crime Report	White	28	0	50	21	29	5.0
	Black	15	0	73	7	20	4.7
Handling a Disorderly Female	White	28	0	54	11	36	5.0
	Black	15	13	40	13	33	4.7
Protecting a Partner from Violence	White	28	0	18	11	72	6.3
	Black	15	0	33	7	60	5.7
In General, Performing Street Patrol	White	27	4	33	19	44	5.6
	Black	15	7	47	7	40	5.1

* Indicates difference is statistically significant at the .05 level, using chi-square test of distribution differences.

TABLE II-95: BACKGROUND CHARACTERISTICS
(Personnel Jackets)

<u>CHARACTERISTICS</u>	<u>NEW WOMEN</u>	<u>COMPARISON MEN</u>
Sample Size	N=85 ^a	N=83 ^a
Age		
Percent under 23 years	32	53
Percent 24-26 years	35	31
Percent over 26 years	33	16
Average Age	25.3	24.0
Education		
Average Education (years)	12.8	12.9
Marital Status *		
Percent single	42	59
Percent married	32	37
Percent divorced or separated	26	4
Percent with One or More Children *	54	31
Percent Arrested One or More Times (prior to application)	6	19
Percent with Moving Traffic Violations* (Prior to Application)	33	58
Previous Jobs		
Percent with 4 or more jobs	49	43
Average number of previous jobs	3.5	3.4
Place of Residence		
Percent D. C.	49	34
Percent Maryland	39	56
Percent Virginia	11	10
Average Civil Service Test Score	82	82
Number Receiving Veteran's Preference*	1	11

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

a. On individual variables, up to 13 percent of the officers may have had missing data.

TABLE II-96: EMPLOYMENT INTERVIEW RATINGS
(Personnel Jackets)

TYPE OF RATING	GROUP	RATINGS				Average Score	N
		Excellent (1)	Good (2)	Fair (3)	Poor (4)		
Neatness	Women	35	62	3	0	1.7	75
	Men	16	76	8	0	1.9	69
Appearance	Women	30	68	3	0	1.7	75
	Men	15	76	9	0	1.7	69
Courtesy	Women	38	60	1	1	1.7	75
	Men	21	73	4	1	1.9	69
Verbal and Written Expression	Women	34	62	3	1	1.7	75
	Men	10	74	16	0	2.1	69
Job Attitude	Women	29	69	0	3	1.8	75
	Men	14	76	11	0	2.0	69
General Personal Suitability	Women	20	73	5	3	1.9	75
	Men	10	75	14	1	2.0	69

NOTE: The distribution of scores for men and women for these variables was never statistically different, using a chi-square test of distribution differences.

TABLE II-97: PERFORMANCE AND ASSIGNMENT
(Personnel Jackets)

MEASUREMENT	NEW WOMEN	COMPARISON MEN
	%	%
Time to pass driving test ***		
Percent under 31 Days	24	43
Percent 31-60 Days	65	34
Percent over 60 Days	11	23
Average (Days)	46.9	34.4
Assignment in August, 1973 ***		
Percent resigned ^a	14	13
Percent with inside jobs	29	12
Percent regular patrol	45	71
Percent other street	12	4
Auto Accidents		
Percent with 1	27	27
Percent with 2	3	5
Citizen Letters of Commendation		
Percent with 1	28	26
Percent with 2 or more	8	4
	N=85 ^b	N=83 ^b

*** Indicates difference is statistically significant at .005 level, using chi-square test of distribution differences.

a. Includes resignations through October, 1973.

b. On individual variables, up to 13 percent of the officers may have had missing data.

TABLE II-98: AVERAGE TRAINING ACADEMY GRADES
(Personnel Jackets)

<u>SUBJECT</u>	<u>SCORES</u>	
	<u>NEW WOMEN</u>	<u>COMPARISON MEN</u>
	(Averages Unless Labelled as Percents)	
Police Manual	91.0	92.5
Traffic Regulations *	89.4	92.6
Percent 72-85	28%	3%
Percent 86-90	25%	33%
Percent 91-94	28%	33%
Percent 95+	19%	30%
Police Regulations	86.6	88.9
Rules of Evidence	88.1	89.7
A.B.C. Regulations	88.9	89.3
Court Procedures	87.0	89.4
Juvenile Delinquency	88.0	89.9
Report Writing	84.4	84.3
Criminal Law	84.0	86.6
Law of Arrest	85.9	89.4
Average	87.6	89.3
	(N=75)	(N=69)

* Indicates difference is statistically significant at .05 level, using chi-square test of distribution differences.

TABLE II-99: DEPARTMENTAL PERFORMANCE RATINGS^a
(Personnel Jackets)

<u>TYPE OF RATING</u>	<u>AVERAGE RATING</u> ^b	
	<u>NEW WOMEN</u>	<u>COMPARISON MEN</u>
Bearing and Behavior	5.4	5.7
Human Relations	5.5	5.7
Learning Ability	5.4	5.5
Knowledge and Skill	4.9	5.2
Acceptance of Responsibility	5.1	5.4
Written Expression	5.4	5.4
Oral Expression	5.4	5.3
Performance of Duty	5.1	5.5
Overall	5.3	5.5
	(N=66)	(N=68)

a. These ratings are given to all officers at the end of the probationary year; the ratings are taken into consideration for step increases.

b. 1 = unsatisfactory, 2 = marginal, 3 = below average, 4-6 = effective and competent, 7-8 = excellent, 9 = exceptional, 10 = outstanding.

NOTE: The distribution of scores for men and women on these variables was never statistically significant using a chi-square test of distribution differences.

TABLE II-100: COMPARISON OF WOMEN ON SELECTED
BACKGROUND VARIABLES
(Super-personnel File)^a

VARIABLE	GROUP		
	Women on Street Assignments %	Women on Inside Assignments %	Resigned Women %
Sample Size (total)	(N=48)	(N=26)	(N=11)
<u>Year of Birth</u>	(N=46)	(N=24)	(N=11)
1943-45	11	29	18
1946-49	52	28	73
After 1949	37	33	9
Mean	48.3	47.4	47.5
<u>Years of Education</u>	(N=47)	(N=26)	(N=11)
12 Years	60	65	46
13-17 Years	40	35	54
Mean	12.8	12.7	13.2
<u>Height</u>	(N=47)	(N=26)	(N=11)
5'7"	43	50	55
5'8"	32	27	27
Over 5'8"	26	23	18
Mean	67.9	67.8	67.6
<u>Marital Status</u>	(N=47)	(N=26)	(N=11)
Married	43	46	27
Single	38	23	46
Other	19	31	27
<u>Children</u>	(N=47)	(N=26)	(N=9)
Children	47	65	33
<u>Criminal Charges (Prior to Application)</u>	(N=48)	(N=26)	(N=11)
Charges	2	8	9
<u>Moving Traffic Violations (Prior to Application)</u>	(N=48)	(N=26)	(N=11)
Some	33	35	18
Mean	0.5	0.4	0.4
<u>Previous Jobs (Prior to Application)</u>	(N=48)	(N=26)	(N=11)
0-1 Jobs	4	0	0
2-3 Jobs	71	73	64
More than 3 Jobs	25	27	36
Mean	2.9	3.1	3.5
<u>Interview Rating on General Personal Suitability</u>	(N=47)	(N=25)	(N=10)
Excellent (1)	21	24	10
Good (2)	70	72	90
Fair (3)	6	0	0
Poor (4)	2	4	0
Mean	1.9	1.8	1.9
<u>Place of Residence</u>	(N=48)	(N=26)	(N=11)
D. C.	48	39	64
Maryland	35	58	36
Virginia	17	4	0
Other	0	0	0
<u>Civil Service Score</u>	(N=45)	(N=26)	(N=10)
70-79	42	44	50
80-84	20	4	30
85-89	11	36	10
90-93	18	16	10
94-97	7	0	0
98-100	2	0	0
Interval Mean	4.3	4.2	3.8
<u>Race</u>	(N=46)	(N=21)	(N=3)
Black	65	71	100

a. See page of Chapter I for a discussion of these variables.
b. The only two women with five or more jobs prior to application resigned from the police department during the course of this study.

TABLE II-101: COMPARISON OF MEN ON SELECTED
BACKGROUND VARIABLES
(Super-personnel File)

VARIABLE	GROUP		
	Men on Street Assignments (N = 62)	Men on Inside Assignments (N = 10)	Resigned Men (N = 10)
<u>Year of Birth</u>	(N = 58)	(N = 10)	(N = 9)
	%	%	%
1943-45	7	0	22
1946-49	38	30	11
After 1949	55	70	77
Mean	49.6	50.0	49.0
<u>Years of Education</u>	(N = 62)	(N = 10)	(N = 10)
	%	%	%
12 Years	58	40	70
13-17 Years	42	60	30
Mean	12.9	13.1	12.6
<u>Height</u>	(N = 62)	(N = 9)	(N = 10)
	%	%	%
5'7"	5	22	20
5'8"	18	11	20
Over 5'8"	77	77	60
Mean	70.4	70.3	69.5
<u>Marital Status</u>	(N = 62)	(N = 10)	(N = 10)
	%	%	%
Married	68	30	30
Single	29	70	60
Other	3	0	10
<u>Children</u>	(N = 61)	(N = 10)	(N = 10)
	%	%	%
Children	36	10	10
<u>Criminal Charges Prior to Application</u>	(N = 62)	(N = 10)	(N = 10)
	%	%	%
Charges	18	20	20
<u>Moving Traffic Violations Prior to Application</u>	(N = 62)	(N = 10)	(N = 10)
	%	%	%
Some	60	20	20
<u>Previous Jobs (Prior to Application)</u>	(N = 60)	(N = 9)	(N = 10)
	%	%	%
0-1 Jobs	8	0	0
2-3 Jobs	69	78	80
More than 3 Jobs	23	22	20
Mean	2.8	2.8	3.0
<u>Interview Rating on General Personal Suitability</u>	(N = 62)	(N = 9)	(N = 8)
	%	%	%
Excellent (1)	6	11	0
Good (2)	48	56	75
Fair (3)	5	33	25
Poor (4)	1	0	0
Mean	2.2	2.2	2.2
<u>Place of Residence</u>	(N = 61)	(N = 10)	(N = 9)
	%	%	%
D. C.	31	50	33
Maryland	57	50	45
Virginia	12	0	22
<u>Civil Service Score</u>	(N = 47)	(N = 8)	(N = 8)
	%	%	%
70-79	42	38	75
80-84	15	38	0
85-89	21	12	25
90-93	13	12	0
94-97	9	0	0
98-100	0	0	0
Interval Mean	4.3	4.0	3.5
<u>Race</u>	(N = 44)	(N = 9)	(N = 9)
	%	%	%
Black	46	22	44

TABLE II-100: COMPARISON OF WOMEN ON SELECTED PERFORMANCE VARIABLES
(Super-personnel File)

VARIABLE	GROUP		
	Women on Street Assignments	Women on Inside Assignments	Resigned Women
	%	%	%
<u>Number of Days from Date of Appointment to Date of Passing Driving Test</u>	(N = 43)	(N = 25)	(N = 9)
30 days or less	28	44	33
31-60 days	40	44	45
Over 60 days	33	12	22
Mean (days)	50	42	46.1
<u>Traffic Accidents Since Appointment</u>	(N = 48)	(N = 25)	(N = 11)
Some	33	16	27
Mean (Number)	0.375	0.160	0.273
<u>Commendations From the Public</u>	(N = 48)	(N = 26)	(N = 11)
Some	38	42	23
Mean	0.5	0.5	0.4
<u>Average Score on Police Academy Subjects</u>	(N = 44)	(N = 26)	(N = 11)
Under 70	0	0	0
71-79	5	4	0
80-84	18	19	36
85-89	46	42	36
90-93	18	27	18
94-97	14	4	9
98-100	0	4	0
Interval Mean	5.2	5.2	5.0
<u>Performance Ratings^a</u>			
A. Written Expression	(N = 43)	(N = 24)	(N = 4)
Somewhat Below Average (3-4)	9	8	50
Average (5)	51	38	50
Competent (6)	33	29	0
Excellent (7-8)	7	25	0
Mean	5.4	5.7	4.5

a. For Service or longevity step increases.

TABLE II-101: COMPARISON OF MEN ON SELECTED PERFORMANCE VARIABLES
(Super-personnel File)

VARIABLE	GROUP		
	Men on Street Assignments	Men on Inside Assignments	Resigned Men
<u>Number of Days from Date of Appointment to Date of Passing Driving Test</u>	% (N = 51)	% (N = 10)	% (N = 9)
30 days or less	65	70	78
31 - 60 days	21	30	22
Over 60 days	14	0	0
Mean (days)	35.7	30.8	31.1
<u>Traffic Accidents Since Appointment</u>	(N = 61) %	(N = 10) %	(N = 10) %
Some	34	40	20
Mean (Number)	0.4	0.5	0.2
<u>Commendations From the Public</u>	(N = 62) %	(N = 10) %	(N = 10) %
Some	44	70	70
Mean	0.7	1.4	1.1
<u>Average Score on Police Academy Subjects</u>	(N = 55) %	(N = 10) %	(N = 10) %
Under 70	0	0	0
71-79	2	0	0
80-84	11	0	30
85-89	31	60	40
90-93	40	20	20
94-97	16	20	10
98-100	0	0	0
Interval Mean ^a	5.6	5.6	5.1
<u>Performance Ratings</u> ^b			
A. Written Expression	(N = 58) %	(N = 9) %	(N = 4) %
Somewhat Below Average (3-4)	13	22	25
Average (5)	38	56	75
Competent (6)	35	22	0
Excellent (7-8)	14	0	0
Mean	5.5	5.0	4.8

a. Interval means are those calculated from intervals originally specified in this research. In this table, some of the intervals have been combined. Consequently, interval means computed from this table may not coincide with those listed.

b. For Service or longevity step increases.

TABLE II-100: COMPARISON OF WOMEN ON SELECTED
PERFORMANCE VARIABLES (Continued)
(Super-personnel File)

VARIABLE	GROUP		
	Women on Street Assignments	Women on Inside Assignments	Resigned Women
B. Two-Officer Car ^a	(N = 44)	(N = 20)	(N = 3)
	%	%	%
0-10 percent	21	50	67
11-20 percent	25	10	0
21-30 percent	27	15	0
Over 30 percent	27	25	33
Interval Mean (percent)	27	24	15
C. Regular Station ^b	(N = 44)	(N = 20)	(N = 3)
	%	%	%
0-10 percent	50	20	100
11-30 percent	36	25	0
Over 30 percent	14	55	0
Interval Mean (percent)	15	47	5
<u>Percent of Working Days Reported as Sick</u>	(N = 44)	(N = 20)	(N = 11)
	%	%	%
0	9	30	33
.01-5.0	48	45	33
More than 5.0	43	25	33
Interval Mean	2.5	2.0	2.0
<u>Number of Favorable Letters From the Public (Chief's Survey)</u>	(N = 44)	(N = 20)	(N = 3)
	%	%	%
None	66	70	100
Some	34	30	0
<u>Number of Misdemeanor Arrests Per 100 Working Days</u>	(N = 44)	(N = 19)	(N = 3)
	%	%	%
0.00	9	26	33
0.01-5	59	68	67
5.01-10	30	5	0
10.01-15	0	0	0
Over 15	2	0	0
Interval Mean	2.3	1.8	1.7

a. Officers on "street" assignments were more likely to have more than ten percent of their assignments be "two-officer car" than were officers whose assignment was "inside." However, three officers who were given "inside" assignments had spent over 70 percent of their time in two officers card during the previous six months.

b. "Inside" officers clearly received more regular station duty.

TABLE II-101: COMPARISON OF MEN OF SELECTED
PERFORMANCE VARIABLES (Continued)
(Super-personnel File)

VARIABLE	GROUP		
	Men on Street Assignments	Men on Inside Assignments	Resigned Men
B. Two-Officer Car	(N = 42)	(N = 4)	(N = 3)
	%	%	%
0-10 percent	7	50	0
11-20 percent	0	25	0
21-30 percent	17	0	33
Over 30 percent	76	25	67
Interval Mean (percent)	5.1	2.0	6.0
C. Regular Station	(N = 42)	(N = 4)	(N = 3)
	%	%	%
0-10 percent	88	25	67
11-30 percent	7	0	0
Over 30 percent	5	75	33
Interval Mean (percent)	1.2	5.8	2.0
<u>Percent of Working Days Reported as Sick</u>	(N = 42)	(N = 4)	(N = 3)
	%	%	%
0	52	75	0
.01-5.0	36	25	100
More than 5.0	12	0	0
Interval Mean	1.6	1.3	2.0
<u>Favorable Letters From the Public (Chief's Survey)</u>	(N = 42)	(N = 4)	(N = 3)
	%	%	%
None	55	75	67
Some	35	25	33
<u>Number of Misdemeanor Arrests Per 100 Working Days</u>	(N = 42)	(N = 4)	(N = 3)
	%	%	%
0.00	0	25	0
0.01-5	33	25	33
5.01-10	36	50	67
10.01-15	14	0	0
Over 15	17	0	0
Interval Mean	3.1	2.3	2.7

TABLE II-100: COMPARISON OF WOMEN ON SELECTED
 PERFORMANCE VARIABLES (Continued)
 (Super-personnel File)

VARIABLE	GROUP		
	Women in Street Assignments	Women in Inside Assignments	Resigned Women
<u>Injuries</u>	(N = 45)	(N = 21)	(N = 3)
	%	%	%
0	56	67	0
1	40	33	67
2	4	0	0
3 or more	0	0	33
Mean	.49	.33	1.67
<u>Days Lost Because of Injuries</u>	(N = 45)	(N = 21)	(N = 3)
	%	%	%
0-1	78	71	33
More than 1	22	29	67
Interval Mean	1.9	2.6	4.0
<u>Whether Officer Was Observed At Least Once in Structured Observations</u>	(N = 48)	(N = 26)	(N = 11)
	%	%	%
Officers Observed	65	4	9
<u>Average Overall Rating by Officials (Anonymous Officials' Survey)</u>	(N = 43)	(N = 20)	(N = 6)
	%	%	%
Below Average (1-3)	40	30	50
Average (4)	35	45	17
Above Average (5)	14	25	33
Good (6-8)	12	0	0
Mean	3.7	3.8	3.7

TABLE II-101: COMPARISON OF MEN ON SELECTED
 PERFORMANCE VARIABLES (Continued)
 (Super-personnel File)

<u>VARIABLE</u>	<u>GROUP</u>		
	Men on Street Assignments	Men on Inside Assignments	Resigned Men
<u>Injuries</u>	(N = 44)	(N = 4)	(N = 3)
	%	%	%
0	62	75	67
1	34	25	33
2	2	0	0
3 or More	2	0	0
Mean	0.4	0.2	0.3
<u>Days Lost Because of Injuries</u>	(N = 44)	(N = 4)	(N = 3)
	%	%	%
0 -1	77	75	67
More than 1	23	25	33
Interval Mean	1.6	1.8	1.3
<u>Whether Officer Was Observed At Least Once in Structured Observations</u>	(N = 62)	(N = 10)	(N = 10)
	%	%	%
Officers Observed	71	0	40
<u>Average Overall Rating by Officials (Anonymous Officials' Survey)</u>	(N = 55)	(N = 10)	(N = 8)
	%	%	%
Below Average (1-3)	11	30	12
Average (4)	22	40	63
Above Average (5)	44	20	25
Good (6-8)	23	10	0
Mean	4.8	3.9	3.9

TABLE II-102: CHARACTERISTICS OF MEN OR WOMEN WHO SCORED HIGHEST OR LOWEST ON THREE DIFFERENT CRITERIA

VARIABLE	CRITERIA											
	High Number of Arrests		Low Number of Arrests		High Departmental Ratings		Low Departmental Ratings		High Officials' Ratings		Low Officials' Ratings	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Year of Birth	Jan. 1948	Feb. 1947	Dec. 1950	June 1944	June 1945	Feb. 1947	Sept. 1950	June 1947	Oct. 1947	Feb. 1947	March 1949	June 1947
Years of Education	12.7	13.3	13.3	13.3	12	14.7	12.5	12.0	12.5	14.7	12.8	13.3
Height	5'9"	5'7"	5'11"	5'7"	5'10"	5'9"	6'0"	5'7"	5'10"	5'8"	5'10"	5'9"
Marital Status			1/3 married 2/3 single	1/3 single 2/3 married	Married	2/3 married 1/3 other	Single	2/3 married 1/3 single	Married	1/3 single 2/3 other	Single	2/3 single 1/3 other
Children	Married	Single	1/3 yes 2/3 no	2/3 yes 1/3 no	3/4 yes 1/4 no	1/3 yes 2/3 no	No	2/3 yes 1/3 no	1/4 yes 3/4 no	1/3 yes 2/3 no	No	1/3 yes 2/3 no
Criminal Charges (prior to application)	No	No	1/3 yes 2/3 no	No	No	1/3 yes 2/3 no	1/4 yes 3/4 no	No	No	No	1/2 yes 1/2 no	0.0
Moving Traffic violations	1.7	0.7	1.3	0.7	No	0.3	2.5	1.7	.75	0.3	1.75	0.0
Number of days from Date of appointment to date of passing driving test	27	44	29	50	22	26	35.3	56	19	45	37	59
Traffic Accidents since Appointment	0.3	0.5	1.0	0.3	0.0	0.3	0.5	0.7	0.5	1.0	0.5	0.0
Commendations from the public	1.3	0.0	1.3	0.7	2.0	0.7	0.75	0.0	1.5	1.0	1.3	0.3
Average score on Police Academy subjects	92.8	82.8	89.3	88.5	88.3	93.6	84	85.3	90.1	91.3	82.8	85.2
Previous Jobs (prior to application)	4.0	2.7	2.7	4.0	5.0	3.3	2.3	3.3	3.8	3.7	2.3	2.0
Interview Rating on General Personal Suitability	Good (2)	Excellent (1.4)	Good (2.3)	Excellent (1.7)	Good (2.25)	Excellent (1.3)	Good (2.3)	Good (2.0)	Good (2.3)	Excellent (1.3)	Fair (2.8)	Excellent (1.5)
Place of Residence	1/3 Md. 1/3 Va. 1/3 D.C.	1/3 Va. 2/3 D.C.	2/3 Md. 1/3 D.C.	D. C.	3/4 Md. 1/4 D.C.	2/3 Md. 1/3 Va.	1/2 Md. 1/2 D.C.	1/3 Md. 2/3 D.C.	1/2 Md. 1/2 Va.	1/3 Va. 1/3 D.C.	1/4 Md. 3/4 D.C.	1/4 Md. 3/4 D.C.
Civil Service Score	87	82	77	83	83	91	79	75	87	86	77	86
Race	White	2/3 Black	Black	2/3 Black	2/3 Black	2/3 Black	3/4 Black	2/3 Black	1/2 Black	2/3 Black	Black	2/3 Black
<u>Performance Ratings</u>												
(A) Written Expression	6.0	5.3	4.7	6.0	7.0	7.0	3.8	4.0	6.3	6.0	4.7	5.3
(B) Overall Evaluation	6.5	5.0	4.0	6.0	7.3	7.0	3.5	3.0	6.8	6.3	3.3	4.3
Unbecoming Conduct Noted	No	1/3 yes 2/3 no	Yes	1/3 yes 2/3 no	1/4 yes 3/4 no	No	3/4 yes 1/4 no	Yes	1/4 yes 3/4 no	Yes	Yes	2/3 yes 1/3 no
<u>Performance Ratings</u>												
(A) Ability to Deal with the Public	5.7	6.3	3.0	3.0	8.0	5.7	5.3	4.0	5.3	5.7	No Data	4.0

TABLE II-102: CHARACTERISTICS OF MEN OR WOMEN WHO SCORED HIGHEST OR LOWEST ON THREE DIFFERENT CRITERIA (Continued)

VARIABLE	CRITERIA											
	High Number of Arrests		Low Number of Arrests		High Departmental Ratings		Low Departmental Ratings		High Officials' Ratings		Low Officials' Ratings	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(B) General performance on street patrol	7.0	6.3	4.5	4.0	8.0	5.5	4.0	4.0	6.7	6.7	4*	2.3
Frequency of Assignment												
(A) Single officer car	22.5	15.3	12.5	0.0	10.6	6.2	11.0	5.0	17.2	8.1	6.9*	18.7
(B) Two-officer car	42.6	27.0	12.5	2.7	73.4	8.2	40.0	47.5	47.9	11.2	36.6*	23.7
(C) Regular station	1.7	15.9	0	58.0	6.8	71.3	3.3	17.4	6.3	17.9	0*	2.69
Percent of working days reported as sick	0.0	2.5	0.0	7.4	0.0	8.5	1.4	2.5	0.0	5.3	3.0*	8.60
Number of favorable letters from the public received per working day	1.3	0.0	0.3	0.7	4.5	0.7	0.3	0.0	2.3	1.0	0.5	0.00
Number of misdemeanor arrests per 100 working days	75.7	11.6	0.49	0.0	14.3	2.5	5.4	3.5	28.1	2.4	5.94	8.7
Injuries	0.67	1.0	1.0	0.0	0.5	0.3	0.5	0.5	0.3	0.3	0.5	0.7
Days lost due to injuries	0.0	0.0	3.0	0.0	0.0	0.7	1.8	15.0	0.0	0.7	3.0	0.0
Whether officer was observed at least once in structured observations	Yes	2/3 yes	No	No	3/4 yes	1/3 yes	3/4 yes	No	1/2 yes	2/3 yes	1/4 yes	1/2 yes
Average overall rating by officials (anonymous officials' survey) ^a	5.7	4.0	5.5	5.0	5.5 ^b	5.0	3.3	3.3	6.3	6.0	2.3	1.1
Number of officials giving the officer a rating for general performance	13.0	2.7	7.7	3.0	10.8	3.0	9.5	7.0	8.8	3.0	6.7	1.2
Number of incidents handled per hour of observation	3.5	.6	No data	No data	0.9	.8*	.60	No data	1.2	.57	.59*	.53
Attitude of citizens toward the officer ^c	2.5	2.6	No data	No data	2.4	2.4*	3.0	No data	2.8	2.6*	3.0*	2.7
Amount of instruction given to officer by partner ^d	1.4	1.3	No data	No data	2.5	3.0*	2.75*	No data	1.4	3.3	No data	1.5*
Attitude of officer toward citizens ^e	2.5	3.0	No data	No data	2.5	2.6*	2.5	No data	1.8	2.8	2.0*	3.1
Complainants' (people who have complained to the police) reactions to officer's specific actions ^f	2.4	2.3	No data	No data	1.5	2.3*	3.2	No data	3.0*	2.3*	3.0*	3.0*
Violent citizens' (people who used at least angry words) reactions to officer's specific actions ^f	3.0*	3.0*	No data	No data	3.0	No data	3.0*	No data	3.0*	No data	No data	4.0*
Angry citizens' (people who were observed to have angry before the officer arrived) attitude toward the officer ^g	4.0*	3.2*	No data	No data	No data	No data	4.5*	No data	No data	No data	No data	4.0*
Officer's attitude toward angry citizens ^g	3.0*	2.5*	No data	No data	No data	No data	4.0*	No data	No data	No data	No data	3.0*
Youth (17 and under) attitudes toward the officer ^g	2.8	3.5*	No data	No data	2.8	No data	2.8	No data	2.0*	No data	3.0*	4.0*

* Only one officer in this group had data on these variables.

a. Zero = unsatisfactory, 8 = excellent.

b. One officer received a Departmental rating of 8, "excellent," but was rated 3 "below average," as the average rating of 15 officials on an anonymous survey. He was frequently (4) given instructions by his partner when observed on the structured observation.

c. One = very friendly, 5 = very hostile.

d. One = gave no instructions, 5 = constantly gave instructions.

e. One = very friendly, 5 = very hostile.

f. One = very favorable, 5 = very unfavorable.

g. One = very friendly, 5 = very hostile.

TABLE II-103: HEIGHT
(Personnel Jackets)

INCHES	WOMEN		MEN	
	N	%	N	%
66	1	1.7	4	6.9
67	24	41.3	1	1.7
68	6	10.3	9	15.5
68.5	3	5.2	0	0
69	11	19.0	9	15.5
69.5	0	0	1	1.7
70	3	5.2	6	10.3
70.5			3	5.2
71			8	13.8
71.5			1	1.7
72			8	13.8
72.5			0	0
73			2	3.4
73.5			2	3.4
74			1	1.7
74.5			1	1.7
75			0	0
75.5			0	0
76			2	3.4
TOTAL	58	100	58	100
MEAN INCHES	67.8		70.3	

TABLE II-104: WEIGHT
(Personnel Jackets)

POUNDS	WOMEN		MEN	
	N	%	N	%
Under 120	4	6.9		
120-129	9	15.5		
130-139	14	24.1	1	1.7
140-149	24	41.3	5	8.6
150-159	6	10.3	5	8.6
160-169	1	1.7	16	27.6
170-179			8	13.8
180-189			12	20.7
190-199			9	15.5
200 and over			2	3.4
TOTAL	58	100	58	100
MEAN POUNDS	138.3		170.3	

III. MEASUREMENT INSTRUMENTS

PATROL SURVEY

Copyright (c), 1972, The Urban Institute
Form 1

ANONYMOUS

PATROL SURVEY

The District of Columbia Police Department is conducting this survey of patrol attitudes to evaluate its Policewomen Program and to assist in developing new programs to improve the Department. Please read this survey carefully by yourself and answer with your own opinions and to the best of your knowledge. PLEASE ANSWER EVERY QUESTION. If you are unsure of your answer, please give your best estimate.

Your identity will never be known by anyone. After completing the questionnaire, place it in the envelope provided and drop it in the mail.

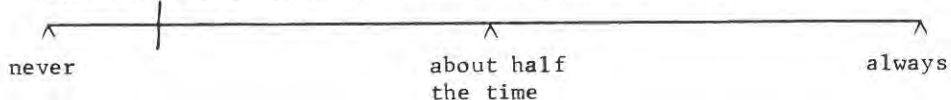
Please complete all questions regardless of whether you are a man or a woman. Your help in completing this survey is appreciated.

PLEASE COMPLETE ALL QUESTIONS.

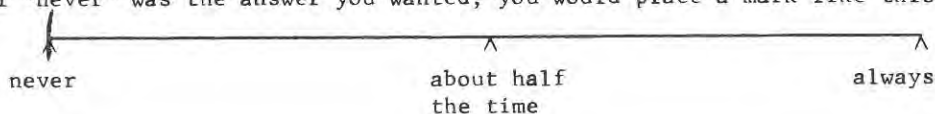
1. Age: _____ years
2. Sex: Male _____ Female _____
3. Race: Black _____ White _____ Other _____
4. Police District: _____
5. Height _____
6. Last Grade in School Completed _____
7. Marital Status: Married _____ Single _____ Other _____
8. Children: Yes _____ No _____
9. How long has it been since you graduated from the Training Academy? _____ years _____ months

10. Since you joined the police force, approximately how many days have you patrolled with a uniformed female partner?..... ____ days
11. In the last month, approximately how many days (count only days when you were on duty) did you patrol with a uniformed female partner? ____ days
12. In the last month, approximately how many days (count only days when you were on duty) did you patrol with a uniformed male partner? ____ days
13. In the last month, approximately how many days (count only days when you were on duty) have you spent on scout car patrol?..... ____ days
14. In the last month, approximately how many days (count only days when you were on duty) have you spent on uniformed foot patrol?.... ____ days

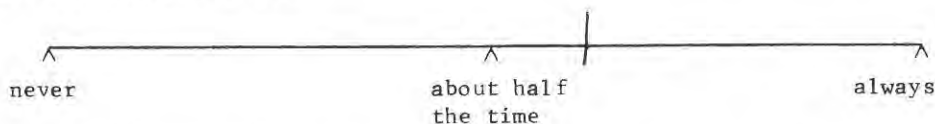
MANY OF THE FOLLOWING QUESTIONS REQUIRE THAT YOU ANSWER BY PLACING A MARK ON THE LINE WHEN THE ANSWER IS IN THE FORM OF A LINE LIKE THIS,



THEN YOU SHOULD PLACE A MARK AT THE POINT WHICH BEST DESCRIBES YOUR FEELINGS. Your answer can be indicated by a mark anywhere on the line. For example: if "never" was the answer you wanted, you would place a mark like this:

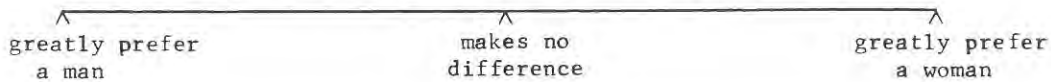


if "slightly more than half the time" was the answer you wanted, then you would place a mark like this:

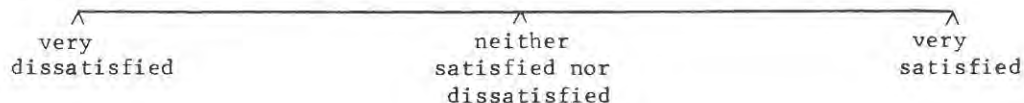


DO NOT PLACE MORE THAN ONE MARK ON A LINE. YOUR ANSWER WILL BE SCORED WHERE YOUR MARK CROSSES THE LINE, SO PLEASE BE SURE TO MARK THE LINE CLEARLY. REMEMBER YOU ARE INDICATING YOUR FEELINGS BY WHERE YOU PLACE THE LINE.

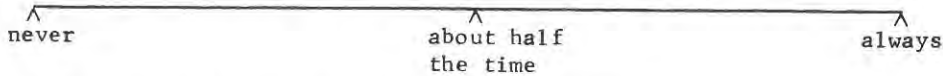
15. Would you prefer a man or a woman as a patrol partner?



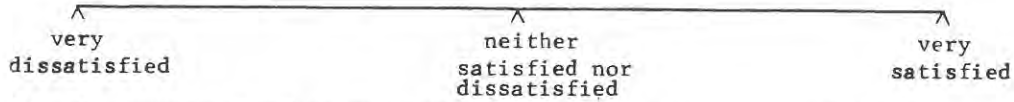
16. How satisfied are you with your pay?



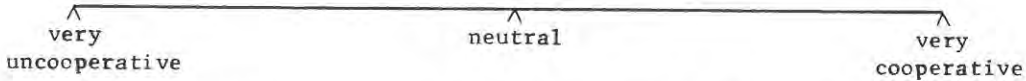
17. How frequently are you satisfied with your job duties and activities.



18. How satisfied are you with your work schedule?



19. How cooperative has the public been lately when you needed information about a crime?



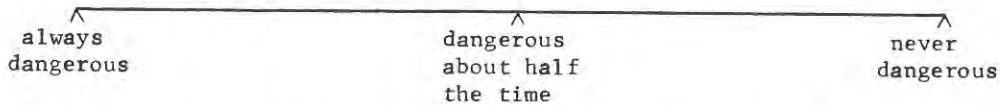
FOR THE FOLLOWING QUESTIONS PUT ONE NUMBER (from 0 to 99) IN THE BLANK. WRITE A ZERO ("0") IF THAT IS APPROPRIATE. PLEASE DO NOT SKIP ANY QUESTIONS.

20. About how many times have people insulted or verbally abused you in the last month?..... _____ times

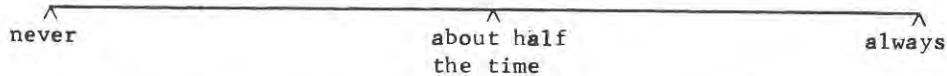
21. About how many times have people seriously threatened or attempted to injure you in the last month?..... _____ times

22. About how many times have citizens complimented you in the last month?..... _____ times

23. How would you describe your patrol duties last month?



24. When you respond to a situation, how often do you use your own judgment or discretion (as opposed to "strictly following orders" or "going by the book")?

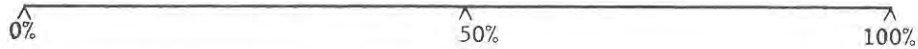


25. Considering all the police officers you know, do you think that height is important for being a good patrol officer?

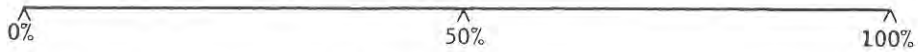


A Patrol officer does many different kinds of things while on duty. Below are a list of things an officer might do. In your opinion, what percent of male patrol with a year's experience would be able to handle the following situations satisfactorily? Please indicate by placing a mark on the line at the appropriate place.

36. Handling the victims of an armed robbery



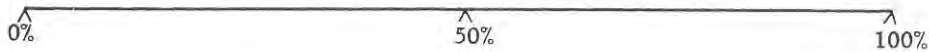
37. Dispersing a group of noisy juveniles (ages 9-12)



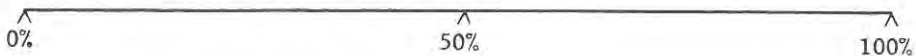
38. Handling a down and out drunk



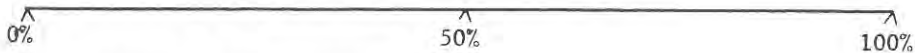
39. Handling disorderly males



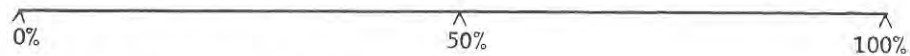
40. Arresting prostitutes



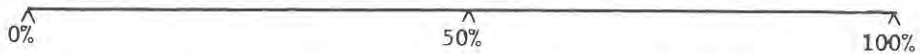
41. Handling traffic accidents



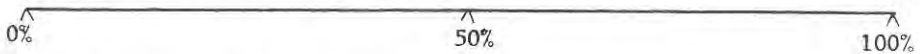
42. Questioning a rape victim



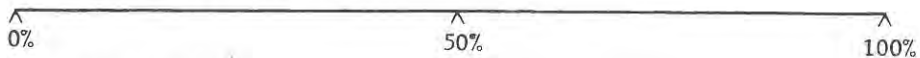
43. Cruising around and observing



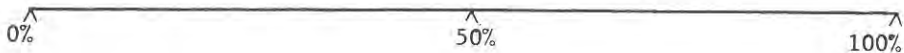
44. Handling threatening situations where someone has a knife or a gun



45. Handling disorderly females



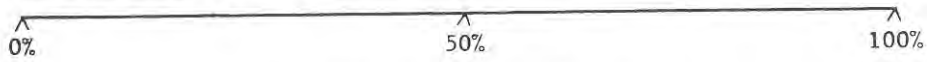
46. Writing Reports



47. Settling family disputes

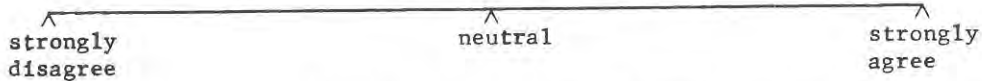


48. Getting information at crime scenes

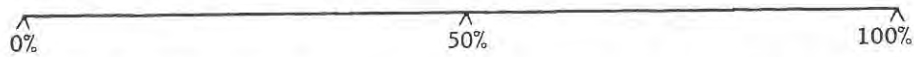


* * * * *

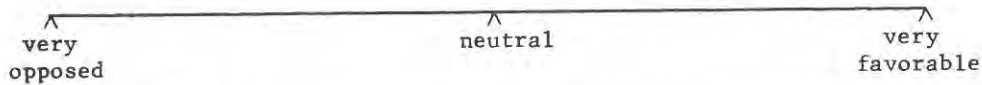
49. Some people think that a woman who meets the qualifications should have the same job opportunities as a man. Do you ...



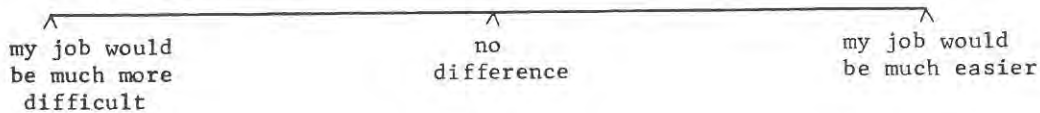
50. If you told your fellow patrol officers that you had a female partner who you thought was a better police officer than many male officers, what percent of them do you think would believe you?



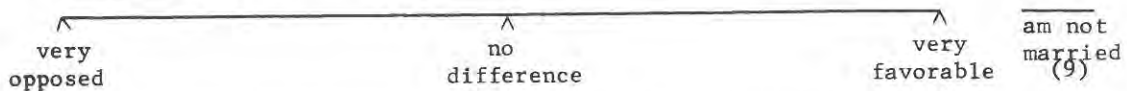
51. How do you think the community feels about the assignment of women to patrol duty?



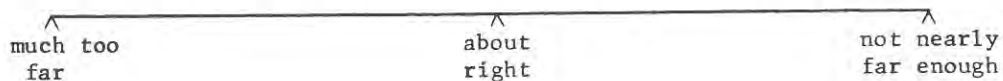
52. If half of the patrol officers in your district were women how would it affect your job?



53. If you had a partner of the opposite sex what do you think your spouse's reaction would be?

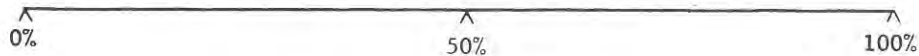


54. Do you think the attempt to get equal rights for women is going

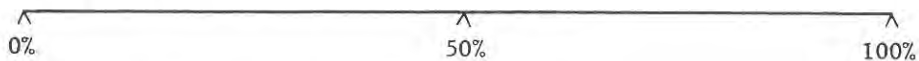


Below are a list of traits that may be important for being an effective patrol officer. In your opinion, what percent of female patrol officers with a year's experience have the following traits? Please indicate by placing a mark on the line at the appropriate place.

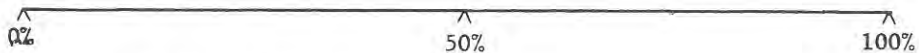
55. Calm and cool in tough situations



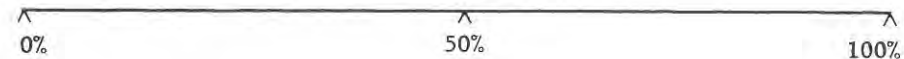
56. Courageous



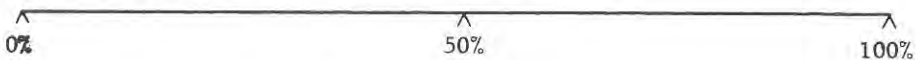
57. Persuasive



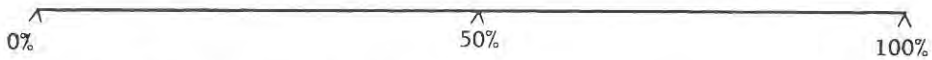
58. Commands respect from the public



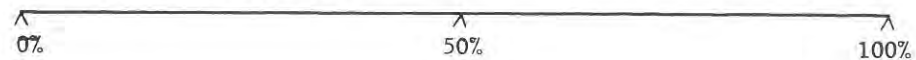
59. Physically strong



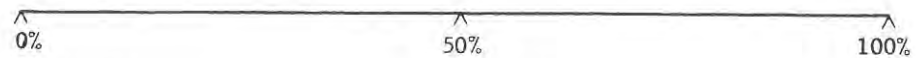
60. Understanding, compassionate



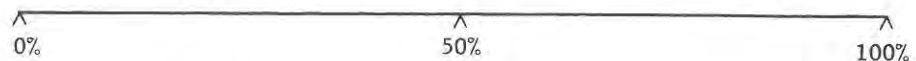
61. Thinks and acts decisively



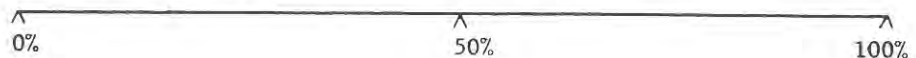
62. Aggressive



63. Observant



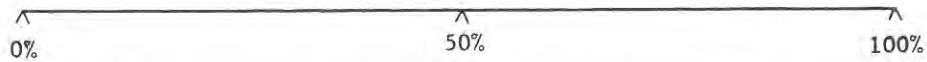
64. Emotionally stable



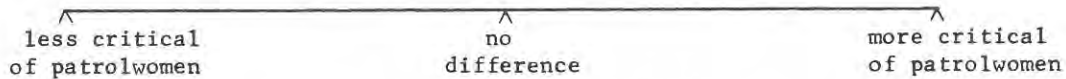
65. Intelligent



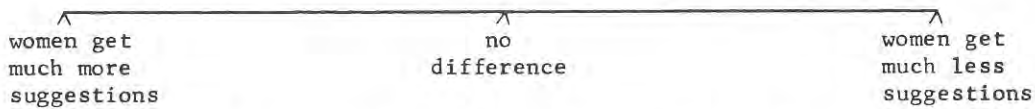
66. Good Leader



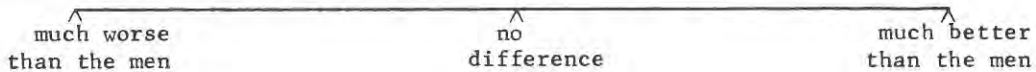
67. Do you think supervisors are more or less critical of patrolwomen than they are with patrolmen of equal ability?



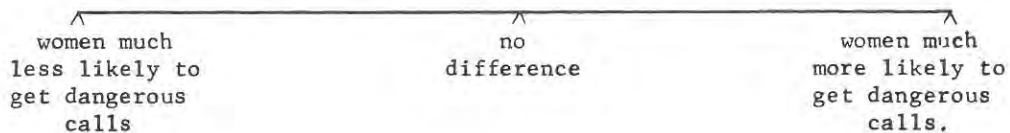
68. Do you think that officials give more useful job suggestions to patrolmen or to patrolwomen of equal ability?



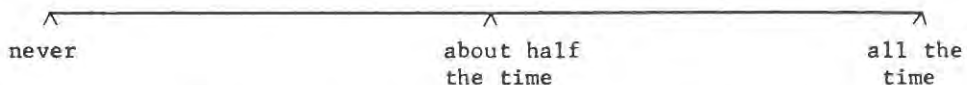
69. Do you think patrolwomen will get better or worse performance ratings than patrolmen who have performed the same on the job?



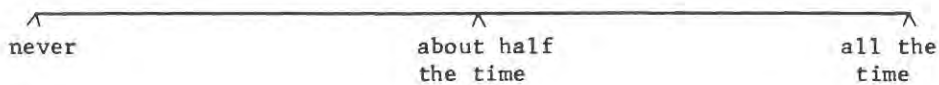
70. How do you think radio dispatchers assign calls which may involve physical danger to 10-4 units which have patrolwomen in them?



71. How often in the last month have you experienced discrimination or harassment from other patrol officers because of your sex?

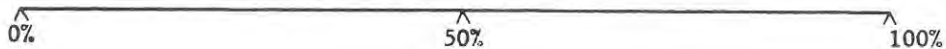


72. How often in the last month have you experienced discrimination or harassment from sergeants or other officials because of your sex?

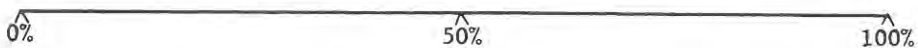


A patrol officer does many different kinds of things while on duty. Below are a list of things an officer might do. In your opinion, what percent of female patrol officers with a year's experience would be able to handle the following situations satisfactorily? Please indicate by placing a mark on the line at the appropriate place.

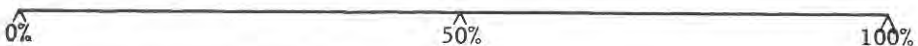
73. Handling the victims of an armed robbery



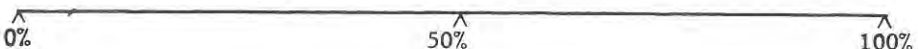
74. Dispersing a group of noisy juveniles (ages 9-12)



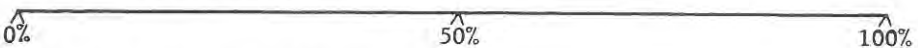
75. Handling a down and out drunk



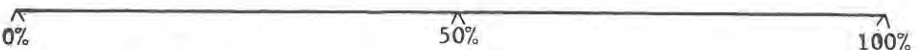
76. Handling disorderly males



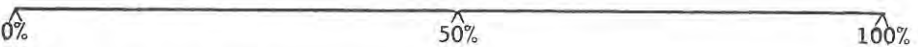
77. Arresting prostitutes



78. Handling traffic accidents



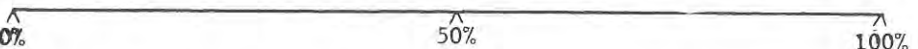
79. Questioning a rape victim



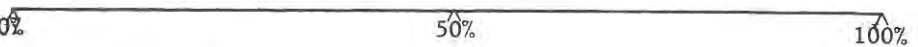
80. Cruising around and observing



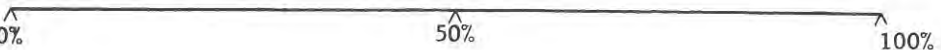
81. Handling threatening situations where someone has a knife or a gun



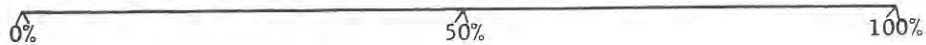
82. Handling disorderly females



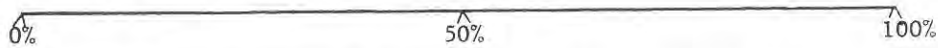
83. Writing Reports



84. Settling family disputes



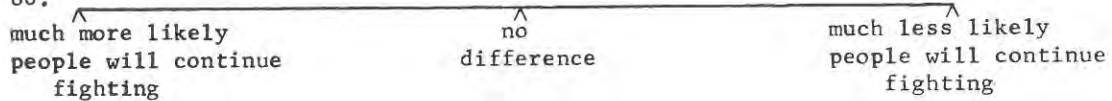
85. Getting information at crime scenes



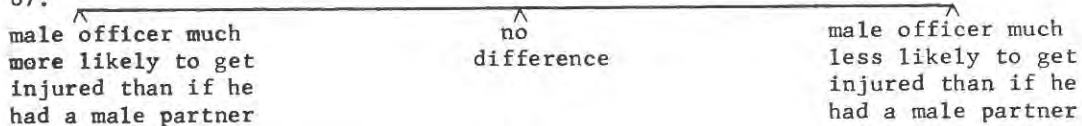
THE NEXT QUESTIONS CONSIST OF SITUATIONS A POLICE OFFICER MIGHT BE IN. PLEASE INDICATE WHAT YOU THINK MIGHT HAPPEN.

A man and a woman, both experienced patrol officers, are working together as partners. They respond to a disorderly call and find three people fighting. Do you think the situation would be different because one officer is a woman rather than both being men?

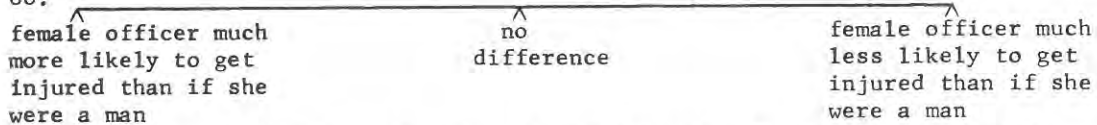
86.



87.

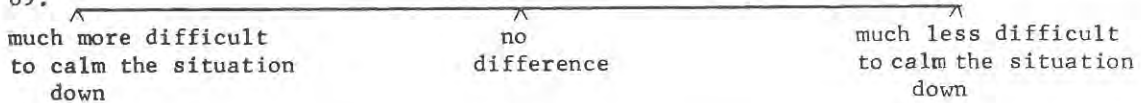


88.

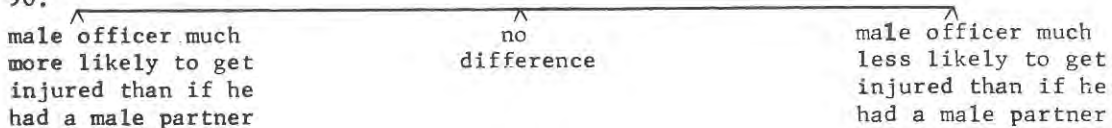


A man and a woman, both experienced patrol officers, are working together as partners. They respond to a "man with a gun" call. As they enter the apartment, a woman points to a man about 15 feet away and says, "That's him --he pointed a gun at me." He is still holding the gun at his side. Do you think the situation would be any different because one officer is a woman rather than both being men?

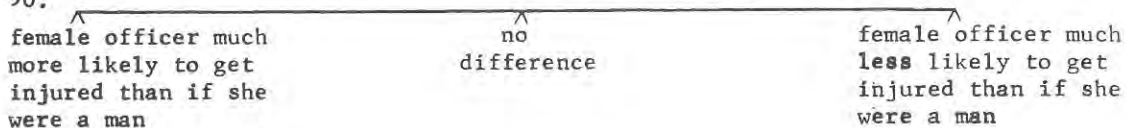
89.



90.

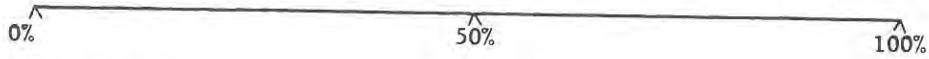


90.

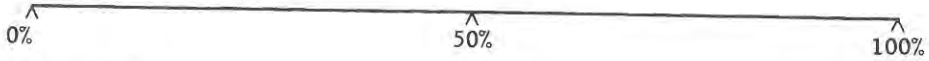


Below are a list of traits that may be important for being an effective patrol officer. In your opinion, what percent of male patrol officers with a year's experie have the following traits? Please indicate by placing a mark on the line at the appropriate place.

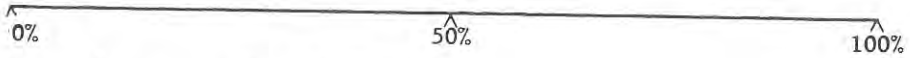
91. Calm and cool in tough situations



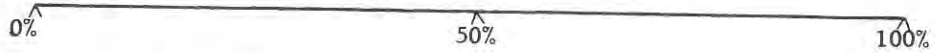
92. Courageous



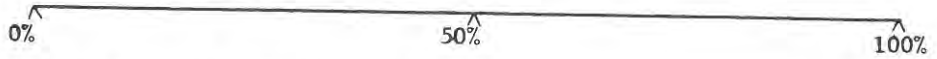
93. Persuasive



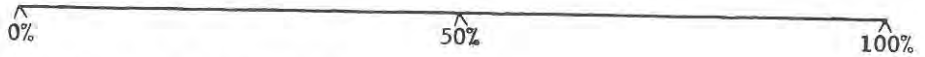
94. Commands respect from the public



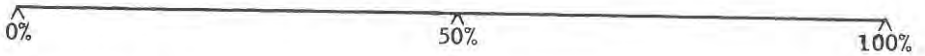
95. Physically strong



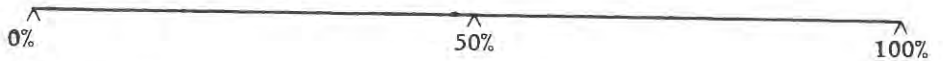
96. Understanding, compassionate



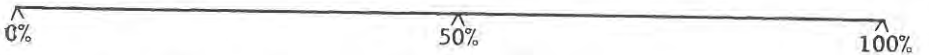
97. Thinks and acts decisively



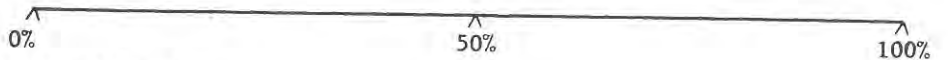
98. Aggressive



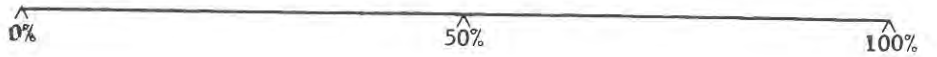
99. Observant



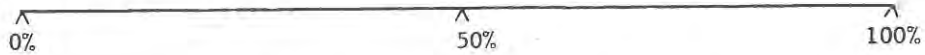
100. Emotionally stable



101. Intelligent



102. Good Leader



* * * * *

Please place a check after at least one and no more than six of the following traits (numbers 103-114) which you feel are very important for a good patrol officer. Do not check any traits which you feel are unimportant for patrol work.

103. Calm and cool in tough situations _____

104. Courageous _____

105. Persuasive _____

106. Commands respect from the public _____

107. Physically strong _____

108. Understanding, compassionate _____

109. Thinks and acts decisively _____

110. Aggressive _____

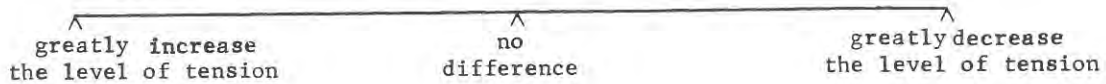
111. Observant _____

112. Emotionally stable _____

113. Intelligent _____

114. Good Leader _____

115. What effect do you think policewomen would have on the level of tension or potential violence at a riot situation?



116. Do you think it is a good idea to have women as a regular part of the patrol force? Yes _____ No _____

117. Please explain your answer to Question 116 in the following space:

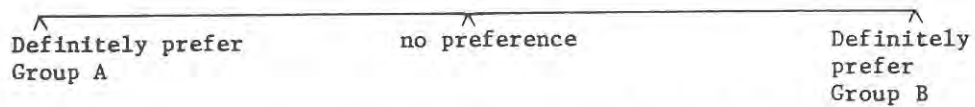
118. If you were a police chief in Washington, D. C. and had all of your present knowledge about how and why arrests are made, which of the following two groups of officers would you rather have in your department? (Assume the officers are equal in all other respects.)

Group A

Average number of felony arrests per year - 4
Average number of misdemeanor arrests per year - 12
Average number of moving traffic violations per year - 65

Group B

Average number of felony arrests per year - 3
Average number of misdemeanor arrests per year - 8
Average number of moving traffic violations per year - 33



119. Please discuss your answer to Question 118 in the following space:

120. How would you improve the policewomens' program? Please explain your answer in the following space:

121. Some officers in your district make too many arrests, some are about right and some make too few. How many arrests and moving traffic violations do you think are too many, about right, and too few for an officer to make in a year's time?

COMPLETE ALL BLANKS

	<u>Too Many</u>	<u>About Right</u>	<u>Too Few</u>
Felony arrests per year:	_____	_____	_____
Misdemeanor arrests per year:	_____	_____	_____
Moving traffic violations per year:	_____	_____	_____

122. Are you currently assigned to street patrol (scout car, foot beat, scooter, crime patrol, etc.)? Yes _____ No _____

ANONYMOUS
OFFICIALS' SURVEY

The District of Columbia Police Department is conducting this survey of patrol attitudes to evaluate its Policewomen Program and to assist in developing new programs to improve the Department. Please read this survey carefully by yourself and answer with your own opinions and to the best of your knowledge. PLEASE ANSWER EVERY QUESTION. If you are unsure of your answer, please give your best estimate.

Your Identity will never be known by anyone. After completing the questionnaire, place it in the envelope provided and drop it in the mail.

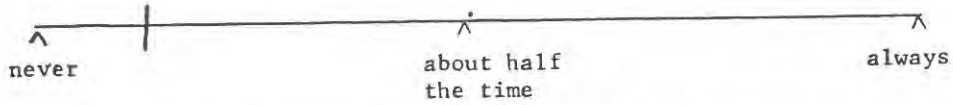
Your help in completing this questionnaire is appreciated.

PLEASE COMPLETE ALL QUESTIONS.

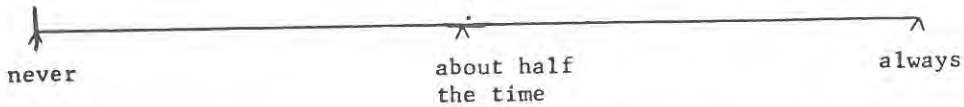
1. Age: _____ years
2. Sex: Male _____ Female _____
3. Race: Black _____ White _____ Other _____
4. Police District: _____
5. Height _____
6. Last Grade in School Completed _____
7. Marital Status: Married _____ Single _____ Other _____
8. Children: Yes _____ No _____
9. How long have you been on the police force? _____ years _____ months
10. What is your rank? Sergeant _____ Captain _____ Lieutenant _____

Copyright, ©
The Urban Institute
2100 M Street, N. W.
Washington, D. C.

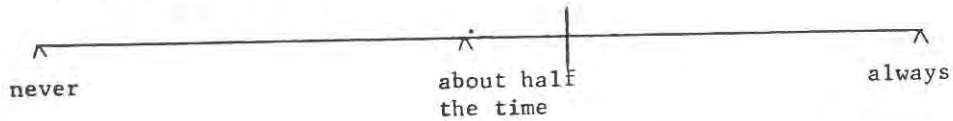
MANY OF THE FOLLOWING QUESTIONS REQUIRE THAT YOU ANSWER BY PLACING A MARK ON THE LINE. WHEN THE ANSWER IS IN THE FORM OF A LINE LIKE THIS,



THEN YOU SHOULD PLACE A MARK AT THE POINT WHICH BEST DESCRIBES YOUR FEELINGS. Your answer can be indicated by a mark anywhere on the line. For example: If "never" was the answer you wanted, you would place a mark like this:

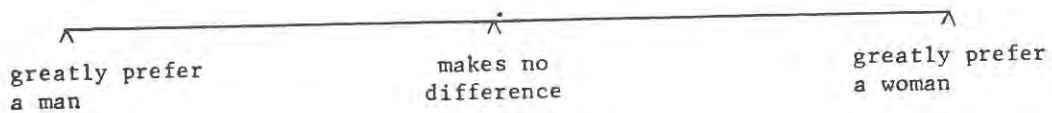


if "slightly more than half the time" was the answer you wanted, then you would place a mark like this:

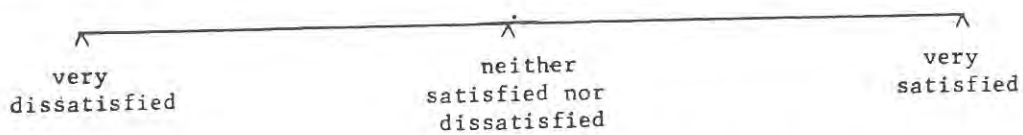


DO NOT PLACE MORE THAN ONE MARK ON A LINE. YOUR ANSWER WILL BE SCORED WHERE YOUR MARK CROSSES THE LINE, SO PLEASE BE SURE TO MARK THE LINE CLEARLY. REMEMBER YOU ARE INDICATING YOUR FEELINGS BY WHERE YOU PLACE THE LINE.

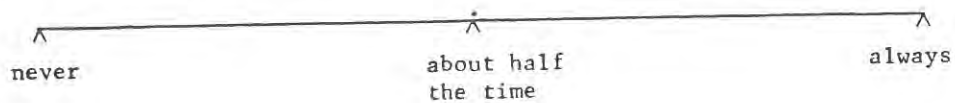
11. If you were a patrol officer, would you prefer a man or a woman as a patrol partner?



12. How satisfied are you with your pay?



13. How frequently are you satisfied with your job duties and activities?



14. How satisfied are you with your schedule?

^-----^
very neither satisfied very
dissatisfied nor dissatisfied satisfied

15. How cooperative has the public been lately when you needed information about a crime?

^-----^
very neutral very
uncooperative cooperative

FOR THE FOLLOWING QUESTIONS PUT ONE NUMBER (from 0 to 99) IN THE BLANK. WRITE A ZERO ("0") IF THAT IS APPROPRIATE. PLEASE DO NOT SKIP ANY QUESTIONS.

16. About how many times have people insulted or verbally abused you in the last month? _____ times.

17. About how many times have people seriously threatened or attempted to injure you in the last month?..... _____ times.

18. About how many times have citizens complimented you in the last month? _____ times.

19. Considering all the police officers you know, do you think that height is important for being a good patrol officer?

^-----^
not at all extremely
important important

20. About what percent of the Department's male patrol officers are highly motivated in their job and do even more than is required? _____ %

21. Some people think that a woman who meets the qualifications should have the same job opportunities as a man. Do you . . .

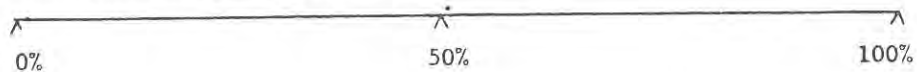
^-----^
strongly neutral strongly
disagree agree

22. If you told other officials that you thought a female patrol officer under your command was a better police officer than many male officers, what percent of them do you think would believe you?

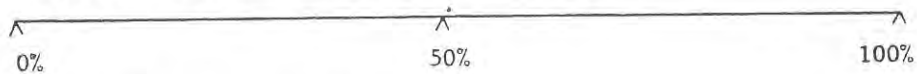
^-----^
0% 50% 100%

A patrol officer does many different kinds of things while on duty. Below are a list of things an officer might do. In your opinion, what percent of male patrol officers with a year's experience would be able to handle the following situations satisfactorily? Please indicate by placing a mark on the line at the appropriate place.

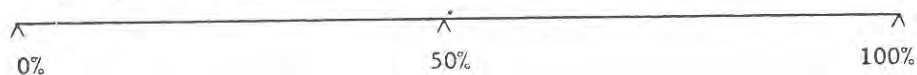
23. Handling the victims of an armed robbery



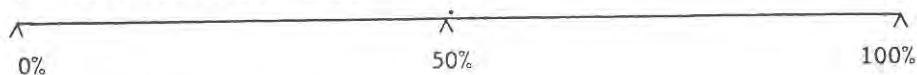
24. Dispersing a group of noisy juveniles (ages 9-12)



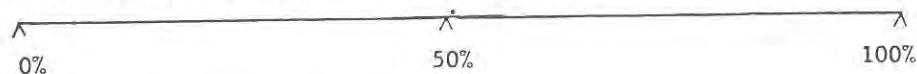
25. Handling a down-and-out drunk



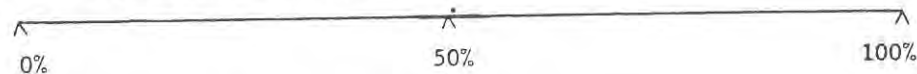
26. Handling disorderly males



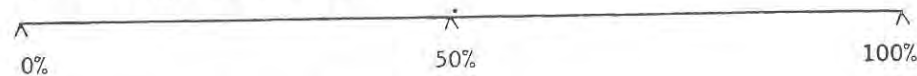
27. Arresting prostitutes



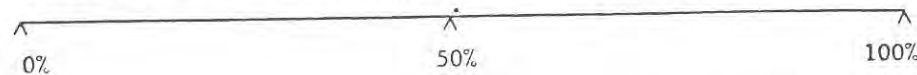
28. Handling traffic accidents



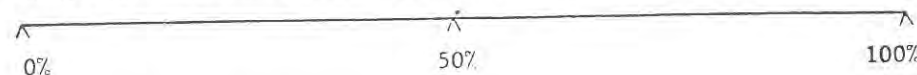
29. Questioning a rape victim



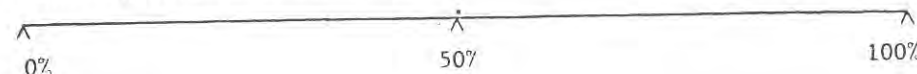
30. Cruising around and observing



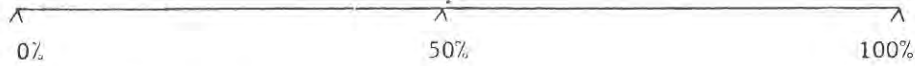
31. Handling threatening situations where someone has a knife or a gun



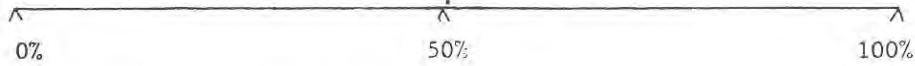
32. Handling disorderly females



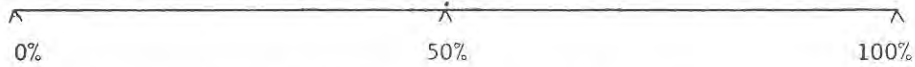
33. Writing Reports



34. Settling family disputes

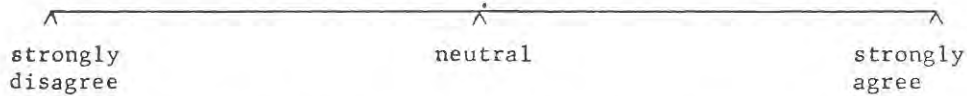


35. Getting information at crime scenes

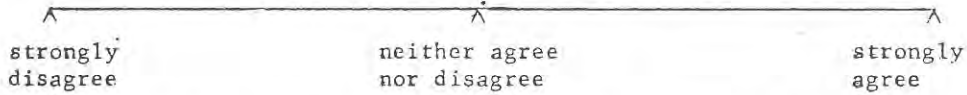


WHAT IS YOUR REACTION TO EACH OF THE FOLLOWING THREE STATEMENTS?

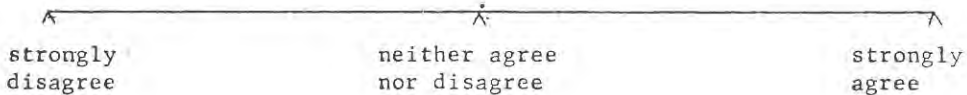
36. A good leader should be strict with people under him in order to improve their performance.



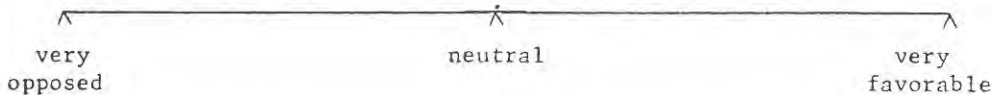
37. Respect for the police in a tough neighborhood depends on the willingness to use force frequently and effectively.



38. Some force is necessary and justified when a citizen unjustly insults and curses a police officer.



39. How do you think the community feels about the assignment of women to patrol duty?



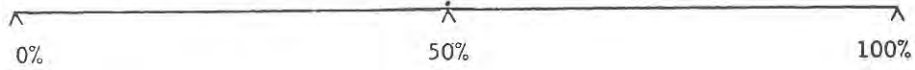
40. Do you think the attempt to get equal rights for women is going



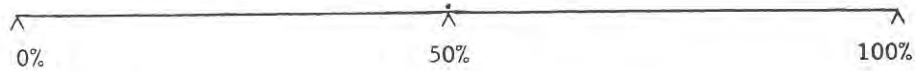
41. About what percent of the Department's female patrol officers are highly motivated in their job and do even more than is required? _____%

Below are a list of traits that may be important for being an effective patrol officer. In your opinion, what percent of female patrol officers with a year's experience have the following traits? Please indicate by placing a mark on the line at the appropriate place.

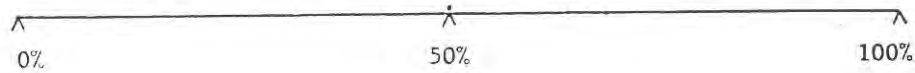
42. Calm and cool in tough situations



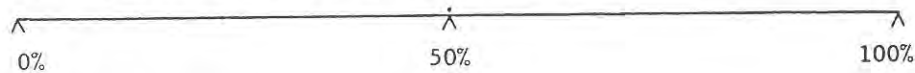
43. Courageous



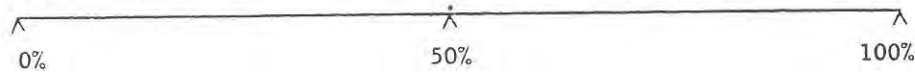
44. Persuasive



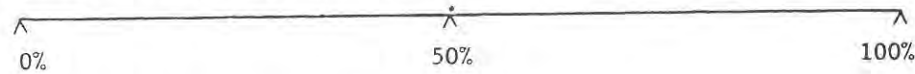
45. Commands respect from the public



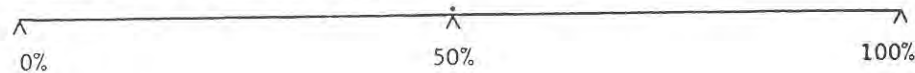
46. Physically strong



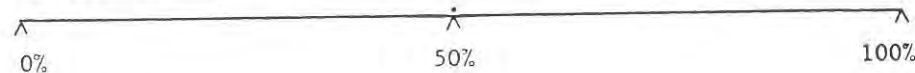
47. Understanding, compassionate



48. Thinks and acts decisively



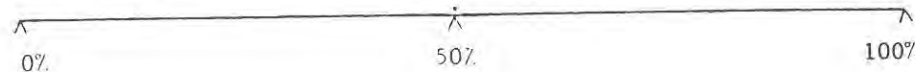
49. Aggressive



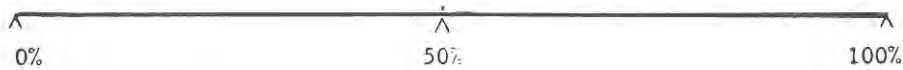
50. Observant



51. Emotionally stable



52. Intelligent

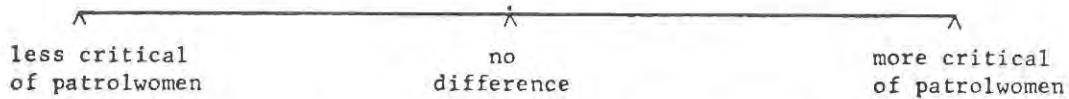


53. Good Leader

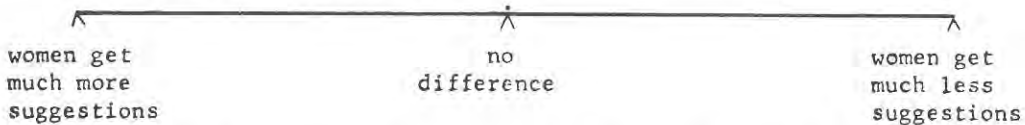


ON THE NEXT THREE QUESTIONS, PLEASE INDICATE HOW YOU EXPECT OFFICIALS OTHER THAN YOURSELF TO REACT TO POLICEWOMEN.

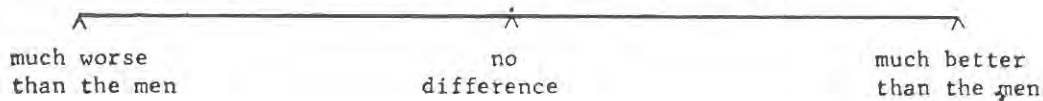
54. Do you think supervisors are more or less critical of patrolwomen than they are with patrolmen of equal ability?



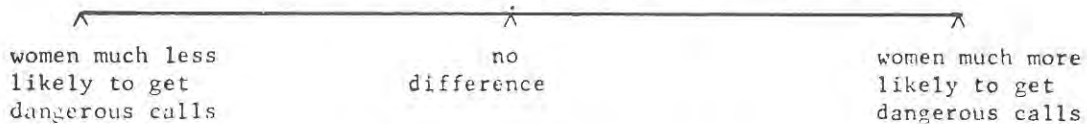
55. Do you think that officials give more useful job suggestions to patrolmen or to patrolwomen of equal ability?



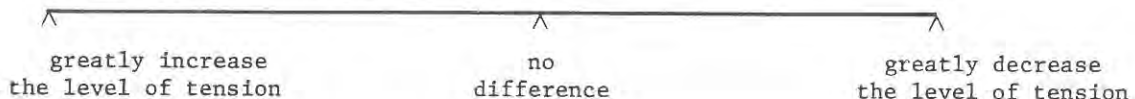
56. Do you think patrolwomen will get better or worse performance ratings than patrolmen who have performed the same on the job?



57. How do you think radio dispatchers assign calls which may involve physical danger to 10-4 units which have patrolwomen in them?

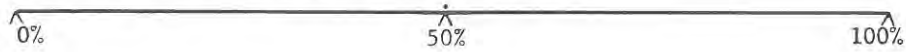


58. What effect do you think policewomen would have on the level of tension or potential violence at a riot situation?

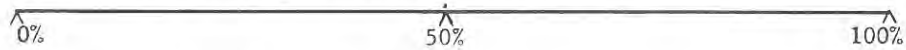


A patrol officer does many different kinds of things while on duty. Below are a list of things an officer might do. In your opinion, what percent of female patrol officers with a year's experience would be able to handle the following situations satisfactorily? Please indicate by placing a mark on the line at the appropriate place.

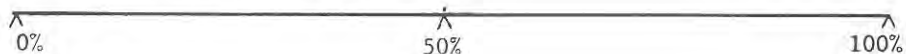
59. Handling the victims of an armed robbery



60. Dispersing a group of noisy juveniles (ages 9-12)



61. Handling a down-and-out drunk



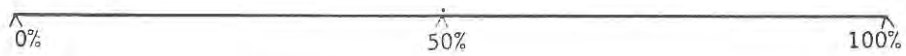
62. Handling disorderly males



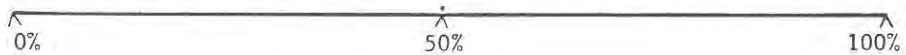
63. Arresting prostitutes



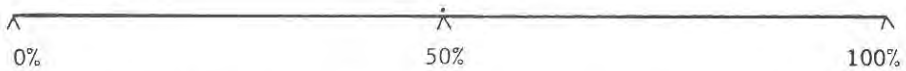
64. Handling traffic accidents



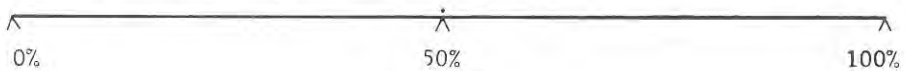
65. Questioning a rape victim



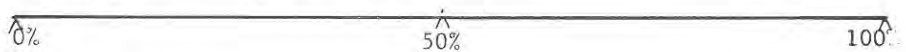
66. Cruising around and observing



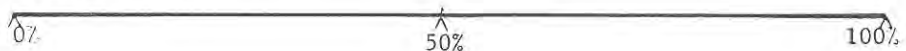
67. Handling threatening situations where someone has a knife or a gun



68. Handling disorderly females



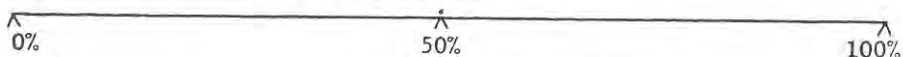
69. Writing Reports



70. Settling family disputes



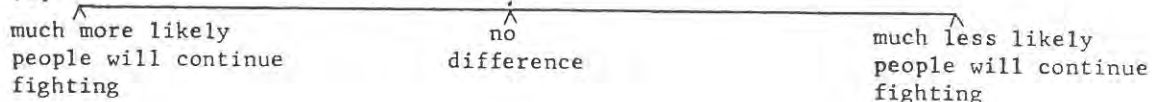
71. Getting information at crime scenes



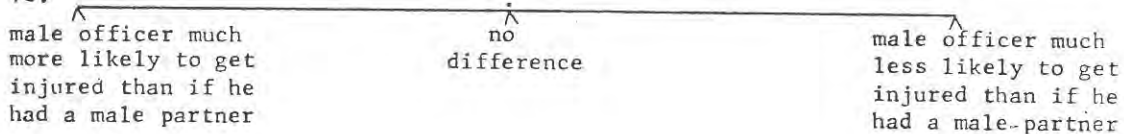
THE NEXT QUESTIONS CONSIST OF SITUATIONS A POLICE OFFICER MIGHT BE IN.
PLEASE INDICATE WHAT YOU THINK MIGHT HAPPEN.

A man and a woman, both experienced patrol officers, are working together as partners. They respond to a disorderly call and find three people fighting. Do you think the situation would be different because one officer is a woman rather than both being men?

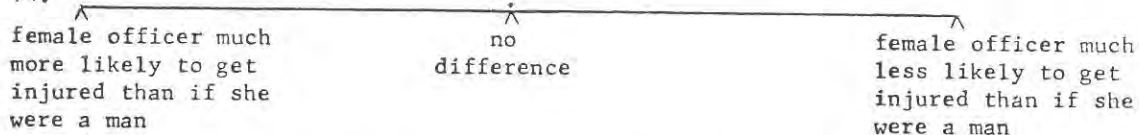
72.



73.

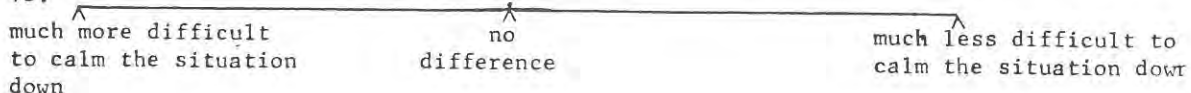


74.

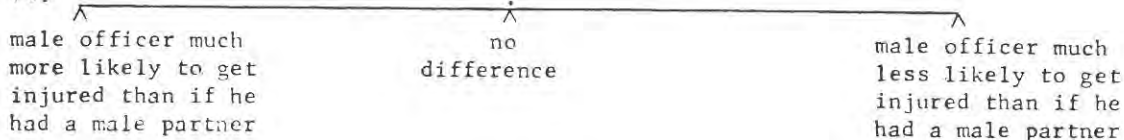


A man and a woman, both experienced patrol officers, are working together as partners. They respond to a "man with a gun" call. As they enter the apartment, a woman points to a man about 15 feet away and says, "That's him --he pointed a gun at me." He is still holding the gun at his side. Do you think the situation would be any different because one officer is a woman rather than both being men?

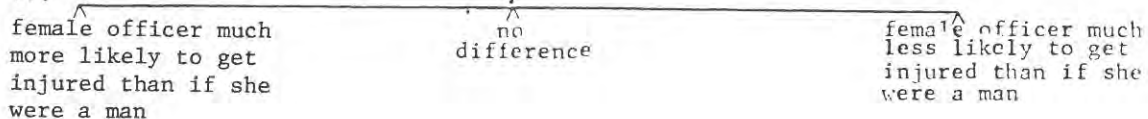
75.



76.

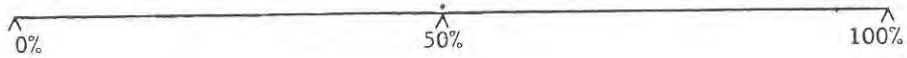


77.

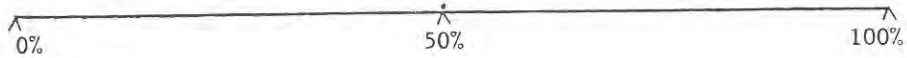


Below are a list of traits that may be important for being an effective patrol officer. In your opinion, what percent of male patrol officers with a year's experience have the following traits? Please indicate by placing a mark on the line at the appropriate place.

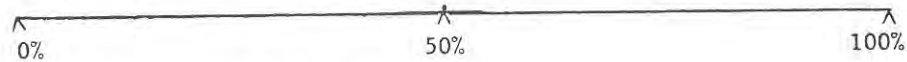
78. Calm and Cool in tough situations



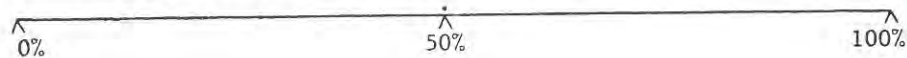
79. Courageous



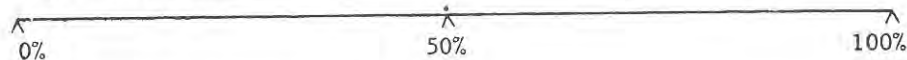
80. Persuasive



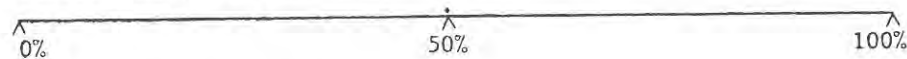
81. Commands respect from the public



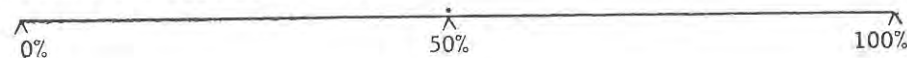
82. Physically strong



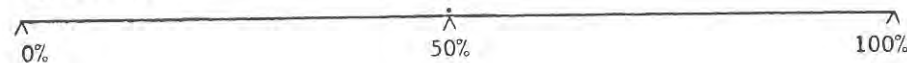
83. Understanding, compassionate



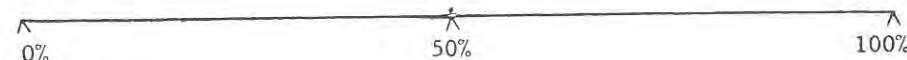
84. Thinks and acts decisively



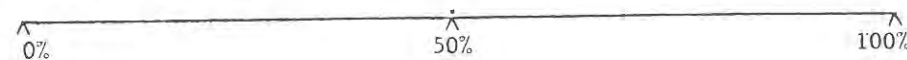
85. Aggressive



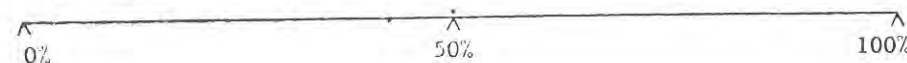
86. Observant



87. Emotionally stable



88. Intelligent



106. How would you improve the policewomen's program? PLEASE EXPLAIN YOUR ANSWER ON THE BLANK PAGES AT THE BACK OF THIS BOOKLET?

FOR SERGEANTS ONLY

107. During the last month, approximately how many officers in your section were men? _____
108. During the last month, approximately how many officers in your section were women? _____

ENCLOSED IS A LIST OF PROBATIONARY OFFICERS WHO WORK IN YOUR DISTRICT. PLEASE RATE ONLY THOSE OFFICERS THAT WORK IN YOUR SECTION AND THAT YOU KNOW WELL ENOUGH TO JUDGE THEIR COMPETENCE IN THE FOUR PATROL SITUATIONS LISTED.

FOR LIEUTENANTS AND CAPTAINS ONLY

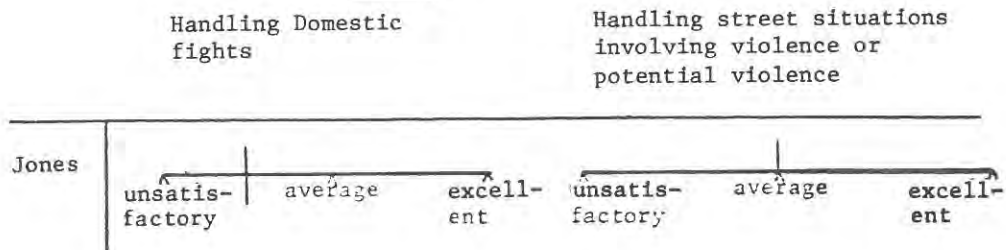
107. During the last month, approximately how many officers under your command were men? _____
108. During the last month, approximately how many officers under your command were women? _____

ENCLOSED IS A LIST OF PROBATIONARY OFFICERS WHO WORK IN YOUR DISTRICT. PLEASE RATE ONLY THOSE OFFICERS THAT WORK UNDER YOUR COMMAND AND THAT YOU KNOW WELL ENOUGH TO JUDGE THEIR COMPETENCE IN THE FOUR PATROL SITUATIONS LISTED.

FOR ALL OFFICIALS

For those officers you have just been asked to rate, please consider their length of street experience in your rating. Indicate your ratings by drawing a vertical line in the appropriate place (see example below). For example, if you are familiar with Officer Jones' job performance, you would skip to "Officer Jones" on the enclosed list, then rate how Officer Jones generally performs in each of the four patrol situations. DO NOT RATE ANY OFFICERS UNLESS YOU ARE FAMILIAR WITH THEIR PERFORMANCE.

EXAMPLE



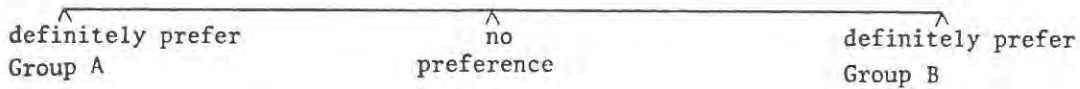
109. If you were police chief in Washington, D. C., and had all of your present knowledge of how and why arrests are made, which of the following two groups of officers would you rather have in your department? (Assume the officers are equal in all other respects.)

Group A

Average number of felony arrests per year - 4
 Average number of misdemeanor arrests per year - 12
 Average number of moving traffic violations per year - 65

Group B

Average number of felony arrests per year - 3
 Average number of misdemeanor arrests per year - 8
 Average number of moving traffic violations per year - 33



110. Please discuss your answer to Question 110 in the following space:

111. Some officers in your district make too many arrests, some are about right and some make too few. How many arrests and moving traffic violations do you think are too many, about right, and too few for an officer to make in a year's time?

COMPLETE ALL BLANKS

Felony arrests per year

Misdemeanor arrests per year

Moving traffic violations per year

Too Many	About Right	Too Few

NEIGHBORHOOD SAFETY SURVEY

(USE THIS INTRODUCTION IF RESPONDENT IS PERSON OTHER THAN ONE WITH WHOM INITIAL CONTACT MADE)

INTRODUCTION: Good _____, I'm _____ calling long distance from Chilton Research Services in Philadelphia. You may have heard of us. We're a professional research organization and right now we're doing a study for The Urban Institute to get people's opinions about safety in local neighborhoods.

Time Int. Began _____ A.M. _____ P.M.

Time Int. Ended _____ A.M. _____ P.M.

1. How safe would you say it is in your neighborhood for a twenty-year old man to walk home alone after dark? Would you say it is . . . very dangerous, fairly dangerous, fairly safe, or very safe?

	Very dangerous	1
	Fairly dangerous	2
	Fairly safe	3
	Very safe	4
DO NOT READ	Don't Know	V

2. How safe would you say it is in your neighborhood for a middle-aged woman to walk home alone after dark? Would you say it is . . . very dangerous, fairly dangerous, fairly safe, or very safe?

	Very dangerous	1
	Fairly dangerous	2
	Fairly safe	3
	Very safe	4
DO NOT READ	Don't Know	V

3. How good a job do you feel the police are doing in helping to keep your neighborhood safe? Would you say the job the police are doing is . . . very poor, poor, average, good, or very good?

	Very poor	1
	Poor	2
	Average	3
	Good	4
	Very good	5
DO NOT READ	Don't Know	V

4. If something should happen where you had to call the police, about how many minutes do you think they would take to arrive?

	Number of minutes	
DO NOT READ	Don't Know	V

5. After the police have arrived, how good a job do you think they'd do in handling your situation? Do you think they would do a . . . very poor, poor, average, good, or very good job?

	Very poor	1
	Poor	2
	Average	3
	Good	4
	Very good	5
DO NOT READ	Don't Know	V

6. How well would you say the police officers treat the people who live in this neighborhood? Would you say the police officers treat the people . . . very disrespectfully, somewhat disrespectfully, neither respectfully nor disrespectfully, respectfully, or very respectfully?

	Very disrespectfully	1
	Somewhat disrespectfully	2
	Neither respectfully nor disrespectfully	3
	Respectfully	4
	Very respectfully	5
DO NOT READ	Don't Know	V

Now, I would like to get your opinion about women working as uniformed police officers in the District of Columbia. I do NOT mean women working as crossing guards at schools or as meter maids. I mean women actually working as uniformed police officers and doing the same kinds of things as policemen.

7. Have you ever seen a woman police officer in person -- not on TV or in the newspapers -- in the District of Columbia during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 11	No	2

8. During the past six months, have you seen a woman police officer in the District . . . riding in a squad car? Walking a foot beat? On a scooter or motorcycle? Or directing traffic? (CIRCLE IN COL. 1)

(ASK Q'S. 9 AND 10, AS A SERIES, AS APPLICABLE, FOR EACH ITEM CIRCLED "SEEN" IN COL. 1)

9. (FOR EACH CIRCLED "SEEN" IN COL. 1) During the past 6 months, about how many times have you seen a woman police officer in D.C. (EACH ITEM CIRCLED "SEEN")? (RECORD IN COL. 2)

10. (IF MORE THAN "ONE" IN COL. 2) As best as you can recall, about how many different policewomen did you see (EACH ITEM 2 OR MORE TIMES IN COL. 2)? (RECORD IN COL. 3)

	Q. 8		Q. 9	Q. 10
	Col. 1		Col. 2	Col. 3
	Seen	Not Seen	# of Times Seen	# <u>Different</u> Policewomen Seen
Riding in a squad car	1	2		
Walking a foot beat	1	2		
On a scooter or motorcycle	1	2		
Directing Traffic	1	2		
Anything else (SPECIFY)	1	2		

11. Some people think that a woman who meets the qualifications should have the same opportunity to be a police officer as a man. Do you . . . strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, or strongly agree . . . that women should have the same opportunity to be a police officer as a man?

12. Why do you say that?

CONTINUE	Strongly disagree	1
	Somewhat disagree	2
SKIP TO Q. 13	Neither agree nor disagree	3
	Somewhat agree	4
	Strongly agree	5
DO NOT READ	Don't Know	V

(ASK EVERYONE)

13. If two people were severely injured in an auto accident, how do you think a policewoman would handle the accident compared to how a policeman would handle it? Do you think the policewoman would handle it . . . much worse, somewhat worse, about the same, somewhat better, or much better than a policeman?

Much worse	1	
Somewhat worse	2	
About the same	3	
Somewhat better	4	
Much better	5	
DO NOT READ	Don't Know	V

14. Why do you say that?

15. If a man and a woman were fighting and the police were called, how do you think a policewoman and a policeman patrolling together as partners would handle the situation compared to two policemen working together? Compared to the two policemen, do you think the policewoman and policeman would handle the situation . . . much worse, somewhat worse, about the same, somewhat better, or much better?

Much worse	1	
Somewhat worse	2	
About the same	3	
Somewhat better	4	
Much better	5	
DO NOT READ	Don't Know	V

16. Why do you say that?

17. Suppose a fight broke out among several people on a street corner and half of the police officers sent were policewomen rather than all being policemen. Do you think the fact that half of the officers were policewomen would make the situation . . . much more likely to get out of hand, somewhat more likely, no difference, somewhat less likely, or much less likely to get out of hand?

Much more likely	1
Somewhat more likely	2
No difference	3
Somewhat less likely	4
Much less likely	5

DO NOT READ	Don't Know	V
-------------	------------	---

18. Suppose a riot broke out somewhere in the District and half of the police officers sent were policewomen rather than all being policemen. Do you think the fact that half of the officers sent were policewomen would make the situation . . . much more likely to get out of hand, somewhat more likely, no difference, somewhat less likely, or much less likely to get out of hand?

Much more likely	1
Somewhat more likely	2
No difference	3
Somewhat less likely	4
Much less likely	5

DO NOT READ	Don't Know	V
-------------	------------	---

19. How good a job would a policewoman do in investigating a crime scene in order to find evidence -- compared to a policeman? Do you think a policewoman would do . . . much worse, somewhat worse, about the same, somewhat better, or much better than a policeman?

Much worse	1	
Somewhat worse	2	
About the same	3	
Somewhat better	4	
Much better	5	
DO NOT READ	Don't Know	V

20. Now, think about the number of crimes committed in the District of Columbia last year. If half of the police officers had been policewomen, do you think the number of crimes would have been . . . much higher, somewhat higher, about the same, somewhat lower, or much lower than the actual number of crimes committed with all policemen?

Much higher	1	
Somewhat higher	2	
About the same	3	
Somewhat lower	4	
Much lower	5	
DO NOT READ	Don't Know	V

21. How do you think a policewoman would treat the people in your neighborhood -- compared to a policeman? Do you think a policewoman would treat the people . . . much less respectfully, somewhat less respectfully, about the same, somewhat more respectfully, or much more respectfully than a policeman?

Much less respectfully	1
Somewhat less respectfully	2
About the same	3
Somewhat more respectfully	4
Much more respectfully	5
DO NOT READ Don't Know	V

22. Now, think of the number of criminals caught last year in D.C. If half of the police officers had been policewomen, do you think the number of criminals caught would have been . . . much higher, somewhat higher, about the same, somewhat lower, much lower than the actual number of criminals caught with all policemen?

Much higher	1
Somewhat higher	2
About the same	3
Somewhat lower	4
Much lower	5
DO NOT READ Don't Know	V

23. How do you think the people in this neighborhood would treat a policewoman -- compared to a policeman? Do you think the people would treat a policewoman . . . much less respectfully, somewhat less respectfully, about the same, somewhat more respectfully, or much more respectfully than they would treat a policeman?

Much less respectfully	1
Somewhat less respectfully	2
About the same	3
Somewhat more respectfully	4
Much more respectfully	5
DO NOT READ Don't Know	V

24. What do you think about having policewomen doing the same things as policemen -- that is, patrolling the streets and responding to police calls. Do you strongly disapprove, somewhat disapprove, have a neutral feeling, somewhat approve, or strongly approve of having policewomen doing the same things as policemen?

Strongly disapprove	1
Somewhat disapprove	2
Have a neutral feeling	3
Somewhat approve	4
Strongly approve	5
DO NOT READ Don't Know	V

25. Why do you say that?

26. Have you seen or heard anything in the newspapers, on radio, or on TV, about policewomen during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 28	No	2

27. (IF "YES" TO Q. 26) Has what you have seen in newspapers or on TV caused you to have . . . a much more favorable attitude, a less favorable attitude, no change in attitude, a more favorable attitude, or a much more favorable attitude toward women working as police officers?

Much less favorable attitude	1	
Less favorable attitude	2	
No change in attitude	3	
More favorable attitude	4	
Much more favorable attitude	5	
DO NOT READ	Don't Know	V

28. Do you know or have you talked to a policewoman in D.C. -- or have you seen a policewoman handling an incident during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 31	No	2

29. 29. What was the nature of the incident?

30. Has this direct personal contact caused you to have . . . a much less favorable attitude, a less favorable attitude, no change in attitude, a more favorable attitude, or a much more favorable attitude toward women working as police officers?

Much less favorable attitude	1	
Less favorable attitude	2	
No change in attitude	3	
More favorable attitude	4	
Much more favorable attitude	5	
DO NOT READ	Don't Know	V

(ASK EVERYONE)

31. Do you think the attempt to get equal rights for women is going . . . much too far, a little too far, about right, not quite far enough, or not nearly far enough?

Much too far	1	
A little too far	2	
About right	3	
Not quite far enough	4	
Not nearly far enough	5	
DO NOT READ	Don't Know	V

32. About how long have you lived in this neighborhood?

of Years (months) _____

33. So we can group all comments, and get a cross-section of all people, what was your total family income last year before taxes . . .

	Under \$6,000	1
	\$6,000 - \$12,000	2
	Over \$12,000	3
DO NOT READ	Don't Know	V
	Other (SPECIFY)	

34. Are you Black . . . White . . . or some other race?

Black	1
White	2
Other (SPECIFY)	3

THANK YOU VERY MUCH. IT WAS A PLEASURE TALKING WITH YOU AND GETTING YOUR OPINIONS. HAVE A GOOD DAY.

I'd like to verify your phone number. I did reach you by dialing:

_____, didn't I?

Interviewer _____

Date _____

Your address is: _____
 (Number) (Street)

Interview # _____

THE URBAN INSTITUTE - SERVICE STUDY

FORM S-1

(Blue)

of Officers _____ 16-

4. How many officers came?

(WRITE IN THE NUMBER OF OFFICER AND
 CIRCLE THE CORRECT BOX)

CONTINUE	1 Officer	17-
SKIP TO Q. 7	2 or more Officers	2
	Don't Know	8

5. What was the race and sex of that officer?

RACE 18-

White	1
Black	2
Other (SPECIFY)	0
Don't Know	8

SEX 19-

Male	1
Female	2
Don't Know	8

20-

Both correct	1
Race incorrect	2
Sex incorrect	3

(CIRCLE BOX AT RIGHT, THEN SKIP TO Q. 10)

THERE IS NO Q. 6

21-
 22-

7. For the purposes of our study we are interested in getting your opinion about a RACE male/female uniformed officer who arrived alone in a police car. Of all the officers who came, how well do you recall this particular RACE male/female uniformed officer? Would you say you recall him/her:

23-

Very well?	1
Somewhat well?	2
Not too well, or?	3
Not at all well?	4
Don't Know	8

THERE IS NO Q. 8 OR Q. 9.

24-

25-

10. That is the officer we are interested in. Please answer the rest of the questions by thinking about that particular male/female uniformed officer.

If you had to rate this particular officer, how well would you say he/she did in finding out what happened? Would you say he/she was:

26-

Very good?	1
Good?	2
Average?	3
Poor?	4
Very poor?	5
Don't Know	8

11. Was there anyone injured before the police arrived?

27-

Yes	1
No	2
Don't Know	8

12. Was anyone there sick before the police arrived?

28-

Yes	1
No	2
Don't Know	8

IF "NO" TO Q. 11 AND Q. 12, SKIP TO Q. 14

13. (ASK ONLY IF YES TO Q. 11 OR Q. 12) If you had to rate that particular officer, how good a job did he/she do in helping the sick or injured people? Would you say he/she did a:

	Very good job	1
	Good job	2
	Average job	3
	Poor job or	4
	Very poor job	5
DON'T READ	Don't Know	8

14. We are interested in how police deal with dangerous, angry or upset people. Was there anyone there who was dangerous?

	Yes	1
SKIP TO Q. 17	No	2
	Don't Know	8

15. Did they become dangerous before the police got there or sometime after the police got there?

	Before	1
CONTINUE	After	2
SKIP TO Q. 17	Don't Know	8

16. Why did they become dangerous? (PROBE)

17. Was there anyone there who was angry but not dangerous?

	Yes	1
SKIP TO Q. 20	No	2
	Don't Know	8

18. Did they become angry before the police got there or sometime after the police got there?

	Before	1
CONTINUE	After	2
SKIP TO Q. 20	Don't Know	8

19. Why did they become angry? (PROBE)

20. Was there anyone there who was just upset?

34-

(SKIP TO Q.24 IF "NO" TO Q.14, 17 AND 20)

	Yes	1
SKIP TO Q. 23	No	2
	Don't Know	8

21. Did they become upset before the police got there or sometime after the police got there?

35-

SKIP TO Q. 23	Before	1
CONTINUE	After	2
SKIP TO Q. 23	Don't Know	8

22. Why did they become upset? (PROBE)

23. If you had to rate that particular officer, how good a job did he/she do in dealing with the people who were dangerous, angry or upset? Would you say he/she was:

36-

	Very good?	1
	Good?	2
	Average?	3
	Poor or?	4
	Very poor?	5
DON'T READ	Don't Know	8

(ASK EVERYONE)

24. Was anyone injured after the police got there?

37-

CONTINUE	Yes	1
SKIP TO Q. 27	No	2
	Don't Know	8

25.. Who was injured?

38-

(DO
NOT
READ)

Policeman	1
Policewoman	2
Some other person	3
Don't Know	8

26. What happened? (PROBE)

27. Did that particular officer do any of the following things when he/she was there? Did he/she . . . (READ LIST ONE AT A TIME)

		Yes	No	Don't Know
IF "YES" TO ONE OR MORE OF THESE THREE, ASK Q. 28	Use force	39-1	2	8
	Threaten to use force	40-1	2	8
	Insult anyone	41-1	2	8
SKIP TO Q. 29	Arrest anyone	42-1	2	8
	Threaten with arrest	43-1	2	8
SKIP TO Q. 30 IF "NO" TO ALL				

28. What did that officer do? (PROBE)

29. (IF YES TO ANY ACTION IN Q. 27) How do you feel about the action that particular officer took? Do you:

		44-
Strongly approve?		1
Approve?		2
Neither approve or disapprove?		3
Disapprove?		4
Strongly disapprove?		5
DO NOT READ	Don't Know	8

30. How well would you say that the officer treated the people in this incident? Would you say he/she was:

		45-
Very disrespectful?		1
Somewhat disrespectful?		2
Somewhat respectful?		3
Very respectful?		4
DO NOT READ	Neither?	5
READ	Don't Know	8

31. If you had to rate that officer, how well did he/she seem to understand people's feelings? Would you say he/she was:

		46-
Very good?		1
Good?		2
Average?		3
Poor?		4
Very poor?		5
DO NOT READ	Don't Know	8

32. If you needed to call the police in the future, would you want that particular officer to come again? Would you:

		47-
Strongly prefer the same officer?		1
Somewhat prefer the same officer?		2
Have no preference?		3
Somewhat prefer a different officer?		4
Strongly prefer a different officer?		5
DO NOT READ	Don't Know	8

33. When the police are called, either a man and a woman . . . or two men might be sent. If you called the police in the future and and 2 different officers came, would you:

48-

Strongly prefer that one of the 2 officers be a woman	1
Somewhat prefer that 1 of the 2 officers be a woman	2
Have no preference	3
Somewhat prefer 2 male officers	4
Strongly prefer 2 male officers	5

34. Why do you say that?

35. How do you think a policewoman would treat the people in your neighborhood, compared to a policeman? Do you think a policewoman would treat the people:

49-

Much less respectfully than a policeman	1	
Somewhat less respectfully than a policeman	2	
About the same	3	
Somewhat more respectfully	4	
Much more respectfully	5	
DON'T READ	Don't know	8

36. Now think about the number of crimes committed in the District of Columbia last year. If half the police officers had been policewomen, do you think the number of crimes would have been:

50-

Much higher	1
Somewhat higher	2
About the same	3
Somewhat lower	4
Or, much lower than they were last year	5
Don't know	8

37. What do you think about policewomen doing the same things as policemen, that is, patrolling the streets and responding to police calls, Do you:

51-

Strongly disapprove	1	
Somewhat disapprove	2	
Have a neutral feeling	3	
Somewhat approve	4	
Or, strongly approve of having policewomen doing same thing as policemen	5	
DON'T READ	Don't know	8

38. Some people think that a woman who meets the qualifications should have the same opportunity to be a police officer as a man. Do you:

52-	
Strongly disagree	1
Somewhat disagree	2
Neither agree or disagree	3
Somewhat agree	4
Or, strongly agree that women should have the same opportunity to be a police officer as men	5
DON'T READ Don't know	8

ASK Q. 39 AND Q. 40 ONLY IF A POLICEMAN WAS PRESENT

39. If you were rating the female officer in this incident . . . how good a job do you think the female officer did in handling your situation? Would you say she was:

53-	
Very good	1
Good	2
Average	3
Poor	4
Or, very poor	5

40. Has this experience with a police-woman caused you to have a more or less favorable attitude toward women working as police officers?

54-	
Much less favorable attitude toward women working as police officers	1
Somewhat less favorable attitude	2
No change in attitude	3
Somewhat more favorable attitude	4
Or, much more favorable attitude	5
DON'T READ Don't know	8

So that we can get a cross-section of all people, please tell me. . .

41. How old are you? _____
(RECORD AGE)

55-

42. Are you:

56-	
White	1
Black (Negro)	2
Or some other race	3

43. Finally, so we can group all comments, what was your total family income last year before taxes? Was it:

57-	
Under \$6,000	1
\$6,000 to \$12,000	2
Over \$12,000	3
Undetermined	9

44. Sex:

58-	
Male	1
Female	2

Now, for verification purposes, let me verify your number. I did reach you by dialing _____?

Thank you very much. It was a pleasure talking to you and getting your opinions. Do have a good day.

Interviewer _____

Date _____

THE URBAN INSTITUTE SERVICE STUDY

FORM S-2 (TWO OFFICERS)

Inter. # _____

(Yellow)

4. How many officers came?
(WRITE IN THE NUMBER OF OFFICERS AND
CIRCLE THE CORRECT BOX)

No. of officers		16- 17-
TERMINATE	One	1
ASK Q. 5 & Q. 6	Two	2
SKIP TO Q. 7	Three or more	3
	Don't Know	8

INTERVIEWER: IF ONE SAY: "We need to interview people where two uniformed officers were present for this incident, so thank you very much for your time."

5. What was the race and sex of the first officer? (PLEASE RECORD IN COL. 1)
6. What was the race and sex of the second officer? (PLEASE RECORD IN COL. 2)

		Col. 1 Officer #1	Col. 2 Officer # 2
Race:	White	18-1	20-1
	Black	2	2
	Other (SPECIFY)	3	3
	Don't Know	8	8
Sex:	Male	19-1	21-1
	Female	2	2
	Don't Know	8	8

INTERVIEWER: Check Answers in Q. 5 and Q. 6 against sample form, circle the proper box at right, and follow skip instruction.

		22-
SKIP TO Q. 8	Both officers correctly identified	1
SKIP TO Q. 10	Both officers not correctly identified	2

CORRECT IDENTIFICATION:
IF RACE AND SEX MATCH RECORD FOR BOTH OFFICERS, OR IF RACE AND SEX MATCHES FOR ONE OFFICER AND SEX MATCHES FOR THE OTHER OFFICER, BUT "DON'T KNOW" OR "NOT SURE" FOR RACE.

7. For the purposes of our study we are interested in getting your opinion about a team of 2 uniformed officers who arrived together in a police car. One member of the team was a (RACE AND SEX) and the other was a (RACE AND SEX). Of all the officers who came, how well do you recall this particular team of 2 uniformed officers? Would you say you recall them: (READ LIST)

		23-
CONTINUE WITH Q. 8	Very well?	1
	Somewhat well?	2
SKIP TO Q. 10	Not too well, or?	3
	Not at all well?	4
	DK	8

8. Now, I'd like to ask you a few questions about the 2 police officers you identified. Please answer the rest of the questions by thinking about that particular team of two uniformed officers.

In thinking about these two uniformed officers, did one of the officers take charge more than the others? Would you say one officer:

		24-
	Took complete charge?	1
	Often took charge?	2
	Occasionally took charge or?	3
	Did they work pretty much as a team?	4
DO NOT READ	Don't know	5

9. ASK ONLY IF A POLICEWOMAN WAS PRESENT: Was the policewoman more active or less active than her partner in handling the situation? Would you say she was. . .?

		25-
	Much more active?	1
	A little more active?	2
	About the same?	3
	A little less active?	4
	Much less active?	5
DO NOT READ	Don't know	8

10. If you had to rate this particular team of officers, how well would you say they did in finding out what happened? Would you say they were:

		26-
	Very good?	1
	Good?	2
	Average?	3
	Poor or?	4
	Very poor?	5
DO NOT READ	Don't know	8

11. Was there anyone injured before the police arrived?

27-

Yes	1
No	2
Don't know	8

12. Was anyone there sick before the police arrived?

28-

Yes	1
No	2
Don't know	8

(IF "NO" TO Q. 11 AND Q. 12, SKIP TO Q. 14)

13. (ASK ONLY IF "YES" TO Q. 11 or Q. 12:) If you had to rate that particular team of officers, how good a job did they do in helping the sick or injured people? Would you say they did a:

29-

Very good?	1	
Good?	2	
Average?	3	
Poor or?	4	
A very poor job?	5	
DO NOT READ	Don't know	8

14. We are interested in how police deal with dangerous, angry or upset people. Was there anyone there who was dangerous?

30-

	Yes	1
SKIP TO	No	2
Q. 17	Don't Know	8

15. Did they become dangerous before the police got there or sometime after the police got there?

31-

SKIP TO Q. 17	Before	1
CONTINUE	After	2
SKIP TO Q. Q. 17	Don't know	8

16. Why did they become dangerous? (PROBE)

17. Was there anyone there who was angry but not dangerous?

32-

	Yes	1
SKIP TO Q. 20	No	2
	Don't Know	8

18. Did they become angry before the police got there or sometime after the police got there?

33-

SKIP TO Q. 20	Before	1
CONTINUE	After	2
SKIP TO Q. 20	Don't know	8

19. Why did they become angry? (PROBE)

20. Was there anyone there who was just upset?

34-

	Yes	1
SKIP TO Q. 23	No	2
	Don't Know	8

(SKIP TO Q. 24 IF "NO" TO Q. 14, 17 AND 20)

21. Did they become upset before the police got there or sometime after the police got there?

35-

SKIP TO Q. 23	Before	1
CONTINUE	After	2
SKIP TO Q. 23	Don't know	8

22. Why did they become upset? (PROBE)

23. If you had to rate that particular team of officers, how good a job did they do in dealing with the people who were dangerous, angry or upset? Would you say they were:

		36-
	Very good ?	1
	Good ?	2
	Average ?	3
	Poor ?	4
	Very poor ?	5
DO NOT READ	Don't know	8

(ASK EVERYONE)

24. Was anyone injured after the police got there?

		37-
CONTINUE	Yes	1
SKIP TO Q. 27	NO	2
	Don't know	8

25. Who was injured?

		38-
(DO NOT	Policeman	1
READ	Policewoman	2
LIST)	Some other person	3
DO NOT READ	Don't know	8

26. What happened? (PROBE)

27. Did this team of officers do any of the following things when they were there?
 Did they . . . (READ LIST ONE AT A TIME)

		Yes	No	D.K.	
a.	IF "YES" TO ONE OR MORE OF THESE THREE ASK Q. 28	Use force?	39-1	2	8
		Threaten to use force?	40-1	2	8
		Insult anyone?	41-1	2	8
b.	SKIP TO Q. 29	Arrest anyone?	42-1	2	8
		Threaten with arrest?	43-1	2	8
SKIP TO Q. 30 IF "NO" TO ALL					

28. What did that team of officers do? (PROBE)

29. IF "YES" TO ANY ACTION IN Q. 27, ASK: How do you feel about the action this team of officers took? Do you:

		44-
	Strongly approve?	1
	Approve?	2
	Neither approve nor disapprove?	3
	Disapprove?	4
	Strongly disapprove?	5
DO NOT READ	Don't know	8

30. How well would you say that the team of officers treated the people in this incident? Would you say they were:

		45-
	Very disrespectful?	1
	Somewhat disrespectful?	2
	Somewhat respectful?	3
	Very respectful?	4
DO NOT READ	Neither	5
READ	Don't know	8

31. If you had to rate this team of officers, how well did they seem to understand people's feelings? Would you say they were:

		46-
	Very good?	1
	Good ?	2
	Average?	3
	Poor ?	4
	Very poor ?	5
DO NOT READ	Don't know	8

32. If you needed to call the police in the future, would you want this particular team of 2 uniformed officers to come again? Would you:

47-

	Strongly prefer the same team?	1
	Somewhat prefer the same team?	2
	Have no preference?	3
	Somewhat prefer a different team?	4
	Strongly prefer a different team?	5
DO NOT READ	Don't Know	8

33. When the police are called, either a man and a woman . . . or two men might be sent. If you called the police in the future and and 2 different officers came, would you:

48-

Strongly prefer that one of the 2 officers be a woman	1
Somewhat prefer that 1 of the 2 officers be a woman	2
Have no preference	3
Somewhat prefer 2 male officers	4
Strongly prefer 2 male officers	5

34. Why do you say that?

35. How do you think a policewoman would treat the people in your neighborhood, compared to a policeman? Do you think a policewoman would treat the people:

49-

Much less respectfully than a policeman	1	
Somewhat less respectfully than a policeman	2	
About the same	3	
Somewhat more respectfully	4	
Much more respectfully	5	
DON'T READ	Don't know	8

36. Now think about the number of crimes committed in the District of Columbia last year. If half the police officers had been policewomen, do you think the number of crimes would have been:

50-

Much higher	1
Somewhat higher	2
About the same	3
Somewhat lower	4
Or, much lower than they were last year	5
Don't know	8

37. What do you think about policewomen doing the same things as policemen, that is, patrolling the streets and responding to police calls. Do you:

51-

Strongly disapprove	1	
Somewhat disapprove	2	
Have a neutral feeling	3	
Somewhat approve	4	
Or, strongly approve of having policewomen doing same thing as policemen	5	
DON'T READ	Don't know	8

38. Some people think that a women who meets the qualifications should have the same opportunity to be a police officer as a man. Do you:

52-

Strongly disagree	1	
Somewhat disagree	2	
Neither agree or disagree	3	
Somewhat agree	4	
Or, strongly agree that women should have the same opportunity to be a police officer as men	5	
DON'T READ	Don't know	8

ASK Q. 39 and Q. 40 ONLY IF A POLICEMAN WAS PRESENT

39. If you were rating the female officer in this incident . . . how good a job do you think the female officer did in handling your situation? Would you say she was:

53-

Very good	1
Good	2
Average	3
Poor	4
Or, very poor	5

40. Has this experience with a policewoman caused you to have a more or less favorable attitude toward women working as police officers?

54-

Much less favorable attitude toward woman working as police officers	1	
Somewhat less favorable attitude	2	
No change in attitude	3	
Somewhat more favorable attitude	4	
Or, much more favorable attitude	5	
DON'T READ	Don't know	8

So that we can get a cross-section of all people, please tell me . . .

41. How old are you? _____
(RECORD AGE)

55-

42. Are you:

56-

White	1
Black(Negro)	2
Or some other race	3

43. Finally, so we can group all comments, what was your total family income last year before taxes? Was it:

57-

Under \$6,000	1
\$6,000 to \$12,000	2
Over \$12,000	3
Undetermined	9

44. Sex:

58-

Male	1
Female	2

Now, for verification purposed, let me verify your number. I did reach you by dialing _____?

Thank you very much. It was a pleasure talking to you and getting your opinions. Do have a good day.

Interviewer _____

Date _____

INTERVIEW CARD

COMPLAINANT

1. Name _____
2. Address _____
3. Phone _____

1. Name _____
2. Address _____
3. Phone _____

RELATIONSHIP TO INCIDENT:

- 1 = complainant
- 2 = victim
- 3 = accused
- 4 = participant
- 5 = informant
- 6 = person in need of help

INCIDENT

Officer #1: Race ____ Sex ____ Code: ____

Type of Crime: _____ Officer #2: Race ____ Sex ____

Date: _____ Time: _____

IF ARREST,
REPORT #: _____

NOTE: This information was collected during the course of the Structured Observations for use in the Service Survey.

STRUCTURED OBSERVATION

PROFILE SHEET

Observer: Name _____ Code _____

Date: Month _____ Day _____

District _____ Beat _____ Day 1. Mon - Thurs
2. Fri - Sat _____

Officer #1: Name _____ Code _____

Officer #2: Name _____

- | | <u>Officer #1</u> | <u>Officer #2</u> |
|---|-------------------|-------------------|
| 1. Sex: 1. Male 2. Female | _____ | _____ |
| 2. Age: (years) | _____ | _____ |
| 3. Race: 1. White 2. Black
3. Other | _____ | _____ |
| 4. Height: (inches) | _____ | _____ |
| 5. Marital Status: 1. Married
2. Single 3. Other | _____ | _____ |
| 6. Months on MPDC | _____ | _____ |
| 7. Last Grade Completed | _____ | _____ |
| 12. High school or GED | _____ | _____ |
| 13. 1 year additional school | _____ | _____ |
| 14. 2 years additional school | _____ | _____ |
| 15. 3 years additional school | _____ | _____ |
| 16. College degree (B.A., B. S.) | _____ | _____ |
| 17. 1 year graduate school | _____ | _____ |
| 18. 2 years graduate school (M.A.) | _____ | _____ |
| 19. 3 years graduate school (law degree) | _____ | _____ |
| 20. 4 years graduate school (Ph.D., M.D.) | _____ | _____ |

8. Is either member permanently assigned to this beat? _____
1. Officer #1 2. Officer #2 3. Both Officers

TO BE ASKED OF OFFICER #2 ONLY (if applicable)

9. How many times have you worked with a policewoman on uniformed patrol before? (do not count undercover, other assignments) _____

(code more than 99 times as 99 in box at right)

CARD #1

1

1			
---	--	--	--

5

--	--	--	--

9

--	--	--	--	--

14

--	--	--	--

18

--	--

20

--	--	--	--

24

--	--

26

--	--	--	--

30

--	--

32

--	--	--	--	--

38

--	--	--	--	--

43

--

45

--	--

Profile Sheet (continued)

10. Approximately how many minutes did each member of the team work as the driver? (count all time officer was designated as the driver rather than the passenger, even when not actually driving)

1 hour = 60 min. 5 hours = 240 min. Officer #1 _____
 2 hours = 120 min. 6 hours = 270 min. Officer #2 _____
 3 hours = 180 min. 7 hours = 300 min.
 4 hours = 210 min. 8 hours = 330 min.

47

--	--	--

 50

--	--	--

11. If officers were involved in any accidents while driving, indicate who was apparently at fault, which officer was driving the patrol car (i.e., Officer #1 or #2), and describe what happened.

Fault Code: 1. Officer #1 3. Civilian
 2. Officer #2 4. Other (specify) _____
 5. Unknown or undeterminable

53

--

Accident Number	Fault Code	Officer Driving	Describe Accident
1			
2			

54

 56

12. If the officers were involved in any near accidents while driving indicate who was apparently at fault, which officer was driving the patrol car (i.e., Officer #1 or #2), and describe what happened

Fault Code: 1. Officer #1 3. Civilian
 2. Officer #2 4. Other (specify) _____
 5. Unknown or undeterminable

58

--

Near Accident Number	Fault Code	Officer Driving	Describe Near Accident
1			
2			
3			
4			

59

 61

 63

 65

Profile Sheet (continued)

FOLLOWING QUESTION TO BE ASKED DURING SHIFT

13. What do you think about policewomen on patrol? (enter code)

1	2	3	4	5	
strongly		neutral		strongly	Officer #1 _____
approve				disapprove	Officer #2 _____

67

68

Remarks about policewomen from Officers:

Officer #1: _____

Officer #2: _____

69

TO BE ANSWERED BY OBSERVER AT END OF SHIFT.

14. Rate how well police officers seemed to work together as a team (enter code) _____

1	2	3	4	5	
very				very	
well				poorly	

71

72

Why? _____

15. Rate how well police officers seemed to get along with each other (enter code) _____

1	2	3	4	5	
very				very	
well				poorly	

73

74

Why? _____

Profile Sheet (continued)

16. Total number of incidents _____

75

1	1
---	---

17. Total number of minutes spent by observer with police team on shift
Minutes: _____

77

1	1	1	1	1
---	---	---	---	---

(Repeat information from first 13 columns on card #1 for columns 1-13 on card #2)

CARD #2

1

1	1	1	1	1
---	---	---	---	---

5

1	1	1	1	1
---	---	---	---	---

9

1	1	1	1	1
---	---	---	---	---

18. When the officers were not on runs, approximately how many minutes were spent doing the following?

A. Checking high crime areas and safety hazards _____

14

1	1	1	1	1
---	---	---	---	---

B. Generally cruising the area _____

17

1	1	1	1	1
---	---	---	---	---

C. Other _____
(specify other) _____

20

1	1	1	1	1
---	---	---	---	---

80

2

STRUCTURED OBSERVATION

INCIDENT SHEET

INCIDENT SHEET

Indicate citizens who were directly involved with police and who could describe the incident.

1. Name _____
2. Address _____
3. Phone _____

1. Name _____
2. Address _____
3. Phone _____

Observer: Name _____, Code _____

Date: Month _____ Day _____ Incident # _____

NOTE: Repeat information from Columns 1-9 on all cards.

A. Number of minutes between start of incident and time back in service _____

B. Were both Officer #1 and #2 present during the entire incident?

Officer #1: Yes _____ No _____ Officer #2: Yes _____ No _____

If not, describe circumstances _____

1

2			
---	--	--	--

5

--	--	--	--

10

--	--	--	--

13

--	--	--	--

IF OFFICER #1 WAS NOT PRESENT DURING INCIDENT, DO NOT COMPLETE INCIDENT SHEET.

C. Were both officers #1 and #2 in contact with the citizens involved in this incident?

Officer #1: Yes _____ No _____ Officer #2: Yes _____ No _____

If not, describe circumstances _____

D. How many officers other than Officer #1 and Officer #2 arrived? (enter number below) (code numbers greater than 9 as 9 in the boxes at right)

- a. (Uniformed) male officers _____
- b. (Uniformed) female officers _____
- c. Officials _____
- d. Other (detectives, etc.) _____

18

--	--	--	--

1. a. How was incident initiated? _____

- 1. Radio _____
- 2. Citizen(on street) _____
- 3. Officer #1 _____
- 4. Officer #2 _____
- 5. Other (describe) _____
- 6. Team _____

22

--

b. IF INITIATED BY DISPATCHER, how was the run described? (see list on next page) (if not sure of description, circle description number and do not enter number)

Dispatcher description _____ Number: _____

23

--	--

INCIDENT DESCRIPTIONS

1. Arguments in or around residence - family fight (FA), unwanted guest, boyfriend/girlfriend (BF/GF) arguments, neighborhood arguments.
2. Major disturbances outside of residence - street or bar fights, assaults, rapes (generally strangers or in public, physical contact--not just argument)
3. Drunk or intoxicated person
4. Disorderly person, (s) or juvenile complaint (disorderly juveniles, etc.)
5. Robbery - (if person present at the time, threatened with physical force or weapons)
6. Mentally disturbed - called M.O. (mental observation) or "sick case" by police
7. Sick or injured person (injuries apparently not as a result of a crime) traffic accident, investigate need for ambulance (INA), unconscious or dead person, suicide, man down (unless it's clear person was drunk)
8. Fire - other natural disasters
9. Attempted holdup, attempted rape, man chasing woman (direct contact threat but nothing happened), man with (weapon)
10. Theft, burglary, pocket picked, purse snatched (person not present or threatened), larceny (if not larceny, f.a.), breaking and entering (B+E)
11. Stolen or damaged auto, car or truck broken into, tires and/or tags stolen, larceny from auto (f.a.)
12. Damaged property, vandalism
13. Prowler, or attempted but unsuccessful entry
14. Lost property
15. Traffic or parking violation, PPP
16. Missing person
17. Animal bite or suspected rabid animal
18. Nuisance, e.g. loud party, noise
19. Request for service or assistance by citizen, e.g., locked out of house, telephone wire down
20. Unspecified or unclear, with indication of crime or injury, investigate trouble, suspicious subject
21. Unspecified or unclear, no crime or injury
22. No answer at door, refused police entrance, false alarm, unsubstantiated call
23. Don't know
24. Assist another police unit, transport person, take report (if not coded elsewhere)
25. Police-citizen conflict
26. Drug case (police diagnosis)

1c. IF A TRAFFIC INCIDENT, (do not record parking tickets) describe actions of officers. If more than one action occurred, code priorities are: 4, 1, 2,3,5,7, (e.g., if 4 & 3 occurred, you would only code 4)

	Officer #1	Officer #2
1. gave traffic ticket.	_____	_____
2. gave warning, no ticket	_____	_____
3. spot check for stolen auto	_____	_____
4. arrested person	_____	_____
5. Other (describe) _____	_____	_____
6. did not observe enough to judge.	_____	_____
7. checked license or registration.	_____	_____

25

FILL OUT REST OF INCIDENT SHEET IF ANY SIGNIFICANT ACTIONS WERE TAKEN BY OFFICERS OR CITIZENS. IF NO SIGNIFICANT ACTIONS OCCURRED, STOP HERE

d. IF AN INCIDENT OTHER THAN TRAFFIC WAS INITIATED BY OFFICERS, enter number of incident. _____

27

1. talk with juveniles
2. talk with adults
3. question suspicious person(s)
4. follow-up of prior incident (describe) _____
5. business or bank check (talk to businessmen)
6. business or school check for break-in (unoccupied)
7. check of known criminal areas
8. Other incidents (community relations or preventive patrol) not recorded in Q. 2. (describe) _____

FILL OUT REST OF INCIDENT SHEET IF ANY SIGNIFICANT ACTIONS WERE TAKEN BY OFFICERS OR CITIZENS (always fill out for "question suspicious person"). IF NO SIGNIFICANT ACTIONS OCCURRED, STOP HERE.

2. What was the nature of the incident? (see previous page for codes) enter code _____

28

a. Observer's description of incident (in detail) _____

30

b. Disposition of incident (enter 2 codes if necessary) _____ (If only one code is necessary, place in blank at right, leave left hand blank empty)

32

1. Arrest made
2. Report taken

3. Advised or settled, warned and/or was sent on way (SOW)
4. Assisted citizen (cat in tree, locked out of house, obtained possessions)
5. Transport person-voluntary, (e.g., person to hospital, person to detox, return juvenile, missing person to home)
6. Transport person, -involuntary (transport not wanted)
7. Investigated, gave chase, lookout
8. Warrant served, hearing set
9. Nothing found, gone on arrival (GOA), false alarm, unsubstantiated call, not missing long enough, 10-80 (no police action at this time), 10-8 (back in service), handled by other police, police told not wanted

3. IF POLICE LEFT SCENE without performing any activity, why did they leave? (enter code) _____

(CARD #1 cont.)

- | | | |
|--|-----------------------------------|-----------------------------|
| 1. wrong address | 4. other police handled situation | |
| 2. unable to locate any incident (nothing found) | 5. Other (specify) _____ | 34 <input type="checkbox"/> |
| 3. police were not wanted | _____ | |

4. Describe the setting of the scene. (enter code) _____

35

1. residence - inside
 2. residence - outside
 3. Business/Commercial
 4. Tavern/Restaurant
 5. Hospital
 6. Street/Alley
 7. Park/Playground
 8. Other (specify) _____
- _____
- _____

36

ANSWER QUESTION 5 ONLY FOR SPECTATORS (i.e., those citizens not directly involved with police)

5. a. How many spectators were there at the scene? (i.e., citizens not directly involved in incident) when the police were there? (give largest number at any time) (enter code) _____

37

- | | |
|-----------|------------|
| 1. 1 - 5 | 3. 10 - 20 |
| 2. 5 - 10 | 4. over 20 |

b. What was the attitude of the spectators toward the police team while police were handling the incident? (use attitude scale below) _____

38

1	2	3	4	5
very friendly		neutral		very hostile

c. What effect did each officer have on the spectators? _____

1	2	3	4	5	
very positive effect		neutral effect or did nothing		very negative effect	Officer #1 _____
					Officer #2 _____

39

40

ANSWER THE FOLLOWING QUESTIONS ONLY FOR THOSE CITIZENS DIRECTLY INVOLVED WITH POLICE (i.e., not spectators)

6. How many citizens were directly involved with police (i.e., not spectators, dead or unconscious persons) _____

41

a. If there was a group of people whose actions towards officers were so similar that group members could not be distinguished from each other, how many were in this group? _____

43

NOTE: For the following questions, if any paired citizens were involved (e.g., husband-wife, parent-child) record them next to each other. If spouses are involved, list them first as citizens #1 and #2)

7. Age Group	<u>Citizen Numbers</u>					
	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>	<u>Group</u>
1. 1-10	—	—	—	—	—	—
2. 11-17	—	—	—	—	—	—
3. 18-29	—	—	—	—	—	—
4. 30-54	—	—	—	—	—	—
5. 55 and above	—	—	—	—	—	—
(for group)						
6. 1-29						—
7. 30-54						—
8. mixed ages						—

45

NOTE: If all members of group fall in one of the "individual" age categories, code for that age category rather than a "group" age category.

(CARD #1, cont.)

Citizen Numbers

#1 #2 #3 #4 #5 Group

8. Sex

1. Male — — — — —
2. Female — — — — —
3. (For group)
Mixed —

51

--	--	--	--	--	--	--	--	--	--	--

9. Race

#1 #2 #3 #4 #5 Group

1. White — — — — —
2. Black — — — — —
3. Other (specify) — — — — —

57

--	--	--	--	--	--	--	--	--	--	--

4. (For group)
Mixed —

10a. Relationship of citizens to each other (select relationship code from list below)

#1 #2 #3 #4 #5 Group

1. Spouse
2. Divorced/Separated
3. Child
4. Other relative
(specify) _____
5. Neighbor
6. Boyfriend/Girlfriend
7. Landlord
8. Tenant
9. Juvenile in general
10. Don't Know
11. Unrelated
12. Other (specify) _____
13. Parent

63

--	--	--	--	--	--	--	--	--	--	--

65

--	--	--	--	--	--	--	--	--	--	--

67

--	--	--	--	--	--	--	--	--	--	--

69

--	--	--	--	--	--	--	--	--	--	--

71

--	--	--	--	--	--	--	--	--	--	--

73

--	--	--	--	--	--	--	--	--	--	--

75

--	--	--	--	--	--	--	--	--	--	--

11. Describe unusual physical conditions of each citizen. (Place a "1" in correct box at right for each citizen when these conditions apply)

	<u>Citizen Numbers</u>				
	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>
a. Gunshot wound	—	—	—	—	—
b. Knife wound	—	—	—	—	—
c. Visible Bruises with Cuts or Blood	—	—	—	—	—
d. Visibly Bruised	—	—	—	—	—
e. Unconscious.	—	—	—	—	—
f. Very Drunk (can't walk).	—	—	—	—	—
g. Drunk	—	—	—	—	—
h. Mildly Intoxicated.	—	—	—	—	—
i. Disoriented (specify) _____	—	—	—	—	—
j. Other (specify) _____	—	—	—	—	—
k. Dead.	—	—	—	—	—

10					
15					
20					
25					
30					
35					
40					
45					
50					
55					
60					

12. Describe the emotional state of citizens at the scene: (enter code from Emotional State list below)

	<u>Citizen Numbers</u>					<u>Group</u>
	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>	
a. when police arrived	—	—	—	—	—	—
b. during incident	—	—	—	—	—	—
c. when police left	—	—	—	—	—	—

65					
71					
77			2		

CARD #3

10		
----	--	--

EMOTIONAL STATE

1. Calm or indifferent
2. Upset (not angry)
3. Angry (not dangerous)
4. Potentially violent
5. Actually violent

DO NOT DELETE Q.'s 13 & 14 UNLESS Q. 12 = 3, 4, or 5 (citizen at least 7)

13. Describe level of violence/tension of citizens at the scene. If more than one action occurred, enter code (from Vio7e list below) for the most violent action.

(CARD #3, cont.)

	Citizen Numbers					
	#1	#2	#3	#4	#5	Group
a. when police arrived	—	—	—	—	—	—
b. during incident	—	—	—	—	—	—
c. when police left	—	—	—	—	—	—

13							
19							
25							

VIOLENCE

1. Verbal threats, verbal abuse
2. Physical force (no weapon)
3. Threatened with weapon (describe weapon) _____
4. Use of weapon (describe weapon) _____
5. Other (specify) _____

31	
----	--

14. Describe the direction of violence/tension of citizens at the scene: (enter code from list below)

	Citizen Numbers					
	#1	#2	#3	#4	#5	Group
1. Citizen toward present citizen(s)	—	—	—	—	—	—
2. Citizen toward absent citizen(s)	—	—	—	—	—	—
3. Citizen toward Officer #1	—	—	—	—	—	—
4. Citizen toward Officer #2	—	—	—	—	—	—
5. Citizen toward police team	—	—	—	—	—	—
6. No direction	—	—	—	—	—	—
7. Citizen toward other police officers	—	—	—	—	—	—
8. Other (specify) _____	—	—	—	—	—	—

33							
----	--	--	--	--	--	--	--

19. If officers took any of the following actions, indicate citizen's reactions to each action by using the Citizen Reaction Code below. Multiple Responses Permitted.

Citizen Reaction Code

1	2	3	4	5
very favorable	neutral			very unfavorable

1. CONVERSATIONAL ACTIONS #1 #2 #3 #4 #5

a. Tried to calm or comfort

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

23					
28					

b. Talked/Chatted

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

33					
38					

c. Reasoned

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

43					
48					

d. Explained situation

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

53					
58					

e. Did nothing

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

63					
68					

f. Listened

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

73					
78			4		

CARD #5

g. Lectured

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

10					
13					

18					
----	--	--	--	--	--

2. ADVICE/ASSIST

h. Advised incident a civil matter

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

23					
28					

i. Advised need of warrant

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

33					
38					

(CARD #5, cont.)

ADVICE/ASSIST (continued) #1 #2 #3 #4 #5

j. Served warrant

Officer #1
Officer #2

43
48

k. Assisted (e.g., recover possessions)

Officer #1
Officer #2

53
58

l. Investigated - no report

Officer #1
Officer #2

64
69

m. Transported - voluntary

Officer #1
Officer #2

74
79

	5				

CARD #6

n. Took report

Officer #1
Officer #2

10
14
19

3. ACTION

o. Frisked or searched person

Officer #1
Officer #2

24
29

p. Transported - involuntary

Officer #1
Officer #2

34
39

q. Searched premises/vehicle (investigative search)

Officer #1
Officer #2

44
49

r. Threatened arrest

Officer #1
Officer #2

54
59

s. Threatened physical force

Officer #1
Officer #2

64
69

t. Threatened use of weapon

Officer #1
Officer #2

74
79

	6				

CARD #7

u. Arrested

Officer #1
Officer #2

10
14
19

(CARD #7, cont.)

4. FORCE	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>
v. Used physical force					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
w. Handcuffed					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
x. Used nightstick					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
y. Used blackjack					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
z. Used mace					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
aa. Used gun					
Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—
5. OTHER (specify) _____					

Officer #1	—	—	—	—	—
Officer #2	—	—	—	—	—

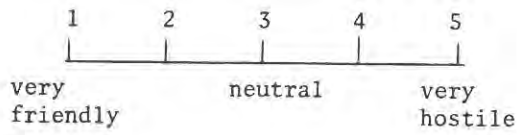
24					
29					
34					
39					
44					
49					
54					
59					
64					
69					
74					
79		7			
CARD #8					
10					
14					
19					

20. If any of the following actions were taken by either officer, place a "1" next to action taken in appropriate officer's box.

	<u>Officer #1</u>	<u>Officer #2</u>
a. Called for police assistance	_____	_____
b. Gave radio lookout	_____	_____
c. Called for an official	_____	_____
d. Called for special police services	_____	_____
e. Roped off area	_____	_____
f. Gave chase (on foot)	_____	_____
g. Gave chase (in patrol car)	_____	_____
h. Other (specify) _____ (code)	_____	_____
i. Called for ambulance or detox unit	_____	_____

24	
27	
29	
31	
33	
35	
37	
39	
41	
43	
45	

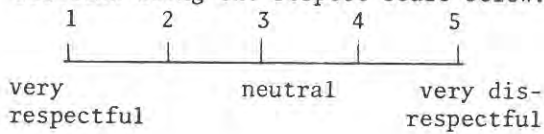
21. Describe the general attitude of each officer towards the citizens using the attitude scale below.



	<u>Citizen Numbers</u>					<u>Group</u>
	#1	#2	#3	#4	#5	
Attitude of Officer #1	—	—	—	—	—	—
Attitude of Officer #2	—	—	—	—	—	—

46							
52							

22. Describe the level of respect of each officer towards the citizens using the respect scale below.

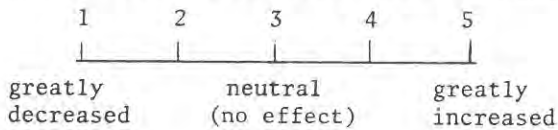


	<u>Citizen Numbers</u>					<u>Group</u>
	#1	#2	#3	#4	#5	
Respect shown by Officer #1	—	—	—	—	—	—
Respect shown by Officer #2	—	—	—	—	—	—

58							
64							

DO NOT COMPLETE Q. 23 IF CITIZENS WERE CALM OR INDIFFERENT

23. What was the effect of the officer (if alone) or police team on the level of violence/tension at the scene? (Use the following scale) _____



70	
----	--

(CARD #8, cont.)

24. Was either officer injured during the incident.

0. No _____ 1. Yes _____

Which officer was injured? (enter code) _____

1. Officer #1 2. Officer #2 3. Both Officers

Describe in detail the circumstances and the injuries:

Officer #1: _____

Officer #2: _____

71

72

73

77 8

25. Was either officer in physical danger during the incident? (include officers injured)

0. No _____ 1. Yes _____

Which officer was in physical danger? (enter code) _____

1. Officer #1 2. Officer #2 3. Both Officers

(Describe the circumstances:

Officer #1 _____

Officer #2 _____

26. Did one officer tend to give instructions to other during the incident? (use the following scale)--(if only Officer #1 was present, place a "6" under Officer #1, leave absent Officer #2 blank) _____

1 2 3 4 5

gave no instructions constantly gave instructions

Level of Instructions by Officer #1 _____

Level of Instructions by Officer #2 _____

27. How much did Officer #1 take charge during incident? (enter code)--(if only Officer #1 was present, place a "6" in the blank) _____

1 2 3 4 5

acted completely subordinate equal with partner took complete charge

CARD #9

10

11

12

16

19

20

21

Q.28 What relationship did each citizen have to the incident?
(Select relationship code from list below)

Citizen Numbers
#1 #2 #3 #4 #5 Group

- 1. complainant
- 2. victim
- 3. accused
- 4. participant
- 5. informant
- 6. person in need of help

22

--	--	--	--	--	--	--	--	--	--

Q.29 a. IF AN ARREST WAS MADE, which officer initiated the arrest?

- 1. Officer #1
- 2. Officer #2
- 3. Both officers
- 4. Other officer at scene
- 5. An official

28

b. Who took credit for the arrest?

- 1. Officer #1
- 2. Officer #2
- 3. Other officer at scene
- 4. An official

29

Q.30 COMPLETE THE FOLLOWING ONLY IF OFFICERS NEEDED OR RECEIVED BACKUP OR ASSISTANCE. Use codes for "sex," and place a "I" in the blank if any of the backup conditions apply. Complete the following only for officers and citizens who were present.

	Sex	Needed Backup	Called For Backup	Received Backup	Gave Backup	Failed to Give Backup
Officer #1	—	—	—	—	—	—
Officer #2	—	—	—	—	—	—
Other Officer(s)	—	—	—	—	—	—
Official(s)	—	—	—	—	—	—
Citizen(s)	—					

30

--	--	--	--	--	--	--	--	--	--

36

--	--	--	--	--	--	--	--	--	--

42

--	--	--	--	--	--	--	--	--	--

48

--	--	--	--	--	--	--	--	--	--

49 50

--	--

Sex

- 1. Male
- 2. Female
- 3. Mixed Group

Describe: _____

Q.30b. What citizens did the officer(s) need assistance with?
(enter code) _____

1. Male(s) - 21+
2. Male(s) - 13-20
3. Male(s) - under 13
4. Male(s) - mixed ages
5. Female(s) - 21+
6. Female(s) - 13-20
7. Female(s) - under 13
8. Female(s) - mixed ages
9. Males and Females - 21+
10. Males and Females - 13-20
11. Males and Females - under 13
12. Males and Females - mixed ages

52

30c. How many citizens did the officer(s) need assistance with?
(enter number) _____

54

80

BRIEF INCIDENT SHEET

(USE ONLY IF THERE WAS NO CITIZEN CONTACT, OR BRIEF CONTACT, BUT NO SIGNIFICANT ACTIONS TAKEN BY OFFICERS OR CITIZENS)

Observer: Name _____ Code _____

Date: Month _____ Day _____ Incident # _____

A. Number of minutes between start of incident and time back in service _____

1c. IF A TRAFFIC INCIDENT, (do not record parking tickets) describe actions of officers. If more than one action occurred, code priorities are: 4,1,2,3,5,7, (e.g., if 4 & 3 occurred, you would only code 4)

	Officer #1	Officer #2
1. gave traffic ticket	_____	_____
2. gave warning, no ticket	_____	_____
3. spot check for stolen auto(motor-cycles, bikes, etc.)	_____	_____
4. arrested person	_____	_____
5. other (describe) _____	_____	_____
6. did not observe enough to judge	_____	_____
7. checked license or registration	_____	_____

id. IF AN INCIDENT OTHER THAN TRAFFIC WAS INITIATED BY OFFICERS, enter number of incident _____

1. talk with juveniles
2. talk with adults
3. question suspicious person(s)
4. follow-up of prior incident (describe). _____
5. business or bank check (talk to businessmen)
6. business or school check for break-in (unoccupied)
7. check of known criminal areas
8. Other incidents (community relations or preventive patrol) not recorded in Q.2. (describe). _____

3. IF POLICE LEFT SCENE without performing any activity, why did they leave? (enter code) _____

1. wrong address
2. unable to locate any incident (nothing found)
3. police were not wanted
4. other police handled situation
5. Other (specify) _____

1

5

10

13

17

21

25

27

31

34

TRAINING MANUAL

Under a contract with the Police Foundation, The Urban Institute is analyzing various aspects and functions of the D.C. Police Department, paying particular attention to police-citizens relations. The Metropolitan Police Department is allowing The Urban Institute to use the ride-along program to gather data essential for this evaluation of police services. To achieve the desired results and to maintain a sound working relationship with the Metropolitan Police Department, the following procedures must be strictly followed by everyone working on this project:

SCHEDULES

Arrange your work schedule as well as where you may be reached with Montana Pyndell (223-1950 ext. 571) from 9 a.m. until 5 p.m. You will need to be scheduled at least a day in advance with the districts involved so that we can be fairly sure that an officer will be available for you to ride with.

Observers will be rotated so that they observe an equal number of male and female officers; police observers must not observe in the districts to which they are assigned. All observers should observe a minimum of 3 Friday or Saturday nights per month.

PROCEDURES AT THE DISTRICT STATION

(1) When you arrive at the police station, you should report to the officer at the desk and ask to see the watch commander. The watch commander should be expecting you, and should have a copy of the letter from Deputy Chief Cullinane which authorizes you to observe the officers; however, always carry a copy of that letter with you in case there are any difficulties.

(2) Roll call is held one half hour before the start of the tour of duty. You should report about forty-five minutes before the tours so that supervisors preparing roll call will know to include you in a specific car.

(3) If the watch commander is not available, you should ask to see the lieutenant in charge of the specific tour of duty (you will be observing only evening shifts, 3-11 or 4-12).

(4) Introduce yourself as an employee of The Urban Institute; if the official seems unaware of the program or your position, show your letter of identification from The Urban Institute and the memo from Deputy Chief Cullinane. If you are asked any questions about The Urban Institute or the project which you find difficult to answer, ask the interested persons to call Peter Bloch, Deborah Anderson, or Montana Pyndell at The Urban Institute (223-1950).

(5) You will be provided with a list of names of the officers with whom you may ride. Request to ride with the first name on the list. Continue down the list if the first person is unavailable. If asked why these specific names were chosen, explain that you were provided with the list by The Urban Institute, which selected a scientific sampling of officers. Do not observe officers who are not on your list. After you have observed an officer, move that officer to the bottom of your list. The officer you are observing must be in a scout car, not an unmarked car, a warrant cruiser or a wagon. The officer must be on uniformed patrol that day (special duties, including "crime patrol", which is preventive patrol without the usual obligation to respond to radio calls, are not acceptable.) If none of the officers on your list for that district are available, call the alternative district (you will generally be provided with another list of officers from a second district) to see if any of the officers on that list are on patrol (without another observer) at that time (3-11 or 4-12). If anyone is available,

indicate that you will be coming to ride with this officer and how soon you expect to be there (an extra transportation allowance will be provided in these cases). It is usually not difficult to have an officer return to the station even if he/she has already started patrolling, so don't let a delay at the first district discourage you. If no one is available at either district, you can't observe. In this case, you will be paid the usual transportation allowance (\$2.00 per tour) as well as for 3 hours work at the rate of that day (\$2.75/hr. weekdays and \$3.00/hr. weekends). If this happens, please report this to the UI. If, while you are on a tour of duty, the officer selected from your list (Officer #1) is given a special assignment and is no longer present in the car, return to the station. If there are at least two hours left on the shift, please ask the watch commander to assign you to the first available officer on your list (including officers who may not have been available earlier) who is not already being observed. Do not travel to another district.

PROCEDURES WITH THE OFFICERS UNDER OBSERVATION

(1) When you are introduced to the officer you are riding with you may again explain that you are an employee of The Urban Institute. Near the beginning of the tour of duty (probably after leaving the station), you should communicate to the officer the following information (in your own manner):

a. You will be observing and recording the general types of situations which police officers are involved in, how many citizens are involved, what actions the citizens take, and what actions the officers take. You are looking at groups of officers and citizens and seeing how they compare to one another. You are not interested in individual officers' performance. However, if questions about what you are doing in the scout car do not come up, you do not need to make an issue of it.

b. You are an employee of The Urban Institute, not of the Metropolitan Police Department. If questioned, the reason you take names of officers is so that no officer will be observed more than five times by any observer. You may indicate, if necessary, that The Urban Institute has an agreement with the police department that the performance of individual officers will not be revealed to the Metropolitan Police Department in order that we may conduct this study. It is important to understand that police officers may be quite sensitive about being observed. As with any other job which is controversial and very much in the public eye, they are sensitive about people such as citizens, newspaper reporters, and department inspectors checking up on them. They are perhaps more concerned about their own department and internal affairs division, which is the police unit that checks up on other police officers. This may be a particular problem for police observers. However, it is common for students to ride in police cars, so this is not totally new to these police officers. Students may indicate, if asked, that they are not filling out the usual ride-along evaluation forms and that their sergeants and districts commanders will not be getting any feedback from the rides they took.

ADDITIONAL INSTRUCTIONS FOR POLICE OBSERVERS

Police observers should never lead the officers under study to believe that they are not police officers, since this would destroy your credibility if discovered. You may indicate what district you are assigned to and that on this particular job you are working for The Urban Institute. Police observers should be in street clothes when riding in scout cars, and should make it clear that they are there only for the purpose of observing, rather than serving as backup.

c . You should indicate to the officer that you are riding with --before going to any incidents--that you are supposed to observe all incidents unless they are considered dangerous. Also indicate that for the purposes of this study, the officers are supposed to obtain the names, addresses and phone numbers of up to two citizens who were most directly involved with the incident (explain what you mean by directly involved). You may wish to show to them the letter of authorization from Chief Cullinane, which may ease the way for you. You should attempt to observe all incidents but you should obey any commands to stay in the police car or to stay in any requested location. After the incident is over, you may ask the officer the reason for his command--unless you already understand that your safety, the safety of the officer or the safety of the citizens was the reason for the request. If you are not satisfied after the explanation, do not argue with the officer. Repeated difficulties should be reported to The Urban Institute. In general, use your common sense. For example, many "robbery in progress" calls are not going to work out to be robberies. If you are going to get out for a call like that, you are obviously going to have to stay behind the policeman at first. We don't want any observers involved in shootouts. "A man with a gun" call is most often a family argument with no gun. But if you are going up the stairs, stay many steps behind the police and let them go. When you see that everything is O.K., then go up. However, if everything is not O.K., keep out of the way, and obey instructions given to you by the officers you are observing. The officers may be better judges of the situation than you.

(2) Do not interfere or participate in any police activity. Any interference or participation would call into question the reliability of our findings as well as jeopardize our relationship with the police. The function of the observers is to observe, not to influence police action. If citizens seek to involve you in the incident by directing their attention, questions or problems to you, immediately direct them to the police. Do not be discourteous or rude, but try to avoid extensive contact with citizens during these rides (e.g., citizens may attempt to involve you in family arguments). You may be mistaken for a detective in some cases, and in all cases, rather than going through a long explanation, simply state that you are participating in a ride-along program. If questioned further, you may indicate that you are observing a variety of police services for a research project which is being done by The Urban Institute. If citizens are not curious about your role, do not bother with an explanation.

(3) You are not to express any opinions about police or citizen actions in an incident. Even if asked by the police to comment, do not express approval or disapproval of any course of action. Similarly, refrain from giving any opinions about police in general, and avoid other potentially controversial subjects such as drugs, peace demonstrations, etc. which might interfere with a good working relationship between you and the officers. Regarding this evaluation, you are not an advocate for or against the policewomen's program and should refrain from offering any opinions on this subject unless it is impossible to sidestep the issue. In all the above, try to avoid controversial subjects and, if this is not possible, be as neutral as is reasonable under the circumstances. If officers want to know more about this study, you may tell them that this is the second part of a study which has already been going on for about a year, and that in the first phase all findings

were reported whether they were for or against policewomen, and names of officers were never used in the report.

(4) If you have any major problems in conducting the observation, ask the officers to return you to the station, and contact the UI as soon as possible.

GENERAL INSTRUCTIONS

(1) It is easy to interpret incidents using one's own background and experience, but you must be careful to avoid this. For example, you might see a group of black youths observing white police officers frisking a black suspect, and you might believe the youths are having a negative reaction. Do not record a citizen reaction unless you have an objective basis--such as words, gestures, actions, or unusual behavior. Look for indications of how citizens feel. Do not record your own hunches about how they feel.

(2) Your principal job is to record what happens to Officer #1--the officer who was selected from your list of officers. If the officers split up, you should try to stay with Officer #1. If many things are happening quickly, focus on what is happening with Officer #1. Otherwise, try to observe both officers.

EXPLANATION OF POLICE PROCEDURES AND TASKS

(1) Roll Call, which begins one half hour before the tour of duty is where the sergeant reads the assignments to cars, etc. and the teletype of crime for the day (whom the police are looking for). The officers stand for inspection and wait for their cars to come in. They are supposed to check the car for damages and proper equipment. They fill in their names and the number of the "run sheet", where they will later record each incident. On the tour, they usually patrol when they are not receiving assignments from the radio (patrolling is considered a crime deterrent). Officers are supposed

to be in service (available for calls from the dispatcher), unless they are investigating a call, doing paper work (report writing), or eating dinner, for which they are allowed thirty minutes. To go out of service, i.e., to be unavailable for calls, they are required to tell the dispatcher.

Runs generally are not supposed to exceed thirty minutes, although at times they will. Reports are taken when there is either a crime or an accident, and the officer must decide when a report is appropriate. If a report is taken, the dispatcher gives them a number for that report, and eventually the report is turned in to the officer's sergeant for signature.

(2) Each area of the city has a beat number. The beat number does not always match the car number because the car for that beat might be out of commission for repairs. The districts which we are focusing on are 1, 5, 6 and 7, although there are a few officers to be observed in 2, 3 and 4.

(3) Officer--an officer may be uniformed or non-uniformed, depending on his or her assignment. We will only be observing uniformed officers. Uniformed officers wear light blue shirts and silver badges. Officers may receive a variety of assignments, including uniformed scout car patrol, footbeats, wagon (paddywagon), warrant cruiser (they only serve warrants), tactical squad (uniformed), administrative or station work, morals division, etc. We will only be observing officers who are currently assigned to uniformed scout car patrol.

(4) Officials--officials wear gold badges and can be distinguished by this. An official is anyone from a sergeant on up (sergeant, lieutenant, captain, etc.). Sergeants wear the same light blue shirts as officers. Lieutenants and higher officials wear white shirts.

(5) Other police personnel-- a. Detectives do not wear uniforms, generally drive unmarked cars and work larger areas than officers; they may focus their

investigations on such areas as drugs or crimes such as burglaries and robberies.

b. Officers who are in training wear navy blue shirts. They are not considered full-fledged officers, but they do patrol with more senior officers as part of their on-the-job training (OJT).

c. Cadets do not wear badges or guns and dress in dark blue shirts; cadets are generally 18-19 years old and are not considered full-fledged officers.

d. Other officers working special assignments may or may not wear uniforms. The Tactical Squad (S.O.D.), wagon detail, warrant cruiser and scooter patrol are uniformed. Ask the officers you are patrolling with if in doubt about the type of other officers at the scene. E.g., You may arrive at an incident such as an armed robbery scene and see officers, an official, a detective or two, and possibly another special police officer who takes fingerprints. It is important to distinguish who is doing what in these incidents, so make sure that you recognize the different types of police personnel.

(6) District--There are seven police districts within Washington, D.C. Each district has two platoons, each platoon has three sections (A, B, and C sections,) and each section has five squads, comprised of from about 10 to 12 officers. Each squad has a sergeant who is in charge of the officers in that particular squad. The section indicates the shift the officer will be on (e.g., all officers in "A" section, regardless of district, have the same shift rotation). Shifts rotate every three weeks, so that unless an officer has a special assignment or special hours, he/she will be on duty during the same hours as all other officers in that section. There are usually about three of the five squads on duty at a time. Sergeants are not strictly confined to their own squad; most officers and officials within a section are familiar with each other, and a sergeant may well supervise an officer in the same section but another squad.

(7) Citizens--the word citizens is common police terminology for people other than police officers.

LIABILITY

The Urban Institute will provide "full coverage" i.e., the same coverage given to all UI employees, for injuries incurred during the ride-along program. This coverage does not extend to travel time to and from the district stations. The Metropolitan Police Department is not liable for any injuries to any observers. Observers must sign a waiver of responsibility to the police department each time they go to the stations.

EQUIPMENT

Bring the following items for each tour:

1. Structured Observation forms (bring two profile sheets per tour in case you have to change cars during the middle of the tour, and about sixteen incident sheets per tour)

2. A pen flashlight

3. Your letter of authorization from Deputy Chief Cullinane

4. Your letter of introduction from The Urban Institute, which explains the study and your purpose in being there

5. About 30 forms to be given to citizens when requesting their names, addresses and phone numbers.

6. Your list of officers to be observed

7. A watch (preferrably with minutes indicated)

8. Enough money so that if it is necessary for you to pay for transportation (e.g. because the car is needed to transport prisoners) you can do so. This will rarely happen, but if the need arises you will be reimbursed. You also will be reimbursed if you take transportation because you accidentally become separated from the officers you are observing.

9. Clipboards will be available if you want to carry them.

10. You may wish to have a copy of the first policewomen's report (blue cover); however, this may be a temptation for the officer to engage in long discussions about the results of the first study.

ADDRESSES AND PHONE NUMBERS OF THE DISTRICTS

1D--415 Fourth Street, SW
626-2861

7D--2301 Martin Luther King, Jr. Ave., SE
626-2181

2D--2301 L Street, NW
626-2373

3D--1620 V Street, NW
626-2426

4D--1351 Nicholson Avenue, NW
626-2376

5D--1700 Rhode Island Avenue, NE
626-2862

6D--4135 Benning Road, NE
626-2184

USE OF THE STRUCTURED OBSERVATION INSTRUMENT

PROFILE SHEET

Observer--Write your name in full and indicate your observer code number, which you will be given.

Date--Write in the number of the month, i.e., June = 6, July = 7, August = 8, September = 9.

District--1, 2, 3, 4, 5, 6, or 7.

Beat--Ask the officer what beat it is.

Day--Enter a 1 in the blank for Monday through Thursday, a 2 in the blank for Friday or Saturday.

Officer #1--Officer #1 is the officer who has been selected from your list. This should always be the first officer's name on the profile sheet and the instrument sheet. Officer #2 is Officer #1's partner (it has nothing to do with seniority). It is extremely important not to mix up the order of Officer #1 and 2. You will notice that each officer on your list has a code number--enter that after code (following officer's name). Officer #2 has no code number since we do not know who Officer #1's partner will be.

Questions 1-5--Enter the code number under each officer for these questions if applicable. e.g., If Officer #1 was a male and Officer #2 is a female, you would put a 1 under Officer #1 and a 2 under Officer #2.

Q.6--Months on the Metropolitan Police Department (MPDC)--Ask each officer.

Q.7--Education--Fill in number for appropriate level.

Q.8--Both Officers must be asked this question.

Questions 1-8--After obtaining this information on an officer, please fill in the correct information on your master list of all officers. This will update our records and may possibly minimize the number of times the same officer will have to be asked this information.

Q.9--We are interested only in the number of times they have worked with women on uniformed patrol. This may be fairly sizeable in Districts 1 and 7, but generally should be few times in the rest of the districts. If an officer has worked with a policewomen more than 99 times, enter the exact number of times in the blank, but if you code in the box at the right, code it as 99.

Q.10--We are interested in the relative amount of time that each officer was designated as the driver. Obviously, much of this time the officer will not actually be driving, but the total amount of hours given for Officer #1 and #2 should equal the number of hours you rode with these two officers.

Questions 11 and 12--If you cannot determine who was at fault, then enter a 5 under the fault code. Regardless of who was at fault, enter the officer number under officer driving.

Q.13--Ask this question of the officers somewhere during your ride when you feel it is appropriate and when you have become familiar with the officers. Indicate under "Remarks about Policewomen from Officers" any important remarks made by either officer about policewomen during the entire tour. If you need more space for this or any other questions, write in the margins to the left or on the back of the page, but do not write in the right hand column boxes.

Questions 14 and 15--Fill these questions out at the very end of the shift. "Work together" is talking about their professional working relationship, i.e., how well they were able to function and cooperate with each other to get the job done. "Get along" is more of a social measure of their friendliness or compatibility.

Q.16--Make sure the total number of incidents listed here is identical to the total number of incident sheets returned by you.

Q.17--Refer to page 2, Q.10 for the hours to minutes chart, and always fill this out in minutes.

Q.18--Do not fill out the exact number of minutes, but rather use the "Minutes Code". Alternative A is distinguished from alternative B in that "Checking high crime areas and safety hazards" is more than idly cruising the area, and generally consists of checking alleys, checking to see if locks are locked on warehouses and garages, etc. "Other" may include a variety of things--indicate what "other" includes and place in minutes code in the other blank. However, under "specify other", you may indicate the exact number of minutes spent doing the different varieties of "other".

INCIDENT SHEET

Citizen--Indicate the two citizens who were most closely involved. Enter the citizens and officers on the interview card also, if possible. We will later attempt to interview one of the citizens listed. If there is any reason why one citizen would be more desirable to interview than another, put an asterisk beside this citizen's name and indicate why this citizen should be selected.

Observer--Fill out your name, code number, and the date as you did on the profile sheet. This is essential for the incident to be identified as separate from other incidents. The first incident on any tour is incident number one (#1), the second is incident number two (#2), etc.

Number of Minutes--The start of the incident is when the dispatcher sends the officer to the incident, and the time back in service is when the officer indicates to the dispatcher that his car is back in service (the officer usually says 10-8).

How many officers arrived--List separately the number of male and female officers, as well as officials (which may be distinguished by gold badges). Detectives and other officers should wear clothing that differs from regular officers i.e., they will not be wearing light blue shirts with silver badges. For this question, we want only officers other than Officer #1 and #2, and do not care whether these officers were on foot, on scooter, in a car, or whatever.

Q.1a. Radio means radio-dispatched, or initiated by dispatcher, which is the most common method.

Citizen on street means that someone signalled the officers to an incident other than the dispatcher (e.g., someone might run up to the scout car and tell the officer that something is going on). Officer #1 or Officer #2 could initiate an incident by observing something happening and deciding to investigate it. Team is listed here because at times it may be difficult to distinguish which of the officers initiated any particular incident.

1b. Enter the actual dispatcher description (you may have to ask the officer if you are unable to hear it on the police radio) and the code number (which appears on the following page in the list of 26 possible descriptions). If you cannot decide which code number is most appropriate for that dispatched description, do not enter it, but fill out the "description" regardless.

1c. This is only for moving traffic violations (not parking tickets, which are not considered incidents). In a traffic incident it is most likely that an officer does several things. Follow the code priorities in deciding which of the actions to enter into the box at the right. If you do not code in the boxes at the right, you may simply check under each officer every action that they took. If there are not particularly strong reactions on the part of either the officers or the citizens in this traffic incident, do not fill out the rest of the incident sheet. However, if the citizens became quite irate or the officers did something unusual, then fill out the rest of the form.

1d. This is only for incidents which were initiated by the officers and which were non-traffic incidents (i.e., it is not for dispatched incidents). As in 1c, check which actions were taken by each officer.

Q.2. Refer to the previous page for the coded descriptions. It often happens that the dispatcher description does not fit the actual incident, e.g., dispatcher description may be "robbery in progress," and the actual incident may be something entirely different such as "assault", "rape" or "nothing found." Make sure to familiarize yourself with the incident descriptions before writing.

Q.3. If this question is filled out, the rest of the incident sheet should be left blank.

Q.5a Do not fill in the actual number of spectators at the scene. Enter the coded number (e.g., if seven spectators were at the scene, enter a "2" in the blank).

5b Do not assume that spectators have any particular reaction to the officers; score this as "neutral" unless spectators use words, gestures or actions which imply something other than neutral.

5c In this question we are interested in how the officer handled the spectators and the effect of the officer's actions on the spectators. If the officers aggravated or provoked the citizens, then this would be considered a "negative effect."

Q.6. Directly involved with the police implies that the people were present and in contact with the police, and were not merely bystanders; thus, a curious neighbor who comes over to see what is happening and who did not become involved in any way with the incident would be considered a citizen who is directly involved with the police.

6a You may observe incidents in which a group, such as a group of boys on a playground, come in contact with the police. In this case everyone in the group might have reacted so similarly that they could not be differentiated, or there might be one outstanding individual in the group that reacted differently from the others. If one person acted as a leader or was distinctly different from the rest of the group, that person would be designated as Citizen #1, and the rest would be designated as the "group". If you are considering a number of people as a group because they could not be distinguished from one another, and yet were not bystanders or spectators, then they must be considered as a group throughout the rest of the questionnaire. Do not consider any people as a group in some instances and as individuals in others, and do not list the same individuals as separate citizens and as group members--list them either individually or as a group.

Q.7. If a husband-wife pair is involved, list these two as Citizens #1 and #2; if there are two pairs of married couples, list them as Citizens #1 and #2 and #3 and #4. Also, if there are parent-child relationships, list these together (list spouses together first). Under each citizen, check the appropriate age category. If there is a group, and all members of a group fall in one of the age categories, i.e., alternatives 1-5, the check the age category which is five. Otherwise, if a group, use categories six through eight. If you are filling in the codes in the boxes at the right, fill in the number of the age group under each citizen (one - five and group).

Qs. 8 & 9. Check the appropriate sex and race category under each citizen and group.

Q.10a Use only one category per citizen.

10b Complainant--an individual who calls or physically contacts the police. A complainant may also be a victim. If so, list that person as a victim rather than a complainant.

Victim--someone who has been victimized (e.g., the victim of an armed robbery, burglary, assault, etc.).

Accused--a person who has allegedly perpetrated a crime or an action for which the police were called, even if it was not legally a criminal action. There may be incidents in which both parties accuse each other, particularly in domestic fights. In these cases, if one of the parties called the police, that is the complainant, and the person they called the police about is the accused. If a neighbor or someone else called the police because of the fight, you may have to list both parties as accused, but use your judgment--i.e., if one party is clearly bruised or cut and the other is not, then the bruised party would be the victim and the other would be the accused (if the victim was bruised by the other party).

Participant--someone who is involved in the incident but is not a complainant, a victim or the accused one. E.g., this might be a child or a friend of a couple that is fighting, who is involved in the conflict but is not the accused, the victim or the complainant.

Informant--someone who gives information to the police, but who is not a complainant, victim, accused or participant. This may include a spy-type informant or merely someone at the scene who gives information to the police about what is happening. Ask the officers if you think they were talking to an informant--it may be an officer in plainclothes.

Person in need of help--someone who does not fit into the other categories, and who needs some kind of physical assistance, i.e., is sick or injured and needs to go to the hospital, etc.

Q.11. Indicate all of the listed conditions which apply for each citizen (you are not limited to one condition per citizen).

Q.12. Fill in the emotional state of citizens for all three time periods, (when the police arrived, during the incident, and when the police left). These three time periods are designated to measure a) what the police walked into, b) what ensued while the police were there and c) how the police left the situation. It is possible that the observer may not be present when the police arrive (which means the first minute or so). If you do not observe this, then leave the blanks for when the police arrived empty. During the incident, citizens may go through a variety of mood changes. Indicate the most extreme, i.e., the most violent, of the emotional states which occurred while the police were present (during the incident), as well as the most violent for when the police arrived and when they left. The aim of this question is to assess the effect that the police had on the emotional state of citizens.

Q.13. This question is not to be completed if citizens were calm or indifferent or just upset (not angry). We are interested in a more thorough description of violence only if citizens were at least angry. Enter the number which best describes the level of violence (1-5) which occurred during the three time

periods, and again enter the most violent action under each citizen. If for example Citizen #1 was just upset and Citizen #2 was angry but not dangerous, Citizen #1 would not be completed for Question 13 or Question 14, but Citizen #2 should be filled out for both of these.

Q.14. Do not complete Q.14 if citizens were calm or indifferent or just upset (not angry). We are interested in who the citizens were angry or violent toward; it is possible that a citizen will not be directing his or her anger to anyone in particular (code this as "6"-no direction). A citizen might be angry with someone who is no longer at the scene; in this case you would enter code #2 "citizen toward absent citizen." Code #5 "citizen toward police team" refers only to the police team of Officer #1 and #2, and is to be used only if the reactions to Officers #1 and #2 cannot be distinguished. Alternative "7" applies to officers other than Officers #1 and #2.

Q.15 and 16. Use the Attitude and Respect Scales to determine citizen's attitudes and level of respect towards Officer #1 and #2. If a citizen, for example, was somewhat hostile, that citizen would receive a "4" from the Attitude scale. Try to distinguish, if possible, between friendliness and respectfulness, which may be different. For example, a citizen might be very subservient and repeatedly say "Yes sir" and be considered to be very respectful, and yet might not be very friendly (could easily be neutral). It is inconsistent to indicate that a citizen was very friendly and very disrespectful or very hostile and very respectful.

Q. 17. There is tendency for observers to omit this question because they are not sure what it implies. The general idea is that officers may have some particular characteristics such as their being a man or a woman, black or white, which are helpful when they are dealing with citizens of similar characteristics. (Although this need not be limited to citizens with the same characteristics.) "Appeal" is a positive singling-out by citizens, and implies that the citizens expect to be better understood by that officer, to receive special consideration from the officer, or may just feel more comfortable with that officer because of the officer's special characteristics. "Other" category in this question is somewhat different in that it is clearly an appeal but is not clearly because of the officer's sex, race, marital status, or ethnic background. Always specify the nature of an "other" appeal. If you have space on your sheet, you might note the particular appeal which you have coded (remember not to write in the right-hand margin).

Q.18a Complete this question only if citizens clearly requested any of the listed police actions from the officers. For example, if you think the citizens wanted someone arrested but did not say so, then do not complete this question for that citizen.

18b If the person that the citizen wanted arrested, removed, warned, was one of the citizens listed earlier. (Citizens #1-#5), then note this citizen's number in the blank. Otherwise, describe who the citizen was. It may be that the action requested did not concern another citizen (e.g., "want a report made" may simply be that the citizen wanted a report of a theft or something else made by the officers). In that case 18b would not be completed.

Q.19. Is a very extensive question which covers a great number of possible of police actions. You may note that actions made toward a group are not included here, so if you are completing this incident form only for a group, skip Q.19.

Conversational actions-

- a. "Tried to calm or comfort" implies that someone was upset.
- b. Talked/Chatted implies a friendly talk without any particular purpose such as calming the person down or explaining the situation to them.
- c-d. Reasoned and explained situation are similar, except that reasoned implies the citizen needed to be reasoned with, and explained situation does not (they may simply be telling someone what is going on).
- e-f. Did nothing and listened are differentiated from each other in that did nothing implies the officer hung back and was not being spoken to by citizens, or if citizens very briefly made comments to him, he did not appear to be actively listening.
- g. Lectured is similar to reasoned, but implies a more scolding tone.

Advice/Assist

- h. Advised incident a civil matter--this means the officer informed citizens that whatever the trouble was was not a police matter, i.e. that police action was not appropriate.
- i. Advised need of warrant--the officer told the citizens that they could not take any action unless the citizens filed a warrant.
- j. Served warrant-self-explanatory.
- k. Assisted--this could cover many things including getting a cat out of a tree, helping someone who is locked out of their home, helping someone recover their clothing or possessions from someone else's place (this often happens in marital fights). If you have any questions as to whether that action would be considered "assisted", write it down but note in the margin what the action was.
- l. Investigated--no report--this means that the officer investigated what was happening, e.g., a call for a prowler, a robbery, etc., but did not find it necessary to make a report.
- m. Transported--voluntary--this means that the officer either personally transported (e.g., brought person home), or called for transport such as an ambulance, the detox unit, etc., and that the person being transported did not object to this. Transport also includes bringing a person to jail, but it is unlikely that this type of transport would be voluntary.
- n. Took report--this means taking down a report, not just jotting down a note. Reports are taken for major crimes as well as for other incidents such as traffic accidents. They are generally not taken for family fights.

Action

- o. Frisked or searched person--to frisk a person means simply patting them on the outside to see if they have any weapons; searching a person means a more thorough search of pockets, etc.
- p. Transported--involuntary--this is the same as transported--voluntary, except that the person objected or was not willing to be transported. This may at times be inferred when there is a threat of force if the person resists the transport, unless they clearly seem to have no objection to being transported. Common transports are to the hospital, to jail, or a return home.

(Q.19, continued)

- q. Searched premises/vehicle--this action is not just an ordinary search to help a citizen help locate a lost article, but is reserved for investigative searches such as searching the premises or vehicles for drugs, weapons, etc.
- r. Threatened arrest--this must be an actual threat of arrest, i.e., the officer must say this in words, not by implication (e.g., I'll arrest you if you don't do something).
- s. Threatened physical force--the officer may threaten physical force by a variety of actions, including gestures or actions which suggest that the officer is going to rough up the citizen. Physical force means bodily force (no use of a weapon); hence, if the officer raised his night stick, this would be "threatened use of weapon" rather than threatened physical force.
- t. Threatened use of weapon--threatening with night stick, gun, or any other conceivable weapon, but not actually striking the citizen or using the weapon in any manner to harm the citizen. Threats can be made by either gestures or words.
- u. Arrested--self-explanatory

Force

- v. Use physical force--this includes striking a citizen, wrestling with a citizen, or any other use of bodily force without the aid of weapon (night stick is considered a weapon).
- w. Handcuffed--self-explanatory
- x. Use night stick or blackjack--the officer must actually strike the citizen with the weapon before this category is coded.
- y. Use mace--(or tear gas, pepper-gas)
- z. Use gun--the gun must actually be discharged, although the officer need not be on target to code this category.
- aa. Other--other includes all other actions which are not specified above. Be sure to indicate what this action is in the space specified.

Q.20a Call for police assistance--This means police officer(s), not officials, ambulances, or special services. Do not code this if they received police assistance but did not specifically ask for it on the radio.

- b. The radio lookout--this means the officers were looking for a suspect or a particular car, generally by cruising the area in which the suspect or car had been seen; it can also mean the officers went on the air to tell the dispatcher the description of a suspect or a car so that others could look for the individual or the car.
- c. Called for an official--this must be a specific call for an official (sergeant, lieutenant, or captain) to assist the officer.
- d. Called for special police services--these services may include fingerprints, a squad for special language problems, etc., and is not to be used when calling for police assistance.
- e. Roped off area--this technique is used to preserve the evidence in such instances such as armed robberies, murders, etc. where the officers are helping to obtain fingerprints or any other evidence.
- f-g. Chase--self-explanatory
- i. Call for ambulance or detox unit--the detoxification unit is a van which transports intoxicated persons to an alcoholic center where they remain overnight. Officers usually call for the detoxification unit rather than personally transport citizens to this center.

Questions 21 and 22--these questions are similar to questions 15 and 16 except that in these questions we are concerned with the attitudes the officers expressed towards citizens rather than the reverse.

Q.23. This question refers back to the earlier section on citizen violence; therefore, do not complete this question if citizens were calm or indifferent, but do complete this if citizens were upset, angry, potentially violent, or actually violent. In this question we want a general impression about whether officers increased or decreased the level of tension at the scene. "Neutral" means the officers had no effect, not that the situation was neutral (e.g., it could happen that several people were angry when the police arrived, were angry during the incident, and were angry when the police left--in this case, the effect of the police team would be coded as a 3 "neutral").

Q.24. Do not complete this question unless the officer who was injured was either Officer #1 or Officer #2.

Q.25. If an officer was injured by a citizen (rather than by accident, e.g., falling down some stairs) one would generally assume that the officer was in physical danger. For Q.25, include all officers who were in physical danger regardless of whether or not they have been listed in the previous question as injured.

Q.26. If there is no Officer #2 (you are riding with only one officer) place a 6 in the blank to the right of Officer #1. If you are riding with two officers, indicate how much each officer instructed the other.

Q.27. If you are riding with only one officer (Officer #1), place a 6 in the blank. If you are riding with two officers, and neither officer obviously took charge, you would put a 3 in the blank (equal with partner). If Officer #1 stood by while Officer #2 did everything in the incident, you would put a 1 in the blank (Officer #1 acted completely subordinate). Remember that you are rating how much Officer #1 took charge.

POLICE TERMINOLOGY

10-4	Acknowledgement - 2-man unit
10-7	Hold out of service
10-7b	Hold out of service for bank check
10-7e	Hold out of service for lunch break
10-7r	Hold out of service for rest room
10-8	In service
10-99	Acknowledgement - 1-man unit
10-17	Meet officer
10-19	Report to station
10-20	Location
10-21	Call station clerk
10-22	Disregard
10-27	Check for operator's permit
10-28	Check vehicle registration information
10-29	Check on an individual
10-33	Officer in trouble
10-46	Assist motorist
10-50	Traffic accident
10-50I	Traffic accident with injury
10-70	Fire alarm
10-77	ETA
10-78	Assistance needed (not emergency)
10-80	No police report necessary
10-89	Bomb threat
10-90A	Holdup alarm
10-90B	Burglar alarm

OBSERVER SURVEY

PLEASE FILL THIS OUT ON YOUR OWN BEFORE YOUR FIRST RIDE IN A PATROL CAR AND RETURN TO THE URBAN INSTITUTE.

Date _____

Age _____

Sex M _____ F _____

Race B _____ W _____ Other _____

Marital Status: Single _____ Married _____ Other _____

Children: YES _____ NO _____

Family Income: Under \$6,000 _____ \$6,000 - \$12,000 _____
Over \$12,000 _____

Do you live in: DC _____
Maryland _____
Virginia _____

Address: _____

Police District of your residence _____ (if known)

PLEASE ANSWER EVERY QUESTION BY CIRCLING THE APPROPRIATE NUMBER. DO NOT CIRCLE "DON'T KNOW" IF AT ALL POSSIBLE.

1. How safe would you say it is in your neighborhood for a twenty-year old man to walk home alone after dark? Would you say it is . . . very dangerous, fairly dangerous, fairly safe, or very safe?

	Very dangerous	1
	Fairly dangerous	2
	Fairly safe	3
	Very safe	4
DO NOT READ	Don't Know	V

2. How safe would you say it is in your neighborhood for a middle-aged woman to walk home alone after dark? Would you say it is . . . very dangerous, fairly dangerous, fairly safe, or very safe?

	Very dangerous	1
	Fairly dangerous	2
	Fairly safe	3
	Very safe	4
DO NOT READ	Don't Know	V

3. How good a job do you feel the police are doing in helping to keep your neighborhood safe? Would you say the job the police are doing is . . . very poor, poor, average, good, or very good?

	Very poor	1
	Poor	2
	Average	3
	Good	4
	Very good	5
DO NOT READ	Don't Know	V

4. If something should happen where you had to call the police, about how many minutes do you think they would take to arrive?

	Number of minutes	
DO NOT READ	Don't Know	V

5. After the police have arrived, how good a job do you think they'd do in handling your situation? Do you think they would do a . . . very poor, poor, average, good, or very good job?

	Very poor	1
	Poor	2
	Average	3
	Good	4
	Very good	5
DO NOT READ	Don't Know	V

6. How well would you say the police officers treat the people who live in this neighborhood? Would you say the police officers treat the people . . . very disrespectfully, somewhat disrespectfully, neither respectfully nor disrespectfully, respectfully, or very respectfully?

	Very disrespectfully	1
	Somewhat disrespectfully	2
	Neither respectfully nor disrespectfully	3
	Respectfully	4
	Very respectfully	5
DO NOT READ	Don't Know	V

Now, I would like to get your opinion about women working as uniformed police officers in the District of Columbia. I do NOT mean women working as crossing guards at schools or as meter maids. I mean women actually working as uniformed police officers and doing the same kinds of things as policemen.

7. Have you ever seen a woman police officer in person -- not on TV or in the newspapers -- in the District of Columbia during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 11	No	2

8. During the past six months, have you seen a woman police officer in the District . . . riding in a squad car? Walking a foot beat? On a scooter or motorcycle? Or directing traffic? (CIRCLE IN COL. 1)

(ASK Q'S. 9 AND 10, AS A SERIES, AS APPLICABLE, FOR EACH ITEM CIRCLED "SEEN" IN COL. 1)

9. (FOR EACH CIRCLED "SEEN" IN COL. 1) During the past 6 months, about how many times have you seen a woman police officer in D.C. (EACH ITEM CIRCLED "SEEN")? (RECORD IN COL. 2)
10. (IF MORE THAN "ONE" IN COL. 2) As best as you can recall, about how many different policewomen did you see (EACH ITEM 2 OR MORE TIMES IN COL. 2)? (RECORD IN COL. 3)

	Q. 8		Q. 9	Q. 10
	Col. 1		Col. 2	Col. 3
	Seen	Not Seen	# of Times Seen	# Different Policewomen Seen
Riding in a squad car	1	2		
Walking a foot beat	1	2		
On a scooter or motorcycle	1	2		
Directing Traffic	1	2		
Anything else (SPECIFY)	1	2		

11. Some people think that a woman who meets the qualifications should have the same opportunity to be a police officer as a man. Do you . . . strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, or strongly agree . . . that women should have the same opportunity to be a police officer as a man?

12. Why do you say that?

Strongly disagree	1
Somewhat disagree	2
Neither agree nor disagree	3
Somewhat agree	4
Strongly agree	5
DO NOT READ	Don't Know
	V

(ASK EVERYONE)

13. If two people were severely injured in an auto accident, how do you think a policewoman would handle the accident compared to how a policeman would handle it? Do you think the policewoman would handle it . . . much worse, somewhat worse, about the same, somewhat better, or much better than a policeman?

Much worse	1
Somewhat worse	2
About the same	3
Somewhat better	4
Much better	5

DO NOT READ	Don't Know	V
-------------	------------	---

14. Why do you say that?

15. If a man and a woman were fighting and the police were called, how do you think a policewoman and a policeman patrolling together as partners would handle the situation compared to two policemen working together? Compared to the two policemen, do you think the policewoman and policeman would handle the situation . . . much worse, somewhat worse, about the same, somewhat better, or much better?

Much worse	1
Somewhat worse	2
About the same	3
Somewhat better	4
Much better	5

DO NOT READ	Don't Know	V
-------------	------------	---

16. Why do you say that?

17. Suppose a fight broke out among several people on a street corner and half of the police officers sent were policewomen rather than all being policemen. Do you think the fact that half of the officers were policewomen would make the situation . . . much more likely to get out of hand, somewhat more likely, no difference, somewhat less likely, or much less likely to get out of hand?

Much more likely	1
Somewhat more likely	2
No difference	3
Somewhat less likely	4
Much less likely	5

DO NOT READ	Don't Know	V
-------------	------------	---

- 17 A. Why do you say that?

18. Suppose a riot broke out somewhere in the District and half of the police officers sent were policewomen rather than all being policemen. Do you think the fact that half of the officers sent were policewomen would make the situation . . . much more likely to get out of hand, somewhat more likely, no difference, somewhat less likely, or much less likely to get out of hand?

Much more likely	1
Somewhat more likely	2
No difference	3
Somewhat less likely	4
Much less likely	5

DO NOT READ	Don't Know	V
-------------	------------	---

18 A. Why do you say that?

19. How good a job would a policewoman do in investigating a crime scene in order to find evidence -- compared to a police-man? Do you think a policewoman would do . . . much worse, somewhat worse, about the same, somewhat better, or much better than a policeman?

Much worse	1
Somewhat worse	2
About the same	3
Somewhat better	4
Much better	5

DO NOT READ	Don't Know	V
-------------	------------	---

20. Now, think about the number of crimes committed in the District of Columbia last year. If half of the police officers had been policewomen, do you think the number of crimes would have been . . . much higher, somewhat higher, about the same, somewhat lower, or much lower than the actual number of crimes committed with all policemen?

Much higher	1
Somewhat higher	2
About the same	3
Somewhat lower	4
Much lower	5

DO NOT READ	Don't Know	V
-------------	------------	---

21. How do you think a policewoman would treat the people in your neighborhood -- compared to a policeman? Do you think a policewoman would treat the people . . . much less respectfully, somewhat less respectfully, about the same, somewhat more respectfully, or much more respectfully than a policeman?

Much less respectfully	1
Somewhat less respectfully	2
About the same	3
Somewhat more respectfully	4
Much more respectfully	5
DO NOT READ Don't Know	V

22. Now, think of the number of criminals caught last year in D.C. If half of the police officers had been police-women, do you think the number of criminals caught would have been . . . much higher, somewhat higher, about the same, somewhat lower, or much lower than the actual number of criminals caught with all policemen?

Much higher	1
Somewhat higher	2
About the same	3
Somewhat lower	4
Much lower	5
DO NOT READ Don't Know	V

23. How do you think the people in this neighborhood would treat a policewoman -- compared to a policeman? Do you think the people would treat a policewoman . . . much less respectfully, somewhat less respectfully, about the same, somewhat more respectfully, or much more respectfully than they would treat a policeman?

Much less respectfully	1
Somewhat less respectfully	2
About the same	3
Somewhat more respectfully	4
Much more respectfully	5
DO NOT READ Don't Know	V

24. What do you think about having police-women doing the same things as policemen -- that is, patrolling the streets and responding to police calls. Do you strongly disapprove, somewhat disapprove, have a neutral feeling, somewhat approve, or strongly approve of having police-women doing the same things as policemen?

Strongly disapprove	1
Somewhat disapprove	2
Have a neutral feeling	3
Somewhat approve	4
Strongly approve	5
DO NOT READ Don't Know	V

25. Why do you say that?

26. Have you seen or heard anything in the newspapers, on radio, or on TV, about policewomen during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 28	No	2

27. (IF "YES" TO Q. 26) Has what you have seen in newspapers or on TV caused you to have . . . a much less favorable attitude, a less favorable attitude, no change in attitude, a more favorable attitude, or a much more favorable attitude toward women working as police officers?

Much less favorable attitude	1
Less favorable attitude	2
No change in attitude	3
More favorable attitude	4
Much more favorable attitude	5

DO NOT READ	Don't Know	V
-------------	------------	---

28. Do you know or have you talked to a policewoman in D.C. -- or have you seen a policewoman handling an incident during the past six months?

CONTINUE	Yes	1
SKIP TO Q. 31	No	2

29. What was the nature of the incident?

30. Has this direct personal contact caused you to have . . . a much less favorable attitude, a less favorable attitude, no change in attitude, a more favorable attitude, or a much more favorable attitude toward women working as police officers?

Much less favorable attitude	1
Less favorable attitude	2
No change in attitude	3
More favorable attitude	4
Much more favorable attitude	5

DO NOT READ	Don't Know	V
-------------	------------	---

(ASK EVERYONE)

31. Do you think the attempt to get equal rights for women is going . . . much too far, a little too far, about right, not quite far enough, or not nearly far enough?

Much too far	1
A little too far	2
About right	3
Not quite far enough	4
Not nearly far enough	5

DO NOT READ	Don't Know	V
-------------	------------	---

32. About how long have you lived or worked in this neighborhood?

of Years (months) _____

Ride-Along Summary

3. Did you observe any violent or potentially violent situations (including belligerent drunks, etc.)? How did the women handle these situations? Was their style any different from the male officers (e.g., were they any more likely or able to cool the people down rather than arrest, or vice versa)?

4. What roles did the women take with their partners? (E.g., were they relatively equal or more passive, did they do more report-writing, or what? Were the women asked to do any "typically female" tasks by their partners or sergeants that would not have been asked of a male officer?) Did any of the women act differently when patrolling alone than when with a (male) partner? Did the policemen under observation act differently when they patrolled alone?

5. Did you ever patrol with a policewoman when she was the senior officer (in the position of "training" a younger officer)? If so, describe how she handled it, whether her partner was a male or female, and how the partner reacted.

Ride-Along Summary

6. During this study, we discovered that a large number of women were assigned to the station, wagon or foot beats. Do you have any knowledge of why this was the case? (E.g., did any women you spoke to request this, prefer it, dislike station, wagon, etc., and what were the circumstances of their being assigned to these other duties?) Specify duty assigned to.

7. How did the citizens react to policewomen? (Distinguish male and female citizens - this questions may include citizens on the street as well as in the incidents.)

8.
 - a. Did you see any incidents which a woman handled particularly well or very poorly? Please describe.
 - b. Did officers or officials mention any critical incidents which had been important in forming their opinions of policewomen? If so, describe.

FORM W

Return to the Chief by August 31, 1973

DO NOT COMPLETE THIS COLUMN -

NOTE: Repeat information from columns 1-4 on both cards.

Card #1

1				
6				
12				

Date of Completion:

Name of Officer _____ District _____

Date of Birth _____

Date of Assignment to District _____

PLEASE SUPPLY ALL INFORMATION FROM JANUARY 1, 1973, THROUGH JUNE 30, 1973.
(Indicate on page 4, the approximate number of days during which the officer was assigned to your district during this six-month period.)

<u>ASSIGNMENT</u>	<u>APPROXIMATE NUMBER OF WORKING DAYS</u>
Tactical - Uniformed	18
Tactical - Non-Uniformed	21
Foot - Single Beat	24
Foot - Double Beat	27
Scout Car - Single Car	30
Scout Car - Double Car	33
Investigative - Criminal	36
Investigative - Morals	39
Investigative - Under Cover	42
Station - Light Duty	45
Station - Regular Assignment (not Light Duty)	48
Other (specify):	51
1.	54
2.	57
3.	60
Sick	

4. Handling an Auto Accident Involving an Injury

Extremely poor considering length of street experience Average Extremely good considering length of street experience

8

5. Making a Crime Report

Extremely poor considering length of street experience Average Extremely good considering length of street experience

9

6. Handling a Disorderly Female

Extremely poor considering length of street experience Average Extremely good considering length of street experience

10

7. Protecting a Partner from Violence

Extremely poor considering length of street experience Average Extremely good considering length of street experience

11

8. In general, Performing Street Patrol

Extremely poor considering length of street experience Average Extremely good considering length of street experience

12

SUMMARY EVALUATION

A. Is Officer a Probationer? Yes _____ No _____

13

B. FOR PROBATIONERS: Do you expect to recommend retention on the force?
Yes _____ No _____ IF NO, REASONS:

14

C. FOR OTHERS: If officer were a probationer for the next two months, would you expect to recommend retention on the force at the end of that time? Yes _____ No _____ IF NO, REASONS:

15
16
17
18

Race: (0) White (1) Black

INJURIES

1. Since the officer has been in the Department, how many service-connected injuries has the officer suffered? _____

18

2. Since the officer has been in the Department, how many days have been

a) lost from work due to service-connected disabilities? _____

20

b) spent on light duty due to service-connected disabilities? _____

23

3. Since the officer has been in the Department, how many injuries have been suffered

a) by a patrol partner _____

26

b) by an officer (not a patrol partner) under circumstances where this officer was present? _____

30

LENGTH OF ASSIGNMENT

How many days was the officer assigned to your district during the first six months of 1973 (if assigned for entire period, answer: 181)? _____

33

IF APPLICABLE: Please discuss the reasons for the officer's transfer, resignation or termination.

PERSONNEL JACKET FORM

1. Name: _____ I.D. _____
2. Date of Birth: Month _____ Day _____ Year _____
3. Education: _____
4. Height: _____ 5. Weight: _____

5'7" = 67	6' = 72
5'8" = 68	6'1" = 73
5'9" = 69	6'2" = 74
5'10" = 70	6'3" = 75
5'11" = 71	6'4" = 76
6. Marital Status: 0)Married _____ 1)Single _____ 2)Other _____
Describe _____
7. Children: 1)Yes _____ 0)No _____
8. Number of arrests and traffic violations prior to appointment:
(specify nature)
 - a. Felony _____
 - b. Misdemeanor _____
 - c. Moving traffic tickets _____
9. Date passed driving test: Month _____ Day _____ Year _____
10. Date of appointment: Month _____ Day _____ Year _____
11. # of traffic accidents since appointment _____
12. # of injuries since appointment _____
13. # of days light duty since appointment _____
14. # arrests made since (graduation from academy:)
 - a. Felony _____
 - b. Misdemeanor _____
15. # of Commendations _____
16. # of Complaints _____
17. # of previous jobs _____
18. Interview Ratings: (1=excellent, 2=good, 3=fair, 4=poor)
 - a. Neatness & cleanliness _____
 - b. General Appearance _____
 - c. Courtesy _____
 - d. Written & oral expression _____
 - e. Attitude towards position _____
 - f. General personal suitability _____

1	<input type="text"/>
6	<input type="text"/>
12	<input type="text"/>
14	<input type="text"/>
19	<input type="text"/>
20	<input type="text"/>
21	<input type="text"/>
	23
	25
27	<input type="text"/>
33	<input type="text"/>
39	<input type="text"/>
41	<input type="text"/>
43	<input type="text"/>
46	<input type="text"/>
	48
51	<input type="text"/>
53	<input type="text"/>
55	<input type="text"/>
57	<input type="text"/>

19. Residence address
1) D.C. 2) Maryland 3) Virginia 4) Other

20. Academy grades (record first score listed)

- a. Police manual _____
- b. Traffic regulations _____
- c. Spelling _____
- d. Police regulations _____
- e. Rules of evidence _____

- f. A.B.C. regulations _____
- g. Court procedures _____
- h. Juvenile delinquency _____
- i. Report writing _____
- j. D. C. code (criminal law) _____
- k. Law of arrest _____
- l. All subject examination _____
- m. Average (use average reported in jackets) _____

21. Civil Service Examination:
Raw Score _____
Score with Veteran's Preference _____

63

64

67

70

73

76

Card #2

1

6

9

12

15

18

21

24

27

30

33

Card #3

1

22. Performance rating forms (for service or longevity step-increase)

UNSATISFACTORY MARGINAL ^{BELOW} AVERAGE EFFECTIVE AND COMPETENT EXCELLENT EXCEPTIONAL OUTSTANDING

1 2 3 4 5 6 7 8 9 10

- 1. Bearing and behavior
- 2. Human Relations
- 3. Learning ability

6

- 4. Knowledge and skill
- 5. Acceptance of Responsibility
- 6. Written expression

12

- 7. Oral expression
- 8. Performance of duty
- 9. Overall evaluation

18

10. Do you have any knowledge of unbecoming conduct:

24

1) Yes _____ 0) no _____

IF YES, Explain: _____
