

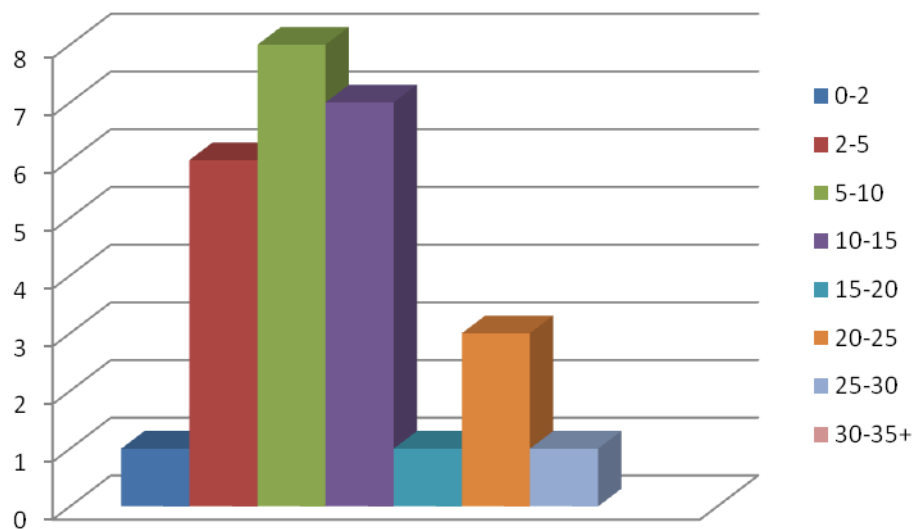


*7th Annual
WOMEN IN
LAW
ENFORCEMENT*

*Conference Questionnaire Results
May 28, 2008*

SEEKING UNDERSTANDING – CREATING STRATEGIES FOR BRIDGING GENERATIONS

Number of Years on Force



Total Participants in Survey: 27

1. WHAT WERE THE MOST IMPORTANT EXPECTATIONS YOU HAD WHEN YOU FIRST JOINED YOUR LAW ENFORCEMENT AGENCY? WHAT WERE YOU LOOKING FOR IN A LAW ENFORCEMENT JOB? (Rank from 1 to 5 with 1 your most important)

TOTAL	CATEGORY					
13	Job security					
	1	2	3	4	5	
	2	1	2	2	6	
3	Chance for advancement					
	1	2	3	4	5	
		1		2		
5	Health care benefits					
	1	2	3	4	5	
		1	2	2		
2	Flexible hours and / or shifts					
	1	2	3	4	5	
			1		1	
22	Chance to help / impact people's lives					
	1	2	3	4	5	x
	8	5	3	2	1	3
						(x = did not rank by number)
0	Maternity and other leave benefits					
9	Job with good salary					
	1	2	3	4	5	
	3	2	1	2	1	
0	Chance for lateral movement					
15	Variety of day-to-day work					
	1	2	3	4	5	x
	2	1	4	4	1	3
3	Job that recognizes and values good performance					
	1	2	3	4	5	
	2				1	
4	Position of leadership and authority					
	1	2	3	4	5	x
	1		1		1	1

8 **Community-focused career**
 1 2 3 4 5 x
 1 2 1 2 2

5 **Structured, para-military environment**
 1 2 3 4 5
 2 1 2

8 **Good pension / retirement program**
 1 2 3 4 5 x
 1 1 2 1 1 2

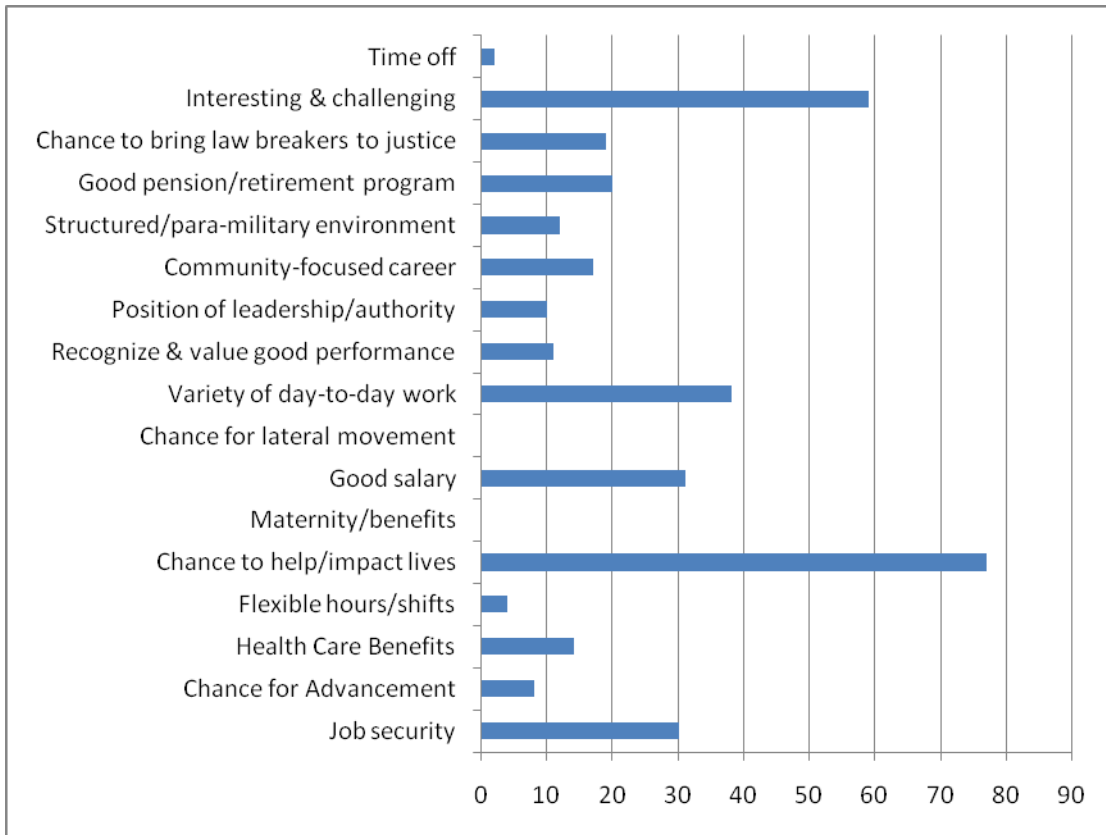
8 **Chance to bring law breakers to justice**
 1 2 3 4 5 x
 3 1 3 1

21 **Job that is interesting and challenging**
 1 2 3 4 5 x
 2 6 3 6 1 3

1 **Job that offers a lot of time off**
 1 2 3 4 5
 1

Other: Wanted to be a Sonny Crockett. Miami Vice rocked!

JOB EXPECTATION RANKINGS



Calculated by following criteria:

- 1 Most important = 5 points
- 2 = 4 points
- 3 = 3 points
- 4 = 2 points
- 5 Least important = 1 point (x also given one point as have no way to determine ranking)

HOW AGENCY MEETS THOSE EXPECTATIONS

Ratings given:

1. Almost never meets expectations
2. Only sometimes meets my expectations
3. Usually meets my expectations
4. Almost always meets my expectations
5. Has gone above and beyond my expectations

Job security

1	2	3	4	5
		3	4	3

Chance for advancement

1	2	3	4	5
2				

Note: One answered: "Haven't had opportunity yet."

Health care benefits

1	2	3	4	5
			2	2

Flexible hours and / or shifts

1	2	3	4	5
			2	

Chance to help/impact people's lives

1	2	3	4	5
	6	8	5	

Maternity and other leave benefits

1	2	3	4	5
	1			

Job with good salary

1	2	3	4	5
	1	5		1

Chance for lateral movement

1	2	3	4	5
1				

Variety of day-to-day work

1	2	3	4	5
1	2	5	5	1

Job that recognizes and values good performance

1	2	3	4	5
1	1		2	

Position of leadership and authority

1 2 3 4 5
1 2 2

Community-focused career

1 2 3 4 5
1 1 2 2 1

Structured / para-military environment

1 2 3 4 5
1 2 1 1 1

Good pension / retirement program

1 2 3 4 5
1 2 1 1

Chance to bring law breakers to justice

1 2 3 4 5
1 4 2 1

Job that is interesting and challenging

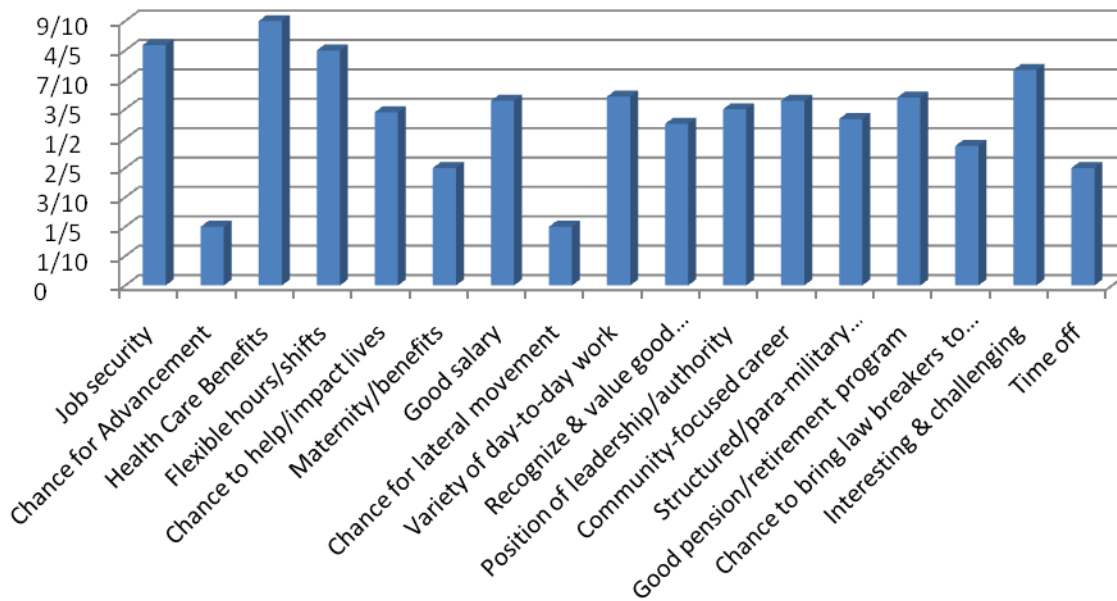
1 2 3 4 5
1 2 5 4 5

Job that offers a lot of time off

1 2 3 4 5
1

COMMENT: Very disappointed that "politics" are still in small departments and that chauvinist / demeaning environment still exists.

Ranking of How Agency is Meeting Expectations



Based on following calculation:

Almost never meets expectations = 1

Only sometimes meets my expectations = 2

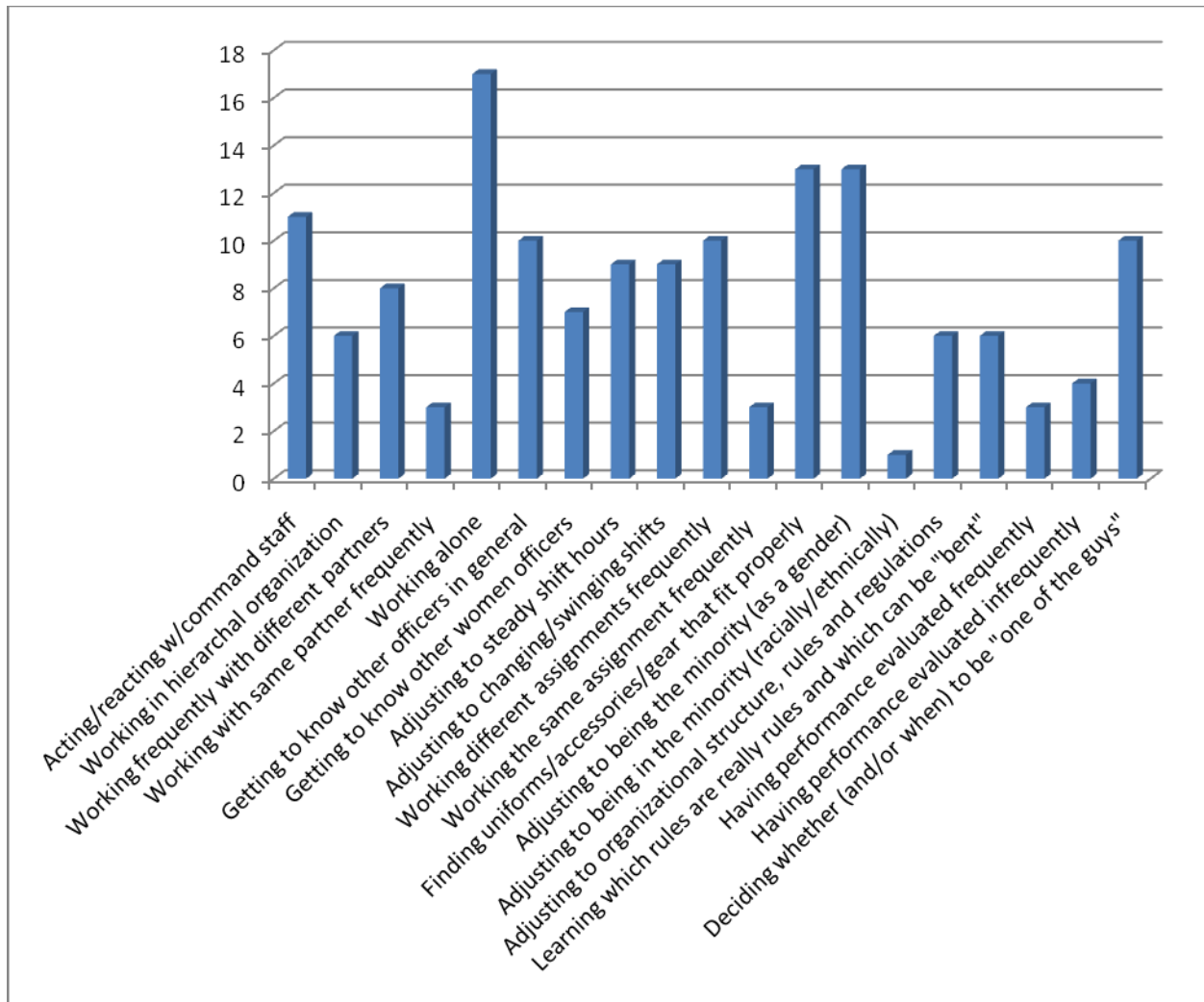
Usually meets my expectations = 3

Almost always meets my expectations = 4

Has gone above and beyond my expectations = 5

Total per category *divided into* Total possible per category

2. ELEMENTS OF LAW ENFORCEMENT CULTURE BEST ADAPTED TO



Other:

- Law enforcement marriages
- Female stress (job related)
- Sexual harassment – where to go if your department does not take your complaints seriously.

Notes from one participant:

- Acting/reacting with command staff – not accessible or focused on dealing with female employees.
- Finding uniforms / accessories / gear that fit properly – very hard
- Learning which rules are really rules and which can be “bent” – for specific officers
- Deciding whether (and / or when) to be “one of the guys” – considered one of the guys when they find it convenient

CULTURAL ELEMENTS FOUND MOST CHALLENGING

(ranked)

- 7 Finding uniforms / accessories /gear that fit properly
- 3 Learning which rules are really rules and which can be bent
- 2 Acting / reacting with command staff
- 2 Working alone
- 2 Adjusting to being in the minority (gender)
- 2 Having performance evaluated infrequently
- 1 Working with same partner frequently
- 1 Adjusting to steady shift hours
- 1 Adjusting to changing / swinging shifts
- 1 Working the same assignment frequently
- 1 Deciding whether (and / or when) to be “one of the guys”

3. IF TODAY'S YOUNG WOMEN ARE TO CONSIDER POLICING / LAW ENFORCEMENT CAREER AS A VALUABLE AND ATTRACTIVE ONE, WHAT ASPECTS NEED TO MODERNIZE THE MOST?

- Accommodations / equipment / uniforms more equal and less difficult to obtain; maternity leave & positions while pregnant; understanding the job (as a minority – in gender) you're always striving towards being recognized as an equal – “do twice as much to get recognized, screw-up once and it is magnified.”
- Maternity policy & procedure (departments don't know what to do with you).
- The guys complaining about women taking time to have babies.
- I believe most departments have adapted to women in law enforcement – I would say if any aspects need to be modernized it would be more encouragement for women getting involved in more training, like firearm instructor, defensive tactics, etc.
- Companies need to recognize that there are many women in the law enforcement and clothing needs to be designed for women – having to buy men's clothing because they don't make a lot of uniform items for females is frustrating.
- The way women are (still) viewed and treated by department personnel. Dispatching the “good” calls to the guys, dispatching the females to the crap calls. How about, in the year 2008, I can wear women's clothes, boots, jackets, etc. and they actually fit correctly.
- Guns that fit female hands!!! Clothing that fits women's bodies – so what if we don't all “look alike.” General attitudes towards women on the job in general. They may have changed, but it's still a long long road to go.
- Women are still not completely accepted in this field so it really needs to change. Promotions in this field for women are very difficult.
- Make it easier to find uniforms and gear that fit properly.
- Women be treated fairly. Finding uniforms.
- Being a minority, and being treated very differently from male officers.
- Dissolving the chauvinistic environment. Not focusing on female issues / promotions. Join a larger, developed department with clear policies and procedures, female supervisors. I would speak to her about possibility of different job options, after being on a force for 8+ years (and being an active officer / challenge). I feel that “internal politics” kill your “drive” although I love “the street” and being an officer.