

The background of the slide is a dark blue field. Overlaid on this is a stylized, wavy representation of the American flag. The stripes are rendered in shades of light blue and white, creating a sense of movement. The stars in the upper left corner are depicted as small, dark, irregular shapes.

Gender Issues in Policing From the Law and Order Perspective

Presented by Susan E. Coleman, Esq.

& Chief Sandra Spagnoli

Moderated by Christine Dietrick

Agenda

- **History of Women in Law Enforcement**
- **Why Gender Issues Matter**
- **Cautionary Tales from the Legal and Policing Perspectives**
- **What Can Be Done**

HISTORY OF WOMEN IN LAW ENFORCEMENT

- 1845: NYC hired two women to work in the city's jails.
- 1981: The Chicago PD assigned Marie Owen as a “patrolman.” Despite her title, her duties did not include patrol.
- 1905: Lola Baldwin becomes the 1st female sworn officer.
- 1910: LAPD swore in Alice Stebbin Wells as the country's first “policewoman” with badge number 1. Five years later, Wells founded the International Association of Police Women.
- 1950-1960: Number of police women more than doubles from 2,600 to 5,617.
- 1985: Penny Harrington became the first woman Chief of Police for a major city, in Portland, Oregon.



2017: For the first time in its 167-year history, Los Angeles County has seven female police chiefs, including Chief Spagnoli, leading local law enforcement agencies.



We've Come a Long Way... But Have We Plateaued?

Bureau of Labor Statistics reports that women make up 12.6% of all sworn police officers in the United States.

About one-in-ten supervisors or managers and just 3% of local police chiefs were women.



Why Does It Matter?

- Addressing gender issues in law enforcement can help the quality of policing by ensuring that the best candidates are hired and retained.
- It can also reduce potential liability for cities and counties.

Six Advantages of Hiring & Retaining More Women

1. Female officers are proven as competent as their male counterparts.
2. Female officers are less likely to use excessive force.
3. More female officers will improve law enforcement's response to violence against women.
4. Female officers implement "community-oriented policing."
5. Increasing the presence of female officers reduces problems of sex discrimination and harassment within a law enforcement agency.
6. The presence of women can bring about beneficial changes in policy for all officers.

(-National Center for Women & Policing)

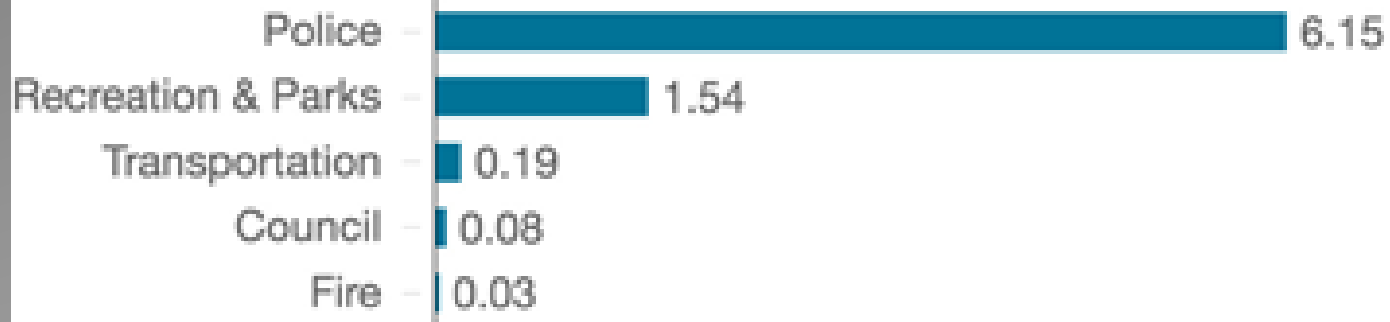


Liability Exposure

Failure to address gender discrimination and harassment claims can expose cities and counties to legal exposure, and can be costly.

City sexual harassment and assault payouts by department

Payouts since July 1, 2011 (in millions)



KPCC/Quartz's Chartbuilder Data: Los Angeles City Attorney; DWP; LANA and Port of LA payouts tracked separately



A recent study by the International Association of Chiefs of Police found that women have won more than one-third of the sexual harassment lawsuits and more than one-third of the gender discrimination lawsuits they filed against police departments.

Even if a city prevails in a lawsuit, the costs and negative publicity from dealing with such lawsuits can be significant.



What Can Be Done

Improve Recruitment

Addressing Hiring & Testing

Increase Retention



Recruitment Example

The Austin, Texas Police Department organizes recruitment and information sessions specifically designed to explain the hiring process and career opportunities for women at the agency. Additionally, the department publishes YouTube videos, such as “Women of APD,” that feature women talking about their experience serving as officers in the police department.

Hiring & Testing

- What is fitness for duty testing?
- What are potential dangers?
 - Prevent qualified women from being hired
 - Lawsuits regarding adverse impact
- How can psychological testing parameters exclude women?
- Why does the right equipment matter?



Colorado Springs Lawsuit

- **May 2015: Twelve female police officers sued the City of Colorado Springs under Title VII alleging that the City's annual physical ability test discriminated against them and was not related to their jobs**
- **Testing included one-minute maximum sit-up and push-up tests, and two running tests, one of which focused on agility.**
- **40% of the department's women above 40 failed the test the first time around, compared with 9 percent of men**
- **July 2017: Judge finds that the test "shamed and ostracized" decorated officers while providing "meaningless results."**
- **January 2018, the City of Colorado Springs settled the lawsuit for \$2.5 million + attorney's fees.**



Creative Solutions: Tackling “the Wall”

- LAPD Chief Willie Williams determined some pre-employment tests were disproportionately hampering women from becoming officers.
- One such test was a requirement to climb over a six-foot wall before the candidate could continue in the hiring process. Chief Williams moved the wall to the police academy portion of the process rather than at the onset. By doing this, recruits were first properly trained on effective techniques for scaling a wall before being assessed

Increasing Retention

- **Mentoring**
- **Comprehensive Policies**
 - Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and the Pregnancy Discrimination Act (PDA) are starting points.
 - Develop specific policies & provide employees info regarding light duty, paid and unpaid leave, range qualifications, etc.
- **Fair Evaluations**
- **Promotion Opportunities**



Preventing Sexual & Gender Harassment, Discrimination, and Retaliation

- 60-70% of women officers experienced sexual/gender harassment.
- 40% of women indicated that sexually oriented materials or sexually oriented jokes are a daily occurrence.
- Only about 4-6% ever reported the harassment



What Can Cities Do?

- Publicize strong sexual harassment policy
- Provide training
- Ensure an adequate complaint & investigation process
- Discipline wrongdoers
- Prevent retaliation