

Diversification in Law Enforcement

Anne Li Kringen, Ph.D.

Presented to the

Police Transparency and Accountability Task Force

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Introduction

Academic background and orientation

- Ph.D., Texas State University
- Primary Research Interest
 - Forces that inhibit or encourage change in policing organizations

Research related to diversity issues in policing

- Internal processes that limit diversity
 - Recruiting and hiring
 - Training academies
- External factors that limit diversity
 - Civil service commissions
- Conceptual considerations
 - Gender integration and policing
 - Mental illness and policing
 - Procedural justice, legitimacy and policing
- Policing strategies and tactics
 - Community policing
 - Foot patrol

Current status of diversity in policing

- Diversity and inclusion
- In the US, law enforcement officers are:
 - 65.7% White
 - 10.4% Black
 - 19.8% Hispanic
 - 2.9% Asian
 - 1.0 % Native American
- These percentages have not changed significantly in the past two decades

Current status of diversity in policing

- According to Law Enforcement Management and Administrative Statistics (LEMAS) 2013, law enforcement agencies in Connecticut are approximately:
 - 84.1% White
 - 5.8% Black
 - 6.3% Hispanic
 - 0.6% Asian
 - 0.1% Native American

Current status of diversity in policing

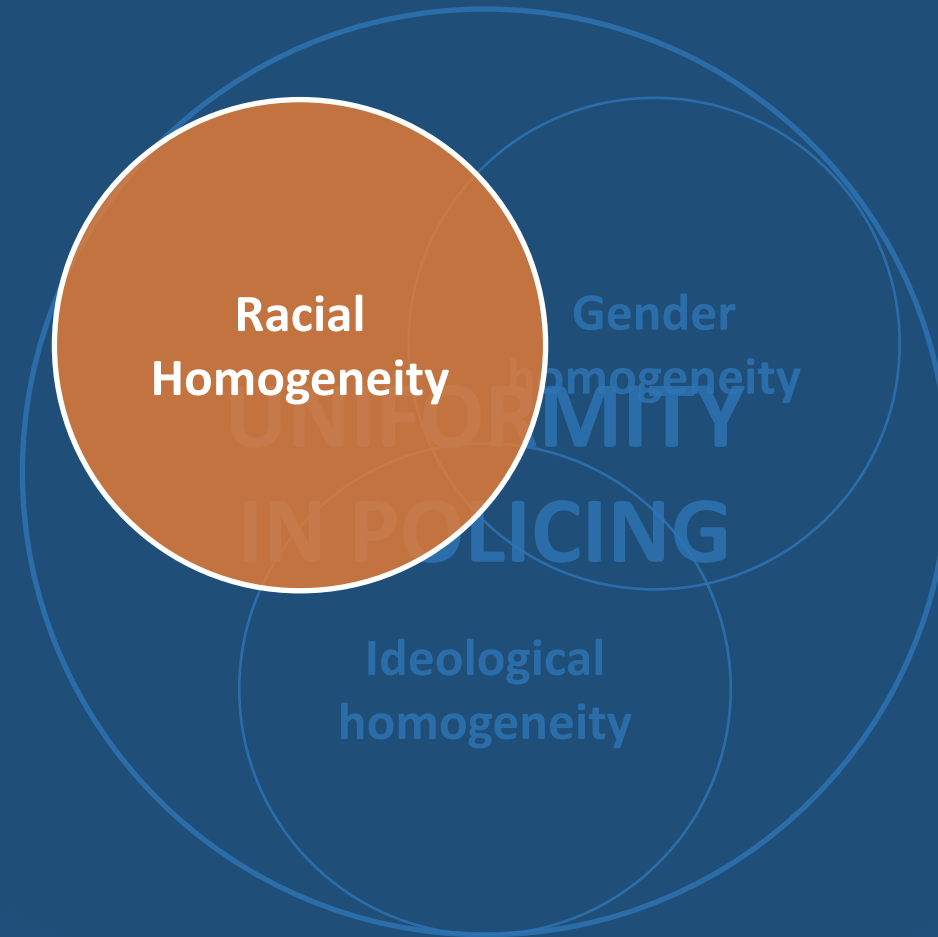
- According to LEMAS 2013, law enforcement agencies in Connecticut serving cities with greater than 100,000 residents¹ are:
 - 71.7% White
 - 11.9% Black
 - 15.5% Hispanic
 - 0.6% Asian
 - 0.04% Native American
- ¹ Bridgeport, Hartford, Middletown, New Haven, Stamford, Waterbury

Diversification in policing

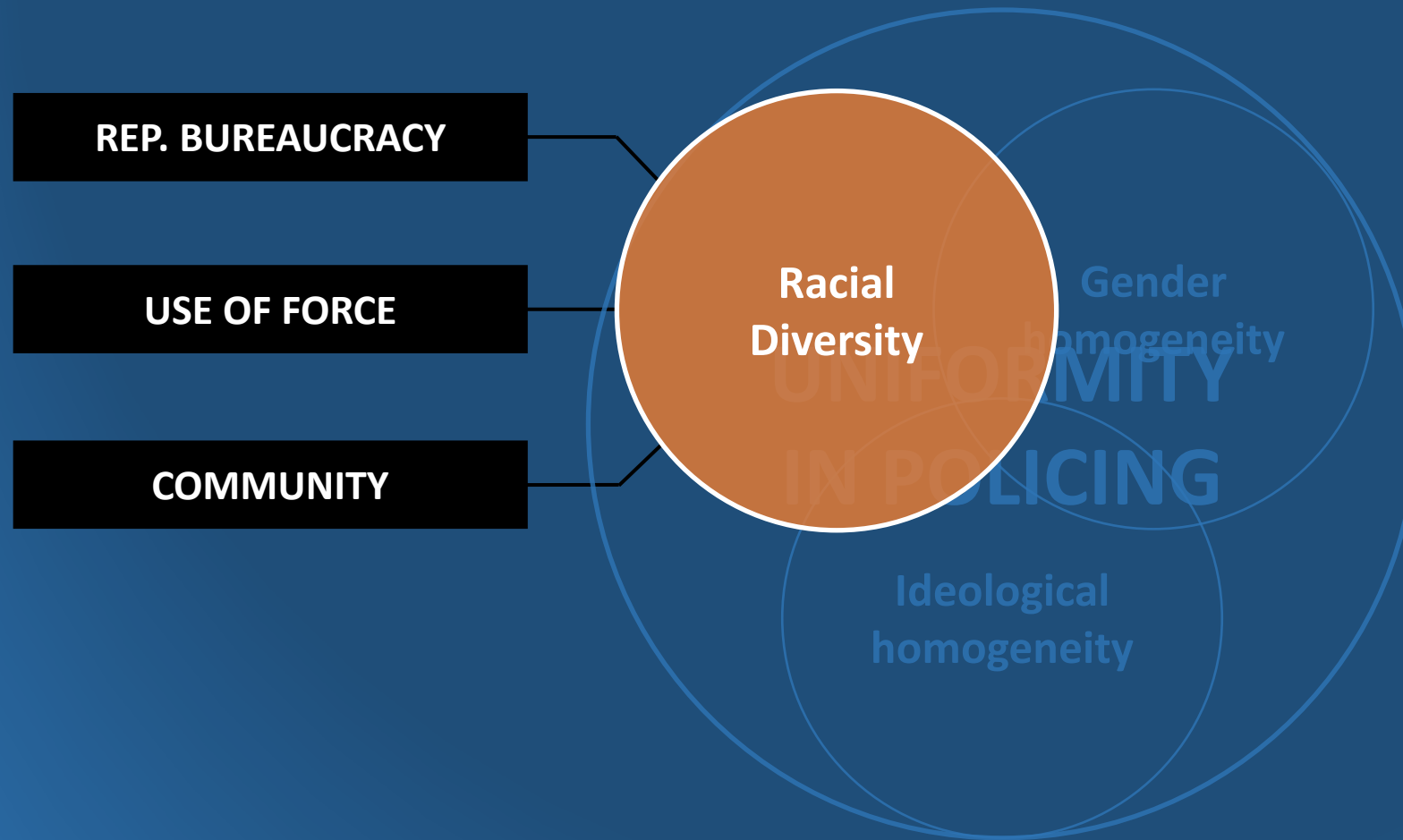
Diversity in police organizations



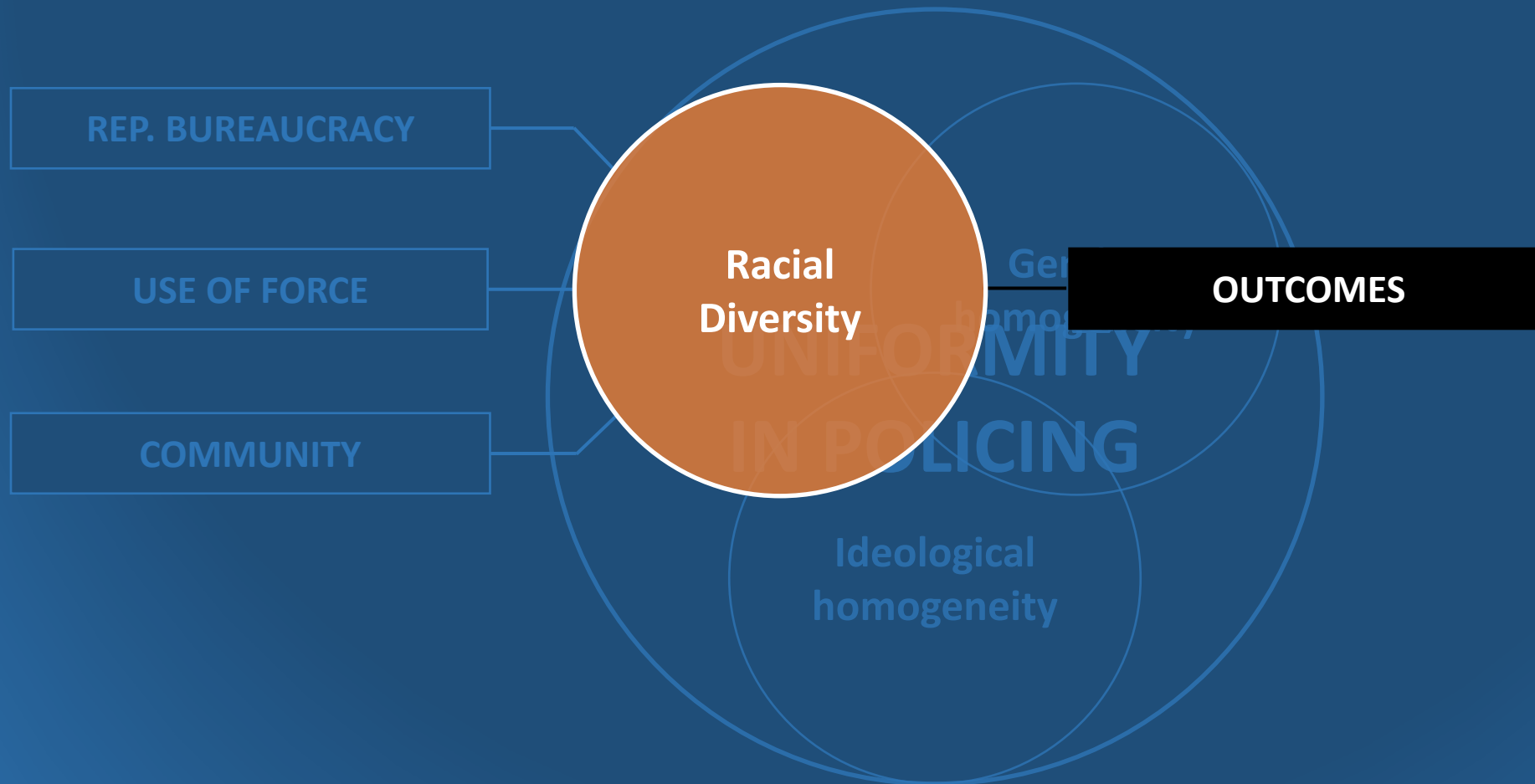
Diversity in police organizations



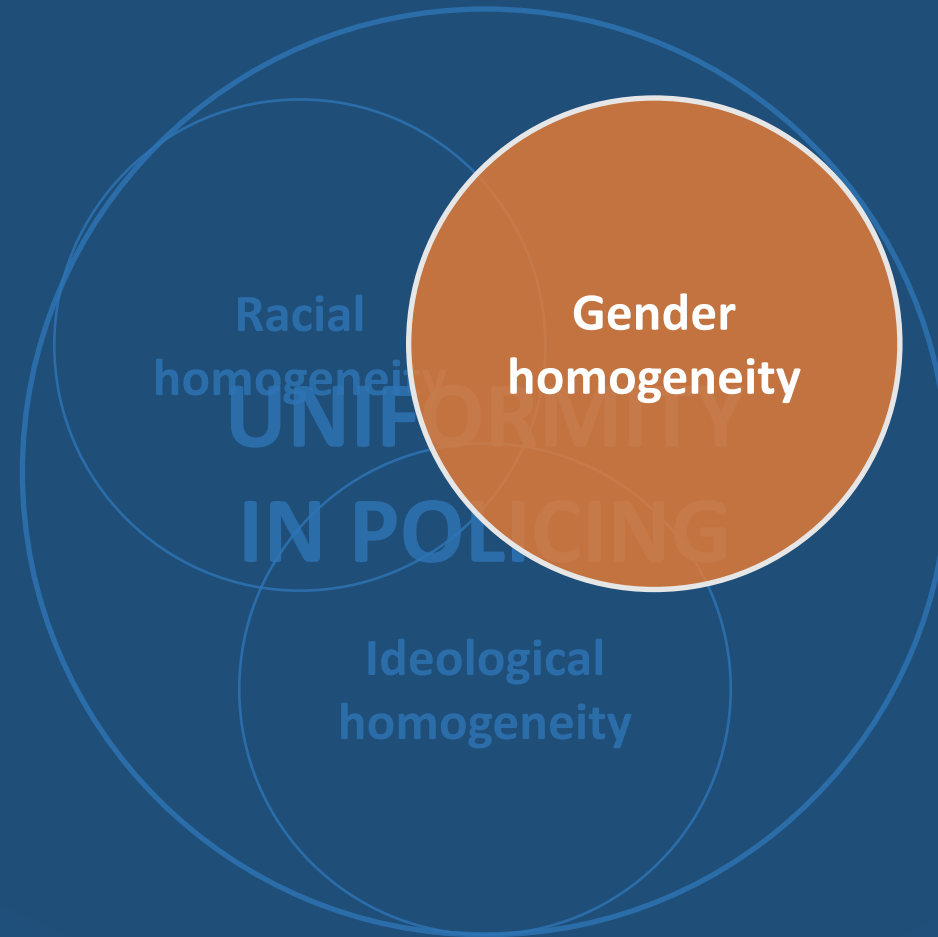
Diversity in police organizations



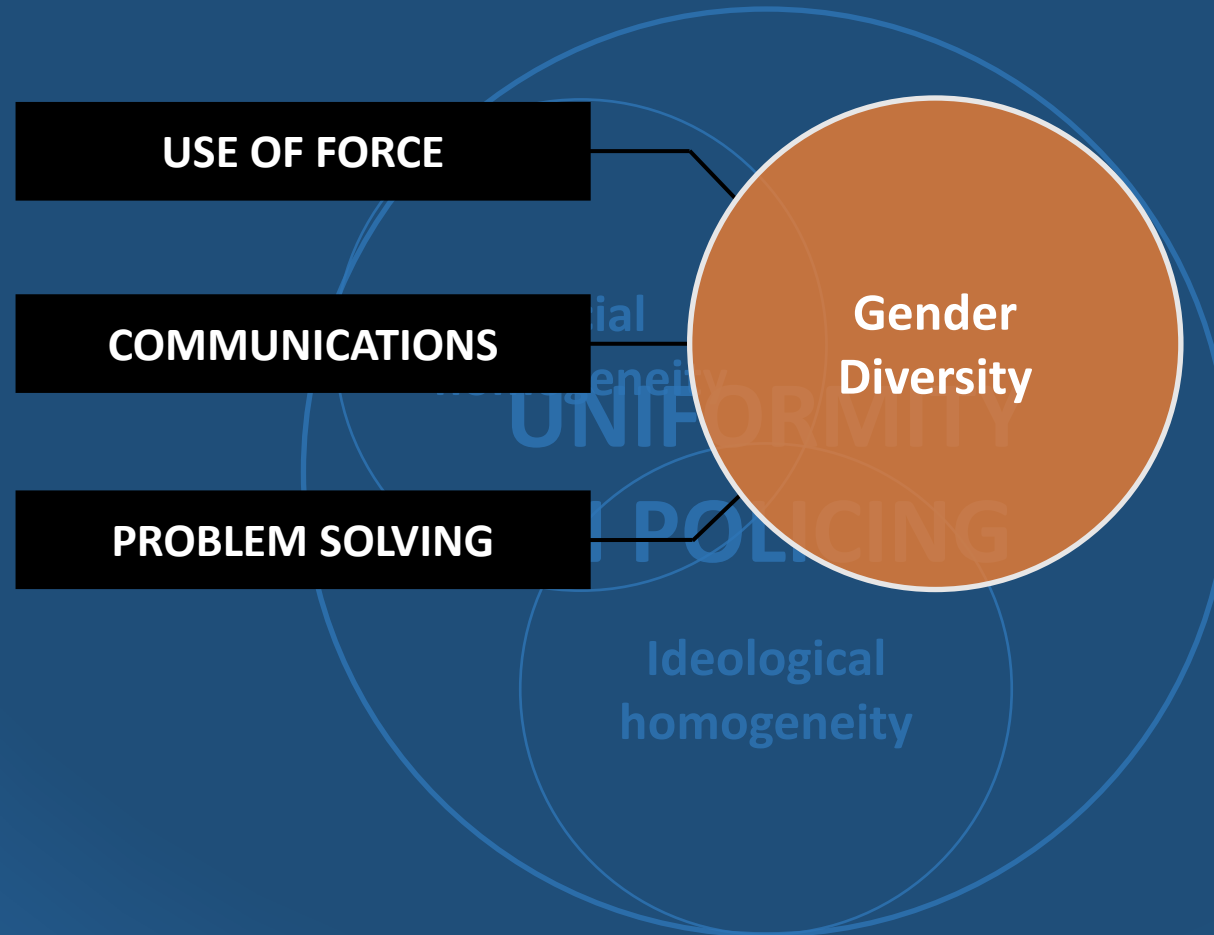
Diversity in police organizations



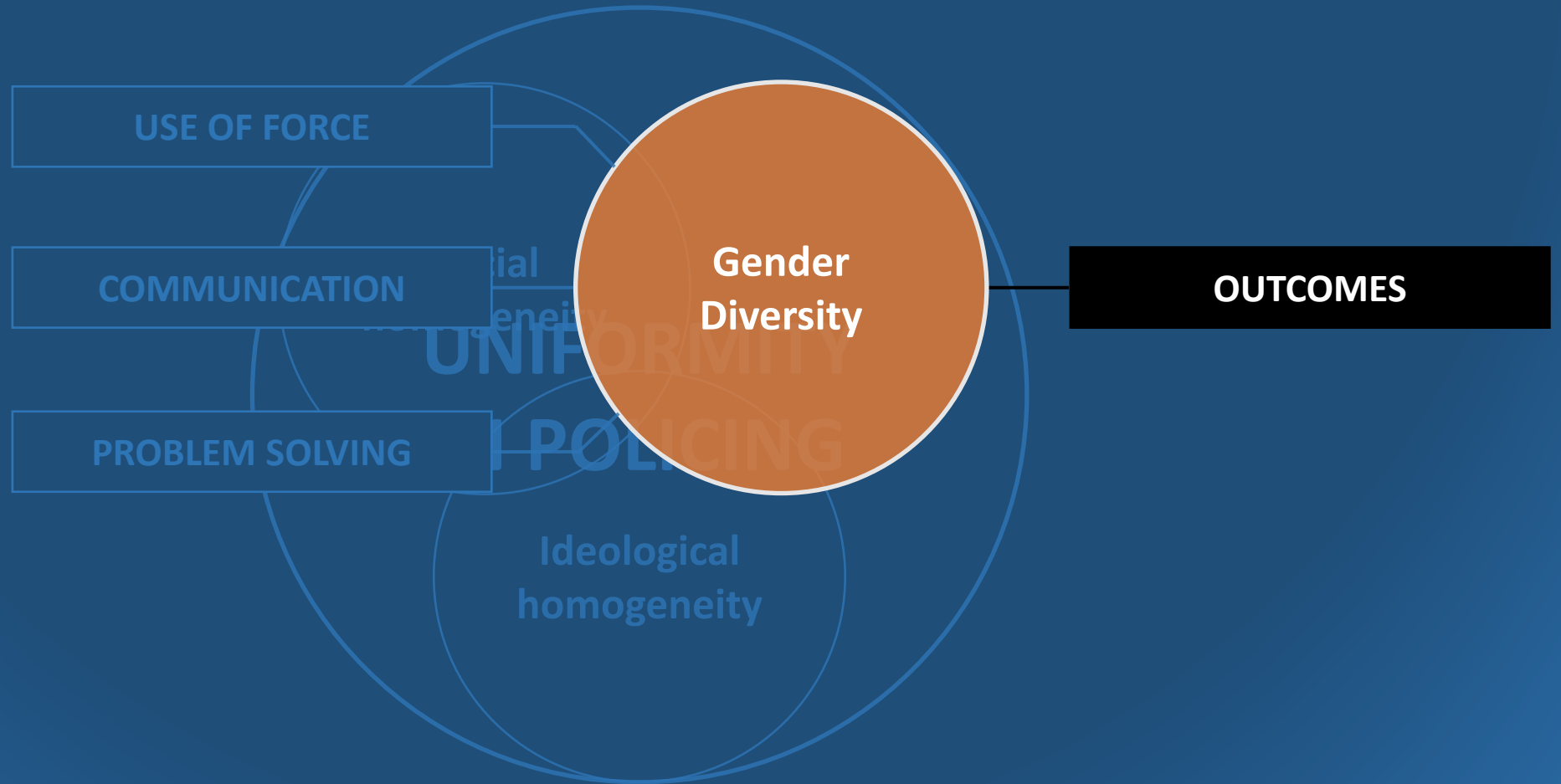
Diversity in police organizations



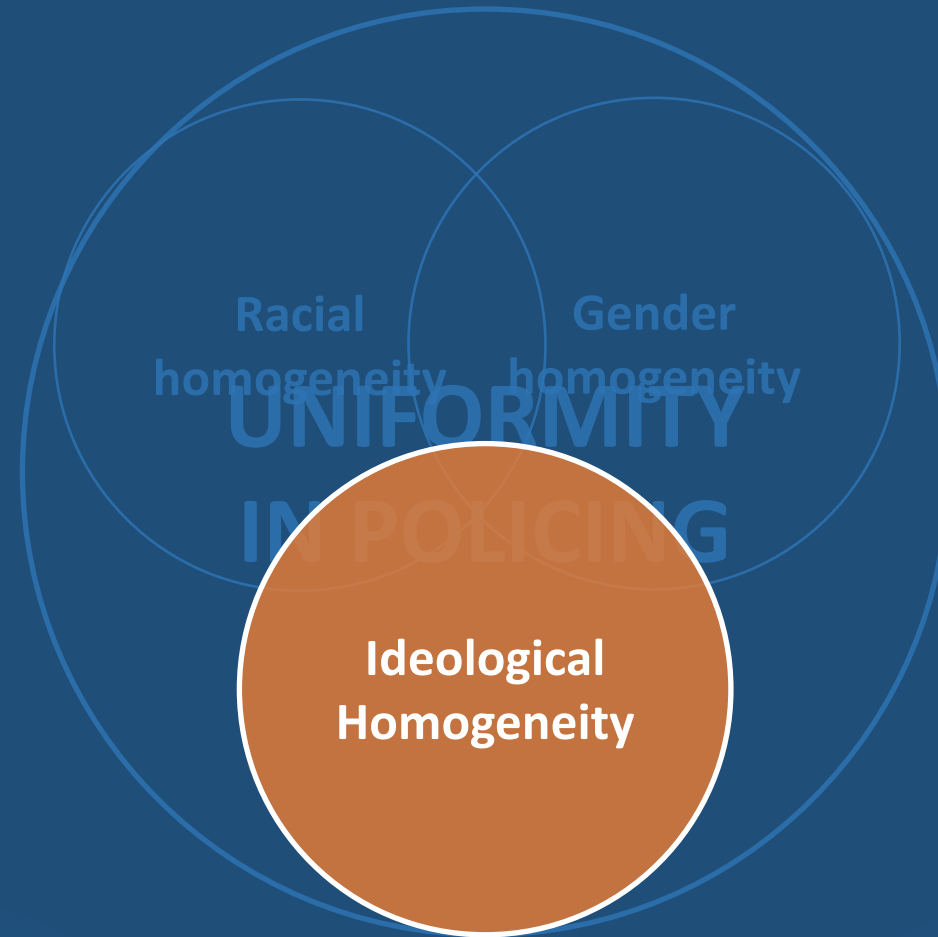
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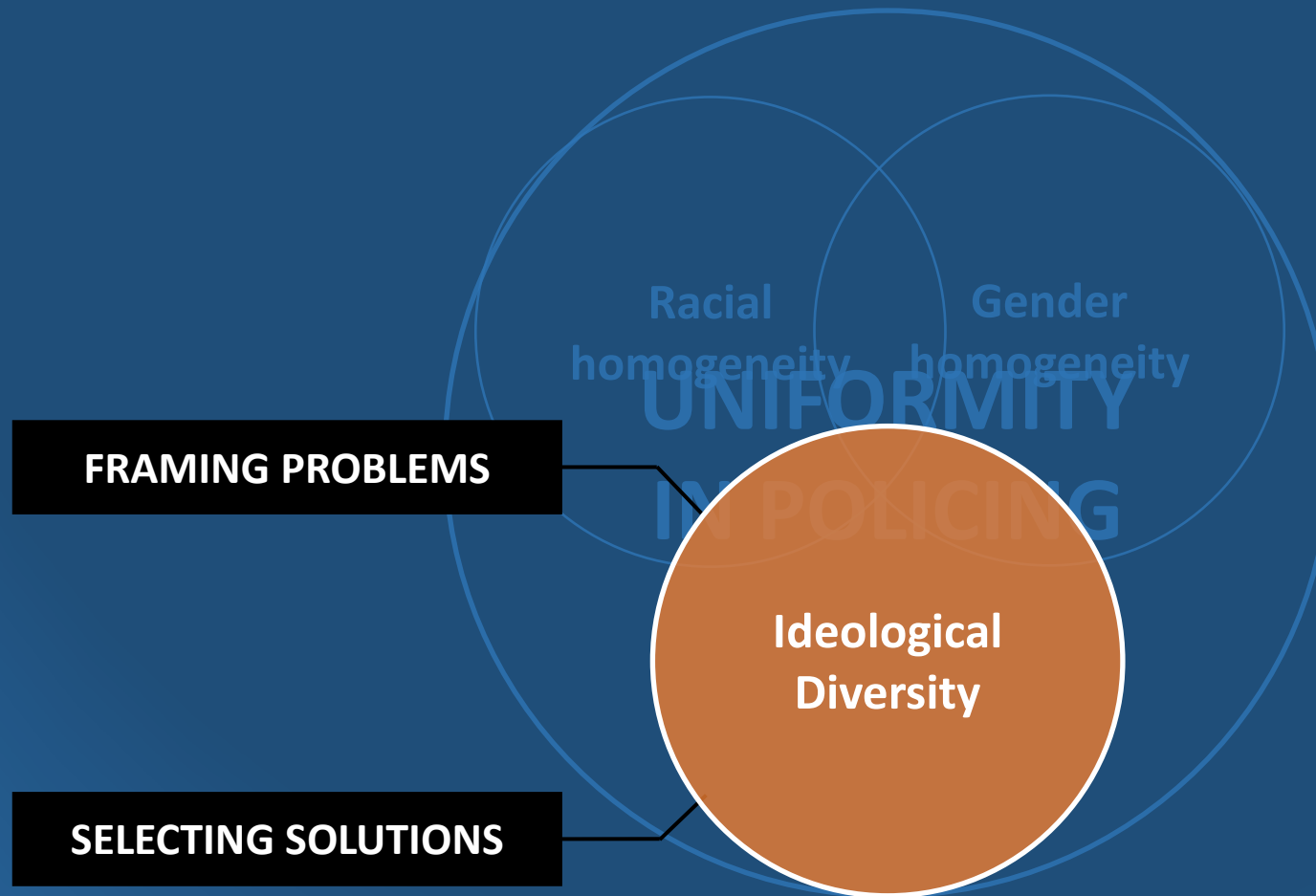
Current and future research



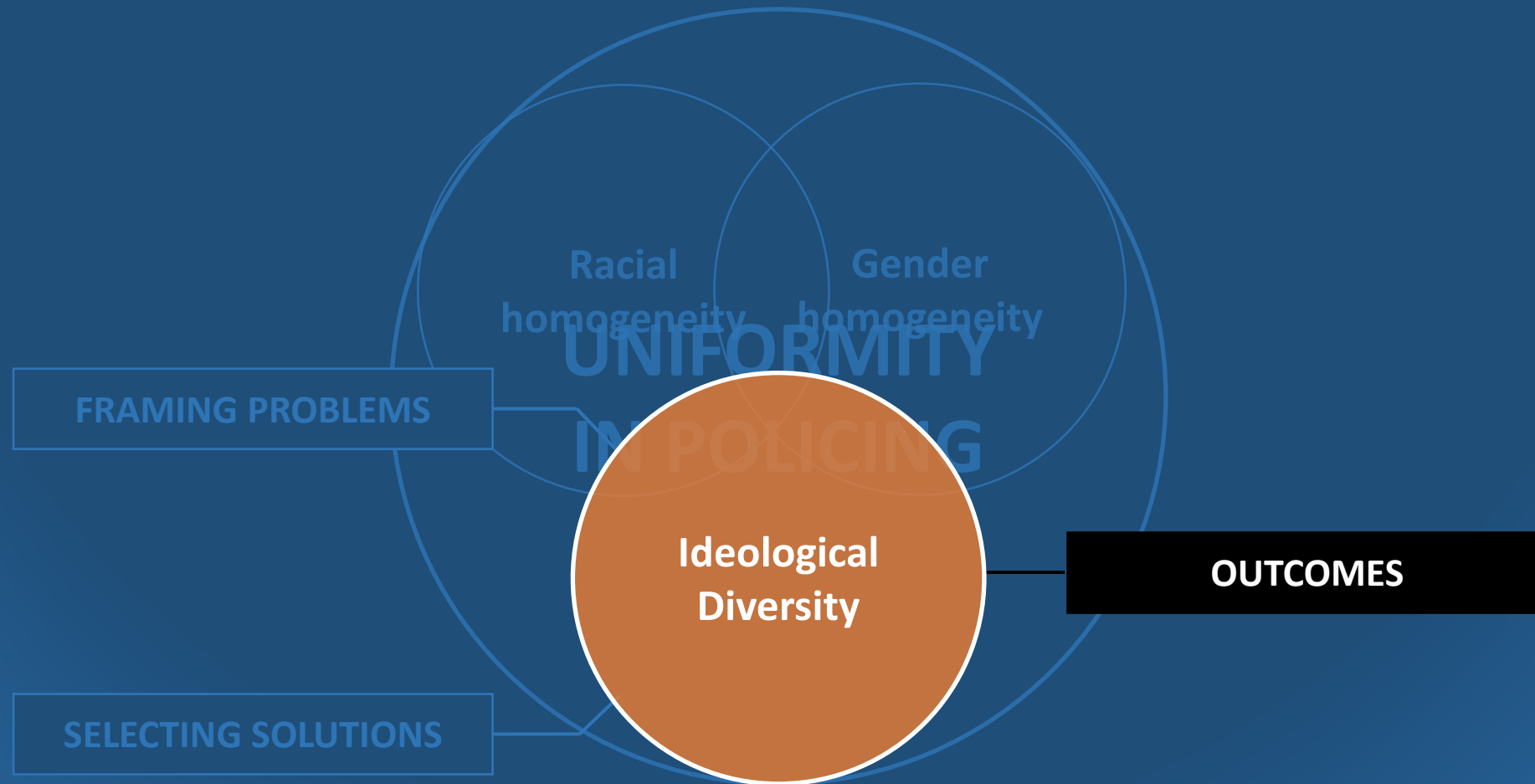
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Questions?

Thank you!

Anne Li Kringen, Ph.D.
akringen@newhaven.edu