

# Diversification in Law Enforcement

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*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 residents<sup>1</sup> are:
  - 71.7% White
  - 11.9% Black
  - 15.5% Hispanic
  - 0.6% Asian
  - 0.04% Native American
- <sup>1</sup> Bridgeport, Hartford, Middletown, New Haven, Stamford, Waterbury

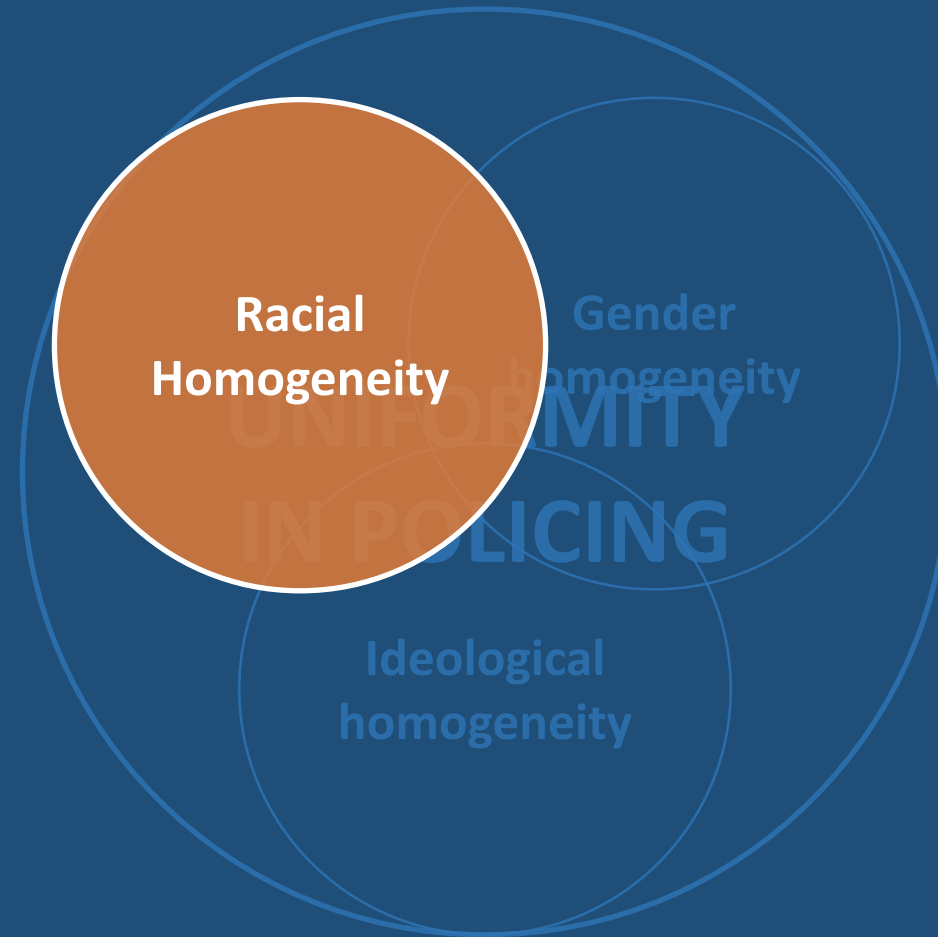
# Diversification in policing



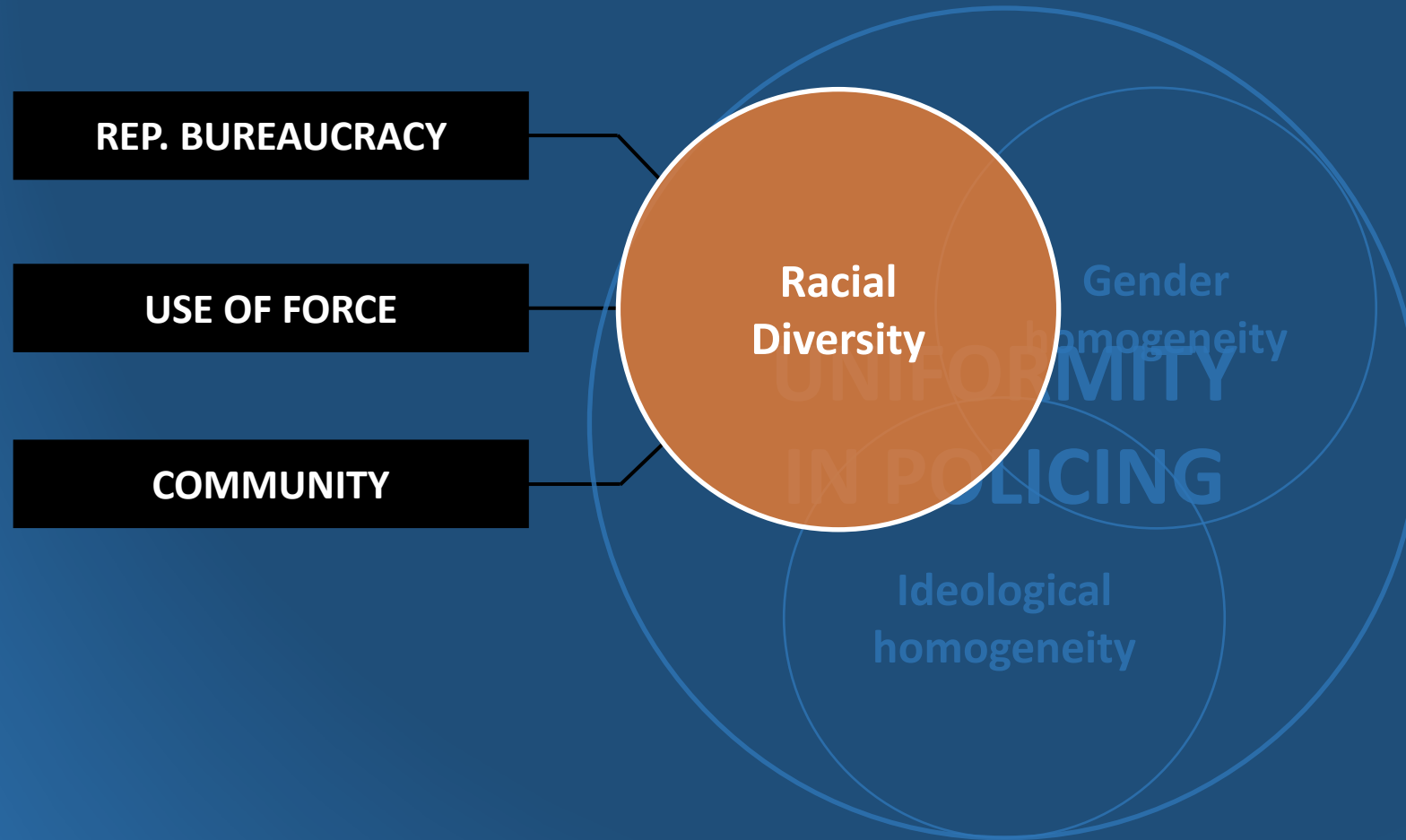
# Diversity in police organizations



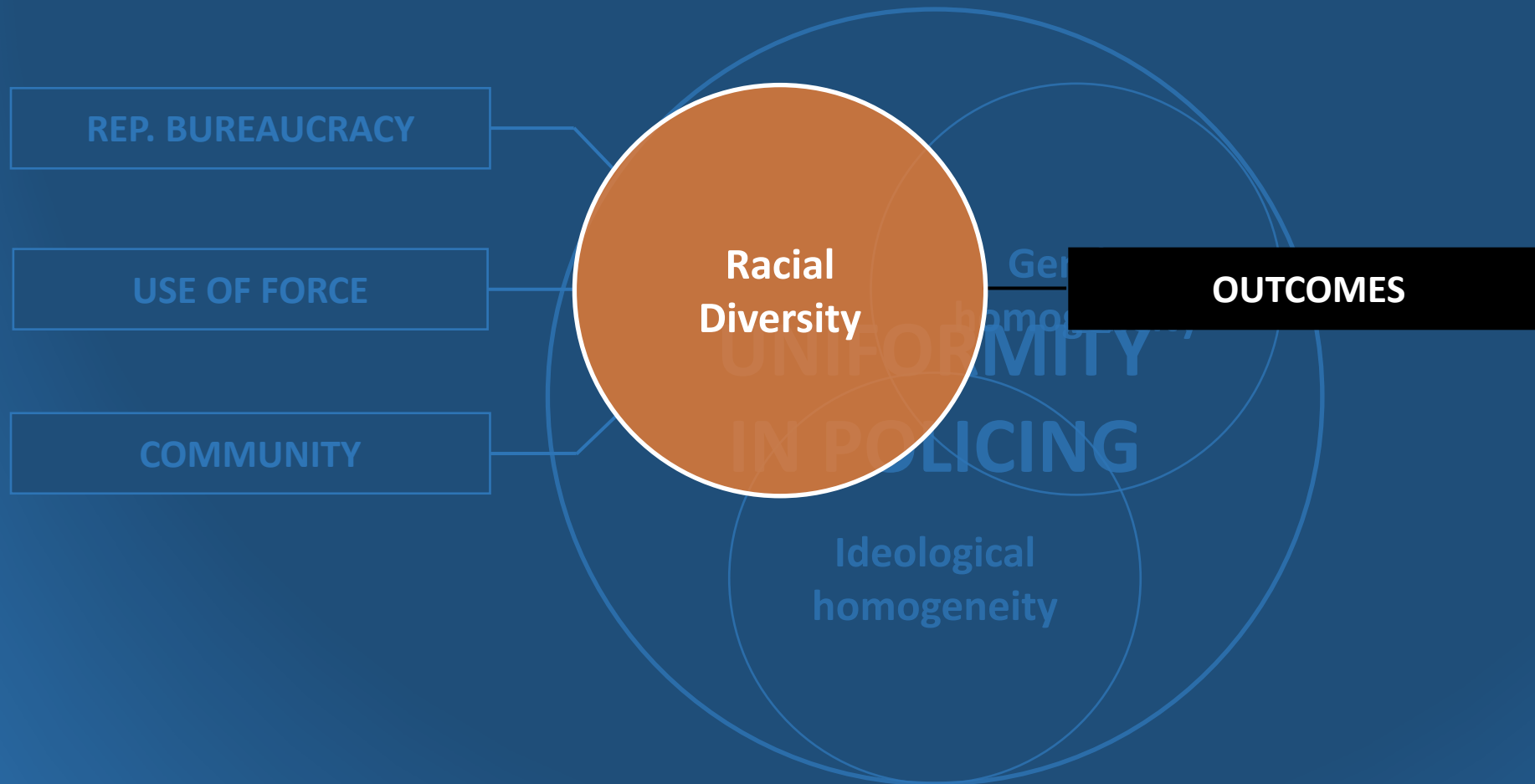
# Diversity in police organizations



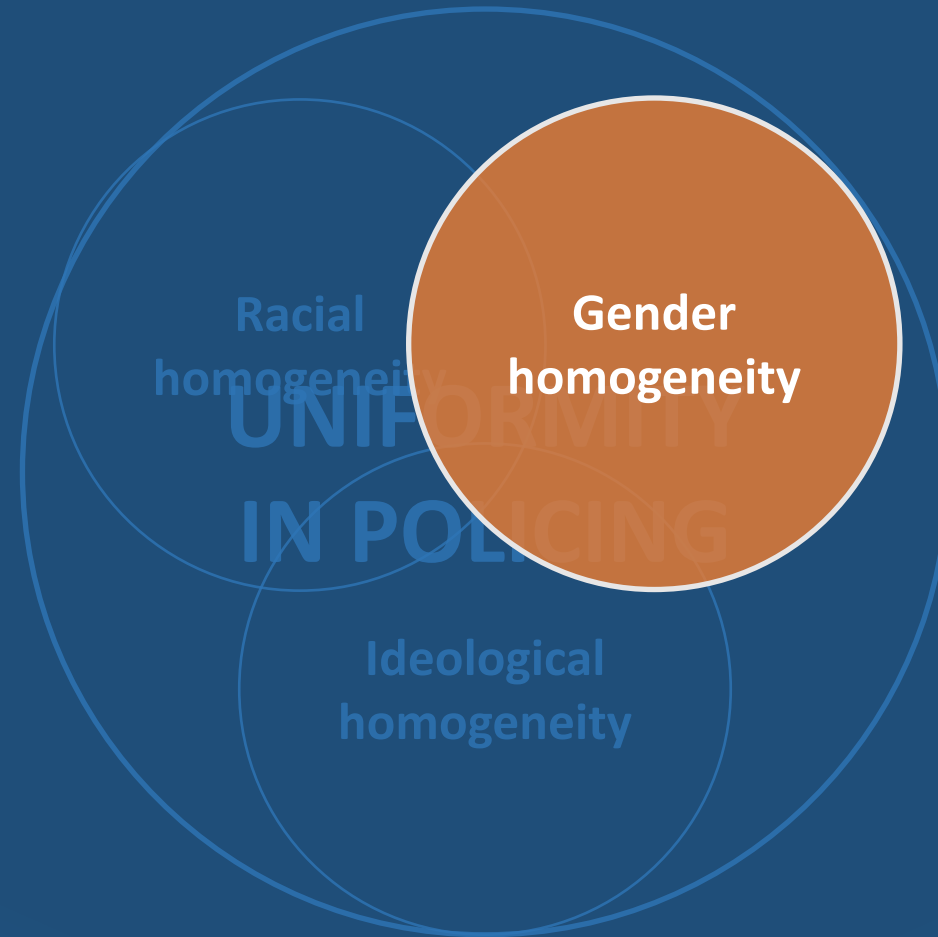
# Diversity in police organizations



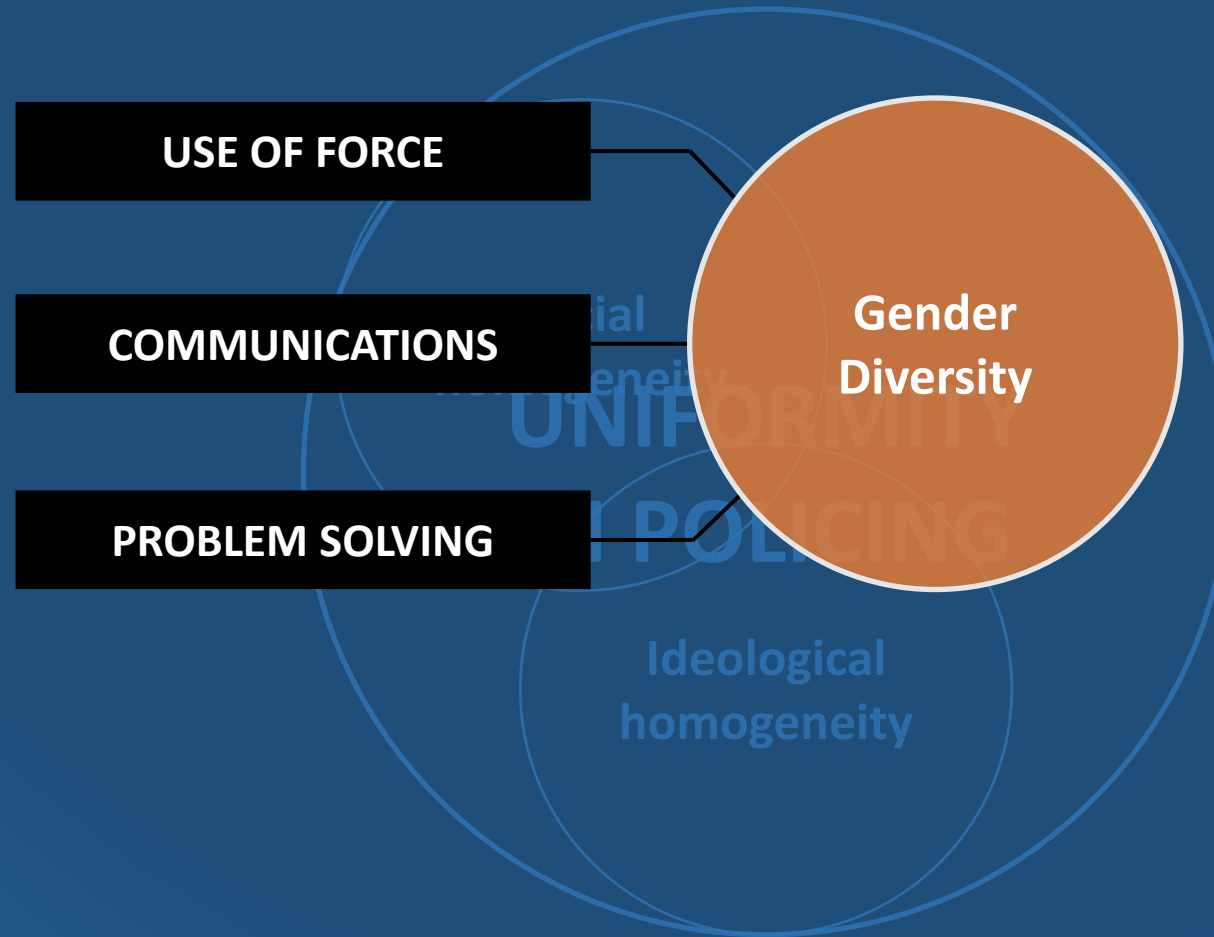
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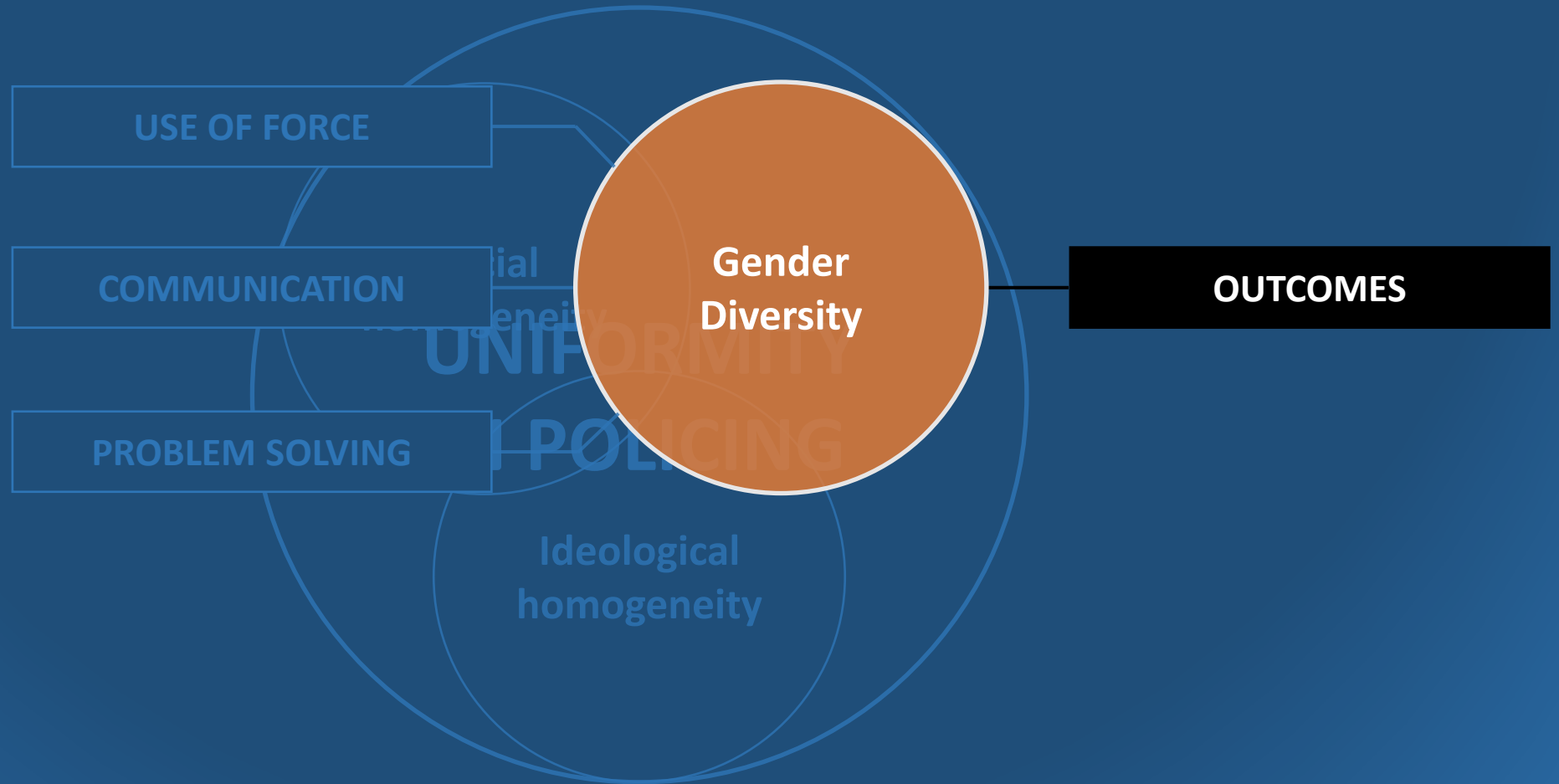
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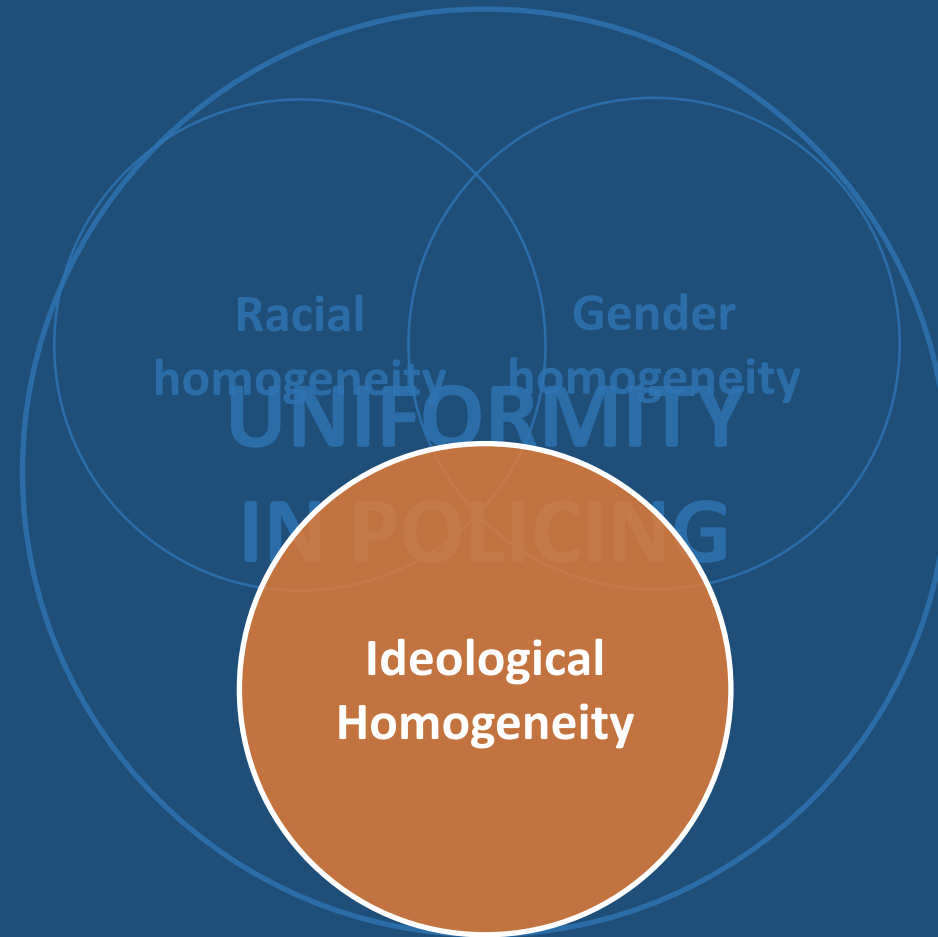
# Diversity in police organizations



# Current and future research

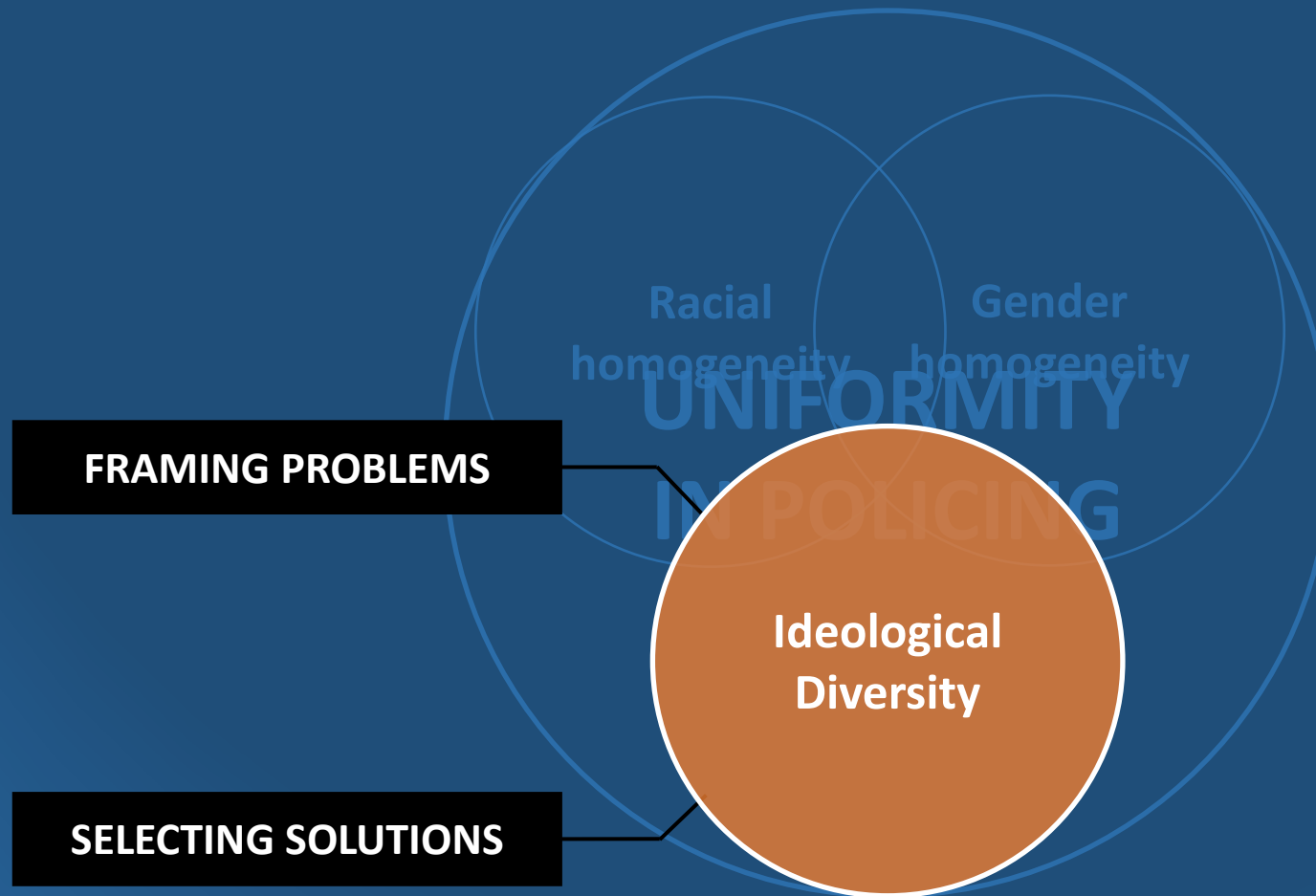


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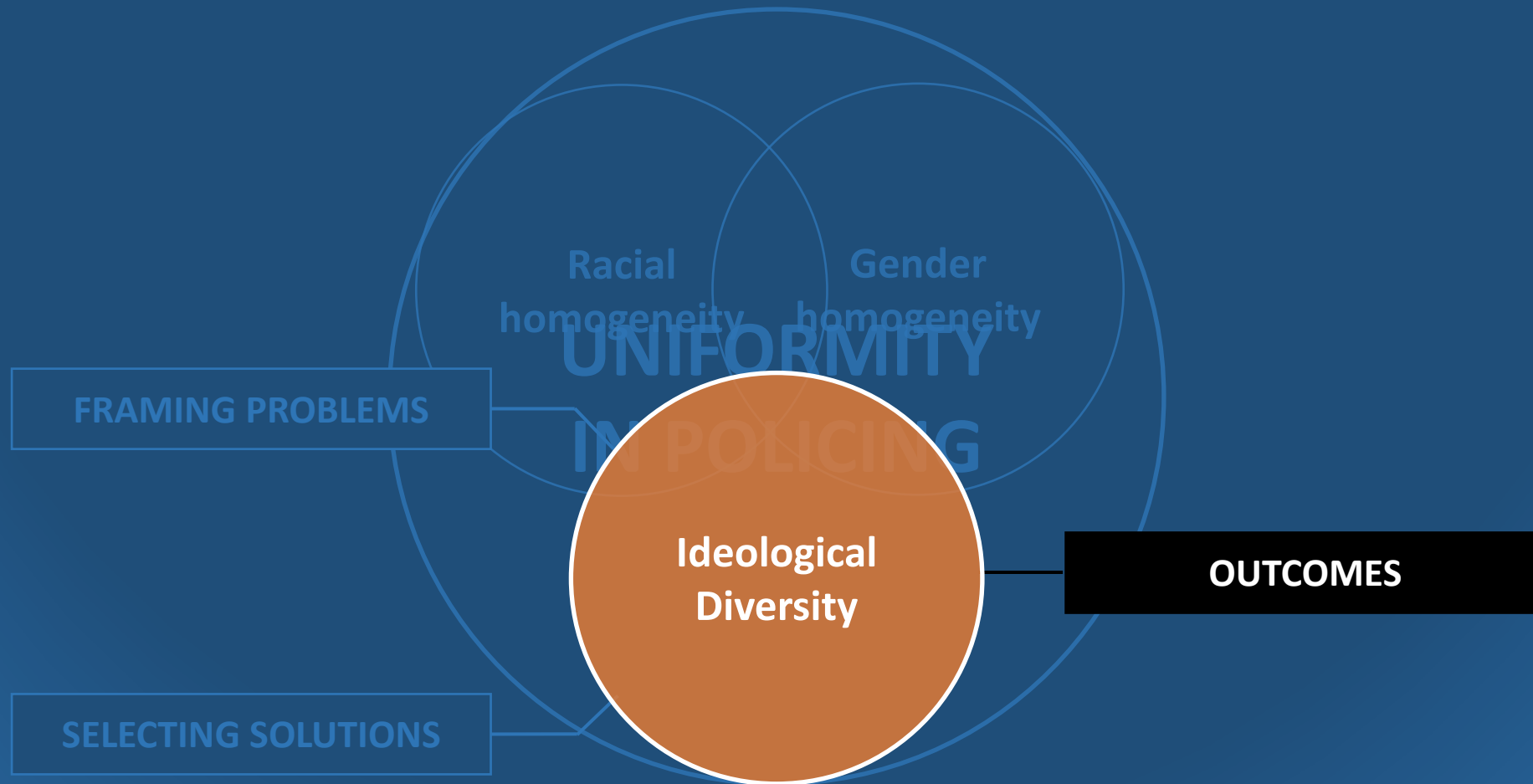




# Diversity in police organizations



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Questions?

# Thank you!

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