

# PROMOTING LAW ENFORCEMENT DIVERSITY

A Demographic Survey of Police and Sheriff  
Departments

A research report by

Kentucky Commission on Human Rights  
Commonwealth of Kentucky



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**Under Kentucky Revised Statutes (KRS) § 344.190 (11), KCHR has the duty “to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public.”**



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## Summary

- Only 46 of 145 police and sheriff departments (who voluntarily completed the racial and ethnic data) employ African American or Black officers. This represents 32% of police and sheriff departments. Most of those only employ 1 Black officer;
- Only 15 departments (or roughly 10%) employ Hispanic or Latino/a officers;
- Beyond those two minority categories, there is minimal (less than 1%) representation of other racial or ethnic minorities;
- For many departments, African Americans or Black officers are underrepresented. Among the responding agencies, a minimum of 185 African American law enforcement officers, spread proportionately across needed jurisdictions, could curb underrepresentation;
- Among the responding agencies, an additional 52 Hispanic and Latino/a officers are needed to match community demographics;
- Law enforcement agencies reported 22 officers with a known disability;
- Of the 5,331 officers accounted for in the survey, 512 or roughly 10% were capable of speaking a language other than English. The most common second language capability was Spanish, followed by French and German;
- Women, who account for one-half of the work force, make up only 9% of the law enforcement officers in the Commonwealth of Kentucky;
- Responses from 10 of the 18 departments surveyed from within jurisdictions with expanded civil rights protections for lesbian, gay, bisexual, and transgender (LGBT) persons were received. Of the 10, none of them listed the number of LGBT officers or marked zero.
- 80 of the 148 departments who responded to this survey indicated they were interested in receiving additional diversity and cultural competency training.
- This Commission will measure the progress of recruitment and retention of minorities and women with a follow-up survey in two years.

## Introduction

***Commonwealth:** a nation, state, or other political unit: as **a:** one founded on law and united by compact or tacit agreement of the people for the common good **b:** one in which supreme authority is vested in the people<sup>1</sup>*

Undoubtedly, the face of our Commonwealth is becoming increasingly rich with diversity. The 2000 Census provided some insight into the changing demographics and potential challenges towards building inclusive, caring communities.<sup>2</sup> Between 1990 and 2000, the Hispanic and Latino/a population increased by approximately 173% (from 21,984 to 59,939). Since the last tally, almost one-half the decade has passed, so those numbers would have only increased, perhaps substantially. New to the 2000 Census, survey recipients were able to classify themselves as multiracial—having lineage from multiple ethnic or racial backgrounds—instead of having to choose only one identity. Kentucky could finally quantify the number of multiracial residents: 42,443. In addition, the last Census counted 557,971 Kentuckians with disability status, 148,473 who spoke a language other than English at home, and 80,271 were born in a foreign country. The total population for Kentucky, as reported in the 2000 Census, was 4,041,769.

The numbers are important in creating a successful human relations strategy for the Commonwealth. The numbers should not cause alarm, instead motivating business, community, religious, and government leaders to reach out and embrace our varying cultures and identities. We must ask ourselves: do the demographics of our work places match those of the changing community? Are there elected officials who share racial,

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<sup>1</sup> Retrieved online from [www.webster.com](http://www.webster.com)

<sup>2</sup> Retrieved online at [www.census.gov](http://www.census.gov)

ethnic, or cultural attributes of everyone in the community? Do the police who patrol the streets resemble the community they serve? Do our leaders and other public servants understand various cultures, languages, and identities? Police departments throughout the state and nation have been no stranger to this type of scrutiny. Press reports on both sides of the fence—those critical or refreshingly affirmative—have detailed the heightened importance of diversity and cultural competency in our criminal justice system.

KRS 344.180 and 344.190<sup>3</sup> empowers and mandates this Commission conduct research and publish reports. This study was enacted to gather quantitative data regarding the make-up and demographics of police and sheriff's departments throughout the Commonwealth. It is our intention that the results guide recruitment and retention efforts in order to more justly serve Kentucky's residents and visitors. The field of Human Resources is an expertise that should not be taken lightly. Our human capital is the most valuable foundation of this Commonwealth.

We thank the police and Sheriffs departments who voluntarily participated in this survey. The high rate of return was an encouraging sign that those in leadership positions may understand the importance of these issues in effective law enforcement strategies.

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<sup>3</sup> Kentucky Revised Statutes (KRS) § 344.180 states the Commission's powers and duties: (2) "To conduct research projects or make studies into and publish reports on discrimination in Kentucky." KRS § 344.190: "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

## **Note on the methodology and results**

A survey was constructed and mailed to 344 police and sheriff departments. The surveys were mailed on or around September 9, 2005. The first section asked for demographic information regarding the composition of the department. The second-half asked for information regarding foreign language training, interaction with the public, and other cultural competency matters. It should be noted that the data was self-reported. Some percentages may not total 100 due to respondent error and others were submitted anonymously and therefore a police versus sheriff designation was not possible. The potential also exists that different interpretations of the survey questions were made.

The survey was distributed to 344 departments, including local, county, and state police and sheriff departments. Those surveyed represent every county in Kentucky. Of the 344 surveys, 148 were returned (for a return rate of 43%). The total number of officers accounted for in this survey: 5,331.



## **Race / Ethnicity: Meeting the needs of individual communities**

Interpretation of the race and ethnicity results is more complicated than other characteristics. When tabulated as a whole, it appears the percentage of African American or Black officers accurately match the population. African American or Black officers make up 7.30% of the force statewide, while African Americans consist of 7.32% of the total population; however, the picture is more complicated than this, as each department varies according to the size and racial / ethnic composition of the community. For example, the black population makes up 23.73 % of the population of Christian County, and only 0.04% of Robertson County, which has one Black resident.<sup>4</sup> Therefore, to be representative of the population it serves, Black law enforcement officers should account for (at a minimum) approximately 23% of the force in Christian County. Based on their demographics, agencies will have different staffing needs and challenges. Ultimately, city and county comparison to the population base is necessary to provide a clearer picture of the situation because the Black population is disproportionately concentrated in larger communities, which also have much bigger law enforcement agencies.

Regardless, as a whole, the statistics contain some startling components. Of the 145 departments who completed the racial and ethnic demographics, only 46 employ African American / Black officers and only 15 employ Hispanic / Latino/a officers (the majority of these only employ one of each racial / ethnic group). The largest minority group among officers is African American / Black. The second largest is Hispanic and

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<sup>4</sup> Based on the results from U.S. Census 2000, [www.census.gov](http://www.census.gov)

Latino/a with 40 officers. Beyond those two groups, there is minimal representation of other racial or ethnic minorities. In order to better reflect the demographics of Kentucky, additional hiring is necessary for Native American / Alaskan, Native Hawaiian / Pacific Islander, Asian American / Asian, Multiracial, and other minorities.

<b>KY Law Enforcement Officers Race / Ethnicity<sup>5</sup></b>	<b># of Officers</b>
Caucasian / White	4814
African American / Black	389
Hispanic / Latino/a	40
Asian American / Asian	15
Other	15
Native American	5
Multiracial	2
Native Hawaiian / Pacific Islander	1
<b>Total<sup>6</sup></b>	<b>5331</b>

Many departments who represent areas with significant minority populations are disproportionately white—and male. 134 departments identified themselves on the surveys. For each one of those, the percentage of African American / Black and Hispanic and Latino/a officers was compared with its jurisdiction, whether that is a city, town, county, or the state. After comparing the percentage of racial minorities of the force to that of the community, the difference indicates the number of—in most cases—additional minorities needed on staff to match the demographics. For example, if a

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<sup>5</sup> The percentage of each racial or ethnic group was not included in the results because they would not provide an effective means of comparison. The results are skewed by the extreme differences in department size. For example, the officers of the Louisville Metro and Lexington-Fayette police departments make up approximately 30% of the officers in the state, in those two departments alone. Each of those communities has a significant black population. A cumulative percentage comparison would not accurately represent under or over representation of minorities. Therefore, it is necessary to conduct an individual analysis of each department.

<sup>6</sup> Due to a minimal amount of respondent error, the racial or ethnic makeup of some officers was not accounted for.

police department has 7.32% African American or Black officers (the state average), but its community is composed of 15% African Americans, then they are underrepresented on the force. When calculated individually there were 28 police and sheriff's departments where

African Americans were significantly underrepresented. Several agencies would only have to hire one additional minority officer to correct the disproportion

***At a minimum, an additional 185 African American / Black law enforcement officers, spread proportionately across needed jurisdictions, could curb underrepresentation.***

due to the small department size; however, some agencies would require anywhere from an additional 5 to 53 new African American or Black replacements to match their local community. Altogether and at a minimum, an additional 185 African American law enforcement officers, spread proportionately across needed jurisdictions, could curb underrepresentation.

Hispanics and Latinos/as are also underrepresented in law enforcement. This group makes up approximately 1.5% of the population; however, only 0.75% of police officers were Hispanic. As with the African American group, each department was individually compared with the demographics of its jurisdiction.

***An additional 52 Hispanic and Latino/a officers are needed to match community demographics.***

Specifically, there were 16 departments in the state with significant underrepresentation. Six departments would need to hire just one additional Hispanic officer, while the remaining 10 would need to

add anywhere between 2 and 11 additional officers. The comparison led to the conclusion that an additional 52 Hispanic / Latino/a officers are necessary to match community demographics.

Not all of the departments were underrepresented by minorities. Nine departments had enough African American officers on staff to exceed Census statistics. Seven departments exceeded the numbers for Hispanics and Latinos/as.

Who's being left out of this comparison? The smallest, mostly rural, departments that employ 1-5 employees should not be discouraged from hiring minorities. These departments are almost entirely white and male. Many rural counties have limited minority populations; however, this should not dissuade minority recruitment and retention. It is equally important for small minority communities to be represented in their local police and sheriff departments. Persons transiting these communities will represent the statewide diversity found in Kentucky. The distinct absence of minorities on these forces poses a special challenge to have all people feel welcome anywhere they travel within the state.

## **Disability status: Meeting the needs of accessibility and accommodation**

Diversity, often seen only as sex and race, truly encompasses all of our unique characteristics. Disability is one of these that are often overlooked. Over one-half million disabilities were reported on the last Census. How does this reflect from within our law enforcement agencies? The survey asked each respondent to log the number of individuals with *known* disabilities. The question was not more specific to protect privacy and potential prying, so therefore the responses could identify disabilities of any nature. And these numbers will in no way be absolute, since many officers may not disclose their disability or have not requested a reasonable accommodation.

Law enforcement agencies reported 22 officers with a known disability. Many respondents wrote “unknown” or left that space blank. While the conclusions that can be derived from these statistics are limited, the existence of those 22 officers should encourage inclusion and necessary support, and perhaps expansion of efforts to recruit more officers with unique individual traits.

## **Limited English Proficiency: Meeting citizen needs through foreign language capacity**

On September 23, 2005, a passerby in downtown Louisville received an unexpected surprise, and perhaps a throwback to their high school days: a pop quiz. Foreign language teachers, in town for a conference, stopped people at 4<sup>th</sup> Street Live and posed the questions:<sup>7</sup>

*Quelle heure est-il?*

*Que hora es?*

*Wie spaet ist es?*

Of the 164 interviewees, only nine answered in the language in which the question—*what time is it?*—was posed. The results, perhaps statistically unsound, make a profound and necessary statement. Our communities’ demographics are not only becoming more racially and ethnically diverse, but also culturally and linguistically diverse. The need for foreign language capacity only increases as more Hispanic and Latino residents—along with other immigrants and refugees—make Kentucky their home.

Foreign language capacity is important for all public servants, but especially for law enforcement. An officer’s ability to understand foreign language could help mitigate or de-escalate potentially violent situations, while serving those individuals with dignity and understanding. The Commission’s survey asked respondents to list the number of officers who speak a language other than English. While this question cannot gauge the level of fluency, it certainly allows some insight into the past

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<sup>7</sup> Smith, P. (2005, Sept. 24). D+ on a test of time. *The Courier-Journal*.

successes or future needs in language training among Kentucky law enforcement officers.

Of the 5,331 officers accounted for in the survey, 512 were capable of speaking a language other than English. Nearly 10% (9.6%) of all sheriff and police officers have varying levels of fluency in foreign languages. Not surprisingly, the most common foreign language is Spanish, with 396 officers. According to the 2000 Census, roughly 4% of all Kentuckians speak a language other than English at home. While law enforcement has done well with recruiting or training almost 10% of its staff to speak other languages, hopefully these results will encourage expansion of such efforts in a movement to build inclusive and caring communities.

<b># Officers who speak a foreign language:</b>	
Spanish	396
French	44
German	44
Arabic	9
Bosnian / Serbian / Croatian	4
Japanese	2
Chinese	1
Navajo	1
Russian	1
Vietnamese	1
<b>Total<sup>8</sup></b>	<b>512</b>

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<sup>8</sup> Nine respondents did not specify the foreign language that was spoken, but a total of 512 officers were reported as speaking one.

## **Women and law enforcement: The greatest disparity**

Traditional gender roles continue to be challenged in today's workforce. However, in the law enforcement field, change has been particularly gradual and cumbersome. It was not until 1968 that the first female officers were given patrol duties just as their male counterparts had.<sup>9</sup> A few years later, women were finally protected from discrimination in the public sector, and therefore police departments, as Title VII of the 1964 Civil Rights Act was expanded. The breakdown of gender roles has made it possible for women to enter into traditionally male-dominated fields.

Women, who account for one-half of the work force, make up only 9% of the law enforcement officers in the Commonwealth of Kentucky. Of the 148 departments represented in the results, 70—or roughly 47% of all departments—have all-male officers, employing not a single female. The sheriff

***Women, who account for one-half of the work force, make up only 9% of the law enforcement officers in the Commonwealth of Kentucky.***

departments have a slight advantage over police departments, employing 12% women as officers. While women continue to make gains in fields traditionally dominated by men, there is much work to be done to level the playing field. Female representation gained an average of one-half of a percentage point per year from 1972 to 1999, and now it looks like that growth has stalled.<sup>10</sup> Fifty-one percent of Kentucky is female, so why do they make up such a small percentage of officers? Administrators must

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<sup>9</sup> History of Women in Policing. (Retrieved from online at <http://www.pennyharrington.com/herstory.htm>)

<sup>10</sup> Lonsway, K.A. (2003) Hiring and retaining more women: The advantages to law enforcement agencies. Los Angeles: National Center for Women and Policing.



understand the issues and barriers involved with hiring women. The obstacles not only perpetuate traditional gender roles, but also reinforce negative stereotypes. One common assumption is that women have different personality traits than men and therefore are not as well suited to law enforcement—lacking the assertiveness necessary for the job.<sup>11</sup> A recent study showed the contrary: women are not only capable but actually possess those same qualities, assertiveness and other instrumental traits.<sup>12</sup> The author went further and identified the true issue which was that women continued to be held at a lower status than men, when in fact they hold the same traits necessary for effective careers in law enforcement.

In order to close the gap, serious time and attention must be allotted to the recruitment and retention of women. Hiring practices, qualifications, evaluation, and workplace policy must be assessed to determine if these circumstances lead to arbitrary biases against women. With the elimination of biases, and the addition of more women to the force, departments would realize the benefits of gender diversity. According to one study, “Women officers cost substantially less than their male counterparts in terms of civil liability payouts for excessive force lawsuits.”<sup>13</sup> As research suggests, police and sheriff departments would benefit greatly from active and rigorous recruitment and retention of women. And it would take an effort of great magnitude to make up for the severe disparity, the lack of female representation in law enforcement.

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<sup>11</sup> Gerber, G. L. (2001). *Women and men police officers*. Westport, CT: Praeger

<sup>12</sup> *Supra*, footnote 10

<sup>13</sup> Lonsway, K. (2002). *Men, women, and police excessive force: A tale of two genders*. Los Angeles: The National Center for Women & Policing.

## **Lesbian, gay, and bisexual, and transgender officers: An invisible force**

Three local jurisdictions have specific ordinances which ban discrimination on the basis of sexual orientation and gender identity, and in doing so protect lesbian, gay, and bisexual, and transgender (LGBT) individuals. Those areas include all of Jefferson County, Fayette County, and the city of Covington, KY. To account for their expanded protected classes and to assist our local commissions<sup>14</sup>, separate surveys were released to departments in these communities. Their surveys included space under gender to record transgender officers, and under a separate category to record the number of gay, lesbian, or bisexual officers.

We received responses from 10 of the 18 departments surveyed from within these jurisdictions. Of the 10, none of them listed the number of LGBT employees or simply marked zero. In one response to transgender, the respondent wrote “Not applicable.” For some answers to these categories, the respondents wrote “Unknown.” The results do not show that LGBT employees are non-existent in our police and sheriff departments; however, they could imply that perhaps the climate, administration, or other social factors keep LGBT officers from clearly identifying themselves. It could also indicate that departments are either not hiring or not categorizing officers in a manner which identifies sexual orientation.

On the 2000 Census, Fayette County counted 757 same-sex partner households. Jefferson County had 1,514 and Covington with 133. The 2000 Census had no way of counting single LGBT individuals, or couples who reside in separate residences, or

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<sup>14</sup> KRS § 344.190 (4) includes additional powers, including promotion and cooperation with local commissions on human rights.

those who declined to answer for fear of retaliation. Also, the Census counted same-sex partner *households*, not individuals living in the house. Therefore, the population of LGBT people in these areas cannot be accurately assessed, but the numbers are certainly more substantial than those reported in the Census. Even using these small numbers as a baseline, the larger departments in these areas should staff, at a minimum, 2-3 LGBT officers to match the demographics of their communities.

## **Conclusion: Potential policy implications, training, and established solutions**

On the survey, 80 departments, or more than half, indicated their desire for additional diversity and cultural competency training. Across the country, law enforcement agencies—like those in Kentucky—are working to diversify their sworn officers. Many locales are using a two-pronged approach to fast-track minority recruitment and retention: a mixture of training and policy or legislative reform.

Recent high profile events have only brought more attention to this issue, which will hopefully in turn lead to some proactive policy reform and outside-of-the-box program development. Police

departments in Providence, Rhode Island, and New York City realized that cultural diversity cannot be

***80 departments, well over one-half of the respondents, indicated their desire for additional diversity and cultural competency training.***

experienced through classroom training alone; therefore, recruits will immerse themselves with families of different racial, ethnic, or cultural backgrounds.<sup>15</sup> The new officers will attend family meals, religious services, and cultural events in an effort to create mutual understanding. Portland, Oregon personalized the classroom training experience by inviting members of protected classes—particularly the transgender community—to participate in their diversity training.<sup>16</sup> The classes allow the members of that group to speak to their individual experience and variations within the community, and also allow officers to deepen their understanding through question and

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<sup>15</sup> Cultural diversity training moves to another level – from the classroom to the lunchroom. (2002, April 15). *Law Enforcement News*. 28, 8.

<sup>16</sup> Diversity training for Portland officers includes the transgender community. (2001, February 28). *Law Enforcement News*. 27, 5.

answer sessions. Hearing someone's personal story can be a very powerful experience, humanizing an otherwise disconnected training. In these examples, both the officers and subject minority group benefit through cross-cultural bonding. By coming together to share experiences, relationships can be established through open and continuous dialogue. Why are programs of this nature important? In order to recruit and encourage minorities to the field, the community and work environment must be supportive and embracing.

Departments within the state must be open to diversifying their human resource potential. The results of this survey suggest that along lines of sex, race, and ethnicity there is a lot of work to be done. Only 9% of the officers in this state are female and at a minimum an additional 237 racial and ethnic minorities would be required at various agencies to match the 2000 Census. This is a daunting, yet surmountable task. Edison, New Jersey was in a similar quandary, as its police department did not employ a single female officer. In order to reach out to minorities and women, the Mayor proposed altering the police hiring ordinance, allowing for an alternate route process.<sup>17</sup> The new legislation helped to dismantle barriers to law enforcement professions for minorities and women. Under the program, two minority officers would be added to the force each year, in addition to the regular hiring process. The Mayor stated, "...Edison now has a police hiring ordinance that gives us the flexibility to hire individuals that have essential police skills."<sup>18</sup> For small to mid-size departments, the edition of—at a

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<sup>17</sup> Spadoro swears in first female alternate hire police officer. (2004). Press release, retrieved online from [www.edisonnj.org/mayor/press/2004/06/althire.asp](http://www.edisonnj.org/mayor/press/2004/06/althire.asp)

<sup>18</sup> Supra, footnote 15

minimum—two additional women or minorities per year would significantly increase representation over a short amount of time.

Communities and law enforcement departments must develop curriculum or policy change appropriate for the unique and demanding aspects of policing. Recent analysis has suggested that traditional diversity programs, designed for the general public or private industry, do not work well for police audiences.<sup>19</sup> However, this does not imply that all programs should be constructed unilaterally. It is necessary to build community partnerships in order to effectuate trust and build relationships. Durham, NC developed the “Hispanic Outreach and Intervention Team” to increase cooperation between the Hispanic community and municipal services—the team included several sworn full-time officers. Durham’s experience provided two lessons: the program must be formed with the input of the Latino community and also must involve as many allied city and county agencies as possible.<sup>20</sup> The burden of understanding and responsibility does not have to fall exclusively on law enforcement. Monterrey Park, CA established a program entitled “Talking with Police”, which is designed to help nonnative English speakers improve English skills and learn about the American law enforcement system.<sup>21</sup> Programs, as such, reinforce mutual understanding and cross-cultural awareness.

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<sup>19</sup> Hennessy, S. M. (2001, November). Cultural awareness and communication training: What works and what doesn’t. *The Police Chief*, 68, 11.

<sup>20</sup> Chalmers, S.W. & Tiffin, C. (2005, June). Hispanic outreach and intervention team. *The Police Chief*, 72, 6.

<sup>21</sup> Moy, J. & Archibald, B. (2005, June). Reaching English-as-a-second-language communities. *The Police Chief*, 72, 6.

Diversity and cultural competency among law enforcement agencies are essential for developing a successful human relations strategy in the Commonwealth. To make up for underrepresentation of women and racial and ethnic minorities, significant recruitment and retention efforts are necessary. The successes of outside jurisdictions should be examined to develop responsible and efficient training and new staffing policies. The progress of recruitment and retention efforts will be measured when the Commission revisits this study with a follow-up survey in two years. Hopefully, with the efforts of the future, Kentucky will foster both inclusive and caring communities—with law enforcement at the forefront of change.

## **Recent Local and National Headlines**

### **“Police try to recruit more gay officers: Ads aim to increase diversity in Lauderdale”** – *South Florida Sun-Sentinel*, December 18, 2005

*The department has begun running advertising targeted to a gay and lesbian audience, hoping to add diversity to the ranks. The department also will have its first booth at the next gay Pridefest here, officials said. “I wouldn’t mind seeing more openly gay officers at the department,” said Police Detective Brice Brittenum. “I think that would be great for the department and the community.” Brittenum is the department’s new liaison to the gay community.*

### **“No confidence’ vote on police diversity hiring”** – *Star Tribune* [Minneapolis, MN], December 15, 2005

*The Police Community Relations Council passed a “no confidence” motion Wednesday night, saying it doesn’t have faith in the Minneapolis Police Department’s diversity hiring. The motion passed on a vote of 8 to 6 after a tense discussion about the hiring of 71 new officers who are expected to start work by next summer.*

### **“Police force seeks to add color”** – *Springfield News-Leader* [MO], December 14, 2005

*Of the 331 sworn officers in the department, just 14—or a little more than 4 percent—are members of a racial or ethnic minority. In Springfield as a whole, the percentage of minority residents is more than 8 percent. The gap is even larger for among blacks, who account for more than 3 percent of the population but less than 1 percent of the police force.*

### **“Police recruiting of minority applicants found inadequate”** – *Westport News* [CT], December 9, 2005

*Without a change in its recruiting and hiring practices, the Westport Police Department is not likely to change the fact that its personnel profile is predominantly white and male.*

### **“Latest police promotions reflect diversity goals”** – *Tampa Tribune*, November 26, 2005

*The latest promotions at the Tampa Police Department include the department’s only Hispanic captain [Luis Adan], a 17-year veteran asked to improve minority recruiting. ... Eighteen other people promoted with Adan are among the most diverse group to be elevated in Hogue’s two-year tenure. According to personnel records, about one-quarter are black and about one-quarter are Hispanic. About one-fifth are women.*



**“In Louisville, a measured police response”** – *The New York Times*, September 27, 2005.

*In the city’s two black neighborhoods, the West End and Newburg, where the crime problem is most acute, residents have accused the Police Department of being unresponsive or even hostile. About 33 percent of Louisville’s 256,000 residents are black, while African-Americans represent about 14 percent of the city’s nearly 1,150 police officers.*

**“Police force aims for diversity; city department wants its ranks to reflect the area’s demographics”** – *Richmond Times- Dispatch* [VA], August 25, 2005

*“We want to know how we can diversify our operations to better police the community and look more like our communities, and part of that is recruitment,” said acting Lt. Charlene Hinton, who heads personnel and recruitment for the department. ... The department has traditionally been successful recruiting black officers from the military and historically black colleges, said Hinton.*

**“Minneapolis wants more minority cops; as the number of officers rises, the goal is a more diverse force”** – *Star Tribune*, August 23, 2005

*The city has a two-pronged approach. The first: Hire high school graduates currently working in non-law enforcement positions with Minneapolis police’s CSO Program, which has 12 minority members and five women out of 18 participants. They are completing two years of training at colleges with accredited law enforcement programs. The second approach is to hire officers with at least one year of experience at another law enforcement agency. The latter are called “lateral hires” and will participate in the Minneapolis police’s 16-week training academy before beginning to work in Minneapolis.*

**“Assistant police chief to leave legacy of diversity”** – *Reno Gazette-Journal*, August 14, 2005

*“If you understand anything about diversity, it’s not about one group. It’s about people,” Berry said. “You find talent and give them opportunities.”*

**“In police class, blue comes in many colors”** – *New York Times*, July 8, 2005

*When 1,600 recruits become police officers next week, they will make up the first graduating class in the history of the New York City Police Department that is majority minority; less than half the men and women are white. The difference—the class is 45.2 percent non-Hispanic white—is seen by many as a significant marker in the department’s slow racial evolution. ... whites still occupy a disproportionately high percentage of the highest-paying jobs.*

**“More blacks, women seek police jobs; it doesn’t ensure diversity on force, city officials warn”** – *Pittsburgh Post – Gazette*, June 23, 2005

*More African Americans and women are applying to be Pittsburgh police, but there’s no guarantee that will translate into an increase in the diversity of the force, city officials said yesterday. ... The city should do more to encourage minority and female applicants to make it through the involved process of becoming an officer.*

**“Diversity effort lags; two women, no non-whites in 11 new officers”** – *State Journal Register [IL]*, June 8, 2005

*Mayor Tim Davlin [of Springfield, IL] said he is disappointed by the numbers and again called on the local [NAACP] and the city to work more closely together to recruit minority applicants. ... Unlike previous hiring lists that required the top name to be taken, an approach known as “banding” will be used from now on. It allows the city to treat test scores that fall within a statistically derived band as substantially equivalent and is viewed as a potential way to boost minority representation on the police force.*

**“Delray police address race issues; Chief shares recruiting woes with committee”** – *South Florida Sun – Sentinel*, May 25, 2005

[Ft. Lauderdale Police Chief Schroeder regarding minority recruitment:] *“That has been an extremely difficult task for us,” he said. “We have not been successful.”*

**“City government aims for diversity; O’Brien hires minority recruiter for HR”** – *Telegram & Gazette*, May 5, 2005

*“I am committed to the recruitment of minority and women employees in the city of Worcester and am working to ensure that our employee base more adequately reflects the demographics of our city,” Mr. O’Brien said.*

**“Sacramento police report forces diversity changes”** – *The Sacramento Bee*, May 4, 2005

*The department is using several new strategies, including asking members of the community to help recruit and prepare potential officers in preacademy courses.*

**“Rights panel praises Richmond pact”** – *The Kentucky Post*, April 30, 2005

*The [Kentucky Human Rights Commission] praised a pact accepted by Richmond police after a racial incident, and suggested other cities should consider such agreements.*

**“Richmond police building stronger ties with residents”** – *Lexington Herald-Leader*, March 6, 2005

*Police have taken several measures to build unity... .. [ t]hey are getting training in community policing, diversity, and other subjects. Two of the department’s last four hires are African-American, said Aaron Thompson, an Eastern Kentucky University sociologist who was brought in to help police and other city employees improve community relations.*

**“Police academy focuses on international population”** – *The Courier-Journal*, January 15, 2005

*The two men[, Gabriel Majak and Hassan Abdi, Sudanese and Somalian respectively,] were among 14 people who attended Louisville’s first international Citizens Police Academy this week. Louisville Metro Police organized the event to build trust with people from countries such as Sudan, Somalia, Cuba, Bosnia and Vietnam.*

## Kentucky Statistics, U.S. Census 2000<sup>22</sup>

Kentucky	Population	Percent
<b>Total</b>	<b>4041769</b>	
White	3640889	90.08%
Black or African American	295994	7.32%
Hispanic or Latino/a	59939	1.48%
Population of two or more races	42443	1.05%
Asian	29744	0.74%
Some other race	22623	0.56%
American Indian and Alaska Native	8616	0.21%
Native Hawaiian and Other Pacific Islander	1460	0.04%

<b>Black or African American: Counties with 10 Highest Percentage</b>	
Christian County, Kentucky	23.73%
Fulton County, Kentucky	23.19%
Jefferson County, Kentucky	18.88%
Fayette County, Kentucky	13.48%
Union County, Kentucky	12.89%
Hardin County, Kentucky	11.87%
McCracken County, Kentucky	10.88%
Simpson County, Kentucky	10.22%
Hickman County, Kentucky	9.90%
Trigg County, Kentucky	9.79%
<b>Hispanic or Latino/a: Counties with 10 Highest Percentage</b>	
Christian County, Kentucky	4.83%
Shelby County, Kentucky	4.51%
Hardin County, Kentucky	3.35%
Fayette County, Kentucky	3.29%
Carroll County, Kentucky	3.25%
Woodford County, Kentucky	2.99%
Warren County, Kentucky	2.67%
Bourbon County, Kentucky	2.60%
Graves County, Kentucky	2.40%
Henry County, Kentucky	2.25%

Sex	#	%
Male	1975368	48.87%
Female	2066401	51.13%

<sup>22</sup> Data retrieved from U.S. Census 2000, [www.census.gov](http://www.census.gov). Percentages were calculated.