RTI International and the National Policing Institute partnered with the National Association of Women Law Enforcement Executives, the National Organization of Black Law Enforcement Executives, and the International Association of Women Police to conduct focus groups about how to improve the representation of women in policing. Over 70 women officers from 29 states, representing different ranks, roles, and career stages, participated in this effort.

For additional information about these recommendations and this research project, visit recruitwomenpolice.org.

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Practical Steps to Increase Recruitment of Women in Law Enforcement

- **Develop Policies**
  Create and advertise more supportive policies and practices. Lack of support for managing family and other non-work demands is one of the greatest barriers to entry into policing for women.

- **Feature Career Paths**
  Feature the range of roles of a career in policing. Depict different aspects of police work to give a realistic view of what the job entails.

- **Be Targeted**
  Target recruitment towards organizations, activities, and events where women are better represented.

- **Emphasize Diverse Skills**
  Highlight the unique skills women bring to policing, such as communication or empathy, in recruitment and outreach.

- **Advertise Truthfully**
  Represent your agency truthfully. If you are not yet diverse, but strive to be, communicate that to recruits.

- **Highlight Female Officers**
  Show female officers who occupy different ranks and specialties on marketing materials and at events.

**Project Partners:**

[Logos of National Policing Institute, NOBLE, IAWP, and RTI International]