

Demographics of Sworn Officers in Small and Rural Pennsylvania Police Departments

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White men officers police differently than women officers and officers who are people of color.

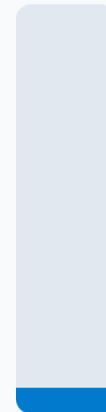
94%



(A)

True

6%



(B)

False

Diversity is important in policing.

Diversity fosters new ideas and innovation

- Motivates officers, increases organizational commitment → less turnover

Representative police force creates atmosphere of inclusion

- Shows organizational commitment to respecting various cultures & representative bureaucracy

Improves police legitimacy

- Women & people of color use less force
- Public perceives women & people of color better able to fight corruption

About what percent of police officers in the US are women?

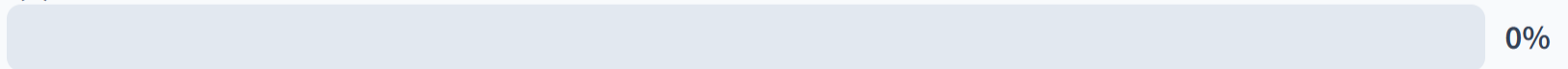
(A) 14%



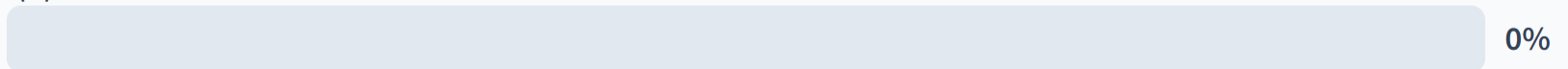
(B) 24%



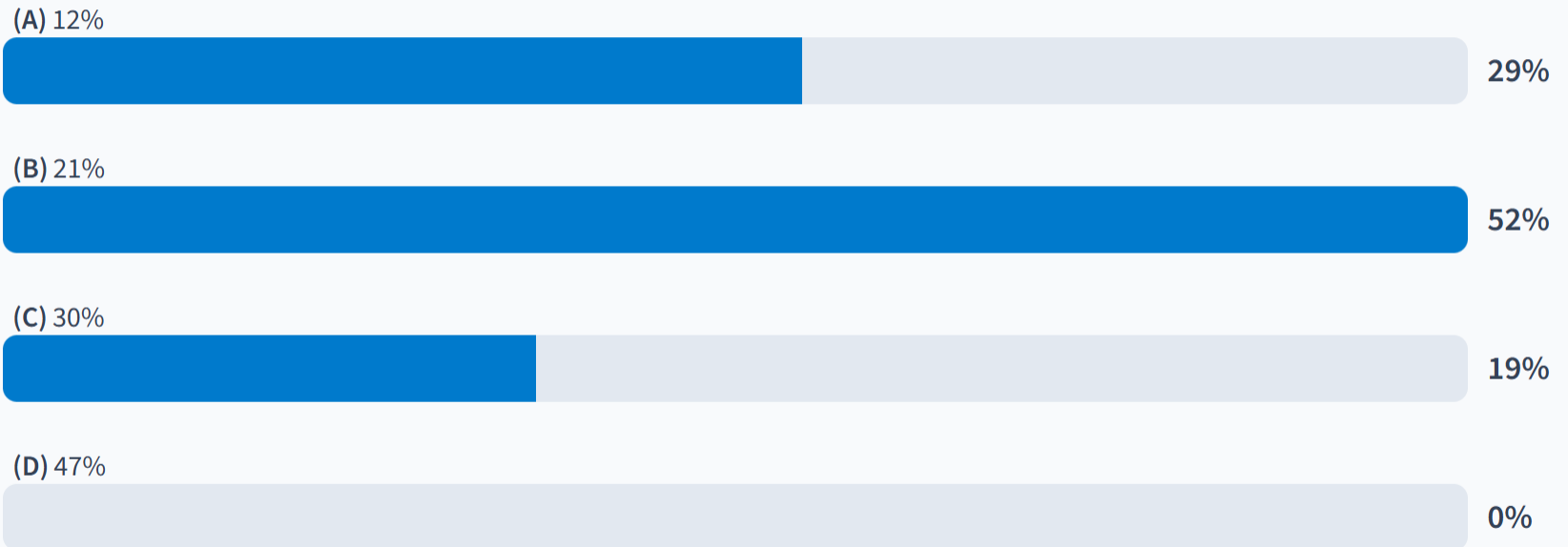
(C) 33%



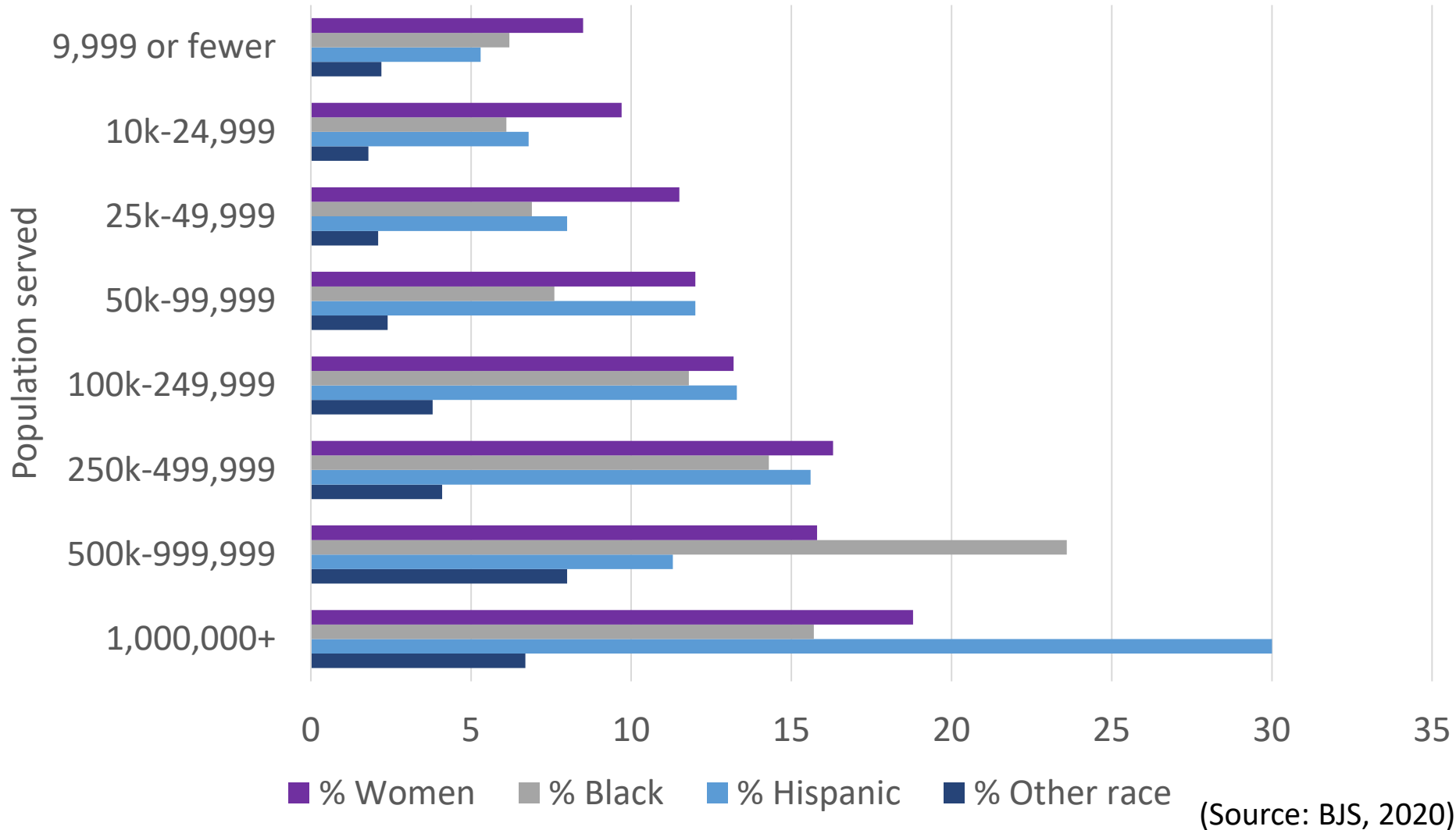
(D) 50%



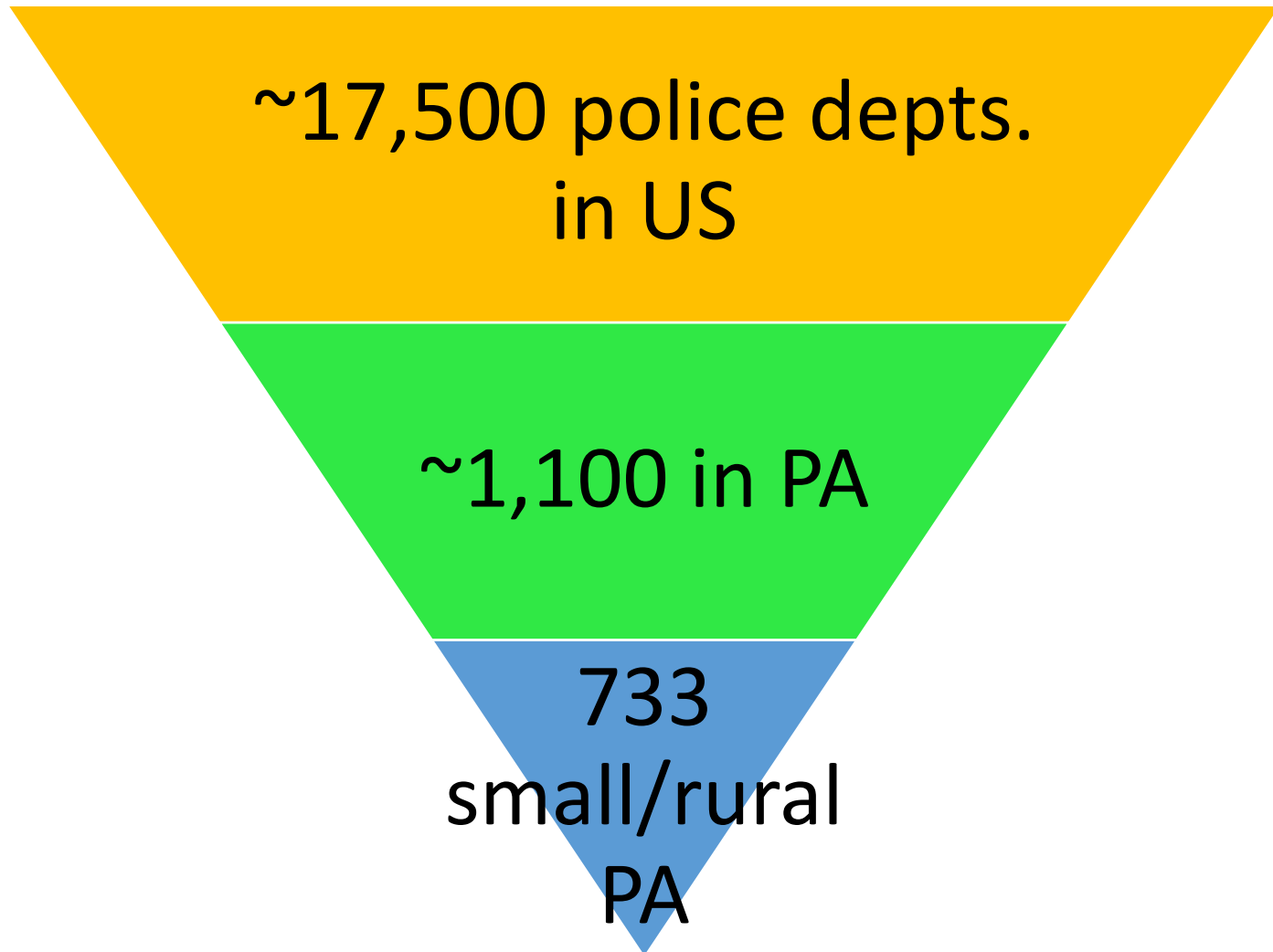
About what percent of police officers in the US are people of color?



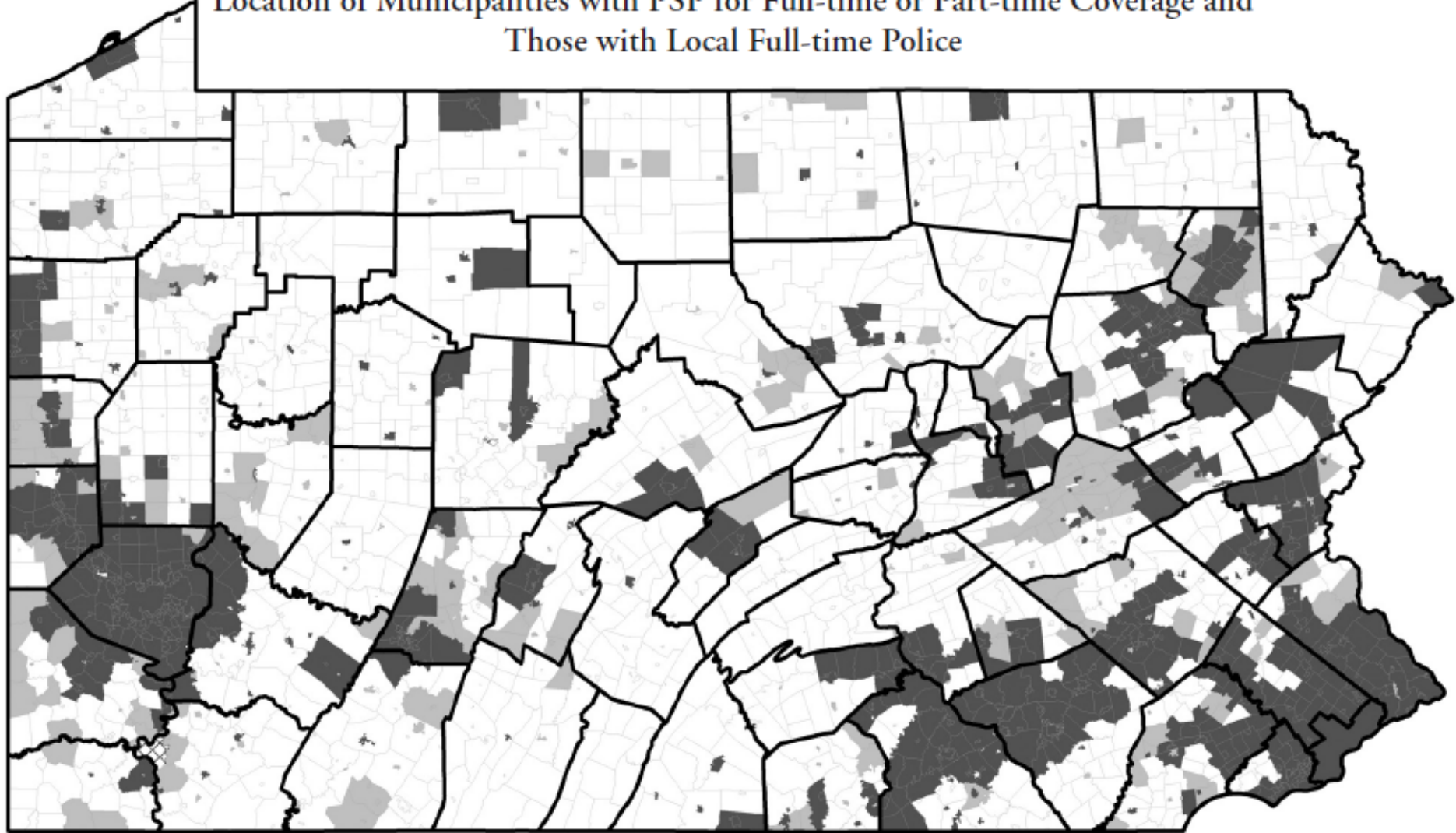
Policing in the US remains a white male dominated occupation, and officer diversity is connected to municipality size.



Pennsylvania has the most police departments in the US, and most PA police departments are in small/rural municipalities.



Location of Municipalities with PSP for Full-time or Part-time Coverage and Those with Local Full-time Police



■ Full-time Local Police ■ Part-time PSP/Local □ Full-time PSP ▨ No Data

Data source: Pennsylvania State Police.

Source: The Center for Rural Pennsylvania (2017). Pennsylvania State Police Coverage

Questions:

1. To what extent do small & rural PA police departments have officers who are women and people of color?
2. What affects officer diversity in small & rural PA police departments?

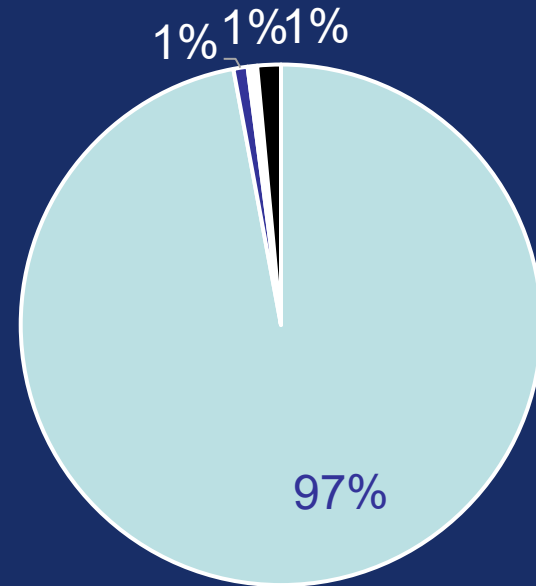
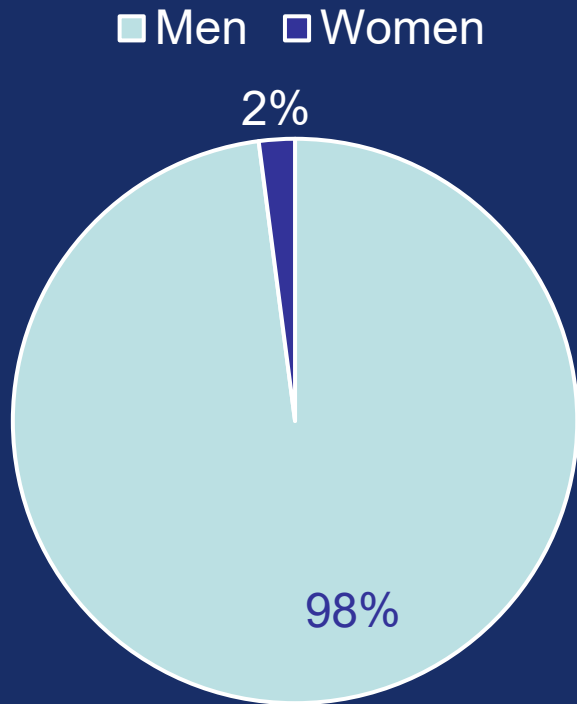


Background: Study of PA Police

- 2020 study funded by:
 - Surveyed 329 municipal + 20 regional police chiefs
 - Survey fielded by PSH Center for Survey Research
 - Supplemented with Census data provided by PA State Data Center



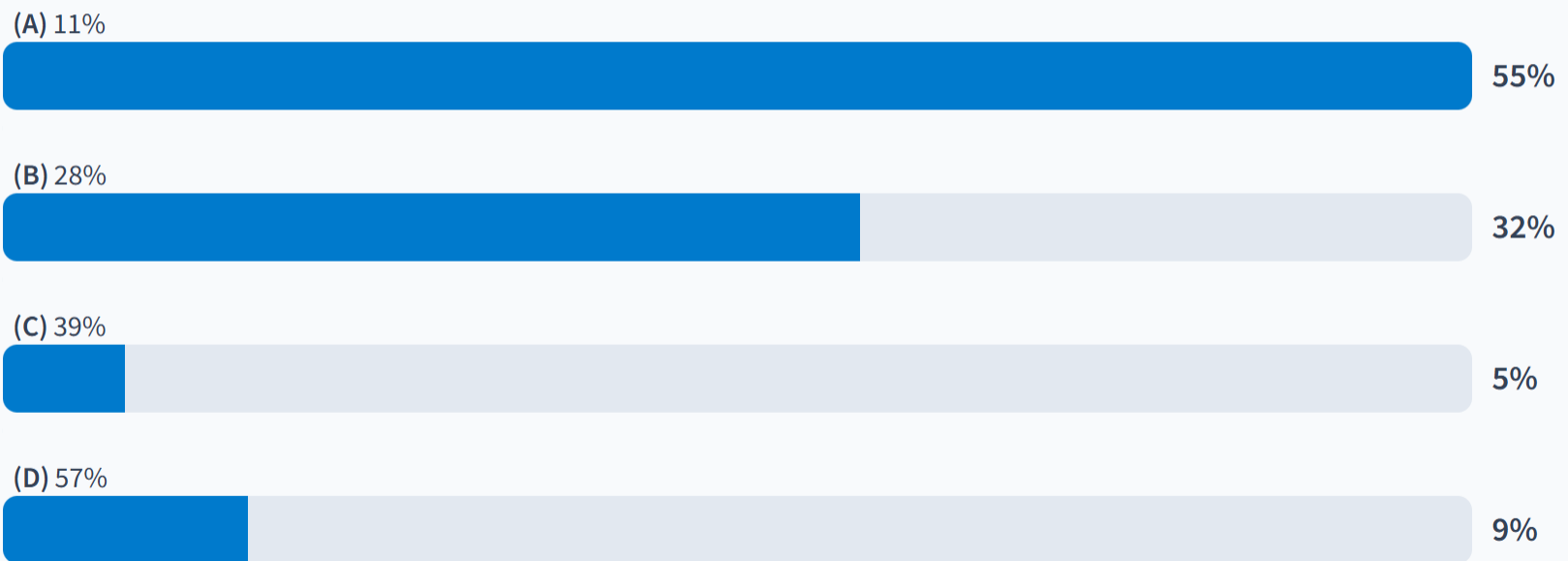
Almost all police chiefs are white men.



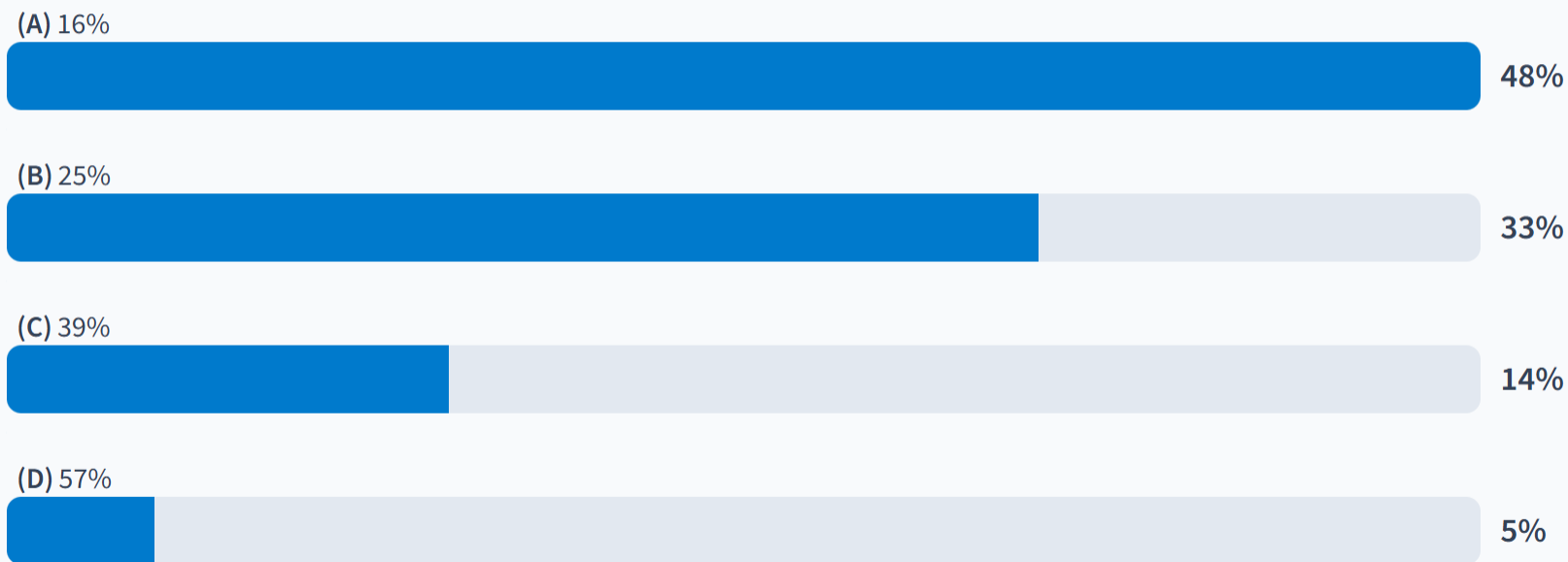
- Non-Hispanic White
- Non-Hispanic Black
- Hispanic
- Other



About what percent of small/rural PA departments have at least one officer who is a woman?

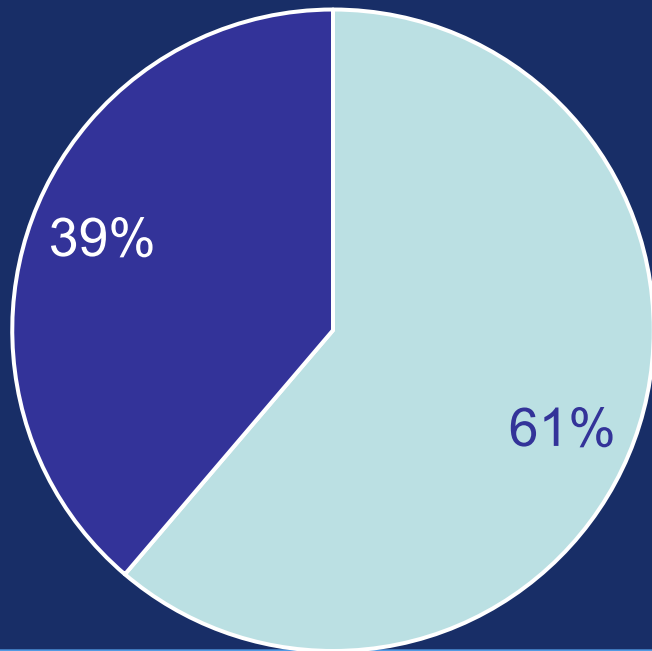


About what percent of small/rural PA departments have at least one officer who is a person of color?

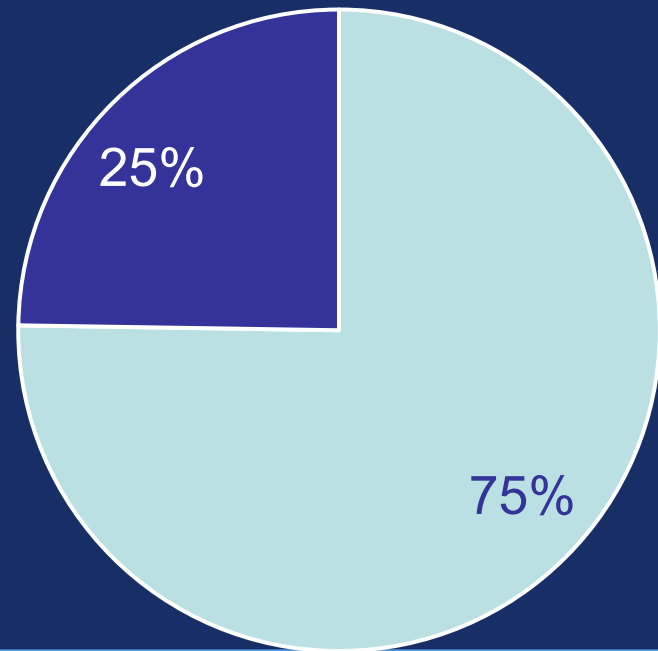


Many departments are homogenous.

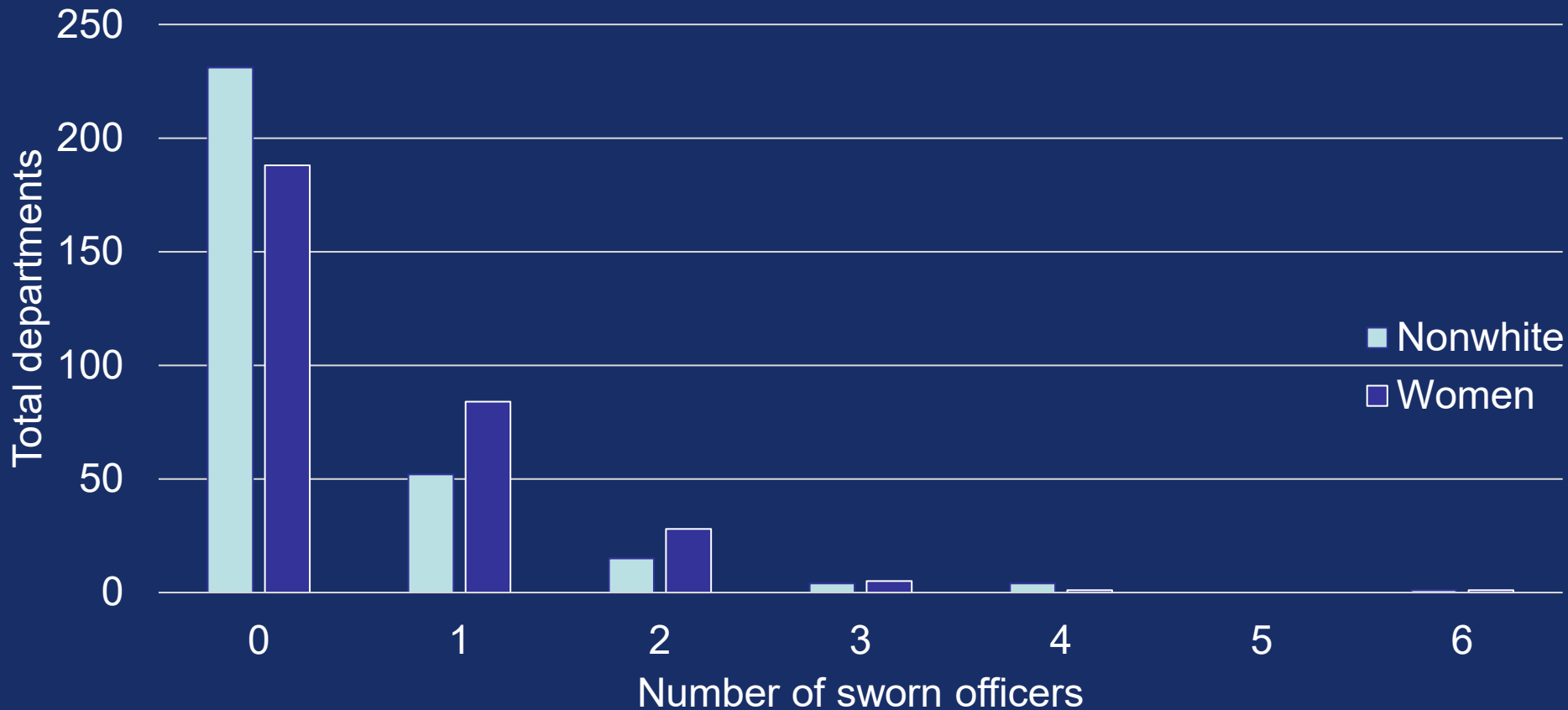
- All men officers
- At least one woman officer



- All White officers
- At least one officer of color



Only one department had 6 officers of color and 6 women.



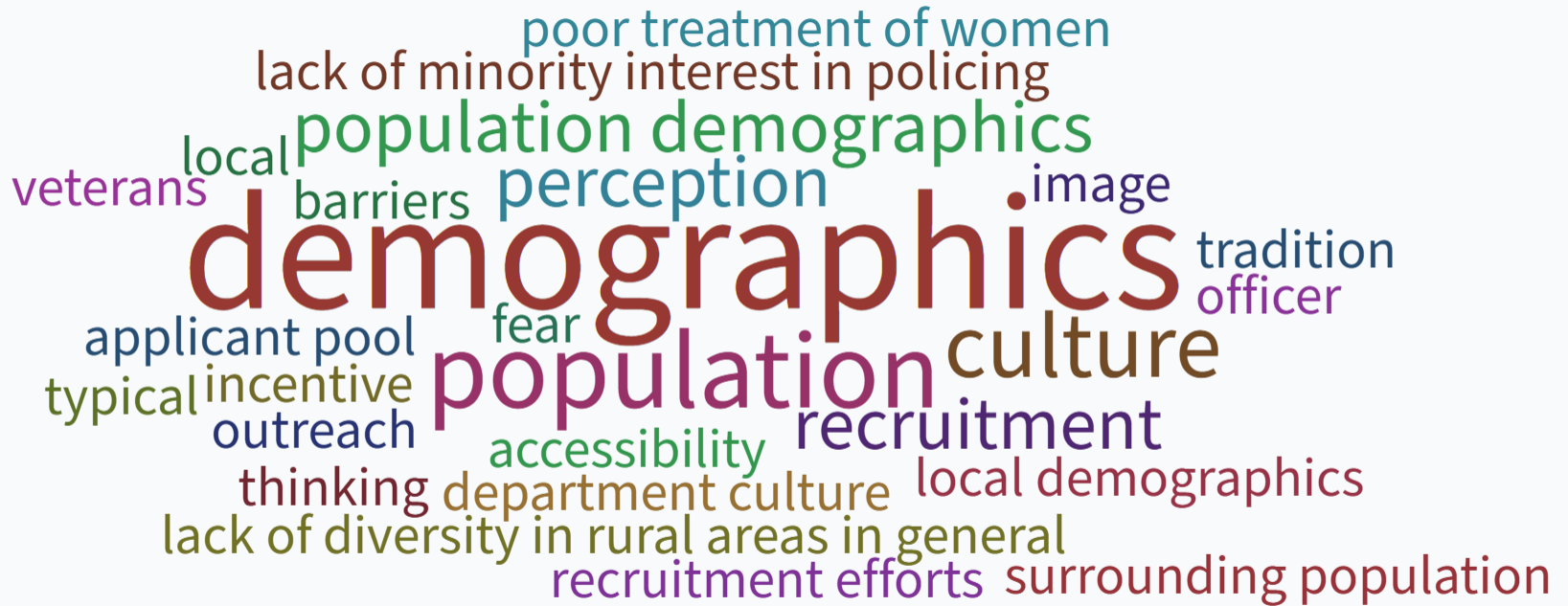
Questions:

1. To what extent do small & rural PA police departments have officers who are women and people of color?
2. What affects officer diversity in small & rural PA police departments?



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What might affect officer diversity in small and rural police departments?



Civil service was designed to reduce bias in hiring.

Civil service created by Pendleton Act (1883)

- For federal employees
- Purpose: Reduce bias in hiring
- Set rules for hiring, promotion and firing



States slowly adopted civil service system

- PA Civil Service Act (“Act 45”) passed August 5, 1941
- Most recently amended in 2018 through “Act 71”



Civil service may hinder diversity.

Bias in test disproportionately affects people of color

Civil service requirements may reflect underlying social disparity

- May set criminal background or financial rules



Only some police departments in Pennsylvania are required to use civil service.

MUST use:

- Boroughs with 3+ FT officers
- 1st Class townships with 3+ FT officers

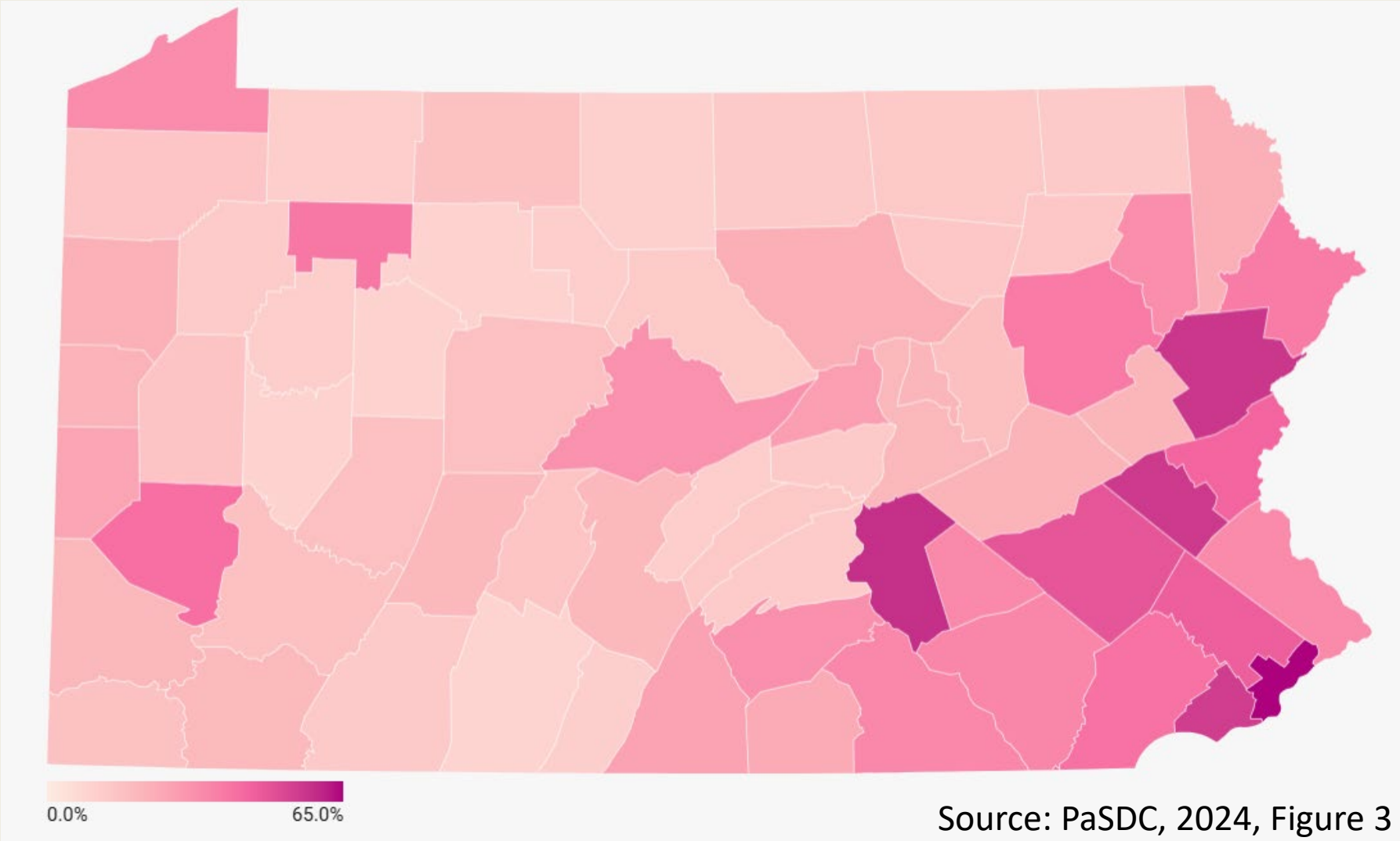
Not required:

- Boroughs with <3 FT officers
- 1st Class Townships with <3 FT officers
- 2nd Class Townships



Some areas of PA are more diverse than others.

Diversity Index= Probability any two individuals would be a different race/ethnicity



Methods

Surveyed 329 municipal + 20 regional chiefs serving < 10,000 residents

- Online through Qualtrics
- Administered Summer 2020

Outcome measure:

- Officer of color (0= no; 1= yes)
 - 25% of depts. had at least 1 officer of color
- Woman officer (0= no; 1= yes)
 - 39% of depts. had at least 1 woman as sworn officer

Independent variables:

- Civil service (0= no; 1= yes)
- Diversity Index of the municipality

Other predictors:

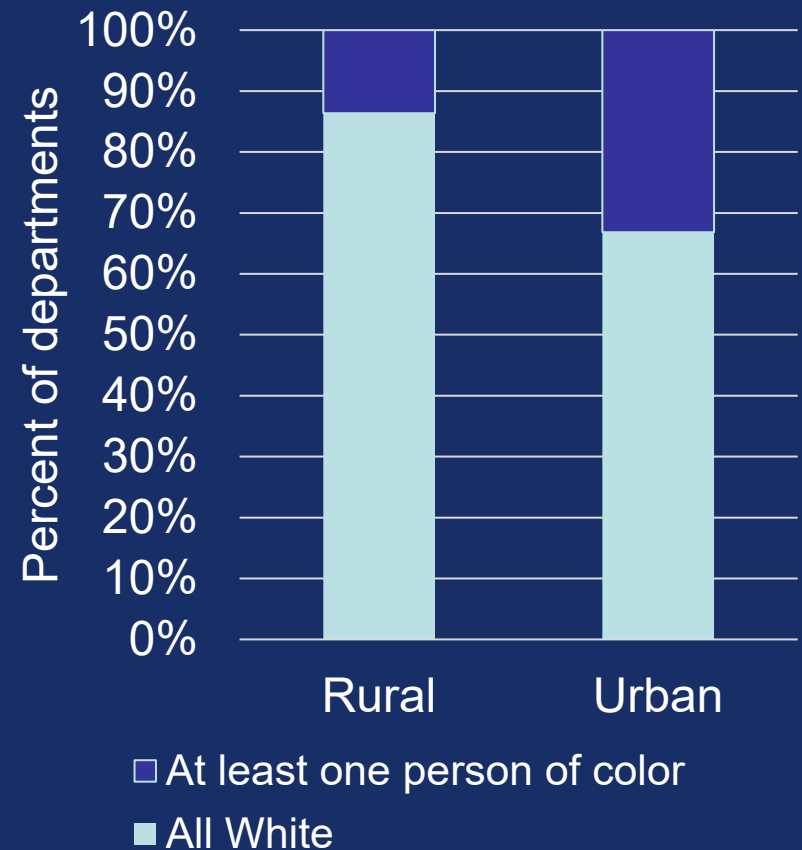
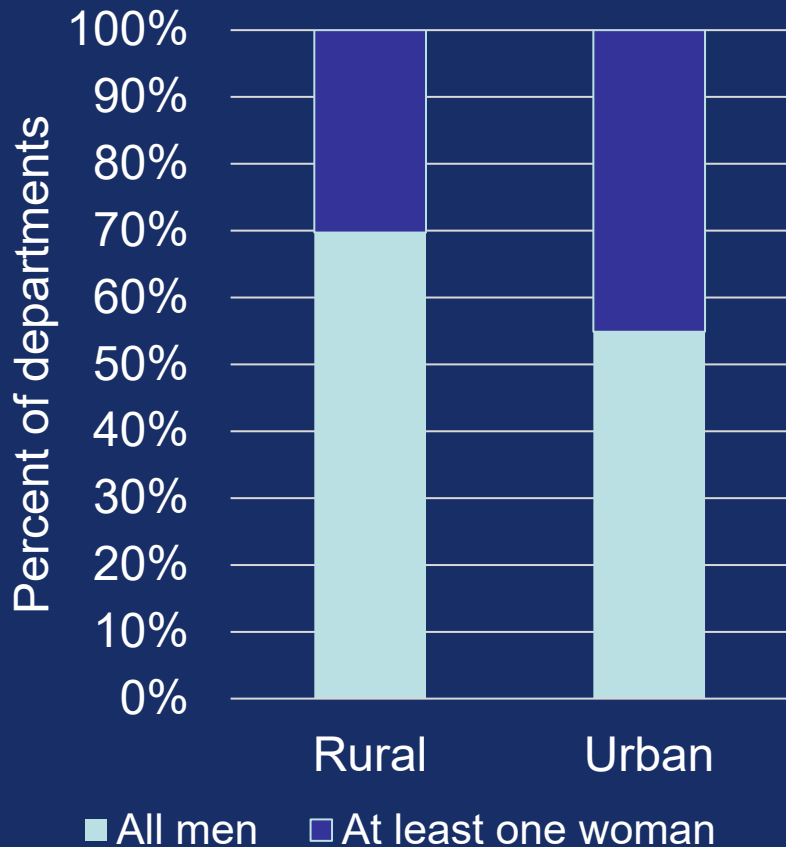
- Urban area (=1 v. rural= 0)
- Has police union (0= no; 1= yes)
- Dept. budget (logged)
- Dept. size (log # sworn officers)
- Hourly salary
- Education requirement






Bivariate Results

	Civil service used			
	No	Yes	χ^2	<i>p</i> -value
Officer of color			5.06	0.024
No	53.0%	47.0%		
Yes	38.2%	61.8%		
Woman officer			3.74	0.053
No	53.7%	46.3%		
Yes	42.4%	57.6%		
	Average diversity index			
	Mean	Standard dev.	<i>t</i>	<i>p</i> -value
Officer of color			-6.51	<0.001
No	21.3	0.8		
Yes	33.2	1.9		
Woman officer			-2.28	0.024
No	22.7	1.0		
Yes	26.6	1.4		

Urban areas have more sex- and race-heterogeneous police departments.



Logistic regression	Officer of color Odds Ratio (SE)	Women officer Odds Ratio (SE)
Civil service	1.00 (0.34)	1.12 (0.31)
Diversity of area	 1.04** (0.01)	1.00 (0.01)
Urban	1.04 (0.42)	1.32 (0.38)
Union	0.87 (0.63)	1.66 (0.90)
Dept. budget (logged)	0.94 (0.24)	1.41 (0.31)
Size (logged total sworn officers)	 3.68** (1.66)	1.64 (0.56)
Salary	1.03 (0.03)	 0.96† (0.098)
Education requirement Some college Bachelor's degree	0.59 (0.48) 1.46 (1.00)	1.17 (0.78) 1.43 (0.90)
Notes: † $p < 0.10$, ** $p < 0.001$; high school diploma is reference category for Education requirement	LL= -126.04 LR $\chi^2 = 52.08^{**}$	LL= -167.81 LR $\chi^2 = 24.25^{**}$

What stories
do these
data tell
about small/
rural police?

- Small and rural police officers are primarily men and White
- Civil service has no apparent effect on officer diversity
- Dept. size, Diversity of area matters for race diversity
 - Challenge: Increase diversity in racially homogenous areas
- Salary may matter less to women than other job aspects

What questions
do you have?

Thank you!

