**30x30 Survey of Women Police Officers**

***Information Sheet***

This survey is an adapted version of an instrument used in an ongoing study through the University of Alabama at Birmingham, in partnership with the Redlands Police Department and Sacramento Police Department. It should take approximately 12 minutes to complete and asks questions about your experiences as a woman officer.

Please note that completing this survey is voluntary. All information you share in this survey will be kept anonymous. Your identifying information will not be collected. You will not be compensated for participating in the survey, though your responses may be used to improve the experiences of women in policing.

You can contact 30x30@policingproject.org with any general questions about this survey.

***Screen in Questions***

1. Are you a woman, 18 years of age or older, who is currently serving or has served as a police officer in the United States?
2. Please indicate the extent to which you agree or disagree with the following statements. *Likert scale from 1-5; 1 = strongly disagree, 5 = strongly agree*
* I am satisfied with the representation of women in my agency.
* I am satisfied with the representation of racial and ethnic minorities in my agency.
* I believe women in my agency are respected by women officers.
* I believe women in my agency are respected by men officers.
* I believe women in my agency are respected by supervisors.
* I believe women in my agency are respected by command staff.

***Career Questions***

1. How long have you been a sworn law enforcement officer?
2. How many years did you spend working **patrol**?
3. Please indicate your current assignment and any previous assignments you have held.

*Please select all relevant answers*

* General patrol
* Alternative patrol (bicycles, mounted, marine, air, downtown, community oriented)
* Robbery
* Special victims (children, sex crimes, elder abuse, domestic violence)
* Negotiations
* Fraud
* Assault
* Narcotics
* Traffic/Motors
* Organized Crime
* Personnel/Human Resources
* Community Affairs
* School Resource Officer
* Forensics
* Gangs
* Missing persons
* K9
* Technology
* Internal Affairs
* Homeland Security/counterterrorism
* Tactical/SWAT
* Records
* Communications
* Administration
* Property and evidence
* Training
1. Have you had any significant mentors during your police career?
* Yes
* No
1. If yes, who has been the most significant mentor to you during your career?
* A peer on my team/unit
* A supervisor or leader on my team/unit
* A peer in my agency
* A supervisor or leader in my agency
* Someone from another agency
* N/A
1. Were any of your significant mentors women?
* Yes
* No
* N/A
1. Have you ever been involved in any formal mentoring program?
* Yes
* No
1. Have you ever mentored another woman officer?
* Yes
* No
1. Has anyone ever encouraged you to promote?
* Yes
* No
1. If yes, who encouraged you? Please select all that apply.
* Supervisor - man
* Supervisor – woman
* Person of higher rank (not supervisor) – woman
* Person of higher rank (not supervisor) – man
* Peer – man
* Peer – woman
* Mentor – woman
* Mentor – man
* Family – partner
* Family – children
* Family – parent
* General culture of agency encourages seeking promotion
* Other
* N/A – no one encouraged me
1. Why do you think they encouraged you? Check all that apply.
* Past performance/capability
* Strong leadership skills
* Tokenism – just for the sake of having a woman in the role
* Diversity – person believes in the value of having diverse perspectives in leadership
* Good personality for the job
* Strong work ethic/independently motivated
* Well-educated
* Other
* N/A – no one encouraged me
1. Has anyone ever discouraged you from promoting?
* Yes
* No
1. If yes, please describe who discouraged you.
* Supervisor - man
* Supervisor – woman
* Person of higher rank (not supervisor) – woman
* Person of higher rank (not supervisor) – man
* Peer – man
* Peer – woman
* Mentor – woman
* Mentor – man
* Family – partner
* Family – children
* Family – parent
* Non-specific/ general culture of agency discourages seeking promotion
* Other
* N/A – no one discouraged me
1. If yes, why do you think they discouraged you?
* Need more experience/not enough time in current role
* Concerns about my ability to balance work and family
* Did not think I would be a good leader/performance concerns
* Did not think promotion would be “worth it” because of undesirable shifts, increased responsibility, etc.
* Bias against women in the role (expressly stated)
* Bias against women in the role (implied)
* Worried I would have a “target on my back,”/just be promoted b/c of gender
* Did not “play the game”/participate in office politics/am not “favored”
* Other
* N/A – no one discouraged me
1. Have you taken any extra steps to increase your promotability?
* Yes
* No
1. If yes, what were they?
* Training
* Formal education
* Seeking multiple/diverse assignments for a broad range of experience
* Volunteering for/taking on extra duties and special projects
* Seeking/taking on community engagement opportunities
* Volunteering outside of the department
* Shadowing other officers/seeking informational interviews
* Seeking a “face time” or “inside” position to get on leadership’s radar
* N/A – have not taken extra steps
1. Over the course of your career, how many leadership/promotional courses and trainings have you attended **that were required** for all officers in your department?
* 0
* 1-2
* 3-5
* 5-9
* 10+
1. Over the course of your career, how many leadership/promotional courses and trainings have you attended **that were above and beyond** what was required by your department?
* 0
* 1-2
* 3-5
* 5-9
* 10+
1. Over the course of your career, how many leadership/promotional courses and trainings have you requested to receive, but were denied?
* 0
* 1-2
* 3-5
* 5-9
* 10+
1. What was your main career aspiration **when you originally became a police officer**?
* To stay on patrol
* To obtain a specialty assignment (e.g., SWAT, detective)
* To promote to a leadership position
* To use policing as stepping stone to other employment (e.g., federal law enforcement)
* Other
1. What is your **current** career aspiration?
* To obtain a different assignment
* To promote to a higher rank
* To use policing as stepping stone to other employment (e.g., federal law enforcement)
* To transfer to another department
* I am happy with the position I have now
* Other
1. What is your perception of the promotions process at your agency?
	* I strongly believe that the promotions process is fair.
	* I somewhat believe that the promotions process is fair.
	* I have neutral feelings about the promotions process.
	* I somewhat disagree that the promotions process is fair.
	* I strongly disagree that the promotions process is fair.
2. Please select any statements that reflect how you feel about the promotions process. Select all that apply
	* The promotion process is subjective/biased
	* The promotion process is opaque, with little transparency about how decisions are made
	* The promotion process includes preferential treatment of minorities and under-represented groups
	* The promotion process allows for favoritism
	* N/A
3. Have you ever sought promotion?
* Yes
* No
1. If yes, why?
* I felt that I would make a good leader
* I wanted to earn more money/increase pension
* I wanted a different shift
* I wanted a different assignment
* I wanted to promote as high as I could
* I did not enjoy working as a patrol officer
* Other
* N/A – I have not sought promotion
1. If no, why? Select all that apply.
* I am not eligible to apply for promotion yet
* I would like to accumulate more experience before I promote
* I would like to keep my current shift
* Promotion is not a good option for me because of family obligations
* I am not interested in the roles required of a ranking officer
* I am afraid coworkers will retaliate against me if I promote
* I have been discouraged by someone in my agency against promotion
* I have been discouraged by a loved one against promotion
* My agency does not promote women
* My agency does not have a good record of promoting women of color
* I do not think I would be successful at the promotional exam
* I do not think I would make a good leader
* I think there are others who are better qualified for the position
* Other
* N/A – I have sought promotion

***Policewomen in Leadership***

1. If you have promoted, what if any challenges have you faced during the promotion process? Check all that apply:
	* Found the exam or interview significantly challenging
	* Found behavior by peers or supervisors to be an impediment
	* Found process opaque or confusing
	* Juggling work and home responsibilities limited time to prepare
	* Found status as a member of an under-represented group to be a hindrance
	* Other
	* N/A – did not have challenges
	* N/A – have not promoted
2. What (if any) challenges do you face in your position as a police leader? Check all that apply.
	* Lack of respect from supervisors
	* Lack of respect from peers
	* Lack of respect from subordinates
	* Restricted to stereotypical gender roles/assignments
	* Balancing work/home life
	* Lack of training/preparedness
	* Lack of voice in decision-making/difficult to be heard
	* Lack of additional opportunities
	* Broad policing issues (e.g., current national climate)
	* General agency management issues
	* N/A – do not face challenges
	* N/A – have not promoted to leadership

***Agency culture and Harassment***

According to the U.S. Equal Employment Opportunity Commission, employment discrimination occurs when someone at work is treated differently, or less favorably, because of their identity and personal characteristics, such as their race, color, religion, sex (including pregnancy), national origin, age (especially if they are 40 or older), disability, or genetic information. It also includes retaliation taken against someone for reporting incidents of job discrimination.

Harassment is a form of employment discrimination, where someone is subjected to unwelcome conduct, including (but not limited to) slurs, name calling, physical assaults or threats, intimidation, ridicule, insults, offensive pictures, and interference with work performance. Harassment is unlawful when 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

1. Have you ever personally experienced harassment or discrimination based on your sex or any other social identity (race, sexual orientation, etc.)?
* Yes
* No
1. Have you ever witnessed harassment or discrimination of others during your career?
* Yes
* No
1. If yes, ow often have you witnessed harassment or discrimination?
* Rarely
* Sometimes
* Often
* Very Often
* N/A
1. How would you describe your agency’s response to complaints of harassment or discrimination? Check all that apply
* Agency takes complaints seriously/thoroughly investigates
* Agency is inconsistent in their actions
* Agency does not take complaints seriously
* Agency lacks formal policy for responding to harassment
* Agency ignores formal policy for responding to harassment
* Agency policy for responding to harassment perpetuates harm/fails to protect person reporting
* Agency culture discourages reporting

***Final Section – Personal Information***

1. How old are you?
	* 18-22
	* 23-29
	* 30-39
	* 40-49
	* 50-59
	* 60-69
	* 70+
2. What is your race? Select all that apply.
* White
* Black/African American
* Asian
* American Indian
* Alaska Native
* Native Hawaiian/Pacific Islander
* Other
1. What is your ethnicity?
* Hispanic
* Non-Hispanic
* Other
1. What best describes your sexual orientation?
* Heterosexual
* Lesbian/Gay
* Other queer
* Other
1. What is the highest level of education you have completed?
* High school diploma
* Some college
* Associate’s degree
* Bachelor’s degree
* Master’s degree
* Doctorate or other terminal degree (e.g., JD)
1. What is your current relationship status?
	* Single
	* Married
	* Long term partnership
	* Other
2. Do you have children?
	* Yes
	* No
3. If you have children, at what phase of your career did you first have children, or first assume childcare responsibilities?
	* Prior to my sworn police career
	* Patrol
	* Supervisor
	* Middle manager
	* Executive
	* Other
	* N/A
4. How many times have you used family leave during your police employment?
* 1
* 2
* 3
* 4
* 5+
1. How do you think using family leave affected your career?
* Significantly negative
* Somewhat negative
* Neutral
* Somewhat positive
* Significantly positive
1. How would you describe the support provided by your agency to officers with families? Select all that apply.
	* Agency is supportive
	* Agency is not supportive
	* Agency is inconsistent in their support
	* Agency is too supportive, and provides preferential treatment in a way that is detrimental to other officers.
	* Accessing support such as family leave negatively impacts career
	* Agency culture fosters guilt about accessing family support
	* Agency policies regarding family support are insufficient
	* Agency policies regarding family support are not followed/support is difficult to access.