

## 30x30 Survey of Women in Policing

**There is no one universal experience for women in law enforcement, each woman's individual intersection of identities defines her personal experience. Participating in this survey will help SPD to better identify and address the obstacles that women face in recruitment and throughout their careers.**

**The goal of the 30x30 Initiative is to increase the representation of women in police recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers. To learn more about the 30x30 Initiative please visit <https://30x30initiative.org/>.**

**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.**

\* 1. Do you wish to participate in this survey?

## 30x30 Survey of Women in Policing

2. Do you identify as a woman?

Yes

No

## 30x30 Survey of Women in Policing

\* 3. SPD Employee type:

Civilian

Sworn

Drag the slider to rate your agreement with the following statements.

4. I am satisfied with the representation of women at SPD.

Strongly Disagree

Strongly Agree

5. I am satisfied with the representation of racial and ethnic minorities at SPD.

Strongly Disagree

Strongly Agree

6. Women at SPD are respected by other women.

Strongly Disagree

Strongly Agree

7. Male employees respect women SPD employees.

Strongly Disagree

Strongly Agree

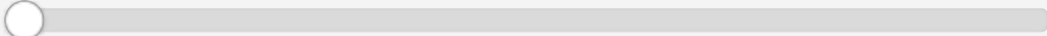
8. Supervisors respect women SPD employees.

Strongly Disagree

Strongly Agree

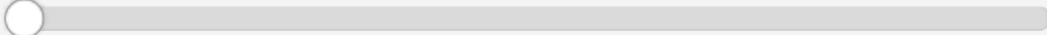
9. Command staff respects women SPD employees.

Strongly Disagree Strongly Agree



10. As a woman, I would recommend the Seattle Police Department as a good place to work for other women.

Strongly Disagree Strongly Agree



## 30x30 Survey of Women in Policing

11. How many years have you been a sworn law enforcement officer?

12. What was your main career aspiration **when you originally became a police officer**?

13. How many years did you spend working **patrol**?

14. Please indicate your current assignment and any previous assignments you have held.

*Please select all relevant answers*

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> General patrol  | <input type="checkbox"/> Organized Crime           | <input type="checkbox"/> Internal Affairs/OPA               |
| <input type="checkbox"/> Alternative patrol (bicycles, mounted, marine, air, downtown, community oriented) | <input type="checkbox"/> Personnel/Human Resources | <input type="checkbox"/> Homeland Security/Counterterrorism |
| <input type="checkbox"/> Robbery   | <input type="checkbox"/> Community Affairs         | <input type="checkbox"/> Tactical/SWAT                      |
| <input type="checkbox"/> Special victims (children, sex crimes, elder abuse, domestic violence)            | <input type="checkbox"/> School Resource Officer   | <input type="checkbox"/> Records                            |
| <input type="checkbox"/> Negotiations  | <input type="checkbox"/> Forensics                 | <input type="checkbox"/> Communications                     |
| <input type="checkbox"/> Fraud   | <input type="checkbox"/> Gangs                     | <input type="checkbox"/> Administration                     |
| <input type="checkbox"/> Assault   | <input type="checkbox"/> Missing persons           | <input type="checkbox"/> Property and Evidence              |
| <input type="checkbox"/> Narcotics   | <input type="checkbox"/> K9                        | <input type="checkbox"/> Training                           |
| <input type="checkbox"/> Traffic/Motors  | <input type="checkbox"/> Technology                |   |

## 30x30 Survey of Women in Policing

15. How many years have you been a civilian employee?

16. Please indicate your current assignment and any previous assignments you have held.

*Please select all relevant answers*

- |   |  |
|---|--|
| <input type="checkbox"/> Administration                       | <input type="checkbox"/> Legal Affairs         |
| <input type="checkbox"/> Records/Data Center/Criminal History | <input type="checkbox"/> Audit                 |
| <input type="checkbox"/> Community Safety and Communications  | <input type="checkbox"/> Public Disclosure     |
| <input type="checkbox"/> OPA                                  | <input type="checkbox"/> Research/Analysis     |
| <input type="checkbox"/> Human Resources                      | <input type="checkbox"/> Budget and Finance    |
| <input type="checkbox"/> Public Affairs                       | <input type="checkbox"/> Technical Services    |
| <input type="checkbox"/> Wellness                             | <input type="checkbox"/> Technology            |
| <input type="checkbox"/> Community Outreach                   | <input type="checkbox"/> Investigative Support |

## 30x30 Survey of Women in Policing

\* 17. Have you had any mentors during your SPD career?

Yes

No

## 30x30 Survey of Women in Policing

18. 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 at SPD
- A supervisor or leader at SPD
- Someone from another agency

19. Were any of your mentors women?

- Yes
- No

20. Have you ever been involved in any formal mentoring program?

- Yes
- No



## 30x30 Survey of Women in Policing

21. Have you ever mentored another woman at SPD?

Yes

No

## 30x30 Survey of Women in Policing

\* 22. Has anyone ever encouraged you to promote?

Yes

No

## 30x30 Survey of Women in Policing

23. Who encouraged you to promote? *Please select all that apply.*

- |   |   |
|---|---|
| <input type="checkbox"/> Supervisor - man                               | <input type="checkbox"/> Mentor - woman   |
| <input type="checkbox"/> Supervisor - woman                             | <input type="checkbox"/> Mentor - man   |
| <input type="checkbox"/> Person of higher rank (not supervisor) - woman | <input type="checkbox"/> Family - partner                                       |
| <input type="checkbox"/> Person of higher rank (not supervisor) - man   | <input type="checkbox"/> Family - children                                      |
| <input type="checkbox"/> Peer - man                                     | <input type="checkbox"/> Family - parent  |
| <input type="checkbox"/> Peer - woman                                   | <input type="checkbox"/> General culture of agency encourages seeking promotion |
| <input type="checkbox"/> Other (please specify)                         |   |

24. 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 (please specify)

## 30x30 Survey of Women in Policing

\* 25. Has anyone ever discouraged you from promoting?

Yes

No

## 30x30 Survey of Women in Policing

26. Please describe who discouraged you from promoting.

- Supervisor - man
- Supervisor - woman
- Person of higher rank (not supervisor) - woman
- Person of higher rank (not supervisor) - man
- Peer - man
- Peer - woman
- Other (please specify)
- Mentor - woman
- Mentor - man
- Family - partner
- Family - children
- Family - parent
- Non-specific/ general culture of agency discourages seeking promotion

27. 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"
- Agency culture discourages promotion
- Other (please specify)

## 30x30 Survey of Women in Policing

\* 28. Have you taken any extra steps to increase your promotability?

Yes

No

## 30x30 Survey of Women in Policing

29. What extra steps have you taken toward promotion?

- 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

## 30x30 Survey of Women in Policing

30. 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?

31. 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?

32. Over the course of your career, how many leadership/promotional courses and trainings have you requested to receive, but were denied?



## 30x30 Survey of Women in Policing

33. What is your current career aspiration?

34. The promotions process at SPD is fair.

Strongly Disagree

Strongly Agree

35. 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.

36. Have you ever sought promotion?

- Yes
- No

## 30x30 Survey of Women in Policing

37. Why did you seek promotion?

- 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

38. 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
- N/A - did not have challenges
- Other (please specify)

## 30x30 Survey of Women in Policing

39. Why have you not sought promotion? Select all that apply.

- |  |   |
|--|---|
| <input type="checkbox"/> I am not eligible to apply for promotion yet                        | <input type="checkbox"/> I have been discouraged by a loved one against promotion           |
| <input type="checkbox"/> I would like to accumulate more experience before I promote         | <input type="checkbox"/> My agency does not promote women                                   |
| <input type="checkbox"/> I would like to keep my current shift                               | <input type="checkbox"/> My agency does not have a good record of promoting women of color  |
| <input type="checkbox"/> Promotion is not a good option for me because of family obligations | <input type="checkbox"/> I do not think I would be successful at the promotional exam       |
| <input type="checkbox"/> I am not interested in the roles required of a ranking officer      | <input type="checkbox"/> I do not think I would make a good leader                          |
| <input type="checkbox"/> I am afraid coworkers will retaliate against me if I promote        | <input type="checkbox"/> I think there are others who are better qualified for the position |
| <input type="checkbox"/> I have been discouraged by someone in my agency against promotion   |   |
| <input type="checkbox"/> Other (please specify)  |   |

## 30x30 Survey of Women in Policing

40. What (if any) challenges do you face in your position as a leader at SPD? *Check all that apply.*

- |   |   |
|---|---|
| <input type="checkbox"/> Lack of respect from supervisors                     | <input type="checkbox"/> Lack of voice in decision-making/difficult to be heard |
| <input type="checkbox"/> Lack of respect from peers                           | <input type="checkbox"/> Lack of additional opportunities                       |
| <input type="checkbox"/> Lack of respect from subordinates                    | <input type="checkbox"/> Broad policing issues (e.g., current national climate) |
| <input type="checkbox"/> Restricted to stereotypical gender roles/assignments | <input type="checkbox"/> General agency management issues                       |
| <input type="checkbox"/> Balancing work/home life                             | <input type="checkbox"/> N/A - do not face challenges                           |
| <input type="checkbox"/> Lack of training/preparedness                        | <input type="checkbox"/> N/A - have not promoted to leadership                  |

## 30x30 Survey of Women in Policing

41. Have you ever personally experienced harassment or discrimination based on your sex or any other social identity (race, sexual orientation, etc.)?

Yes

No

42. Have you ever witnessed harassment or discrimination of others during your career?

Yes

No

43. If yes, how often have you witnessed harassment or discrimination?

44. How would you describe SPD'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

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**The following questions help us understand a little more about your experience and the responses you've given. You are under no obligation to respond to these questions but we hope you will help provide some additional context. These responses cannot and will not be used to identify you.**

45. How old are you

46. What is your race? *Select all that apply*

White or Caucasian

American Indian

Black or African American

Alaska Native

Asian or Asian American

Native Hawaiian or other Pacific Islander

Other (please specify)

47. What is your ethnicity?

Hispanic

Non-Hispanic

48. What best describes your sexual orientation?

Heterosexual

Lesbian/Gay/Bisexual

Prefer not to say

Other

49. What is the highest level of education you have completed?

50. What is your current relationship status?

51. Do you have children?

Yes

No

## 30x30 Survey of Women in Policing

52. At what phase of your career did you first have children, or first assume childcare responsibilities?

53. How many times have you used family leave during your police employment?

54. Using family leave has negatively affected my career.

Strongly Disagree

Strongly Agree

55. 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