



March 3, 2025

As Women’s History Month begins, Women in Federal Law Enforcement (WIFLE), the National Association of Women Law Enforcement Executives (NAWLEE), and the 30x30 Initiative honor the contributions of women in law enforcement—past, present, and future. For generations, women have played a critical role in shaping the profession by bringing unique perspectives, innovative solutions, and a deep commitment to justice and community service. Women in law enforcement have been pioneers, problem-solvers, and change agents, often overcoming systemic barriers to serve with distinction.

Research consistently shows that women officers are uniquely valuable, from de-escalating conflict and building trust with communities to improving outcomes for crime victims. Yet women remain significantly underrepresented in the field. This Women’s History Month, we celebrate the progress made while recognizing the work still ahead. We call on all agencies, leaders, and allies to take concrete steps to strengthen their commitment to advancing and supporting women in law enforcement as a matter of public safety.

Our organizations exist because policing has historically been a male-dominated profession. Law enforcement agencies have made only limited progress in addressing the needs of women in the workplace. In some cases, policies and practices have often been unintentionally unfair, creating disparities and additional barriers to women’s representation and success.

We know the context of this work is changing rapidly and your organizations may have been impacted in a number of ways. Our organizations have been, too. All of us have received questions about whether and how these changes might affect our missions.

The answer is simple: they do not. Our mission is more important now than ever. We reaffirm our commitment to serve and advocate for women in law enforcement. We will continue to drive the changes necessary to correct long-standing imbalances in working conditions. We will continue pushing against systems and structures that fail to support all law enforcement professionals. And we will continue to boldly celebrate the critical contributions of women in law enforcement – from our rookies to our executives.

Together, we can and will build a better profession where all law enforcement professionals thrive and all communities are safe. We look forward to continued collaboration and welcome your partnership in advancing our shared mission.

Most importantly, to our sworn and professional staff: thank you for the sacrifices you make day in and day out. Your dedication, resilience, and commitment to service make a profound difference in the lives of those you protect. This month, and every month, we stand with you in the ongoing work to advance the profession.