



Media Release

International Association of Women Police President Deborah Friedl Responds to Practice of Oakland PD, CA, Inappropriate Recruiting Practices.

The original article published by the San Francisco chronicle: <https://www.sfchronicle.com/bayarea/article/Oakland-police-applicants-must-disclose-if-they-13322272.php>

"I am quite honestly amazed to see such a question being posed to any applicant with the Oakland Police Department. Having participated in the hiring process for police candidates for 20 years, I am certainly aware of the desire to know of a candidate that has been an "involved participant" or "suspect" in a criminal investigation. However, why would being a victim of a crime be relevant? I can only imagine the reaction of the applicants who were unaware they would be asked such a question. Certainly a "yes" answer would result in the need to disclose further details, details they may never have spoken publicly before. Further consequences of this is that others within the PD will now have access to this very personal information and for what purpose?"

Much emphasis is currently being placed on recruiting and retaining the next generation of police officers. Across the country we are seeing declining numbers of applicants, particularly female candidates. Departments state that they are attempting to recruit more women, but real change does not come just by attempting to recruit more women. Real change comes from improved policies, structures and practices leading to changes in the organizational culture. The story notes that "In recent years, women have made up 11 to 14 percent of the force — on par with the national average." These numbers alone should cause concern. Where are the women? These percentages peaked more than 20 years ago, we are struggling every day to maintain these percentages, and certainly not seeing growth. Less women entering the profession will cause shortages as female officers retire. Additionally, there will be less likelihood that we will see women rise up to be supervisors or leaders of departments. The overall percentage of minority officers are much higher yet recruiting and hiring more minority officers was determined to be essential in building community trust according to the 21st Century Policing Task Force Report. Barely any mention was made of female officers or the lack thereof. It is imperative for the safety of our officers and the trust with our communities that we continue the conversation that our police departments properly reflect the communities we serve. It is also my hope that more community leaders begin to ask, "Where are the women?"

About the International Association of Women Police

The International Association of Women Police (IAWP) is a richly diverse and growing organization with global reach. We have Members, Affiliates, Friends and Strategic Partners in countries around the World.

Our **Mission:** To strengthen, unite and raise the capacity of women in policing internationally.

Our **Vision:** IAWP envisions a world where police reflect the diversity of communities they serve and human rights are protected. Our mission is to strengthen and raise the capacity of women in policing internationally.

- Web site: www.iawp.org
- Twitter: <https://twitter.com/iawpinfo>
- 2019 Annual Training conference, 23rd . 27th September 2019, www.iawp2019.womenpoliceofalaska.org
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