



Recruiting, Retaining, and Promoting Women Police Officers: An International Comparison of Challenges and Opportunities for Change
Monday, April 29, 2019

Conference Overview

Police organizations are disproportionately comprised of men, although the number of women police officers – in Canada and other developed countries - has increased over the past several decades. Although police organizations express a commitment to increasing the percentage of women police among their ranks, persistent barriers to inclusion are affecting efforts to recruit, retain, and promote women officers. A robust literature has developed on the challenges women experience due to organizational structures, occupational cultures, and operational contexts that characterize policing. However, the majority of the evidence-based research in these areas does not make policy recommendations to police organizations that could ultimately better support women officers. To address this significant gap with respect to policy recommendations and their implementation by policing organizations, we have developed a two-day international workshop involving policing scholars from Australia, Canada, United Kingdom, and the United States. These academics are on the cutting edge of research on the issues experienced by women police officers and the institutional policies and practices that present challenges to recruiting, retaining, and promoting women officers.

Today's conference is the first day of the workshop, and it has been specifically designed as a space for scholars to share evidence-based, international, scholarly analyses of issues concerning gender inequality in policing - with respect to recruiting, retaining, and promoting women police officers - with both police practitioners and other researchers. Our hope is that this day will provide (1) an opportunity for people to share evidence that may help to inform frontline policies and practices, and, (2) an opportunity to develop new networks among scholars and practitioners to advance the field of evidence-based policing.

The second day involves a closed workshop for the presenters to work together to co-create an 'Opportunities for Change' report that will contain recommendations for guiding best practices and policy developments for recruiting, retaining, and promoting women police officers. We will disseminate this report to police services and organizations, such as: Canadian police services, the Canadian Association of Chiefs of Police, Ontario Association of Chiefs of Police, the International Association of Chiefs of Police, the International Association of Women in Law Enforcement, and the Ontario Association of Women in Law Enforcement.

We are very excited for the days ahead, and thank you for your involvement in this important and timely workshop.

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Sponsorship

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