

THE BILL BLACKWOOD
LAW ENFORCEMENT MANAGEMENT INSTITUTE OF TEXAS

The Advancement of Females in the Law Enforcement Field

A Research Project
Submitted in Partial Fulfillment of the
Requirements for the Professional Designation
Graduate, Management Institute

by
Graciela A. Cano

Travis County Sheriff's Department
Austin, Texas
November, 1995

262

TABLE OF CONTENTS

INTRODUCTION.....	03
THE EARLY YEARS OF A POLICEWOMAN.....	05
STANDARDS FOR POLICE OFFICERS.....	09
MALE DOMINATED POLICE ROLES.....	11
A WOMAN'S POINT OF VIEW OF A POLICEWOMAN'S ROLE.....	17
ROLE OF WOMEN IN LAW ENFORCEMENT.....	21
PROGRESS REPORT ON THE ROLE OF THE POLICEWOMAN.....	24
THE POLICE OFFICER OF THE FUTURE.....	32
CONCLUSION.....	33
BIBLIOGRAPHY.....	38

INTRODUCTION

This research project reviews and evaluates the advancement and effectiveness of women the law enforcement. Information, insights and perceptions of the ongoing debate over whether women possess the necessary attributes required to perform their professional responsibilities as well as their male counterparts are presented. Is is hoped that this research will serve as a guide for women that are interested in law enforcement careers and an awakening for males in law enforcement. It is inportant that all police agencies to recognize that they must utilize all the human resources available in an effort to serve the communities they protect.

At a certain point and time in everyone's life, he or she must consider a job or career that that individual might pursue for the rest of one's life. The selection of a life's work is one of the most significant decisions an individual will ever make, one that can be made only by that person. "Career selection can be broken down into three steps. First, you should decide what you want out of life. Second, you should decide what aptitudes and other qualifications you possess. Third, having determined what you are after and other qualifications you have, you should then consider a variety of occupations and see which one comes closest

to offering what you want in return for the kinds of work that you are qualified for."(Turner 1976,2)

Choosing a career in law enforcement is something that should not be made carelessly. "The Police Officer in American society is in a unique position, since his job is to regulate the behavior of people who do not wish to be regulated."(Black 1980,1) The police officer is one of the most versatile individuals in the law enforcement field. "A Police Officer is responsible for preventing crime, enforcing criminal and traffic law, investigating offenses, and maintaining peace and order."(Ibid.) Although police officers historically have been predominantly male, women today are seeking careers as police officers in increasing numbers.

A woman that selects a career in law enforcement has many factors to contemplate. Females who enter law enforcement are discriminated against by the mere fact that the norms of society considers this work to be traditionally a male-dominated field. Many people in our society still consider a career in law enforcement to be the exclusive domain of men.

The female role, as well females themselves, has changed a great deal over centuries. Motherhood is no longer a final destination for females in modern society. "Today, women are taking on more economic responsibility in the family, whether by force or by choice. They are seeking similar economic and personal rewards from their work as their male counterparts." (Poulos 1992,2) Although the advancement of females in law enforcement has evolved

a great deal from early times, some of the barriers and attitudes from the past still endure.

As a police officer, one is often prejudged by co-workers, family, friends, and the public. Most police officers enter the field because they want to help people; the opportunities and the challenges of the legal system intrigue them in a manner that no other occupation does. Most women that enter law enforcement expect to bring their special and unique abilities into the field to complement the fine work being done by their brother officers. "Law enforcement is an interesting and a rewarding career where one can satisfy personal goals and accomplishments while, at the same time, providing a benefit to the community in which one lives."(Ibid.,2) Women in law enforcement, whether good, bad or indifferent, are a significant component in the law enforcement field and are here to stay.

THE EARLY YEARS OF A POLICEWOMAN

As early as 1845, women worked as matrons in jails to provide custodial care for women and children that came in contact with the police. They were of working class immigrant background, with minimal education. The first woman to serve as a law enforcement officer was Mary Owens. "In 1893, the Chicago Police Department had given Mary Owens the rank of "policeman" with powers of arrest."(Schule 1993, 90) A widow of a Chicago Police Officer, Mary was offered a job as a matron and served for 30 years before retiring. The position or title of a "Police Officer" was given

to her as a type of pension for her husband's death; she was not a sworn police officer. In 1910, the Los Angeles Police Department appointed the first sworn female police officer, Alice Wells. Alice Wells made history in becoming the first sworn female police officer, but her best known contribution to the policewomen's movement was the establishment of the International Association of Women Police (IAWP). Mary Owens and Alice Wells were the front runners and role models for future policewomen all around the United States. Their influence on the women's role in police work has changed and revitalized the law enforcement field.

Early sworn policewomen were professionally trained, upper-middle class, religious, college educated women. They used their position as policewomen to achieve their reform agenda. "Women shared with men of their generation the belief that a woman's sphere revolved around maternal and moral concerns. Just as a woman was the housekeeper at home, a woman who entered public service was society's housekeeper." (Ibid. 91)

If a woman selected a career in law enforcement, she inquired at the desired police station and checked the qualifications of employment. If she met the requirements, she would fill out an application form. A selection committee, consisting of recruiting and training officers, selected worthy applicants based on the information given on the forms. A woman that applied for the position of a police officer had to meet eligibility requirements that were different from the male applicants.

The following general requirements were considered by the

selection committee for consideration of employment by Massachusetts, Connecticut and Michigan police agencies: Age: elastic age limit; oldest being 56 years and the youngest, not younger than 21 years, Marital Status: preferred married women with children. If a woman became pregnant while employed, she would take a temporary leave of absence, in fact resigning her position with the department and returning after a satisfactory time off. Physical Fitness: must pass a medical examination by her own doctor. Education: required to have a college degree; most women held certificates for other occupations, i.e., nurse, teachers, clerical posts, business, dressmakers, doctors, chemists, domestic service.

When women were hired, they were assigned to work in separate women's bureaus that often were commanded by female officers. The work hours varied: the policewoman would work four hours in the morning, then take the afternoon off to take care of her family. She would return to work to perform four hours again that evening. Salaries for women were much lower than their male counterparts. They were afforded two forms of insurance: the first was a special insurance in case of an accident while on duty; the second was an employers' liability insurance.

Uniforms for women were "very simple, business - like garb, dark blue, plainly cut, with shoulder straps bearing "W.P.S.", in silver letters. A hard felt hat was also worn to complete their costume. It was evident to all those closely concerned with the maintenance of order, that the uniform was in itself a deterrent, an actual weapon of defense, and that it had also a prompt moral

effect."(Allen 1925,25)

The first six months of employment was a training period during which women received no pay. During the training period, they would be trained in drilling, evidence, police court procedure, police law for women and children, first aid and ju-jit-su. Women were rarely permitted to compete with men in any promotional process. "The following schedule shows the more important services that can be rendered by policewomen:

01. Taking depositions and collecting all evidence from women and children indecently or criminally assaulted.
02. Patrolling the streets, parks, and open spaces.
03. Regular duty at the police station.
04. Taking charge of women and girls who had attempted suicide.
05. Conducting women and children to a doctor when medical examination is necessary.
06. Dealing with charges of loitering, soliciting, etc., brought against prostitutes.
07. Accompanying women who have to take long journeys in charge of a constable to be brought before the court.
08. Dealing with cases where women are charged with drunkenness and other disorderly conduct.
09. Searching women prisoners.
10. Taking charge of women in cells.
11. Attending women and children in court.
12. Assisting in the supervision of children's street trading licenses.
13. Keeping observation on suspected houses.
14. Assisting at raids on brothels.
15. Finding shelter for women and children who are stranded.
16. Observation work (In plain clothes).
17. Inspecting and reporting on the tone of places of amusement.
18. Reporting bad housing and other abuses to Chief Constables.
19. Keeping observation for, and reporting on, all cases of cruelty to children.
20. Making all investigations in cases of concealment of birth, infanticide, etc.
21. Inspecting common lodging-houses for women."(Ibid.250-251)

The advancement of women in law enforcement over the years has been significant, but changes were slow to be made. Until the late 1960's, policewomen still performed the same task assignments as earlier policewomen.

STANDARDS FOR POLICE OFFICERS

The Women who decided to go against society's norms and enter the traditionally male-dominated law enforcement field were not treated equally and often remained in the stereotypical female roles, much like the roles of the pioneer policewomen. While these women performed the tasks that were expected of them competently, many wanted to expand their role in law enforcement. The opportunities for advancement were very limited; thus many women resented the imposed restrictions and limitations. In the 1970's, Congress passed several laws designed to dissipate discrimination in the labor force. The new anti-discrimination laws resulted in an equalization of eligibility requirements for all law enforcement applicants.

In part, because of these new federal laws, particularly provisions of the Civil Rights Act of 1964, police agencies began to slowly alter policies and requirements for women in police service. The following are some general minimum eligibility requirements that Municipal, County, State, and Federal Law Enforcement agencies currently require for the selection of employment for both males and females:

<u>Age:</u>	Not younger than 18 years old, but not older than 35. With prior police experience, the age is raised to 44 years old.
<u>Citizenship:</u>	Must be a U.S. Citizen or show proof of citizenship.
<u>Education:</u>	High school diploma or high school equivalency.
<u>Vision:</u>	20/100, correctable to 20/30. Must have normal color vision.
<u>Driver's License:</u>	Must have current driver's license of that state.
<u>Miscellaneous:</u>	Must pass a physical agility test. Must pass a background investigation. Must be of good moral character.

Many law enforcement agencies in America include the following phases within their employment selection process:

01. Recruitment
02. Application Phase (including all important paperwork necessary for background investigation)
03. Fingerprinting (to check through FBI for a criminal history)
04. Polygraph Examination (lie detector)
05. Physical Fitness Test
06. Psychological Examination (written and oral)
07. Thorough Background Investigation
08. Medical Examination (to include drug test)
09. Several Oral Interviews
10. Probationary Period (probationary period includes a detailed field training officer program).

Departments are now aware of the importance of quality hiring procedures as a good investment for the future. Current police departments acknowledge that they can never be effective unless all of their officers, regardless of gender, are qualified and capable to perform the job of a peace officer.

MALE DOMINATED POLICE ROLES

While progress has been made in hiring standards in law enforcement, women still face significant hurdles to overcome. The next section discusses some of the problems and issues facing women today in law enforcement.

Scenario #1: Setting: Typical show-up room at a law enforcement agency in early 1970.

A group of male police officers is preparing for shift briefing. Their supervisor enters the room with a woman wearing a police uniform. The entire room becomes silent. The supervisor introduces the woman as a new cadet, assigned to the shift. Briefing is short and to the point. Everyone appears to be holding their breath; the woman cadet's field training officer is named. Once the FTO has been named, a huge sigh and one groan is released simultaneously. This unit will never be the same again!

"When women were first assigned to patrol, more than one streetwise veteran predicted disaster. The standard comment: 'Those girls just don't have the balls for it'. Since then, women cops have more than proved that they can match the men in courage and quick thinking." (Fleming 1975, 19-20) When a man is hired by a police department and is assigned to a shift, he must prove himself worthy of such an assignment to all other fellow male counterparts. Once the rookie has proved himself worthy, he is accepted by his fellow peers. When a female is hired by a police department, she must also prove herself worthy. The only difference between the male and the female is that once the female rookie has proved herself worthy to be assigned to that shift, she will come to work the next day and prove herself again. Women police officers have to prove continuously that they are worthy of such an assignment, whereas male police officers have to prove

themselves only once to the shift and are accepted with no doubt thereafter.

"This lack of confidence in females is acted out daily. Many officers rapidly converge upon hearing a female receive a call and frequently end up largely taking over. The male view may be summarized by their oft-repeated expression, 'You're not really a po'lice until you get your butt beat...and beat one in return'."(Remington 1981,196)

Chauvinism has been around throughout history and no doubt will be present throughout the future. The presence of male chauvinism is very apparent in the work force. As for the police-woman, "Reporting for duty required a great deal of courage from these female rookies. They discovered right off that they not only had to battle crime, but they had to fight prejudice and stereotypical images starting from their first day of work."(Smith 1982,8) The idea of women working in law enforcement insulted and challenged the traditional view of the female role in society on a number of different fronts. "Women police challenged the male image of women and even the image of male superiority as well."(Carrier 1988,ix)

The general perception of a police officer was the bigger and tougher, the better. Traditionally, men had always protected women. Women were not viewed as police officers, but as women that work with the police, or a policewoman. The women had their purpose in law enforcement, and that purpose was not in patrol.

Men envision women as weak, timid and in need of protection. A woman's place has been viewed as being primarily in the home, having and taking care of children. None of these characteristics describe a police officer or what is needed to enforce public law.

"Law enforcement is an extremely difficult job. An officer must be a counselor, an attorney, athlete, and writer. He must have nerves of steel; be sensitive and caring; honest and trustworthy; brave and intelligent. When all others are emotional or in a state of panic, an officer must be calm and reasonable. Hours of boring patrol may suddenly become a real-life nightmare, with the lives of innocent citizens depending on split-second decisions of officer. Those decisions will be later be analyzed and criticized for months by attorneys, newspapers, and the general public."(Trautman 1990,vii)

The general attitude of male police officers toward their female counterparts has been one of mistrust and disbelief. Male officers doubt that women possess the necessary attributes required in order to perform their responsibilities as well as they might. Males in law enforcement still display the most negative attitudes toward women. They commonly argue that lack of strength is a primary reason why females should not be in uniform on the street. A source of male hostility is fear of favoritism on the part of superior officers toward the females.

The general public's perception and attitudes toward women in law enforcement may differ from that of male police officers. For the most part, the general public approves of having policewomen on patrol. A citizen attitude survey conducted in 1974 by Bloch and Anderson in Washington D.C., suggested that the citizens of the District of Columbia remained moderately skeptical about policewomen's ability to handle violent situations, but given the same circumstances, when policemen themselves call for assistance, gender had no bearing on duty performance. In similar surveys such as St. Louis County Police Department,1974; Sichel et.al.,1978; Pennsylvania State Police, 1974; Rutland,1978; and

Snortum,1983, the general public had favorable opinions of officers of both genders. Citizens envision a kinder, gentler policing to the previous rough and tough, or shoot first and ask questions later, mentality of earlier policing history.

The perception of a police officer can be rationalized by the mannerisms and customs acquired during training. Anyone successfully passing the entire hiring process is then assigned to the police training academy. The training academy provides intensive pre-service training. During this intensive training the cadet is molded and formed into a police officer. Becoming a police officer is no easy task and involves being you are subjected to another way of life. "Training for the field of law enforcement is like training for any profession...one can learn theory, but nothing can take the place of experience and certain inborn traits in the making of an efficient police officer." (Anderson 1973,13) Once a person becomes a police officer, he/she now has a different outlook on life. They are more secure and express greater confidence in their own ability to make life or death decisions. Police officers are very protective, traditional, authoritarian, suspicious, and loyal. Police officers have a basic and general distrust of certain factors and conditions that are not influenced by the law. "Police work typifies strength, bravery, and aggression."(Poulos 1992,5) There is an unwritten family code among all law enforcement members, one for all and all for one. In times of adversity, family members give strength, comfort, and guidance. The women and men of law enforcement are family by work compul-

sion. They express, for the most part, the same sentiments and share the same values. There are few things in life that mean more to people than family. Law enforcement family members contend that the bond of loyalty, camaraderie, the strong sense of togetherness, along with a language that civilians do not understand and the trust upon other members with their lives, is the mainstay for them. Police officers tend to be autonomous, often socializing among themselves. Censure is the end result of betrayal to the family.

Although women enter the law enforcement field with the intention of making it a life long career, there are factors and barriers that affect their decision to remain in policing. Factors that cause women to depart from policing usually have a great deal to do with family responsibility, stress, and bias from fellow co-workers. For women to enter an occupation is only a first step, to obtain equal rights within that occupation is a larger struggle, and to be accepted as equal may take longer.

The development of policing by women is best described as a depressing story of apathy and prejudice. Patrol work remains the biggest area of skepticism, but attitudes are changing for the better. It remains to be seen as to what extent and how long this change may take. Even though more women are entering law enforcement, turnover among women is high. In my research, I found that women that depart policing find that raising a family is much more important and satisfying than their jobs in law enforcement. Many young policewomen believe that they are women

and mothers first before officers. Also contributing to the departure of women in law enforcement is the tremendous fatigue of constantly competing for equality in a male dominated field. An overwhelming percentage of policewomen feel alienated. Many find it difficult to shed their occupational role when not at work, perhaps contributing to the high incidence of divorce and the frequency of endogamous marriages or relationships that have occurred since women first assumed active roles in the law enforcement field.

A 1981 survey of female officers questioned women if their experiences with male officers had been positive or negative. (Remington, 1981). Some responses include "You're not viewed as a police officer but as a policewomen; They look at us as inferior and most don't think we should be here; They say we get soft jobs and don't do work the way they do; I take a lot of verbal abuse, the typical male sexual insinuations." Perhaps the most significant factor of why women depart policing is the bias of fellow co-workers. The opinions and recognition of co-workers in reference to acceptance and job performance can be critical and/or damaging to one's self image as a professional. "There are always a few men who like to give women a hard time," "There probably always will be. You just have to get used to it." (Fleming 1975, 208) Uniformed policewomen receive few votes of confidence from their male peers or superior officers within their agency. "The phrase 'Women do not belong on the streets' is frequently heard in conversations among males and in front of females officers."

(Remington 1981,164) Women are aware of the negative or at least ambivalent feelings that the men have toward them. Responses of a survey in 1981: They don't give females credit. A superior officer stated "I hate female officers!". (Ibid)

A WOMAN'S POINT OF VIEW OF A POLICEWOMAN'S ROLE

With the acceptance of women in law enforcement and change of the historically traditional feminine role in society, women have had to revolutionize themselves mentally and physically, thus the de-feminization of women. "Even today female recruits still face many of the same reactions and find that they must 'think like men, work like dogs and act like ladies' to earn their credibility." (Smith 1982, 8) The role of women in police work is changing all over the country, but cops are by nature traditionalists and old ways of thinking die hard in police circles. Anyone entering the law enforcement field needs to be self-confident along with their other attributes. "If women are to be accepted in a field long dominated by men, they must be prepared to be useful as decoys, undercover agents, or plainclothes operatives in many types of police cases, as well as covering street patrol."

(Anderson 1973,23.) These women are used to locate crimes or criminals that their male counterparts are unable to detect under certain conditions. Frequently, in such assignments, the policewoman feels autonomous and apprehensive for her safety. "For centuries, the general conception of women was that they (1) don't fight; (2) don't carry guns; (3) don't arrest people; and (4)

don't make men's salaries. Police work, like war and football, was for men."(Smith 1982,8) Women had to develop an emotional hardening of their feminine traits due to the constant battle against these general conceptions. The pressures of dealing with stressful situations in and out of the department every day is very disheartening and at times overwhelming. A female feels that in order to survive in a male dominated field, she has to acquire a "machismo" attitude. Police officers are expected to always possess manly qualities, to be tough, aggressive, dominating, unemotional. During her tour of duty, she no longer can think as a lady, she must now fight, dress, talk, think, act, look and perform as a male.

The police uniform contributes to that image. Most uniforms are designed to give an image of toughness, authority and power. Women in men's uniforms do not appear feminine: the uniforms are rough, ill fitting and very uncomfortable. The uniforms make us look tough, but they're really just people wearing tough uniforms. "It's a tight-wire walk for you, as a policewoman, to gain respect in your profession while keeping your good looks and femininity."(Anderson 1973, 30)

Women in law enforcement confront the traditional stereotypes. Often the question of what I do for a living arises in social settings. My usual response is with a question of my own: What do you think I do for a living? The responses I receive tend to make me laugh and/or irritate me. I have been told that I look like a librarian, a secretary, a teacher, a veterinarian or a computer

operator, all of which are acceptable female positions in our society. When I inform them that I am a deputy with the Sheriff's Department, working in the Corrections Division, I usually receive a look of disbelief. The normal response is "You don't look like a cop!" My natural response to the question is "What does a cop look like?" The response is, "You know, like a man!". Today, women in law enforcement are often categorized in two major stereotypes; one, they are a lesbian; and or two, they are a feminist. Not only are these stereotypes untrue, but they add to the ongoing battle of the previous misconceptions.

A woman that decides to enter the field of law enforcement and is successful in becoming a police officer often finds herself at a crossroads in life. There is a desire to achieve a personal goal and inner satisfaction, along with a desire to fulfill a social obligation, thus resulting in a conflict between personal desire and social acceptance. Today, women are joining the work force to take on more of an economic responsibility in the family; they seek economic as well as personal rewards from their work. On the other hand, society places great emphasis on the importance of traditional sex roles in the work environment. Thus, the more successful a woman is at gaining recognition in a traditionally male-dominated environment, the less she is viewed as a woman.

Society's expectations of men and women and how they are to function is outlined in nurturing. The idea of a woman police officer challenges the traditional nurturing female role in society. In a traditional patriarchal society, women's primary role

are to marry, have children, and take care of their families. If a woman chooses to work, society's preconceptions of her role in the work environment is in a non-threatening position, using brains ,not brawn, and involving helping others.

"She is police and she is woman. She is therefore in a minority group... and usually proud of it."(Anderson 1973,9) Her life changes to fit the agencies; there is pressure from family and friends, strict departmental regulations, fellow officers, local media, moral and ethical feelings. Her self image as a professional and the feedback she gets has a tremendous effect on how she will manage stressful human conflict survival, as well as the everyday life and death decisions that come with the daily pressures of the job. Police officers witness the worst examples of human behavior. When a policewoman finds a baby abused or a child murdered, she may wish that she was a librarian. Women by nature or by nurture find it difficult to deal with this behavior on a constant basis. Human compassion overrides all training, but if her heart is in the right place, and if her work is in that right place, that's where her heart is.

Women off duty try to maintain a normal civilian life. If they are married with children, they spend most of their off time maintaining the household and taking care of their families. The marriages of police officers are often affected by the erratic shift schedule, and thus, maybe one factor in the high divorce rate in the law enforcement occupation. If single, women try to maintain a normal social life.

The police officer's role in society is filled with many hindrances; it is felt that you cannot be a good police officer without remaining dedicated and sincere. Women are dedicated to policing and to the bureau, and are sincere in coping with the daily stress and the overwhelming pressures of dealing with a male dominated work environment. They have the confidence to take on all the same duties as men with a logical view and acceptance that a predominantly-male police system is still a desirable occupation.

ROLE OF WOMEN IN LAW ENFORCEMENT

Along with the great economic and social changes of the Industrial Revolution in the 19th century, there was a general increase in overall criminal activity and specifically in crimes committed by youth and women. Women became aware of the extent of the social problems created by this increase in criminal activity and became indirectly involved in police work through their involvement in social work. It was recognized that women should be involved in the supervision of women and children in custody in prisons, detention houses, and mental hospitals. Women were generally perceived as inherently maternal and useful in mothering types of capacities, thus becoming involved in the law enforcement field.

It was not until the 1960's that women began to infiltrate the ranks of patrol officer. The policewomen of the New York City Police Department began to see the inequality between their job

and that of their male colleagues particularly with regard to promotion opportunities. It was years before promotional opportunities became a possibility for women and then only between themselves within the Bureau of Policewomen. The only other avenue for recognition open to women was by way of the Detective Division or appointment to the Criminal Investigation Division. Resulting from a law suit instituted by a policewoman in 1963, women were allowed for the first time to participate in the promotional process for Sergeant.

In 1964, Congress passed Title VII of the Civil Rights Act, which prohibited employer discrimination based on race, color, religion, sex or national origin. Originally, the statute only applied to private employers. In 1972, an amendment applied Title VII of the 1964 Civil Rights Act to state and local agencies. The federal legislation threatened the withdrawal of federal funding if these agencies did not give women access to jobs in the criminal justice system, and also guaranteed their right to compete for equal assignments, compensation, promotion, and other privileges of employment previously afforded only to men. To enforce Title VII, the Equal Employment Opportunity Commission was created and empowered to promulgate regulations, investigate complaints, conciliate, and, if necessary, sue on behalf of a complainant.

Although still in the minority, women are being increasingly recruited today by police agencies. Physical strength, height, and weight are no longer seen as crucial qualifications for police work. However, the overall progress of women in law enforcement

has shown only minimal change in the past three decades, as the proportion of women to men in most departments remain relatively small. In my research, it appears that the minimal change may be attributed to the fact that the demanding requirements and pressures of the police world maybe too stressful for women. It has caused modifications in their attitudes, behavior, and social relationships that are not always conducive to their own self-image.

As reported by The Texas Commission on Law Enforcement Officer Standards and Education in February of 1995 , it is estimated that 10,419 females are certified as Peace Officers in Texas, as opposed to an estimated 69,608 males certified as Peace Officers in the Sate. The slow progression of women's integration into the law enforcement field seems to be in part due to the fact that law enforcement administrators have themselves been slow to adapt to the structural changes in how law enforcement officials interact with society in general.

In 1970, Chief Wilson of Washington D.C. announced that the department would integrate women into patrol work. The Urban Institute and the Washington Police Department jointly designed a "policewomen on patrol" experiment and evaluation. As 86 new women entered the department over the next year, they were matched with an equal number of men for comparison, hired at the same time and given the same assignments. As a result, the following gender differences occurred between the policemen and policewomen:

01. Women officers had higher entrance test scores
02. Men had more citizen complaints than women

03. Men had better shooting records
04. Women took more sick leave
05. Men have higher patrol assignment and patrol time
06. Women exhibited a greater variation in their attitudes towards the community
07. Women gave fewer instructions to male partners
08. Women received fewer instructions from male partners
09. Men have more resistances of arrest
10. Male officers are more aggressive and more physical

Given the above variables, the question that needs to be asked is, is there a real difference in how male and female officers perform their work duties? A summation of a survey conducted by Bloch and Anderson in Washington D.C. suggested that men and women performed patrol work in a generally similar manner. In regard to the community, the study reported that there had been no reported incidents to doubt women's ability to perform patrol work satisfactorily. The study indicated that citizens showed respect for both male and female officers and thought them equally competent in handling incidents and complaints. Additional studies addressing the issue of women on patrol are listed as follows: Kizzah and Morris, 1977; Bartell Associates, Inc. 1978; California Highway Patrol, 1976; Sherman, 1975. Composite, performance studies such as VanWormer, 1981; Bartlett and Rosenblum, 1977; and Sichel et.al., 1978, indicate that women perform equally effective as men in all areas of police work, thus justifying the use of women on patrol.

PROGRESS REPORT ON THE ROLE OF THE POLICEWOMAN

Several evaluations on the role of women in law enforcement, their characteristics as police officers and their performance

have been completed. Given this research, the following conclusions seem evident. "As much or more than 90 percent of patrol time is spent on non-criminal and service functions requiring a minimal amount of physical strength or activity." (California Highway Patrol 1976, 5) Despite this fact, physical strength still remains a prominent factor in assessing competency for gaining entrance into police agencies, performance study by the California Highway Patrol in the spring of 1974, indicated that women perform patrol functions as well as men. Women officers generally have more positive dealings and interaction with crime victims, and they perform their duties in a less aggressive manner than that of male officers.

Male officers are more likely to engage in unnecessarily violent behavior to resolve conflict. Male officers tend to receive a higher number of formal complaints filed by citizens. Citizens judge women to be more respectful and approachable, and overall, more competent than their male counterparts. Citizens that come into contact with female officers express higher regard for the employing agency. In regard to leadership styles, the leadership style can be attributed to variables such as role expectations, personal style, and the particular demands of each job. Males tend to be oriented more toward power and dominance and females more toward accommodation and conciliation. A 1978 performance study completed by Joyce L. Sichel, in New York City concluded that a women's approach to policing tends to be generally more service oriented. Not only is a relatively small part of police

work actually involved in confrontational situations requiring physical strength to any great degree, but modern law enforcement has evolved into a field that is primarily community and human service oriented, an orientation which is highly congruent with the female law enforcement officer's natural policing style. Community-based policing stresses conflict resolution, which is more verbal than physical. Thus, it could be considered safe to characterize women's policing styles and job performance as preferable in some respects compared to their male counterparts.

Being a police officer is a tough way to make a living. Officers see their fair share of grief and misery. Depending on the individual assignment, an officer may endure more stress each week than many people face in months or years. Some police officers witness violence constantly, face sadness, despair, and frustration on a daily basis. One can wonder, then, why people would ever want to be a police officer. Police work can be more dangerous emotionally than physically, with stress taking its toll regardless of good intentions. In regard to how women perceive policing, a response is that "It varies at times. It's different things at different times. Frustrating, fun, frightening, irritating, and monotonous." (Remington 1981, 139) As reported by H.F. Pownall in an evaluation of the role of the female officer in the United States and Canadian police systems in 1978, there are several stress factors for women in policing. One such factor is the uniforms that women are given to wear.

Although policewomen's uniforms have changed over the de-

cludes, the uniforms for women are still ill-fitting and masculine. When women complained about the uniform, they were basically informed that if they wanted to work in a man's job, they had to wear a man's uniform. The personal needs of a woman on patrol had to be carried in pockets or on the belt with a little ingenuity. The departments issued equipment were mainly worn on the belt, called a Sam Browne. The Sam Browne was also ill-fitting, putting pressure on women's hips and thus causing pain and bruises in some instances. Recently a version of the Sam Browne was developed with the woman's shape in mind, the Jane Browne. The Jane Brown allows for the curve in the hip area for females, so there is no discomfort. Equipment that is likely to be carried on the belt is as follows:

- 1 Firearm
- 1 Spare ammunition pouch with spare ammunition
- 1 Night Stick
- 1 Pair of Handcuff's in pouch
- 1 Flashlight
- 1 Radio
- 1 Whistle and keys on ring

Policewomen are wearing all necessary issued equipment and then some, without undue complaint, but the impracticality of placing all issued equipment on a size 28 waist of a duty belt is frustrating enough, along with dealing with the discomfort of carrying the added extra 10 pounds of weight. Although there has been extensive research and studies on performance, a study of the police women's uniform in America needs to be conducted. The most important factor in allowing women to prove their worth in patrol must be the comfort in which they work. Women must be suitably

dressed in practical clothes designed for the needs of their assignment. The uniforms described do not fulfill this basic criteria.

Stress factors in policing for women have many dimensions and variables. The ability to adapt in stressful situations is, in fact, a common sense view of the strain that is put on the individual's ability to adapt. Variables worthy of consideration in understanding stress reactions are traits, personality type, and styles of reasoning that seem to influence the way individuals deal with conflict, frustration, and change in general.

Most police officers join the force because they are looking for challenge, excitement, and adventure; they thrive on situations in which circumstances are constantly changing. Change and arousal are key factors that become a necessity for some people to function well. Since pressure is an advantage in certain situations, the question is what are the conditions under which stress can lead to physical and psychological damage? Some important factors to consider are the intensity of the stressor, the length of its duration, its meaning for the individual, the kind of coping skills the individual has have developed and the reaction of others to the stressful event or situation and to the individual. "Today's lawman is under more pressure than any of his predecessors. Individual officers are burdened with increasing legal, societal and personal obligations, all negative."(Trautman 1990, 95) As a police officer, you have to cope with a variety of emotions, human conflicts, survival, along with life and death

decisions. They interact with and handle, for the most part, the worst examples of human behavior in their society, "Sometimes it seems as though you never get out of the gutter, and you're rolling in garbage day after day." (Middleton 1994,263) The constant and endless cruelty, conflict, discouragement, depression and despair exhibited by society is a major factor of an emotional hardening that most police officers experience.

Another notion about stress is burnout. Burnout, in general, is the tendency to cope with stress by a form of distancing, which not only hurts the professional but also is damaging to his or her ability to serve the public. This emotional hardening causes cynicism and suspicion towards others, at work, and at home. "The most dramatic instances of police breakdowns even result in murder, homicide and suicide."(Ibid) Stress is an inevitable part of life and stressors come in many forms, some within the individual, others in the environment. There is a general consensus that policing has the potential to be a very stressful occupation.

Over the past two decades, police departments in all states have assigned women to unrestricted duties. They work as patrol officers, detectives, mechanics, laboratory scientists, and have attained the ranks of sergeant, lieutenant, captain, warden and chief of police. Women are also serving in specialized units, such as the Special Weapons and Tactics Team and Community Policing. This is not meant to say that women have become a major force in police work. Women still remain significantly in the minority among law enforcement employees. Though in the minority,

women are being increasingly recruited by most agencies. "While women accounted for only 20.6 percent of all police employees in 1985, they were worse off in 1981, when their percentage stood at 17.9. The 1981 percentage for women sworn officers was 5.5 as compared with 6.8 in 1985."(Dolan and Scariano 1988,139) The following is a current employee profile for the Travis County Sheriff's Department and the Austin Police Department:

Austin Police Department employee statistics as of April 1995:

<u>Sworn Policewomen Total:</u>	<u>116</u>
---------------------------------	------------

Chief Of Police:	01
Captain:	01
Lieutenant:	02
Senior Sergeant:	06
Sergeant:	16
Police Officer:	90

<u>Sworn Policemen Total:</u>	<u>902</u>
-------------------------------	------------

Assistant Chief Of Police:	02
Deputy Police Chief:	05
Deputy Director of Police Administration:	01
Captain:	14
Lieutenant:	36
Senior Sergeant:	98
Sergeant:	111
Police Officer:	635

Austin Police Departments Civilian Employee statistics are as follows:	
Females:	225
Males:	154

Travis County Sheriff's Department employee statistics as of April 1995:

<u>Sworn Policewomen Total:</u>	<u>151</u>
---------------------------------	------------

Assistant Chief Deputy Law Enforcement:	01
Corrections Lieutenant:	08
(Peace Officer:06)	

Corrections Sergeant:	16
(Peace Officer:05)	
Law Enforcement Sergeant:	01
Senior Corrections Officer:	63
(Peace Officer:11)	
Senior Deputy:	02
Corrections Officer:	51
(Peace Officer:04)	
Deputy:	07
Detective:	02

<u>Sworn Policemen Total:</u>	<u>671</u>
-------------------------------	------------

Sheriff:	01
Chief Deputy:	01
Assistant Chief Deputy Corrections:	01
Chief Of Staff:	01
Corrections Captain:	03
Captain Law Enforcement:	02
Corrections Lieutenant:	08
(Peace Officer:06)	
Law Enforcement Lieutenant:	08
Corrections Sergeant:	32
(Peace Officer:23)	
Law Enforcement Sergeant:	12
Senior Corrections Officer:	226
(Peace Officer:53)	
Senior Deputy	82
Corrections Officer:	214
(Peace Officer:48)	
Deputy:	62
Detective:	18

Travis County Sheriff's Department Civilian statistics are as follows:	
Females:	203
Males:	120

The advancement of women in law enforcement has been significant since the days of early history, but current employee profile statistics of these two modern police agencies indicate that this advancement is still in the minority.

THE POLICE OFFICER OF THE FUTURE

Law enforcement officials are concerned with what the future holds for policing in the United States. A prediction of great changes in the coming years in both the methods of policing and the nature of the work itself is being anticipated. The journey to professionalism from early historical policing has been a long and challenging quest for those in the law enforcement field, and this journey has paved the path for the future of policing.

While each person has a somewhat different impression of the nature of the police function, police officers believe that their fundamental role is a blend of keeping the peace, community service, and fighting crime. As the role of the policewoman evolved through the decades, the function and role of the officers have gradually evolved to that of a peace officer rather than the more traditional concept of an officer as a crime fighter. A redirecting of standard operating procedures in police departments is a necessity in today's society. In addition to the traditional law enforcement role, a training program that provides a wide range of community oriented services that might help bridge the gap between the police and the public, will be a criteria for the future of the police officer.

In retrospect to the improved training requirements of a department, the officer should complement the caliber of the profession. Higher education, with emphasis on technical and computer experience and knowledge, is predicted to play an increasing role in the future. Recruiting well-educated officers

does not necessarily mean that education guarantees someone will be a good officer. It does indicate, however, that an individual will tend to have the necessary intelligence, perseverance, and dedication that ensures that a wide assortment of views, attitudes, opinions, and facts are taken into consideration when serving the community that he or she has sworn to protect.

"Tomorrow's police will require new technical skills and insight to handle criminal problems that are just beginning to be seen today-problems such as computer thefts, electronic banking card thefts, international political terrorism, and the misuse of scientific developments."(Dolan and Scariano 1988, 155)

The police officer of the future will be the caretaker of our society and the methods of policing will be altered by advances in technical and computer operations.

CONCLUSION

The expression "You've come a long way baby," is especially appropriate for women in police work. It was not until the 1970's that women's liberation finally caught up with the nation's law enforcement agencies, due in part to the affirmative legislation passed by Congress. Somewhat reassured about women's patrol abilities, and also influenced by equal employment legislative changes, police departments moved to hire women as patrol officers to be used interchangeably with the men. Terms such as "Police-women" and "Patrolman" have been stricken from all police departments' vocabulary and all such individuals have become known

by the asexual term "police officer".

"In the 100 years since women entered police departments as matrons, they have evolved from social workers on the fringe of police activities to crimefighters involved in virtually all areas of the police environment."(Schulz 1993,96) Although women have become crime fighters, thus granted them opportunities theretofore unavailable in the past, there have been, and remain, many stereotypical myths that women lack both the physical and emotional strengths deemed necessary for police work. The majority of these myths have flourished out of the lack of education and or knowledge. Resentment is especially prevalent among those "macho" men who still cling to the old tradition of the tough, brawny, able-to-handle-anything officer, believing that the police world is an exclusively male world and regarding women as intruders in that domain. The myth that women are "too frail" is, if you will, a "cop-out". Most women freely admit that they can not match a man in physical strength, but police officers are officers of the peace by title and convention. In practice, their daily routine comprises as much or more than ninety percent on non-criminal and service functions, requiring a minimal amount of physical strength or activity. Fleming(1975:224) states that

"Eventually, however, the wise cracks and criticism will die down, the battle will be forgotten, and the names of the pioneer policewomen will become blurry with time. The inspectors, the lieutenants, the daring detectives will pass into history along with Gail Cobb - the twenty-four year old rookie from Washington, D.C., who proved with her death that women are prepared to meet equal opportunities with equal efforts, even at the risk of their lives."

As prejudices of the past and present are replaced, the

department's old-timers will barely remember that there was ever a controversy about women in law enforcement, and the newcomers will think that the right to promote was always there, not just for women, but for everyone.

Women entering law enforcement expect to make a difference, applying their unique abilities and skills in the field. Law enforcement has evolved into a field that is primarily community and human-service oriented, an orientation highly congruent with the policewoman's natural policing style. The main battlefield for women now is one within the organization. Although performance evaluations have proven that policewomen are as capable as their male counterparts in performing their duties, there still remains a need to recognize and make wider use of leadership capabilities of women in the law enforcement field. Due to present-day fiscal realities, it would behoove law enforcement agencies to utilize the full range of human resources available in an effort to serve the communities they protect. Women's progress toward full integration in the law enforcement field will be slow until the current command structure is permanently replaced.

Good policing is not impossible. There are police officers who do their jobs with skill and understanding that make significant contributions to the department and the community. Many stressors in the police field have given the occupation negative repercussions. Despite the setbacks, every officer can remember a time when he or she made a difference in a person's life and gave that person the aid needed to cope with a chaotic world. Many

officers retire in good physical and emotional health and look back on their careers with pleasure. "At their best, the police represent a force for the order necessary for society to function. It is not an easy job, but it is one that is worth doing well."(Ellison 1983,3) Law enforcement is a difficult occupation, yet one of the greatest professions to pursue. The men and women selected to become officers have reason to be proud, standing side by side with an elite, and dedicated fellowship. The field of law enforcement is entered with the perception of helping others.

Police officers are sincere and dedicated, working hard to improve their services and enduring enormous hardships for the benefit of others. The role of the police officer on occasion appears to be a thankless profession. It places many demands on an individual with little regard to the officer as a human being. In reality, law enforcement is an extremely difficult job, filled with many encumbrances that, even the most dedicated police officer is overwhelmed at times.

The new generations of police officers will enter the profession with an understanding that both men and women can equally perform the job of "Police Officer". The new generation of police officers must change the way they relate to the communities they serve, as they must also change the way they relate to one another.

A mentor of mine has often stated, "There are no men, women, blacks, whites or Hispanics in the department. We are all officers, with the same goal." Many issues surrounding the phenomenon

of today's policewomen must be resolved before equality is fully integrated into the police work force. The women in law enforcement have proven themselves to possess the necessary attributes required to perform their professional responsibilities as well as their male counterparts. The employment, treatment, and promotions of policewomen is in a quandary in many police departments today, and the revolution of women in law enforcement remains incomplete. It is hoped that the gap between institutional equality and the ideological perceptual level of the police culture closes in time, thus producing an image of females that would be compatible with the role of police officer.

BIBLIOGRAPHY

Abrecht, Mary.(1976). The Making of A Woman Cop. New York:Morrow.

Allen, Mary Sophia.(1925). The Pioneer Police Woman. London:Chatto and Windus.

Anderson, Mary A.(1973). Women in Law Enforcement: A Primer for Policewomen. Portland,Oregon: Metropolitan Press.

Armstrong, Terry R.,Ph.D.,Kenneth M. Cinnamon,Ph.D..(1976). Power and Authority In Law Enforcement. Springfield,Ill.: Charles C. Thomas.

Aucion,G.B.;G.B.Barentine(1973). "Evaluation Of Physical Standards." Columbus,Oh.: Columbus Police Department.

Bartlett,Harold W.;Arthur Rosenblum. "Policeman Effectiveness", For The Civil Service Commission and Denver Police Department. Denver,Colorado.

Becke,S.C.(1973). "Law Enforcement-The Feminine Angle." London,England: International Journal Of Offender Therapy and Comparative Criminology, vol.17, No.2.

Black,Donald J.(1980). The Manners and Customs Of The Police. New York: Academic Press.

Bloch,P., and D. Anderson(1974). Policewomen On Patrol: Final Report. Washington, D.C.: Police Foundation.

Bouza,Anthony-Chief(ret.)(1990). The Police Mystique:An Insider's Look at Cops,Crime,and the Criminal Justice System. New York and London: Plenum Press.

Breece,C.M.; G.R. Garrett.(1979). "Women In Policing- Changing Perspectives On The Role". From Criminal Justice Planning, 1977 By J.Scott, and S. Dinitz. New York,N.Y.:Preager Publishers.

California Highway Patrol.(1976) Women Traffic Officer Project: Final Report. Sacramento: California Highway Patrol.

Carrier,John.(1988). The Campaign For The Employment Of Women as Police Officers. Aldershot,Hants, England: Avebury; Brookfield,Vt., USA: Gower Publisher Company.

Davis,Louise D.(1955). "Perceptual Differences In Stressors Between Male and Female Police Officers." (Thesis: Collage of Criminal Justice) Sam Houston State University, 1984.

Dolan, Edward F. and Scariano, Margaret M.(1988). The Police In American Society. New York,N.Y: Franklin Watts by Moffa Press Inc.

Dreifus,C. (1980). "People Are Always Asking Me What I'm Trying To Prove." New York,N.Y.: Criminal Justice Publications, Inc. Police Magazine, Vol.3, No.2.

Ellison,k.Ph.D. and John Genz, M.P.A.(1983) Stress And The Police Officer. Springfield,Ill. USA: Charles C. Thomas

Fleming,Alice Mulcahey.(1975). New On The Beat: Woman Power In The Police Force. New York: Coward, McCann and Geoghegan Inc.

Fletcher,Connie.(1990). What Cops Know. New York,N.Y.: Villar Books, 1991.

Floyd,Craig. 1994. Mary Davis: America's First Woman Killed In The Line Of Duty. Police Beat, May/June 1994,vol.1 no.3.

Fooner,Michael.(1976). Women In Policing: Fighting Crime Around The World. New York: Coward,McCann and Geoghegan.

Glatzle, Mary. (1942). Muggable Mary. Englewood Cliffs, N.J.: Prentice-Hall, 1980.

Hartung, Edgar J. (1942). "Male Law Enforcement Officers' Attitudes Toward Women." (Thesis: Collage Of Criminal Justice) Sam Houston State University, 1981.

Heidensohn, Frances. (1992). Women In Control? The Role Of Women In Law Enforcement. Oxford(English): Clarendon Press; New York University Press.

Horne, Peter. (1972). "Role Of Women In Law Enforcement." California State University, Los Angeles Department Of Criminal Justice., Los Angeles, Ca.

Lunneburg, Patricia W.. (1989). Women Police Officers: Current Career Profile. Springfield, Ill. USA: Charles C. Thomas.

Martin, Susan Ehrlich. (1980). Breaking and Entering: Policewomen On Patrol. Berkeley: University of California Press.

Martin, Susan Ehrlich. (1990). "On The Move: The Status Of Women In Police." Washington, D.C.: Police Foundation.

Matthes, I; and W. Kleinlein. (1975). "Women In The Police- Should They Be Integrated Or Used With Reservations." Kriminalistik Verlag Gmbh., Heidelberg, Germany: Kriminalistik, vol. 29, no. 7.

McClure, James. (1993). Cop World, Inside An American Police Force. New York, NY.: Pantheon Books.

Melchionne, T.M. (1974). "Changing Role Of Policewomen." Justice Of The Peace, Ltd., Sussex, England: Police Journal, vol. 47 no. 4.

Middleton, Michael L. (1994). Cop: A True Story. Chicago, Ill.: Contemporary Books.

Muno,Daine P.(1976). Woman On Patrol. Valley Forge,Pa.: Judson Press.

Murro,Diane P.(1979). Police careers For Women. New York: J. Messner.

Owing,Chloe.(1969). "Women Police.": A Study Of The Development And Status Of The Women Police Movement With A Pref.By Mina C. Van Winkle...Written For The International Association Of Policewomen. Montclair, N.J., Patterson Smith.

Poulos,Tammy Meredith,Ph.D.(1992). "A woman's Place Is On Patrol: Female Representation In Municipal Police Departments." Academically Speaking: Criminal Justice- Related Research by Florida's Doctoral Candidates. Virginia Department Of Criminal Justice services.

Remington,Patricia W.(1981) Policing, The Occupation And The Introduction Of Female Officers: An Anthropologist's Study. Washington,D.C.: University Press Of America.

Schulz,Dorothy Moses.(1993). "From Policewoman To Police Officer: An Unfinished Revolution." Police Studies: The International Review Of Police Development. vol.16 no.3. John Jay College Of Criminal Justice, New York, U.S.A.

Siegel,Micki.(1980). Cops And Women. New York: Tower Books.

Smith,Elizabeth Simpson.(1982). Breakthrough: Women In Law Enforcement. New,NY.: Walker and Company.

Sulton,Cynthia G.(1981). "A Progress Report On women In Policing." Washington,D.C.: Police Foundation.

Taubman,Bryna.(1987). Lady Cop, True Stories Of Policewomen In America's Toughest City. New York,NY.: Warner Books,Inc.

Trautman,Neal E.,M.S.(1990). A Study Of Law Enforcement. Springfield,Ill.: Charles C. Thomas.

Turner,David R.,M.S.inEd.(1976). Policewomen, P.D. The Complete Arco Test-Tutor. New York,NY.: Arco Publishing Co., Inc.

Uhnak,Dorothy.(1973). Policewoman: A Young Woman's Initiation Into The Realities Of Justice. New York: Pocket Books.

VanEssen,Denise Marie.(1980). A Comparative Study Of Cumulative- Traumatic Stress disorder In Male and Female Police Officers. Ann Arbor,Mich.: University Microfilms International.

Washington,Brenda E. (1974). "Deployment Of Female Police Officers In The United States." Gaithersburg,Md.: International Association Of Chief's Of Police.

Wollmering,Lawrence E.(1938). "Women's Liberation and Change In The Texas Criminal Justice System: A Prospectus On Cause and Effect." (Thesis, Collage Of Criminal Justice) Sam Houston State University, 1974.

Wyles,Lilian.(1952). A Woman At Scotland Yard; Reflections On The Struggles And Achievements Of Thirty Years In The Metropolitan Police. London: Faber and Faber.