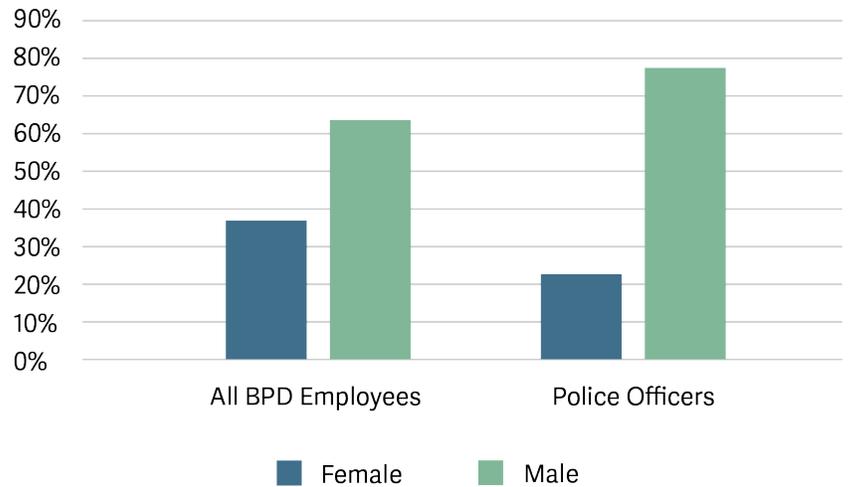


The Boulder Police Department (BPD) strives for a diverse, quality workforce to serve the community.

With 22% female officers, BPD has consistently exceeded the national average of 12% female officers. BPD has committed to the **30X30 Initiative** goal of 30% female police officers by 2030. Research suggests female officers use less force, are named in fewer complaints, and make fewer discretionary arrests of non-white community members. However, recruiting women to policing remains a challenge.

**Boulder Police Department Employees by Gender**



BPD’s racial diversity is largely reflective of the City of Boulder’s diversity. BPD has a higher percentage of Hispanic/Latino(a) and Black/African American employees and a slightly lower percentage of Asian/Pacific Islander employees compared to city census data.



*(Above) New Officers sworn in 2021.*

In the last 18 months, 25% of 44 new police officer hires have been women. New hires identified their race/ethnicity as follows:

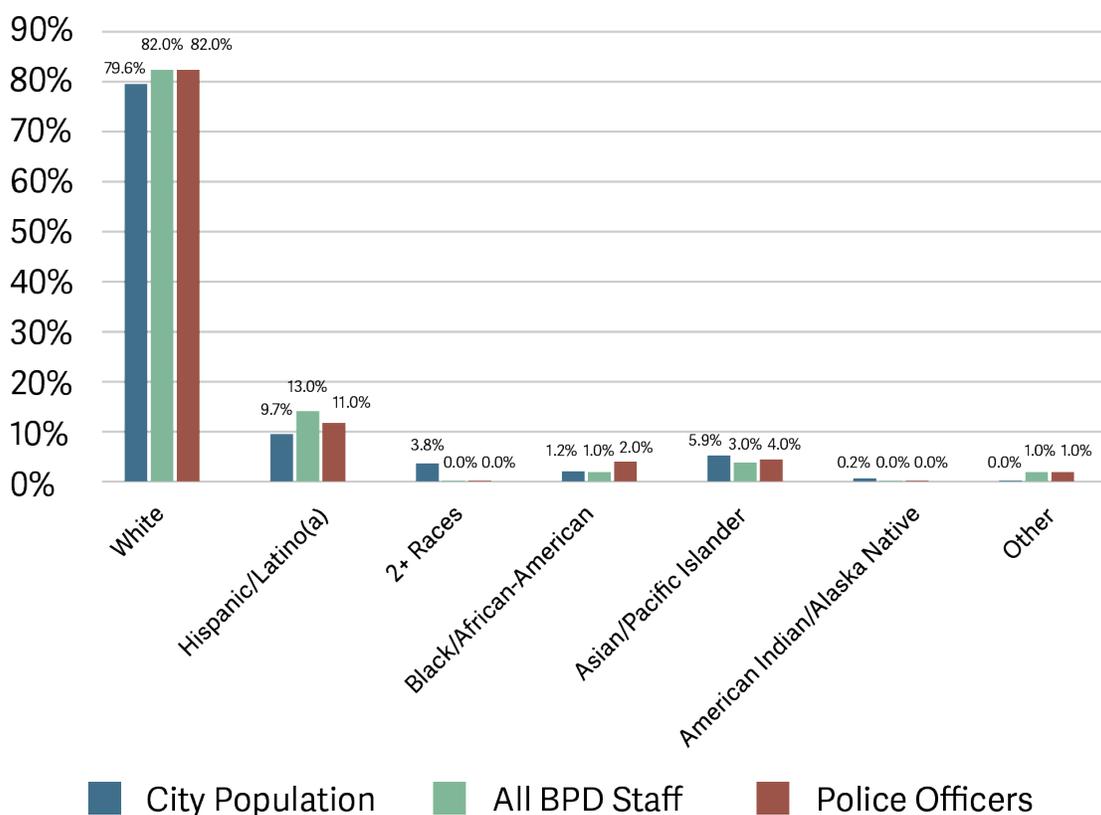
- White – 30
- Black/African-American – 2
- Hispanic/Latino(a) – 10
- Asian/Pacific Islander – 2

The Police Department is exploring new avenues of recruiting to obtain its diversity goals, especially in recruiting female officers. The department has launched a social media recruiting campaign that features video testimony from current employees in a variety of staff positions. However, person-to-person recruiting remains one of the most effective

recruiting strategies. The department is also revamping its recruitment team to include both commissioned and non-commissioned employees.

The Police Department has initiated a lateral hiring process focused on recruiting officers who have at least two years' experience with other Colorado departments. Hiring experienced officers reduces the time it takes to train new officers by almost six months. Hiring bonuses are currently being offered for new officers with these qualifications.

**City of Boulder and Police Department by Race/Ethnicity**



*\*Police data is not available for the category of "two or more races."*