

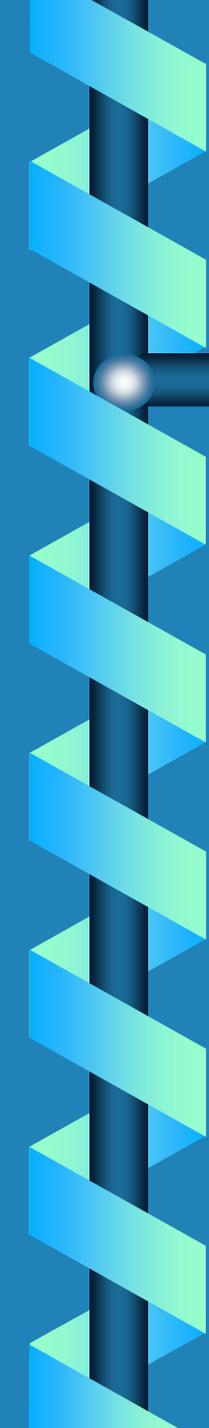
Changing Times, Changing Faces

• Panelists:

- Chief Ron Davis, East Palo Alto (CA) Police Department
- Deputy Chief Ronnie Bastin, Lexington (KY) Police Department
- Deputy Chief Steve Wark, Burlington (VT) Police Department

• Attracting a Diverse Police Force

- Overview
- Relevance to Effective Recruitment and Selection (why it is important)



Changing Times, Changing Faces

- ⦿ **Pressure to fill vacancies**
- ⦿ **Matching applicant capabilities with needs of the community**
- ⦿ **Recruit from the community, recruits need to see an agency that their characteristics meet their characteristic**
- ⦿ **Agency needs to reform to meet today's needs**



Changing Times, Changing Faces

- Increase current employee/officer exposure to diversity training
- Need for officers to better understand what new immigrant's understanding of police is
- Work on officer integrity issues
- Need to create a positive image of law enforcement for your agency
- Need to build a working trust relationship with the community



Changing Times, Changing Faces

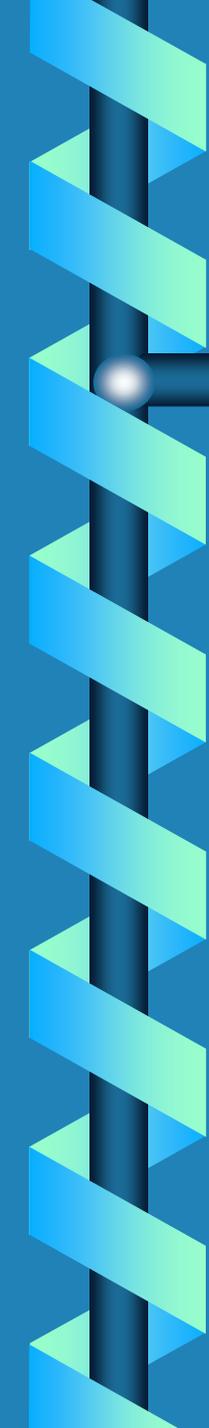
- Form a minority recruiting committee
- Appoint a full time recruiter (internal position)
- Extensive applicant follow up
- Test Study materials
- Evaluate your hiring process
- Change your agency's image
- Create a Model officer



Changing Times, Changing Faces

• Recruiting Activities:

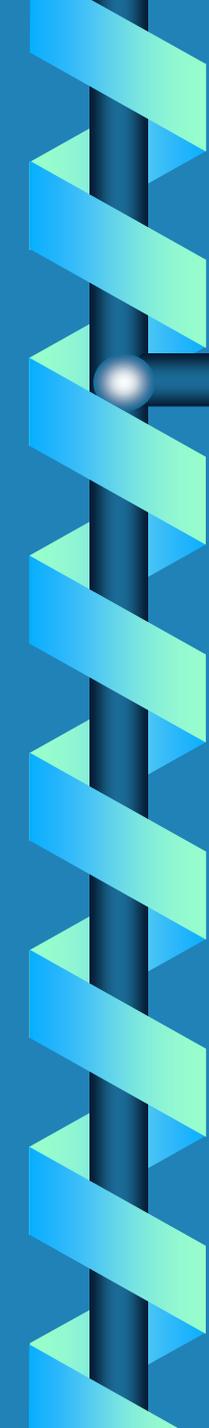
- Local minority involvement
- Shorten hiring process
- Mentor program
- Total agency strategy
- Expand your traditional marketing



Changing Times, Changing Faces

• Recruitment Challenges:

- Dwindling pool of skilled applicants seeking police jobs
- Recruitment Objectives
- Marketing your agency's goals / image
- Develop Internal Educational Programs
- Minority recruitment strategies



Changing Times, Changing Faces

- **Increasing community involvement:**
 - Study circles
 - Provide diversity training
 - Get tuned into community needs
 - Increase officer “face time” with community
 - Home Grown Applicants