An Empirical Examination of Gender Differences in Vocational Interest in Careers in Policing
The Problem

- Historical male domination of policing
- Expectation of change post-Women’s Liberation Movement
- Increased participation by women followed by plateau
### The Plateau According to UCR Data

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<tbody>
<tr>
<td>Percentage of women</td>
<td>1.4</td>
<td>5</td>
<td>8.6</td>
<td>11</td>
<td>11.7</td>
<td>11.6</td>
</tr>
</tbody>
</table>
## The Plateau According to LEMAS Data

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</thead>
<tbody>
<tr>
<td>Percentage of women</td>
<td>7.6</td>
<td>8.1</td>
<td>8.8</td>
<td>11</td>
<td>11</td>
<td>11.3</td>
<td>11.9</td>
<td>12.2</td>
</tr>
</tbody>
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Possible Explanations

- Part of larger employment pattern
  - Gender roles
  - Economic forces
  - Unsettled post-9/11 conditions

- Discrimination
  - Overt
  - Disparate impact of some parts of hiring process
  - Effect of male dominated culture
Attempts to Address the Issue

- Recruitment attempts
  - Targeted recruitment
  - Scattershot recruitment (e.g. discoverpolicing.org)
- Improvement of selection processes
- Improvement of working conditions
- BUT... What if it’s a saturation issue?
Holland Codes

- Realistic--doers
- Investigative--thinkers
- Artistic--creators
- Social--helpers
- Enterprising--persuaders
- Conventional--organizers
Methodology

- **Sample**
  - Mid-size public Northeastern U.S. university
  - Students enrolled in three courses
    - Introduction to Criminal Justice
    - Criminal Justice Organizations & Systems
    - Diversity in Criminal Justice
  - N=168
Methodology

- Sample (N=168)
- Self-administered questionnaire
  - https://www.123test.com/career-test/
  - Influences
  - Attractive features
  - Unattractive features
  - Demographic characteristics
Demographic Characteristics

- **Sex**
  - Male: 52.1%
  - Female: 47.9%

- **Race**
  - European descent: 67.7%
  - African descent: 9.9%
  - Asian descent: 2.5%
  - Native descent: 4.3%
  - Multi-racial: 15.5%
  - Latino/Latina: 23.8%
Criminal Justice and Policing

- Criminal justice majors: 45.8%
- Considered policing as a career: 76.2%
### Holland Code Descriptives

<table>
<thead>
<tr>
<th>Code</th>
<th>First</th>
<th>In First Three</th>
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</thead>
<tbody>
<tr>
<td>Investigative</td>
<td>9.5</td>
<td>46.4</td>
</tr>
<tr>
<td>Realistic</td>
<td>23.2</td>
<td>50.0</td>
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<tr>
<td>Conventional</td>
<td>7.1</td>
<td>41.1</td>
</tr>
<tr>
<td>Enterprising</td>
<td>12.5</td>
<td>44.0</td>
</tr>
<tr>
<td>Social</td>
<td>33.9</td>
<td>64.9</td>
</tr>
<tr>
<td>Artistic</td>
<td>11.3</td>
<td>44.6</td>
</tr>
</tbody>
</table>
Quick Check on the Test

- Men were more
  - Conventional
  - Enterprising
- Women were more
  - Social
- Not completely consistent with previous literature
- Not completely off-base either
Whether the Realistic Holland Code is Related to Choice of Major

\[ \chi^2 = 8.879, p<.05 \]

<table>
<thead>
<tr>
<th></th>
<th>Other</th>
<th>Criminal Justice</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>78 (60.5%)</td>
<td>51 (39.5%)</td>
<td>129 (100%)</td>
</tr>
<tr>
<td>Realistic</td>
<td>13 (33.3%)</td>
<td>26 (66.7%)</td>
<td>39 (100%)</td>
</tr>
<tr>
<td>Total</td>
<td>91</td>
<td>77</td>
<td>168</td>
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</tbody>
</table>
Whether the Realistic Holland Code is Related to Choice of Major by Sex

\[ \chi^2 = 10.471, \ p < .05 \]

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</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>36 (63.2%)</td>
<td>21 (36.8%)</td>
<td>57 (100%)</td>
<td>41 (57.7%)</td>
<td>30 (42.3%)</td>
<td>71 (100%)</td>
</tr>
<tr>
<td>Realistic</td>
<td>8 (26.7%)</td>
<td>22 (73.3%)</td>
<td>30 (100%)</td>
<td>5 (55.6%)</td>
<td>4 (42.5%)</td>
<td>9 (100%)</td>
</tr>
<tr>
<td>Total</td>
<td>44</td>
<td>43</td>
<td>87</td>
<td>46</td>
<td>34</td>
<td>80</td>
</tr>
</tbody>
</table>
Realities

- Limitations of Study
  - Current career test not sufficiently robust for detailed analyses
  - Survey given late in semester
- Need for completely different question
  - Saturation requires a better test
  - Examine the understanding of policing among potential candidates