

UC Irvine Police Department commits to advancing women in law enforcement

National 30x30 Pledge aims to improve public safety, community outcomes and trust

March 21, 2023



"We are honored to be a part of such an important initiative and to make this critical commitment," says Liz Griffin, chief of the UCI Police Department. Steve Zyllus / UCI

Irvine, Calif., March 21, 2023 — The University of California, Irvine Police Department is among law enforcement agencies nationwide committing to the 30x30 Pledge, which is a collection of low- and no-cost actions to improve the representation and experiences of women in law enforcement.

These actions can help policing agencies assess the current state of a department regarding gender equity; identify factors that may be driving disparities; and develop and implement strategies and solutions to eliminate barriers and advance women in policing. They also can address recruitment, hiring, retention, promotion and agency culture.

The pledge is the foundational effort of the 30x30 Initiative – a coalition of police leaders, researchers and professional organizations that have joined together to enhance the representation and experiences of women in all ranks of policing across the United States. The initiative is affiliated with the Policing Project at New York University's School of Law and the National Association of Women Law Enforcement Executives.

The ultimate goal of the 30x30 Initiative is that police recruit classes are 30 percent women by 2030 and to ensure that policing agencies are truly representative of the jurisdiction being served. While the initiative is focused on advancing women in policing, its principles are applicable to all demographic diversity, not just gender.

"This pledge means that UCIPD will continue to actively work toward improving the representation and experiences of women officers in our agency," said Chief Liz Griffin, who has already boosted the number of women in the department from 10 percent to 26 percent over the last four years. "We are honored to be a part of such an important initiative and to make this critical commitment. We look forward to working with and learning from agencies across the country that share our priority."

More than 260 agencies – from major metropolitan ones including the New York City Police Department to midsize, rural, university and state policing ones – have signed the 30x30 Pledge. It's based on social science research showing that greater representation of women on police forces leads to better policing outcomes for communities.

Currently, women make up only 12 percent of sworn officers and 3 percent of police leadership in the U.S. This underrepresentation of women in policing has significant public safety implications. Research suggests that female officers:

- Use less force and less excessive force
- Are named in fewer complaints and lawsuits
- Are perceived by communities as being more honest and compassionate
- Foster better outcomes for crime victims, especially in sexual assault cases


"We are grateful to the UCI Police Department for being one of the first in the nation to commit to being a part of this growing movement," said Maureen McGough, co-founder of the 30x30 Initiative. "We believe strongly that advancing women in policing is critical to improving public safety outcomes. We look forward to having more agencies follow the UCI Police Department's lead by signing the pledge and improving the representation and experiences of women in policing."

About the University of California, Irvine: Founded in 1965, UCI is a member of the prestigious Association of American Universities and is ranked among the nation's top 10 public universities by *U.S. News & World Report*. The campus has produced five Nobel laureates and is known for its academic achievement, premier research, innovation and anteater mascot. Led by Chancellor Howard Gillman, UCI has more than 36,000 students and offers 224 degree programs. It's located in one of the world's safest and most economically vibrant communities and is Orange County's second-largest employer, contributing \$7 billion annually to the local economy and \$8 billion statewide. For more on UCI, visit www.uci.edu.


Media access: Radio programs/stations may, for a fee, use an on-campus ISDN line to interview UCI faculty and experts, subject to availability and university approval. For more UCI news, visit news.uci.edu. Additional resources for journalists may be found at communications.uci.edu/for-journalists.

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CONTACT INFORMATION

Sheri Ledbetter
949-230-8962
ledbetts@uci.edu

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