

## Minority Police Officers in Law Enforcement: The Intersection of Identity and Experience

Yanick Mendes Tavares Varela  
California State University, Dominguez Hills

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### Abstract

This paper investigates the relationship between the identities of minority police officers and their professional experiences, focusing on the interplay between identity, societal interactions, and individual life experiences. The study builds upon the premise that identity significantly influences both personal and professional dynamics, shaping how individuals navigate their roles within society. Historical events, including the Stonewall Riots of 1969, the Rodney King Riots of 1992, and the killing of George Floyd in 2020, serve as pivotal moments that have profoundly affected the relationship between law enforcement and minority communities. These events contextualize the broader societal tensions and the complexities that minority officers face within their roles. As a police officer with four years of experience, the author reflects on how race and sexuality have both positively and negatively influenced their career. The study examines whether these effects lean more toward the positive or the negative and to what extent. Furthermore, this study aims to shed light on the decreased retention rates of minority police officers and their direct correlation to community-police relations. Given the underrepresentation of certain identities in our sample, the findings may not be generalizable to all minority groups in law enforcement. By exploring these dynamics, this research contributes valuable insights into enhancing understanding and improving connections between law enforcement and marginalized communities.

*Keywords:* identity bias, the interplay of societal interactions and individual experiences, contextualize broader societal tensions, decreased retention rates

### Introduction

#### Purpose and Background

As stated in the abstract, America's recent history is marked by numerous incidents of police brutality and misuse of power, which have severely damaged trust between law enforcement and marginalized communities. Ethnic groups and sexual minorities (LGBTQ individuals) have been among the most vocal in expressing concerns about bias, discrimination, and injustice. These grievances have contributed to the rise of movements such as Defund the Police and an increased push for police accountability in the media.

In 2010, a 21-year report commissioned by the Bureau of Justice Statistics found that women, Hispanics, and African Americans were less likely to remain in law enforcement than Caucasians. Taking this into account, it is reasonable to question whether identity plays a role in shaping the experiences of police officers. Given the current tensions between law enforcement and the communities they serve, many citizens have called for greater diversity in police departments, arguing that local law enforcement should reflect the identities of the communities

they police. Recognizing that current recruitment and retention trends are unsustainable, police organizations must adapt to provide their communities with effective, 21st-century policing.

The writer has served as a law enforcement officer in California for four years, representing a diverse intersection of identities, including Black, First Generation, Child of African Immigrants, North Carolinian, Queer, Rugby Player, and Spanish speaker. Before returning to California and being sworn in as a peace officer, he spent his early years as a queer Black teen in the suburban South, a region shaped by traditional conservatism and a history of racial tensions. He confidently asserts that these aspects of his identity have influenced his experiences in law enforcement.

Coincidentally, while undergoing police academy training in 2020, the writer witnessed firsthand the nationwide protests following the death of George Floyd, as hundreds of civilians blocked highways and local city streets in response to police brutality. The same department where he trained later reached a \$3 million settlement following claims of excessive force, highlighting the intensified scrutiny surrounding law enforcement practices.

As public demands for reform persist, communities increasingly call for police forces that better reflect the populations they serve. Multi-ethnic neighborhoods, particularly those with predominantly Hispanic or Black populations, are often policed by agencies composed mostly of Caucasian officers who are not from the area. However, a significant disparity remains in the recruitment and retention of qualified minority officers compared to their counterparts. Experts continue to debate the root causes of this discrepancy, yet the reality is that minority officers are not hired or retained at the same rate.

As a society committed to learning from the past, we must gain deeper insight into the unique experiences of minority officers. By doing so, meaningful progress can be made toward addressing the concerns voiced by communities. This study seeks to examine the experiences of these officers and determine whether disparities in recruitment and retention stem from systemic stigma or measurable realities.

### **Scope and Significance**

Conflict resolution professionals are dedicated to bridging the gap between individuals, whether they are actively engaged in conflict or not. To do so effectively, it is essential to analyze how various aspects of identity shape people's experiences and perceptions. This study will contribute to the existing knowledge on the decreased retention of minority police officers, a factor that is directly connected to community relations and public trust in law enforcement.

While this research addresses an issue that is arguably global in nature, its scope is primarily limited to the recent history of the United States (1950–present). This focus is necessary because a police agency's relationship with its community is highly context-specific. For example, examining the relationship between German police and their communities post-World War II or analyzing South African police during apartheid would require entirely different lenses, given the distinct sociopolitical variables that shaped those societies. Additionally, due to the locality and professional experiences of the author, who served the same period as a law enforcement officer in Northern California during the 2020s, most study participants will likely be California-based officers who policed during the same period.

The significance of this study is clear. Communities want a diverse police force, yet America struggles to retain diverse officers at the same rate as its counterparts. Understanding the perspectives of minority officers will provide critical insight into the challenges they face, ultimately helping law enforcement agencies work toward building a police force that aligns with

community needs. Additionally, this research will help identify the sources of negative experiences reported by diverse officers—whether these challenges stem from interactions with community members or from internal factors, such as supervisors and coworkers.

### Theoretical Frameworks

1. **Social Identity Theory** – This framework examines how individuals' social identities (such as race, gender, or ethnicity) influence their experiences, behaviors, and interactions within institutions like law enforcement. It suggests that identity plays a role in officer retention and public trust in policing.
2. **Representative Bureaucracy Theory** – This theory argues that the demographic composition of government agencies (such as police forces) impacts policy outcomes and public trust. It supports the idea that communities benefit when their police departments reflect their diversity, which aligns with the public's call for more representative policing.
3. **Critical Race Theory** – This framework explores how systemic structures contribute to disparities in policing, including officer retention rates and the relationship between law enforcement and marginalized communities. It highlights how historical and institutional biases might shape these dynamics.
4. **Organizational Justice Theory** – This theory focuses on fairness within institutions, examining how perceived equity in opportunities and treatment (such as promotions, retention, and workplace culture) affects employee satisfaction and longevity. It may help explain differences in law enforcement retention rates among various demographic groups.
5. **Community-Oriented Policing Model** – Though more of a policy framework, this approach emphasizes collaborative relationships between law enforcement and communities to improve trust and effectiveness. The public's desire for police forces that reflect their communities aligns with this model's goals.

### Sources of Theoretical Frameworks:

#### 1. Social Identity Theory

Katherine P. Hazen & Eve M. Brank, Identifying and Unpacking the Role of Social Identity (January 14, 2023), Springer Nature Link

<https://link.springer.com/article/10.1007/s11896-022-09559-x>

Robert Leverone, Crowd Behavior & Elaborated Social Identity Modeling (May 25, 2022), Domestic Preparedness <https://domesticpreparedness.com/articles/crowd-behavior-elaborated-social-identity-modeling>

#### 2. Representative Bureaucracy Theory

Kenneth J. Meier and Jill Nicholson-Crotty, Gender, Representative Bureaucracy, and Law Enforcement, Public Administration Review (November-December 2006), JSTOR

<https://www.jstor.org/stable/4096602>

Norma M. Riccucci , Gregg G. Van Ryzin , Cecilia F. Lavena, Representative Bureaucracy in Policing, Journal of Public Administration: Research and Theory (July 2014) <https://academic.oup.com/jpart/article-abstract/24/3/537/900329?redirectedFrom=fulltext>

#### 3. Critical Race Theory

Fanna Gamal, The Racial Politics of Protection, California Law Review (August 2016), JSTOR <https://www.jstor.org/stable/24758742>

A Critical Race Theory of Racialised Policing?, Springer Nature Link, September 8, 2018 [https://link.springer.com/chapter/10.1007/978-3-319-98240-3\\_8](https://link.springer.com/chapter/10.1007/978-3-319-98240-3_8)

#### **4. Organizational Justice Theory**

Scott E. Wolfe, Jeff Rojek, Victor M. Manjarrez Jr., Allison Rojek, Why does organizational justice matter? (2017) Journal of Criminal Justice [https://www.utep.edu/clhb/files/docs/why-does-org-justice-matter\\_uncertainty.pdf](https://www.utep.edu/clhb/files/docs/why-does-org-justice-matter_uncertainty.pdf)

L.K. Gaines, Overview of Organizational Theory and Its Relation to Police Administration (1977), NCJRS Virtual Library <https://www.ojp.gov/ncjrs/virtual-library/abstracts/overview-organizational-theory-and-its-relation-police>

#### **5. Community-Oriented Policing Model**

Community-Oriented Policing and Problem-Oriented Policing (Last Update: January 2023), OJJDP <https://ojjdp.ojp.gov/model-programs-guide/literature-reviews/community-oriented-problem-oriented-policing>

Community Policing Defined <chrome-extension://efaidnbmninnibpcajpcgclclefindmkaj/https://portal.cops.usdoj.gov/resourcecenter/RIC/Publications/cops-p157-pub.pdf>

### **Core Questions**

1. How does race influence the reported job satisfaction of minority police officers?
2. If a correlation exists, does race have a positive or negative impact on their satisfaction levels?
3. To what degree does race affect the reported satisfaction of minority police officers, and in what direction?

### **Thesis Statement**

This study explores how the identities and lived experiences of minority police officers influence their professional roles and interactions, both within law enforcement and marginalized communities. By examining historical context, personal reflections, and the relationship between retention rates and community engagement, this research aims to illuminate the broader implications of identity on police-community and intra-police dynamics.

### **Literature Review**

When examining minority gender identities, I focused my research on two groups: women and transgender people. My initial research revealed that a significant historical turning point for the employment of women and ethnic minorities in law enforcement came with the 1972 Equal Employment Opportunity Act and the Civil Rights Act of 1964 (Hassell & Brandl, 2009). This is especially important because, in my experience, law enforcement tends to highly value applicants with law enforcement family members or recommendations. This hiring method has been found to produce a more homogenous applicant pool (Benson, 2016).

Much of the research I found concerning the experiences of women, transgender officers, and ethnic minority officers did not focus on the identity makeup of the communities they policed. This confirmed the research gap I originally hypothesized. For example, this writer found an account of a transgender police officer who had filed a harassment complaint against her department. In her complaint, she reported that her experiences with the public [as a

transgender patrol officer] led her to believe her gender identity “would not be a problem” (Beals, 2014). In this case, interactions with the community had a positive impact on the officer's experience, while her department presented negative internal challenges. Unfortunately, there is a lack of existing research on the experiences of transgender police officers in relation to the demographic makeup or views of the communities they serve.

Longstanding research has identified and confirmed that Black police officers experience racism similar to their Black civilian counterparts, suggesting that these officers face “double marginality”. One study, conducted in 2017, examined 33 police officers from Las Vegas, NV (Suboch, Harrington, & House). The following table shows the demographic makeup of the officers interviewed:

**Table 1:** *Participants by Gender and Ethnicity*

	Female	Male
African American	1	10
Caucasian	11	0
Hispanic	2	7
Mixed Race	2	0

The results indicated that gender significantly impacted officers' reported experiences. Two female officers noted that at times, being seen as a mother or sister figure was beneficial, while in other cases, they felt dismissed or discredited by community members they interacted with. Interestingly, most Hispanic and Black participants reported that community members who shared their ethnicity viewed them as “traitors or sellouts”. However, these officers also stated that their shared identity often helped them de-escalate situations with community members. This confirms the hypothesis that officers' identities influence their experiences, although it remains unclear whether these influences result in a net positive, negative, or neutral impact.

Similarly, another study reported the following firsthand accounts from two Black law enforcement officers: "Detective Martin recalled being told, 'You're a traitor. You're a turncoat. You're an Uncle Tom.'" Meanwhile, "Sergeant Scott described a more distressing reaction from Black community members after joining law enforcement, recalling, '[Some people in my neighborhood] threatened to kill my mom ... because I was a police officer.'" (Prengler, Chawla, Leigh & Rogers, 2023).

Regarding sexual identity, a peer-reviewed qualitative study published in 2013 examined 14 gay and lesbian-identified police officers (8 men and 6 women) (Charles). Notably, 13 of the participants were Caucasian, highlighting a research gap in exploring the intersectionality of race and sexual identity. The study emphasized the lack of existing research on this population. One participant described how they had interacted with many gay- and lesbian-identified citizens, explaining that these citizens felt more comfortable disclosing their sexual identity when reporting crimes. For example, victims expressed statements such as, “Yeah, I’m a gay man, and this guy raped me,” or “I’m a lesbian, and I was beat up because of...”. However, this study did not explore whether having a larger percentage of gay or lesbian-identified officers positively or negatively influenced their experience in law enforcement.

### **Methodology**

Since the question largely has to do with a person's subjective account of their experience, the qualitative component is essential to truly understand nuances that are not easily captured by a rating scale from 1-10 or a sliding scale ranging from disagree to agree. At the same time, due to the wealth of data that would come from a large number of participants, quantitative research methods will be useful to quickly and efficiently get a picture of the trends in the data. Therefore, the writer plans to employ a mix of both qualitative and quantitative research methods.

This project will have current or retired American law enforcement officials as participants. As previously stated, a report commissioned by the Bureau of Justice Statistics found that women and people of color were less likely to remain in law enforcement than Caucasians (Langton & OJPBJS, 2010). Consequently, law enforcement in America has been predominantly comprised of Caucasian males. This study regarding ethnic minorities will focus on those who would fall outside of the heterosexual Caucasian male label. The paper will primarily be conducted through semi-structured interviews and questionnaires/surveys.

Twenty participants were involved in the study, which was disseminated online. The instructions outlined that participation is voluntary and anonymous, but requested their honesty. The survey began by gathering participants' demographic data, including age, gender, race/ethnicity, and sexual orientation. Next, participants were prompted to confirm law enforcement affiliation, as well as their current employment status and total time worked.

The body of the survey was broken into three sections based on race, gender, and sexuality. In each section, participants answered questions based on their perceptions of interactions with people they encounter during the course of their duties. For each demographic marker (race/ethnicity, gender, sexuality) and context (community members, coworkers, supervisors), participants were asked whether they believed their demographic marker played a role in interactions with a certain context. After specifying, they were also asked about the frequency and effect of the demographic marker on the interaction (whether positive or negative).

While the scale offered quantitative clarity, future studies should include open-ended questions to capture nuanced experiences more effectively.

### **Results**

Active law enforcement officers participated in the study and completed the questionnaire. Participants varied in experience, ranging from as little as five years in law enforcement to a total of 25 years. There was also a significant age difference among respondents, with the youngest being 27 and the oldest 50. Of the 20 participants, 20% self-identified as gay, 20% were female, and the race/ethnicity composition was as follows: 40% were Caucasian, 30% Hispanic, 15% Asian, 5% Black, and 10% Mixed.

The study yielded the following key findings:

- 100% of female respondents reported that their gender played a role in interactions with community members. Furthermore, all respondents stated that the effect was positive.
- 75% of female respondents reported that their gender influenced interactions with their coworkers. Among them, the majority stated that the effect was negative.
- One female respondent reported that her gender influenced interactions with coworkers weekly and rated the effect a 2 out of 10.

- Among male respondents who reported that their gender influenced interactions with community members, more described the effect as positive rather than negative.
- 75% of gay respondents reported that their sexuality did not influence interactions with community members. In comparison, 87.5% of heterosexual respondents reported no influence on interactions with community members due to their sexuality.
- 75% of gay respondents reported that their sexuality influenced interactions with coworkers, but no clear pattern emerged regarding its effect. Conversely, only 6.3% of heterosexual respondents reported that their sexuality influenced interactions with coworkers.
- 75% of gay respondents reported that their sexuality influenced interactions with supervisors, with 100% rating the effect as negative. One gay respondent reported a single instance where their sexuality influenced an interaction with a supervisor and rated the effect as one out of ten. Conversely, none of the heterosexual respondents reported that their sexuality influenced interactions with supervisors.
- 100% of White respondents reported that their race/ethnicity influenced interactions with community members. Among them, 28.6% described the effect as neutral, while 71.4% reported a negative impact.
- 57.1% of White respondents reported that their race/ethnicity influenced interactions with coworkers; however, the effect was minimal, with the largest rating offset being -1.
- Only one White respondent reported that their race/ethnicity influenced interactions with a supervisor.
- Among non-White respondents, only one reported that their race/ethnicity never influenced interactions with community members. Of the remaining participants, 70% described the effect as either neutral or positive.
- None of the non-White respondents reported that their race/ethnicity influenced an interaction with a supervisor.

## Discussion

### Key Questions

#### **1. How does race influence the reported job satisfaction of minority police officers?**

Out of the BIPOC participants, 83.3% reported that their race/ethnicity influenced interactions with community members, 41.7% reported that their race/ethnicity influenced interactions with coworkers, and 8.3% reported that it influenced an interaction with a supervisor.

Among female participants, 100% reported that their gender had influenced interactions with community members, 75% reported that it influenced interactions with coworkers, and 25% reported that it influenced an interaction with a supervisor.

Among homosexual participants, 25% reported that their sexuality influenced an interaction with community members, 75% reported that it influenced an interaction with coworkers, and 75% reported that it had influenced an interaction with a supervisor.

#### **2. If a correlation exists, does race have a positive or negative impact on their satisfaction levels?**

Among the BIPOC participants who reported that their race/ethnicity influenced interactions with community members (83.3%), 30% stated the effect was negative, 10% described it as neutral, and 50% reported a positive impact. Among the BIPOC participants who reported that their race/ethnicity influenced interactions with coworkers (41.7%), 50% stated the effect was negative, while 41.6% described it as positive.

Among female participants who reported that their gender influenced interactions with community members (100%), all indicated that the effect was positive. Among female participants who reported that their gender influenced interactions with coworkers (75%), 66.6% stated the effect was negative, while 33.3% described it as positive.

The homosexual participant who reported that their sexuality influenced interactions with community members stated that the effect was negative. Among the three homosexual participants who reported that their sexuality influenced interactions with coworkers, one described the effect as negative, one as neutral, and one as positive. Among the three homosexual participants who reported that their sexuality influenced interactions with a supervisor, all stated that the effect was negative.

### **3. To what degree does race affect the reported satisfaction of minority police officers, and in what direction?**

No, each change in data for an identity marker had drastically different effects on the results, both in polarity and in the extent of the effect. For example, 100% of female police officers reported that their gender influenced interactions with community members, while only 25% of homosexual police officers reported that their sexuality influenced interactions with community members. Furthermore, 100% of female officers stated that their gender had a positive influence on interactions with community members, whereas the reported effect of homosexuality on interactions with community members was either negative (25%) or had no impact (75%).

However, despite gender and sexuality having opposite reported effects on interactions with community members, interactions with a supervisor revealed a different pattern. 100% of female officers reported that their gender had no effect on interactions with supervisors, while 75% of homosexual respondents not only reported that their sexuality influenced interactions with supervisors but also stated that the effect was negative.

## **Gaps in Literature**

The initial literature review for this study revealed that most research on the relationship between law enforcement and the community since the turn of the millennium has primarily focused on the African American community. This, along with the documented homogeneity of law enforcement on a larger scale, contributed to an emphasis on the BIPOC (Black, Indigenous, and People of Color) community during the conceptualization of this research. The literature review also highlighted a lack of research on transgender law enforcement officers. These findings influenced the researcher's goals for the participant pool, ensuring that it reflected the demographics most in need of representation and that had historically been overlooked.

Further research will assist professionals and theorists in advancing law enforcement agencies toward a more community-conscious and action-oriented future.

## **Limitations of the Study**

One major limitation of the study was the diversity of the participant pool. This issue stemmed from the recruitment stage of the study and the lack of emphasis on the demographic composition of participants. Although an adequate number of law enforcement officers (20) participated, only one of the participants was Black, none were transgender, and 100% of the homosexual participants were male. Additionally, because research participation was voluntary, there was no way to ensure a more diverse sample.



Another limitation was that the study required participants to provide an averaged response for their experiences with different groups (e.g., community members, coworkers) without the opportunity for elaboration or explanation. For instance, a participant may have had one experience rated as a 1 out of 10 and another rated as a 10 out of 10. However, when averaging these, they would report a neutral effect of 5 out of 10—the same response a participant would provide if no effect were present. When analyzing results on a broader scale, such nuances could become effectively lost.

This limitation also extends to perspectives on identity. No specific information regarding participants' job titles was collected. Consider the following scenario: It is well known that the vast majority of sexual assault victims are women. In such cases, a sexual assault detective who is female may find that her gender positively influences interactions with female victims, whereas a female patrol officer, who may frequently experience physical confrontations with suspects, could report the effect of gender as negative. However, because demographic questions in the study did not account for occupational context, there was no way to discern how specific roles may have shaped participants' reported experiences.

### **Conclusion**

The purpose of this study was to explore whether—and to what extent—a minority law enforcement officer's identity (race, gender, sexuality) influenced their perception of their experiences with coworkers, supervisors, and community members. The survey revealed a significant difference in reported results from cisgender Caucasian males compared to their counterparts.

One particularly notable finding was that 75% of gay respondents reported that their sexuality influenced interactions with coworkers, compared to 6.3% of heterosexual respondents. Additionally, 75% of gay respondents stated that their sexuality affected interactions with supervisors, with 100% rating the impact as negative.

The only respondents who provided a rating lower than 3/10—when assessing the extent to which a specific identity trait influenced an interaction—were officers who identified as minorities. Specifically, a female respondent noted that her gender influenced interactions with coworkers weekly, at a magnitude of 2/10. In contrast, a gay respondent reported that their sexuality affected an interaction with a supervisor at a magnitude of 1/10.

Based on these findings, there appears to be a significant difference between the responses provided by heterosexual Caucasian males and those of other groups. This suggests a plausible relationship between a police officer's identity and their experiences within the department and the broader community. Even with a small sample size of twenty officers, two minority-identified officers reported intradepartmental negative experiences based on their protected class status. Further, when compared to their whole, 20% of women and homosexual participants reported either habitual or acute conduct, indicating that the identity-based difference in career experience did not impact all minority-identified individuals equally.

### **Recommendations**

It should be noted that the research participant pool largely consisted of law enforcement officers from California. As such, the results of this research should not be taken as entirely reflective or generalizable to the experiences of officers across all law enforcement agencies. One can imagine a contrasting effect—for example, being a woman in a female-dominated

community (like the Amazonians of Greek mythology) or an amplified effect of being a homosexual male police officer in a more conservative state, such as Florida.

Another concerning aspect of the participant pool is the lack of respondents from several identities: no transgender or lesbian participants, no White, Black, or queer women, and only one Black participant overall. Furthermore, 75% of the homosexual respondents were self-identified cisgender Caucasian men. This indicates both a significant lack of representation and the potential for competing intersectional identities to be overlooked.

Further research should be conducted in communities with more diverse ethnic, cultural, and socioeconomic backgrounds."

### **Practical Applications and Policy Implications**

The results of this research present a compelling opportunity for advancing community policing reform. Although the study was conducted in Northern California, its concentrated participant pool allows for a more nuanced understanding of the region's cultural landscape. Arguably, this focused approach is more effective than mixing too many diverse factors, which can obscure meaningful trends and dilute the findings.

With this in mind, several conclusions can be drawn regarding ways to decrease identity-based job dissatisfaction among minority police officers:

- Provide supervisors with management-specific training to enhance sensitivity toward protected classes.
- Offer the general workforce more impactful Diversity, Equity, and Inclusion (DEI) programming.
- Acknowledge the existence of increased dissatisfaction and supply culturally relevant resources to help close these gaps.
- Deliver community-specific support to address incidents and experiences that uniquely impact those identities.

If it's recognized that recruitment and retention of female, LGBTQ+, ethnic, and other minority-identified individuals in law enforcement remain disproportionately low, departments must provide additional support to current minority officers. Doing so would help retain these officers at higher rates, improving both job satisfaction and departmental diversity. Ultimately, this helps meet the broader public demand for a police force that genuinely reflects the communities it serves.

### **Future Directions**

Though the primary purpose of this research was simply to explore the connection between law enforcement officers' identities and their on-duty experiences, the results revealed the possibility of a silent phenomenon: the homogenization of modern policing. If job satisfaction among minority-identified officers continues to decline at a faster rate than their counterparts—and in a field already grappling with widespread recruitment challenges, it is plausible that we may witness a regression in both the evolution of modern policing and the quality of community-police relations.

For the well-being of both the law enforcement field and the communities it serves, greater attention must be given to this disparity so that meaningful progress can begin. As of June 2025, with law enforcement agencies being employed to assist in the detention and mass deportation of immigrants led by U.S. Immigration and Customs Enforcement (ICE), the phenomenon outlined in this study appears to be worsening. Without targeted intervention, the

already-strained relationship between communities and law enforcement is likely to deteriorate even more rapidly.

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## Appendix

## Identity Study

**Thank you for agreeing to participate in this survey! Participation is completely voluntary and anonymous, so thank you. The survey should take approximately 5-10 minutes. Please be truthful in all responses and read each question in its entirety prior to responding. Feel free to take a break at any time during completion & feel free to reach out to the Research Coordinator with any questions.**

**\* Indicates required question**

1. Email \*
2. Gender \*

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Male Female  
Prefer not to say  
Other:

Caused it to be more positive

3. **Age (in years) \***
4. **Race/Ethnicity \***

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

American Indian or Alaska Native Asian

Black or African American

Native Hawaiian or Other Pacific Islander White

Hispanic or Latino

Other:

- ## 5. Sexual Orientation \*

**Mark only one oval.**

\_\_\_\_\_

1	2	3	4	5	6	7	8	9	10	
Cau					Caused it to be more positive					
Straight (Heterosexual)					Gay (Homosexual)					Bisexual
Questioning										
Other:										

## Career

**6. Are you law enforcement affiliated? \***

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Yes No Caused it to be more positive

**7. Are you a current law enforcement or retired? \***

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

Current Retired  
Not applicable

8. How many years have/had you been a police officer? \*

## Identity

## Race

9. Thinking about your interactions with community members while on duty, do you  
\* believe your race/ethnicity has ever played a role in how those interactions  
proceeded?

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

Yes No

Prefer not to say

10. If yes, how often would you estimate this has occurred? \*

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Once

Caused it to be more positive

A few times   Monthly   Weekly   Daily  
Has not occurred

11. Of those times your race/ethnicity played a role, what was the general influence  
\* on the interaction? 5 being neutral or has not occurred

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1	2	3	4	5	6	7	8	9	10	
Cau									Caused it to be more positive	

12. Thinking about your interactions with coworkers while on duty, do you believe  
\* your race/ethnicity ever played a role in how those interactions proceeded?

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
1	2	3	4	5	6	7	8	9	10		
Cau									Caused it to be more positive		
Yes	No										
Prefer not to say											

13. If yes, how often would you estimate this has occurred? \*

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1	2	3	4	5	6	7	8	9	10	
Cau									Caused it to be more positive	
Once										
A few times	Monthly	Weekly	Daily							
Has not occurred										

14. Of those times your race/ethnicity played a role, what was the general influence  
\* on the interaction? 5 being neutral or has not occurred

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1	2	3	4	5	6	7	8	9	10	
Cau									Caused it to be more positive	

15. Thinking about your interactions with your supervisor while on duty, do you  
\* believe your race/ethnicity has ever played a role in how those interactions proceeded?

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10	
Cau					Caused it to be more positive					
Yes No										
Prefer not to say										

16. If yes, how often would you estimate this has occurred? \*

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10
Cau					Caused it to be more positive				
Once									
A few times Monthly Weekly Daily									
Has not occurred									

17. Of those times your race/ethnicity played a role, what was the general influence  
\*  
on the interaction? 5 being neutral or has not occurred

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10
Cau					Caused it to be more positive				

Identity

Gender

18. Thinking about your interactions with community members while on duty, do you \*  
believe your gender has ever played a role in how those interactions proceeded?

Mark only one oval.

Yes No  
Prefer not to say

19. If yes, how often would you estimate this has occurred? \*

Mark only one oval.

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10
Cau					Caused it to be more positive				
Once									
A few times Monthly Weekly Daily									
Has not occurred									

20. Of those times your gender played a role, what was the general influence on the  
\*  
interaction? 5 being neutral or has not occurred

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

21. Thinking about your interactions with coworkers while on duty, do you believe  
\*  
your gender has ever played a role in how those interactions proceeded?

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

**Yes No**  
**Prefer not to say**

22. If yes, how often would you estimate this has occurred? \*

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive

Once  
A few times Monthly Weekly Daily  
Has not occurred

23. Of those times your gender played a role, what was the general influence on the  
\*  
interaction? 5 being neutral or has not occurred

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

**Caused it to be more positive**

24. Thinking about your interactions with your supervisor while on duty, do you  
\* believe your gender has ever played a role in how those interactions proceeded?

**Mark only one oval.**

[illegible]



1 2 3 4 5 6 7 8 9 10  
 Cau Caused it to be more positive

Yes No  
 Prefer not to say

25. If yes, how often would you estimate this has occurred? \*

Mark only one oval.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

1 2 3 4 5 6 7 8 9 10  
 Cau Caused it to be more positive  
 Once  
 A few times Monthly Weekly Daily  
 Has not occurred

26. Of those times your gender played a role, what was the general influence on the  
 \*  
 interaction? 5 being neutral or has not occurred

Mark only one oval.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

1 2 3 4 5 6 7 8 9 10  
 Cau Caused it to be more positive

Identity

Sexuality

27. Thinking about your interactions with community members while on duty, do you \*  
 believe your sexuality has played a role in how those interactions proceeded?

Mark only one oval.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

1 2 3 4 5 6 7 8 9 10  
 Cau Caused it to be more positive

Yes No  
 Prefer not to say

28. If yes, how often would you estimate this has occurred? \*

Mark only one oval.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

1 2 3 4 5 6 7 8 9 10  
 Cau Caused it to be more positive  
 Once  
 A few times Monthly Weekly Daily



1	2	3	4	5	6	7	8	9	10
Cau					Caused it to be more positive				
Yes No									
Prefer not to say									

**34. If yes, how often would you estimate this has occurred? \***

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Caused it to be more positive

Once  
A few times Monthly Weekly Daily  
Has not occurred

**34. If yes, how often would you estimate this has occurred? \***

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Once  
A few times Monthly Weekly Daily  
Has not occurred

35. Of those times your sexuality played a role, what was the general influence on  
\* the interaction? 5 being neutral or has not occurred

**Mark only one oval.**

1 2 3 4 5 6 7 8 9 10

Cau Caused it to be more positive