



**Phoenix Police Department**  
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# MEDIA ADVISORY

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## **The Phoenix Police Department Signs 30x30 Pledge** *A Commitment to Advancing Women in Policing*

(January 12, 2023) Phoenix Police Department has signed the 30x30 Pledge, a national initiative to advance women in policing. Interim Police Chief Michael Sullivan made a commitment to this initiative a priority for the department. The goal is to increase the representation of women in police recruit classes to 30% by 2030.

The Department is now among more than 250 agencies throughout the United States who have signed the pledge. This initiative supports the success of women throughout their careers. The Department will continue to ensure policies and procedures are free from bias, promote fair hiring and retention, and promote women in all ranks.

The current make-up of the Phoenix Police Department is slightly higher than 14% women in the sworn ranks. The national average for female sworn staff is roughly 12%.

“This initiative is another positive step our police department is making to ensure our department is representative of the community they serve. Phoenix is already above the national average and I’m confident will soon be leading the nation in women serving in blue,” said Phoenix Councilwoman Chair of the Phoenix Public Safety and Justice Subcommittee.

As part of this initiative, we will assess the current state of gender equity on the department, identify drivers of disparity, and develop and implement strategies and solutions. Throughout this self-assessment, we will work to understand and reduce the barriers that keep women from joining the police department and identify factors that make it harder for women to advance to leadership positions.

“A police department that mirrors the makeup of its community increases trust, and a community that trusts its police is a safer community. That is why the 30x30 initiative is a priority for me. I look forward to learning from the hundreds of other agencies across the U.S. and Canada who are also committing to this goal of improving representation of women in law enforcement,” said Phoenix Mayor Kate Gallego.

Through this process we want to ensure inclusive culture and support women in all ranks and roles of law enforcement.

