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1997-1998 Minnesota POST Board Diversity Data &
Activities Report to the
Minnesota State Legislature

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STANDARDS & TRAINING

Submitted by David Larson, Affirmative Action Recruitment Coordinator on behalf of
the Minnesota POST Board
(651) 643-3097

1997 Minn. Laws Chap. 239
Art. 1 Sec. 9

This report outlines the activities related to diversity recruitment as well as measurements of the number of diversity candidates choosing to enter law enforcement as a career. This report intends to recommend modifications to the diversity measurement methods in use by the Minnesota Board of Peace Officer Standards and Training (POST) and the Professional Peace Officer Education (PPOE) programs. Enhancement of these tools will ensure consistent data gathering with a higher level of usefulness for recruitment planning. In addition, the POST Equal Employment Opportunity/Affirmative Action (EEO/AA) Recruitment Coordinator is preparing to deliver diversity recruitment training at the upcoming PPOE Coordinators Conference in November in order to prepare them for the significant demographic changes in Minnesota's student population. Finally, throughout this report possible legislative initiatives or POST Board actions that may assist efforts to diversify the law enforcement community are noted.

This synopsis of the EEO/AA Recruitment Coordinator's activities over the past 9 months is presented in order to show preparation for the challenges of arranging for continued funding supports from public sources and possible additional funds from interested private foundations. These activities have been used to establish and build relationships and begin some key diversity initiatives as follows:

- Selected a vendor and serves as Executive Producer for a diversity recruitment video currently approaching the editing and scripting stages.
- Attended and represented the POST Board as well as recruited for reciprocity candidates at national conferences sponsored by officers of color organizations, i.e. National Organization of Black Law Enforcement Executives (NOBLE).
- Provided recruitment consultant support to the Cadet/CSO programs of Northwest Hennepin Human Services Council (Plymouth, Brooklyn Park, New Hope, Crystal), Minneapolis PD, Hennepin County Sheriff, State Patrol, & St. Paul PD.
- Completed implementation of minority and female *Confidential Data Forms* into the POST-testing process.
- Completed the third year of the Educational Opportunities Program (EOP) serving 35 students in 13 agencies reimbursing in excess of \$155,000.
- Prepared training materials for "*Diversity Recruitment Strategies*" segment at the annual PPOE Coordinators Conference to be held this November.
- Elected to the Law Enforcement Opportunities Inc. Board of Directors for a two year term to assist in strategic development of the organization as well as assist in coordinating the annual career opportunities fair. (See Attachment # 1)

A review of available data must include an examination of the Affirmative Action Report filings from the Professional Peace Officer Education (PPOE) Programs to ascertain the extent of short-term possible entrants into entry-level sworn positions. As exhibited in Attachment #1 the 15 PPOE programs submitted the following statistics to POST in the fall of 1997.

Table #1 (Larger version as Attachment #2)

Students Enrolled in Professional Peace Officer Education Programs

Report Period: Fall 1997 for '97-'98 School Year

PROFESSIONAL PEACE OFFICER EDUCATION PROGRAMS	Unknown/Other		White		Black		Hispanic		American Indian		Asian/Pacific Islander		TOTAL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SCHOOLS														
Alexandria Technical College	1	1	176	30	0	0	2	0	1	0	1	1	181	32
Bemidji State University	8	5	108	60	1	0	3	0	4	4	0	1	124	70
CCJLE/Mpls. CC (A.S. & Cert. Prgm)	0	0	83	32	6	0	0	1	2	0	9	1	100	34
Laurentian Community & Tech. College	0	0	115	26	3	1	0	0	7	1	1	1	128	29
Mankato State University	0	0	323	71	6	1	9	6	2	0	4	5	344	83
Metro State Univ. / SOLE (B.S. Program)	0	0	36	13	4	0	0	0	0	0	4	1	44	14
Moorhead State University	0	0	14	4	0	0	0	0	1	0	0	0	15	4
Northland Comm. & Tech. College (TRF)	0	0	133	51	3	0	1	3	3	1	0	0	140	55
Range Technical College (Hibbing)	0	0	82	20	0	0	1	0	9	11	0	0	92	31
Ridgewater C.C. (Willmar)	0	0	20	5	0	0	0	0	0	0	0	0	20	5
Rochester Comm. & Tech. College	0	0	98	44	4	0	4	0	0	1	0	0	108	45
St. Cloud State University	0	0	35	14	0	0	0	0	0	0	1	0	36	14
St. Mary's College (Winona)	0	0	27	9	2	3	1	2	0	0	1	0	31	14
University of St. Thomas (St. Paul)	1	0	60	68	5	4	0	2	1	2	1	0	68	76
Winona State University	0	0	92	36	2	0	1	0	0	0	1	0	96	36
Totals: Race and Gender	10	6	1402	483	36	9	22	14	30	20	23	10	1523	542
Totals: Race only	16		1885		45		36		50		33		2065	

The table data above reports that in the fall of 1997, approximately 7.94% of students enrolled in law enforcement/criminal justice related courses were members of traditionally defined minority groups. In addition, the number of females enrolled is 26.25% for this same period. On its face, it would appear favorable that 7.94% of the students enrolled at the time in PPOE related classes or majors were identified as minority. When measured against the statewide minority population percentage of 7.8% you may again be encouraged. However, this apparent measure of success, is not a reliable indicator in terms of comparing the ratios of who passes/fails the POST Licensing Examination as well as eventually becoming licensed/hired by an agency. In addition, recent estimates of minority availability has been published by Minnesota Planning that breaks out minority population percentages by specific age groupings including those often marketed to by PPOE school programs (Table #2).

Table #2

POPULATION ESTIMATES BY AGE GROUPS (1996)/'90 COMPARISON

Select '96 Estimates by Age Group	White	Black	American Indian	Asian American	Hispanic	1996 Minority %* by Age Groups	1990 Minority %* by Age Groups
15-19	91.9%	3.4%	1.6%	3.0%	2.0%	9.8%	8.7%
20-24	91.3%	3.5%	1.5%	3.8%	2.2%	10.7%	7.9%
25-29	91.7%	3.6%	1.4%	3.3%	2.2%	10.2%	7.0%
30-34	93.3%	3.2%	1.2%	2.3%	1.8%	8.3%	6.2%
35-39	94.3%	2.8%	1.1%	1.8%	1.5%	7.0%	5.5%

* Minority % is less than aggregate total % due to elimination of white-hispanic sub-category from totals.

Source: (Minnesota Planning population estimates, available at the following web address; http://www.mnplan.state.mn.us/demography/demog_3a_96.html)

This report shows that for the four age groupings of interest to this report (15-19, 20-24, 25-29, 30-34) the age groups numbers are higher than the overall state minority percentage of 7.8%. In most instances, the highest percentage changes to population are believed to have been within the Asian American and Hispanic groups. African Americans have shown some increases as well although much of this change may be attributable to the influx of East African immigrants into Minnesota. One inference to be drawn may be that future recruitment initiatives should include components that target East Africans, South East Asians and Hispanics.

Encouraging the creation of more targeted fellowships & scholarship programs is an initiative the legislature may consider funding and POST may administer, possibly in conjunction with interested private foundation resources. The POST Board may wish to seek the collaborative input of select law enforcement agencies, the respective Councils of Color, interested foundations/associations, and key localized community groups to assist in formulating recommendations to the legislature of key changes to EOP. By including the collaborative support of these institutions the EOP program may be able to become more closely matched with statewide diversity communities. The possible benefits include more established grassroots support, broader appeal to candidates/agencies, higher numbers of referrals directly from constituency groups, and possibly, foundation subsidy or matching resource funds.

HARD DIVERSITY DATA OF PPOE TESTING:

Please review the table data below of who has taken the Professional Peace Officer Examinations from the 15 certified PPOE programs so far this year. Up until 4/98, confidential data survey forms were not used. (Tables 3a-b) Gender identified data was available for the last two years (Tables 4a-b):

Table a. #3

EEO Data for 4/98-8/98 only	Minorities	Non-minorities	% Minority
Total =335	36	299	10.75%

Table #3 b.

Female	Male	% Female
67	268	20%

Table #4 a.

1/98-8/98 POST PPOE Test Demographics		Passed		Failed	
Gender	Total tests administered to PPOE graduates 1/98- 8/98	Females	Males	Females	Males
Total number per gender group	482	90	347	13	32
% pass/fail per gender group 1/98-8/98		87.38%	91.56%	12.62%	8.44%

Table #4 b.

1997 Comparison Data	Totals	Females	Males	Females	Males
#s For Same Period 1/97-8/97	493	85	374	8	26
%'s 1/97-8/97		91.4%	93.5%	8.6%	6.5%
#s For Entire Year, 1997	686	114	500	26	46
%'s for 1997		81.43%	91.58%	18.57%	8.42%

Table #3(a) suggests that the percentage of voluntarily defined minorities taking the PPOE test is near or above the "targeted" (age grouped) percentages inferred in Table #2. The female percentage in Table #3(b) however, is below the (female) college participation level (26.25%) inferred from Table #1. Keeping in mind that this data is not factoring in the February '98 test's racial/gender compositions as well as September and December '98 tests to be administered.

Table #'s 4a & 4b. are the gender defined test results for all PPOE administered test completions for the defined periods. This data does not include reciprocity, reinstatement, and other separate testing that is was not consistently measurable during this period. The important trend to recognize here is that compared to the calendar 1997 tests and those completed so far this year, the passing percentages for females have improved. In contrast however, when comparing similar periods in '97 & '98 the percentage of females passing is lower this period than the comparable 9 month period in '97. Failure percentages however are not as reliably trended because in some cases a person may have taken and failed the test more than once.

LICENSEE TRANSACTION DATA:

Calculations so far in 1998 show that 85 women have been hired into sworn positions as of 9/1/98. In the last fiscal year (7/1/97 - 6/30/98), 211 women were hired into sworn positions. This compares with approximately 1800 hiring transactions concerning males. In fiscal year 1997, 107 females and 762 males were transacted as having been hired. In fiscal year 1996, 534 new licenses were issued and approximately 68 were females. No factual data regarding minority licensing rates was available due to tracking and database limitations.

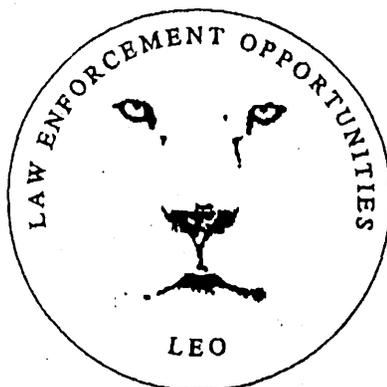
GENERAL CONCLUSIONS & RECOMMENDATIONS:

- Continue with the collaborative changes to the EOP Program. This may include sponsorship of collaboration meetings with interested foundations, community agencies, and councils of color to formulate an action plan for more effective targeted use of public and if available, private matching funds.
- Plan more structured approaches to overall diversity recruitment in order to take advantage of significant increases to select diversity communities.
- Potential barriers to employment that affect these diversity recruitment initiatives must be researched.
- A more thorough protected class database tracking report capacity must be implemented in order to more accurately analyze and report diversity recruitment activity.
- Request additional resources to produce six videos targeted to Women, Chicano/Latinos, American Indians, African Americans, Asian/Pacific Islanders, and career change people as supplements to the POST Diversity Recruitment Video.

Law Enforcement Opportunities, Inc.
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Law
Enforcement
Opportunities,
Inc.

Promoting and increasing
opportunities for women and people
of color in law enforcement and
correction careers.



ATTACHMENT #1

1997 LEO BOARD OF DIRECTORS

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