

990520

1998-1999 Minnesota POST Board

Diversity Data & Activities

Report to the Minnesota State Legislature



Submittal (8/99) by David E. Larson, EEO/AA Recruitment Coordinator
Minnesota POST Board
(651) 643-3097

Diversity Recruitment Data & Activities

Goal of Report:

First, it will outline the activities related to diversity recruitment coordination that have assisted individuals, programs and agency recruitment campaigns over the last year.

Second, this report will provide diversity testing data, hiring ratio data analysis in order to show the current testing and hiring demographics of recent graduates.

Third, I will mention possible legislative or POST Board courses of action as well as outline my goals for the coming year related to diversity recruitment coordination activities.

I. EEO/AA Recruitment Coordinator's Activities

The Equal Employment Opportunity/Affirmative Action (EEO/AA) Recruitment Coordinator's activities outlined below present ongoing efforts to establish new relationships and strengthen existing relationships with potential diversity candidates and community of color contacts in order to fulfill the mission of the EEO/AA position. In addition, considerable time has been spent identifying where potential out-of-state candidates of color and women gather in sufficient numbers and interest level to warrant possibly offering our reciprocity test off-site.

The EEO/AA Recruitment Coordinator activities have included:

- Finished distribution of the Diversity Recruitment Video to over 200 sites.
- Attending National Conferences sponsored by officers of color organizations (i.e. National Black Police Officers Association)
- Provided recruitment support to the Cadet/CSO type programs of the Northwest Hennepin Human Services Council (Plymouth, Brooklyn Park, New Hope, Crystal), Minneapolis Police Department, Hennepin County Sheriff's Department, Minnesota State Patrol, and St. Paul Police Departments.
- Continued oversight and implementation of persons of color and female *Confidential Data Forms* into the all POST exam processes.
- Completed the fourth year of the Educational Opportunities Program (EOP), which served 32 students in 8 agencies and reimbursed in excess of \$148,000.
- Prepared and presented training for "*Diversity Recruitment Strategies*" segment at the annual PPOE Coordinators Conference in November 1998.
- Elected to the Law Enforcement Opportunities Inc. Board of Directors, and serving a two-year term to assist in strategic development and coordination of its annual career opportunities fair (See Attachment #3 for more details).
- Had typically between five and fifteen weekly contacts by phone, e-mail, and letter with prospective students, reciprocity applicants, career change prospects related to how to become a licensed officer in Minnesota. In addition, I counseled inactive licensees who self declared a protected class status and on at least one occasion was able to assist in getting an individual re-employed over the course of this year.

II. DATA AND DATA ANALYSIS

RECEIVED

OCT 18 1999

FROM THE REFERENCE LIBRARY
STATE OFFICE BUILDING
ST. PAUL, MN 55155

Students Enrolled in Professional Peace Officer Education Programs

Attachment #1 Fall 1997 - 1998 School Year

Attachment #2 Fall 1998 - 1999 School Year

INTERESTING ISSUES TO NOTE:

- The overall number of students enrolled in PPOE related classes as measured by the 15 schools decreased by over 10%,
- The number of minorities decreased in this period; (164 in 1997 to 137 in 1998) On a percentage basis, minority representation fell 0.5 % (7.5% in '98 compared to 8% in '97). The current best estimates ('97) from Minnesota Planning of persons of color (POC) in a typical age group for recruitment (20-29) is 10.9-11.1% POC representation.
- Female numerical representation decreased 542 to 518. In contrast however, the percentage of females compared to males increased between these periods, 26.25 % in 1997 to 28.09% in 1998.

One course of action this data supports is that during the next Affirmative Action reporting period (September-October 1999), I will request that PPOE School Coordinators explain in detail what steps the school and/or program have planned, allocated resources, and implemented in response to this lower matriculation rate of POC students. If the actions taken appear to be inadequate to address the issue or the results of the next student census are unimproved, I intend to plan and implement a more detailed best practices training seminar either at the November 1999 PPOE Coordinators Conference or a year 2000 Diversity Training seminar in association the Regional Community Policing Institute. Another possibility is to encourage implementation of a more detailed re-certification criteria related to recruitment of protected class students during the year 2000 PPOE college review cycle.

Table #1 Population Estimates by Age Groupings (1997) with '90 comparative changes

Recent estimates of persons of color published by Minnesota Planning breaks out diversity population percentages by specific age groupings some of which are of interest relating to marketing efforts by PPOE school programs.

POPULATION ESTIMATES BY AGE GROUPS (1997 Data)							% CHANGE ('90-'97)
Age Groups (years)	White	Black	American Indian	Asian American	Hispanic	Persons of Color (POC) %* by age grouping	Persons of Color % Change ('90-'97)
10-14	90.5%	3.8%	1.9%	3.8%	2.1%	11.4%	49.9%
15-19	91.8%	3.4%	1.6%	3.1%	2.1%	10.1%	22.8%
20-24	91.0%	3.6%	1.5%	3.9%	2.4%	11.1%	17.0%
25-29	91.1%	3.8%	1.5%	3.7%	2.3%	10.9%	18.2%
30-34	92.9%	3.4%	1.2%	2.5%	2.0%	8.8%	19.9%
35-39	94.2%	2.9%	1.0%	1.9%	1.5%	7.2%	46.5%
40-44	94.8%	2.5%	1.0%	1.7%	1.3%	6.4%	56.1%

* POC % 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_97.html)

Issues of interest related to this table:

- Four age groupings, including (15-19), (20-24), (25-29), (30-34), show higher percentages (10.1%, 11.1%, 10.9%, 8.8%) than the '97 estimated overall state minority percentage of 8.1%
- In most instances, these population changes are believed to be the result of recent immigrant influx from interstate and international sources.

TABLES #2 & #3

DIVERSITY DATA RELATED TO THE PROFESSIONAL PEACE OFFICER EDUCATIONAL EXAMINATIONS

Table #2

Test Data for 7/98-6/99 only	Persons of Color (POC)	Non-Persons of Color	% Persons of Color
Total PPOE	39	628	5.85%
Total Reciprocity	5	71	6.58%
Total Reinstate/Restore	2	58	3.85%
Totals for ALL tests (7/98-6/99)	46	757	5.73%
POC & Females for PPOE test only for expanded period (4/98-6/99)	60	806	6.93%

Table #3

Female	Male	% Female
134	533	20.09%
4	72	5.26%
3	57	5.00%
141	662	17.56%
172	694	19.86%

Tables #2-3 shows the various participation percentages of voluntarily identified persons of color (POC) and females taking the three PPOE test versions during the period 7/98-6/99.

- The persons of color (POC) participation percentages in Table #2 show a lower than expected testing when compared to the available population estimates for the typical test takers in this test grouping (See Table #1 Pop. Estimates).
- When comparing Attachment #2 to this table, the percentage (%) of POC students taking the full-time PPOE tests (**5.73% & 6.93%**) over the two periods measured (4/98-6/99 & 7/98-6/99) do not compare favorably to the (%) of POC students estimated to be at the college programs (**7.5%**).
- % Females is lower than (Attach. #1 & 2) student availability data (**26.25% & 28.09%**)
- Further review of Attachment #2 shows a college participation level of POC's in PPOE programs as 7.5% in the fall '98. This may help explain the lower number of POC examinees over the last year however more investigation of this anomaly is necessary in order to identify a causal link to any one or more factors.

Table #4
LICENSE ACTIVATIONS, ELIGIBLE STATUS AND INACTIVES

1998-99 POST PPOE Test Demographics	Persons of Color (POC)		Non-POC Applicants		Total # of passing tests administered by POST 4/98- 4/99
Total # / % by POC & gender status for period 4/98-4/99	Males / % of total tests	Women / % of total tests	Females	Males	890 = total passing test for period (% POC & Female)
Activated licenses of those who passed the PPOE test during period	12 / 2.67%	6 / 1.33%	56	376	450 (4.00% POC & 13.56% Female)
Eligible License Status	28 / 7.01%	5 / 1.41%	73	285	418 (6.70% POC & 18.66% Female)
Students who have failed more than one exam and/or have passed after multiple tests	1 Passed / 4 POC Failed	1 Female POC Failed	1 Passed / 7 Failed	2 Passed / 20 Failed	4 Passed, 32 Fails over period (25% POC & Females Passed & 15.63% POC Failed, 25% of Females failed)
I1 –Inactive License Status	3	0	4	11	18 (17.65% POC & 22.22% Females)

Descriptions of significant data in this table is as follows:

- Of all applicants taking and passing our PPOE Examination between April 1998 and through April 1999 and subsequently becoming sworn officers, 4.00% were Persons of Color and 13.56% were Females.
- C1, C2 candidates are persons who passed the exam but did not become sworn during the period. Of these, 6.7% were Persons of Color & 18.66% were Females.
- C3, C6 status candidates have taken the PPOE test more than once with (4) four persons eventually receiving passing scores during the period. 15.63 % of the fails were POC and 25% of all those who failed were Female.
- I1 status candidates are persons who were hired but who failed to make probation and whose licenses have been inactive up to the date of report 7/99. Of these, 17.65% were Persons of Color and 22.22% were Females.

ANALYSIS OF TABLE #4 DATA:

Ratio analysis drawn from the Table #4 suggests that Persons of Color were not hired into sworn positions in the same proportion as Non-Persons of Color during the period covered.

18 of the 55 (32.73%) identified Persons of Color were hired during this period. Compared with the ratio of non-Persons of Color hired in this period 432 out of 808 (53.47%), it's apparent that the POC available were not hired in the same proportion as the Non-POC available.

Female/Male comparative ratios show the following, 54.55% of the POC Females were hired during the period while 41.79% of the Non-POC Females were hired. POC Females appear to have been hired in greater proportion than Non-POC Females.

When reviewing POC-Males, 24% of the POC-Males were hired compared to 55.79% of the Non-POC Males. It appears POC-Males have not fared as well in getting employed when compared to Non-POC Males.

In general, this data shows that POC candidates do not have advantages based on racial or ethnic status over Non-POC candidates in becoming employed into sworn positions. POC Females are the only group with apparent exhibited parity when compared with other Females and Non-POC Males.

It is my conclusion that POC candidates need to be surveyed using statistical sampling methods to help determine their perspectives and actual experiences regarding the hiring climate in the urban area as well as statewide. Issues that need to be surveyed include applicant background processes, interview formats, questions, and agency examinations. Any or all of these selection tools should be reviewed to determine if POC candidates are disproportionately screening out.

III. POSSIBLE LEGISLATIVE INITIATIVES, POST DIRECTIVES AND CONCLUSIONS :

LEGISLATIVE:

- Support initiatives where legislative appropriation of funds are used to create law enforcement track fellowship & scholarship programs administered by community based employment programs or through state agency offices targeted at communities of color (Children, Families and Learning Indian Scholarship Program Office and the four Councils of Color).
- Propose data practices legislation that will empower POST to gather all protected class data from agencies including names, addresses, phone numbers, and racial/ethnic identification for the purpose of sending surveys and tracking license status in our database. This would enable a full picture of protected class status of all licensed individuals in the state.

POST BOARD:

- Task the Recruitment Coordinator to more intensively plan and implement information booth activities at communities of color social, celebratory, and sporting events i.e. (Hmong, Vietnamese, Lao New Year Festivals, Pow-Wow celebrations, Cinco de Mayo, and ethnic oriented sporting events). This is a potentially long-term course of action with a measurable time frame of five years or more since it takes into account the interaction with typically younger age groups. One possibility however is that career change and current students may also be contacted and these persons can be tracked over a shorter

period to monitor their interest level and assist in arranging networking opportunities i.e. (ride-alongs, LEO membership etc.)

- Task the Recruitment Coordinator to plan and implement an aggressive out-of-state reciprocity recruitment drive by offering the reciprocity test at the annual officers of color association conferences and other law enforcement gatherings in large diverse communities.
- Assign the Recruitment Coordinator the task of overseeing utilization of graduate student interns in conducting research with the goal of identifying and quantifying possible barriers to employment that may adversely affect diversity recruitment at the college, POST testing, and agency levels.
- Continue refinement of the existing protected class database tracking capacity in order to analyze and report on diversity recruitment achievements.
- Pursue private funds to augment state funds and continue production of up to six videos targeting respectfully Chicano/Latinos, American Indians, African Americans, Asian Americans/Pacific Islanders, Women, and Career Changers as a supplement to the existing pan-ethnic/gender video resource.

FINAL CONCLUSIONS RELATED TO DATA & TRENDS REFERENCED ABOVE:

The recent pension rule changes will certainly hasten the expected rush to retirement of more officers than at any time in the last 20 years. In addition, the number of approved Full-time Equivalents due to Dept. of Justice (DOJ) funding has increased the total number of sworn actives in Minnesota to over 10,000 officers. If the efforts of POST and this position do not continue to evolve as well as those of the colleges and agencies, a tremendous opportunity to enhance diversity will have been lost. Efforts need to be coordinated between these three gatekeepers to ensure the message of a good educational offering great job opportunities and a fair hiring process are fully relayed to all communities within Minnesota.

Table #1 gives an insight into the possible targeted percentages of law enforcement students that schools should be planning on attracting in the future. I predict that the availability percentages for persons of color in the age groups of interest to colleges will be between 10% and possibly over 11% once the Year 2000 census data is released. The legislature and colleges may wish to use this report data and estimated population demographics to implement scholarship initiatives and targeted recruitment efforts to encourage more students from diverse backgrounds to choose law enforcement as a career. In addition, between 10-11% is what the PPOE Schools may wish to use as a goal for diversity student enrollments and the POST exam attendance. The POST Board's recruitment coordination efforts can be summarized as follows; Shortly after the year 2000, 10% or more of all license activations in any given year should be persons of color. Although females are over 50% of the population, the impact of initiatives and targeted recruitment will require longer to approach parity with female population. However with proportional efforts, female representation could be realistically enhanced to over 30% of students, examinees, and license activations.

Finally, The POST Board and agencies need to review the possible adverse impact issues and employment barriers related to testing and hiring processes. Issues related to citizenship eligibility vs. citizenship are one of many possible barriers requiring further review and analysis to ensure no unintended impediments have developed to prevent law enforcement graduates a fair chance of employment.