



HENRICO POLICE PERSONNEL STATISTICS
**Workforce & Recruitment
Demographic Data**

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ONE TEAM. ONE COMMUNITY.
SAFER TOGETHER



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STRATEGIES IN RECRUITING FOR DIVERSITY

Henrico Police is striving for a workforce reflective of the diverse makeup of Henrico County. As we continue to approach recruitment with vigor, collaboration and a spirit of inclusion, we're encouraged by the results thus far and committed to even more progress moving forward. Here are a few ways Henrico Police is attracting, engaging and recruiting more diverse police applicants:

Overcoming Police Recruitment Obstacles

Henrico Police faces many challenges in recruiting the next generation of police officers. Across the nation, and right here in Henrico, the number of police applicants is steadily decreasing. Oftentimes there is a disparity in applicants of diverse race, ethnicity and gender compared to the demographic makeup of our community. In addition, at each stage of our hiring process, a significant number of candidates are not following through with next steps, resulting in even *smaller* candidate pools.

Accordingly, in 2017 the Division launched a Diversity Recruiting Team program. Its mission: to engage, attract and recruit a diverse applicant pool and shepherd prospective applicants through the hiring process. Diverse police officers from across the Division rotate on during open hiring processes. Team members implement a variety of tactics, including building and nurturing long-term, working relationships with local universities and historically black colleges, chambers of commerce, faith communities and civic groups in addition to attending events in person and virtually. Team members also mentor and assist prospective applicants through the hiring process. If the desire, aptitude, and qualifications are there, the Division's goal is to help prospective applicants navigate the process and position them for success.

In 2020, multiple hiring processes were held amid the COVID-19 pandemic, forcing recruiters to transition from in-person recruiting to virtual. More than 40 virtual career information sessions provided recruiters multiple touch points and follow-up opportunities with prospective applicants. The team also expanded its reach by employing multi-media marketing and promotions across new and existing advertising and social media channels.

Results to Date

As a result of our efforts, 52% of police recruits hired in FY21 are of diverse races, ethnicities and gender. Since FY18, the percentage of diverse officers hired has increased by nearly 30%. In turn, the diversity of our total sworn complement in FY21 has increased 5% since FY18. As of today, 35% of our total workforce and 25% of our sworn police officers are of diverse races, ethnicities and gender.

Strategic Partnerships & Community Input

To better attract, engage and recruit more diverse police applicants, the Division expanded and created invaluable partnerships and programs many colleges and universities. In partnership with Virginia Commonwealth University (VCU), Henrico officers provide mentoring to students from the university's Chapter of National Association of Blacks in Criminal Justice. The Division has developed programs for criminal justice students in partnership with both J. Sargent Reynolds Community College and the Henrico County Advanced Career Education Center. The programs are tailored to traditional criminal justice occupations as well as other areas of law enforcement, including emergency communications.

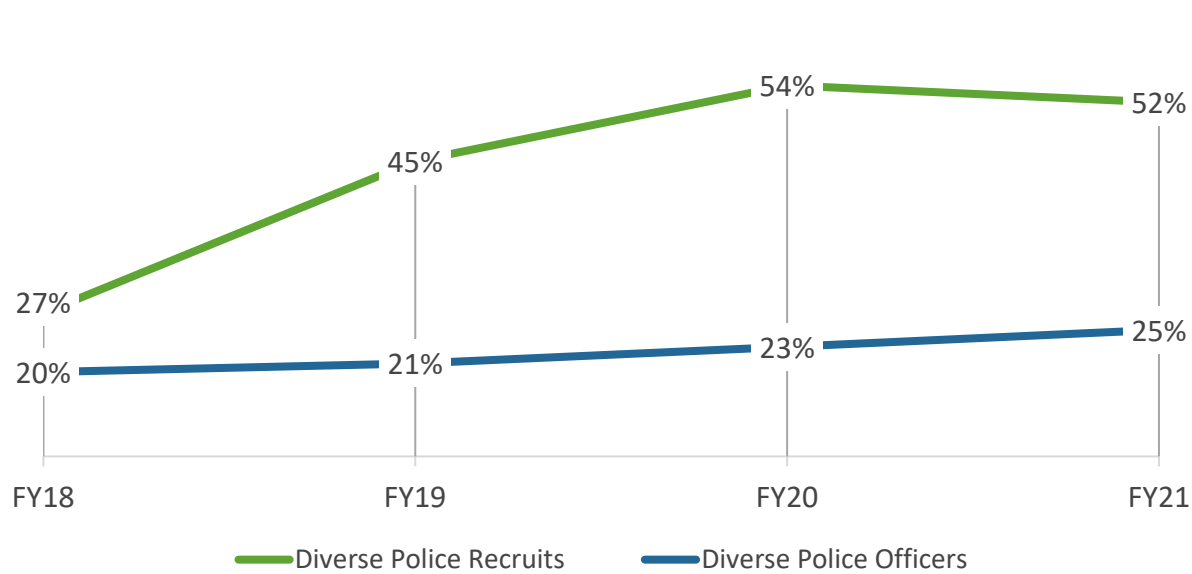
In 2019, the Division launched a Chief's Civilian Advisory Board consisting of diverse community members from a cross section of disciplines. The Board provides invaluable feedback, insight and perspective in reaching and recruiting candidates from across our community and serves as vital recruiting ambassadors. The Division also participated on Henrico County's Public Safety Diversity and Inclusion Team, facilitated by the county's Human Resources Department. Working alongside our Henrico Public Safety partners we assessed what in our hiring process worked well, what didn't work well, and ways to better attract and retain diverse applicants.

Expanding upon our partnership with Henrico County Public Schools (HCPS), in 2020, recruiters participated in numerous virtual career events for both middle- and high-school students. This partnership allows recruiters to provide students information about law enforcement careers, job requirements, and respective roles within the Division, while building positive relationships between youth and police.

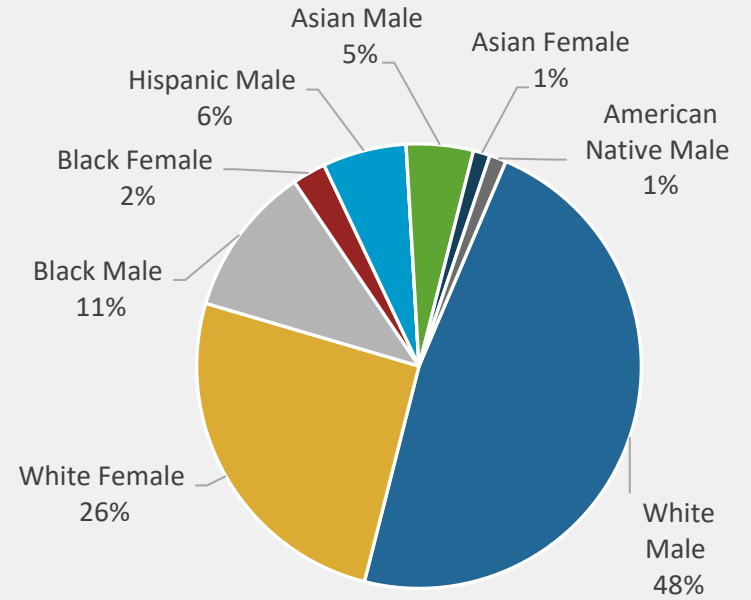


DIVERSITY RECRUITING OUTCOMES

PERCENT OF DIVERSE POLICE RECRUITS AND SWORN PERSONNEL BY FISCAL YEAR



FY21 POLICE RECRUITS BY RACE, ETHNICITY & GENDER



TOTAL DIVERSITY OF POLICE RECRUITS AND POLICE OFFICERS BY FISCAL YEAR

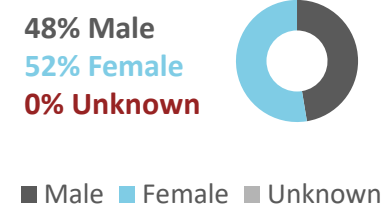
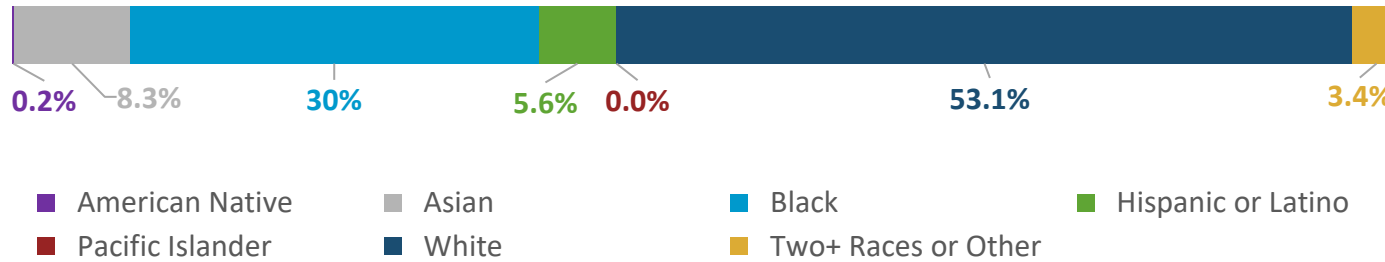
Fiscal Year <i>July 1-June 30</i>	POLICE RECRUITS			SWORN POLICE OFFICERS		
	Total Recruits	Diverse Recruits	Diversity of Total Recruits	Total Police Officers	Diverse Police Officers	Diversity of Total Officers
FY18 (7/1/17-6/30/18)	74	20	27%	648	130	20%
FY19 (7/1/18-6/30/19)	62	28	45%	665	141	21%
FY20 (7/1/19-6/30/20)	52	28	54%	663	153	23%
FY21 (7/1/20-6/30/21)	82	43	52%	663	169	25%

Source: Henrico Police Personnel & Training
Division Personnel Data as of March 24, 2021



COMPARATIVE WORKFORCE DEMOGRAPHICS

HENRICO COUNTY POPULATION DEMOS



RACE AND GENDER OF HENRICO POLICE WORKFORCE BY PERSONNEL TYPE (AS OF MARCH 24, 2021)

Personnel Type	Racial Makeup of Workforce by Personnel Type	Gender By Personnel Type
SWORN OFFICERS		<p>86% Male 14% Female</p>
ANIMAL PROTECTION POLICE OFFICERS		<p>86% Male 14% Female</p>
911 DISPATCHERS <i>Communications Officers</i>		<p>23% Male 77% Female</p>
CIVILIAN PERSONNEL		<p>41% Male 59% Female</p>

Source: Henrico Police Personnel & Training; Population data from U.S. Census
Division Personnel Data as of March 24, 2021

**WORKFORCE DEMOGRAPHICS**

POLICE PERSONNEL DEMOGRAPHIC DATA

Data as of
3/24/21

Race	POLICE OFFICERS				ANIMAL PROTECTION POLICE				COMMUNICATIONS OFFICERS				CIVILIAN PERSONNEL				TOTAL WORKFORCE	
	Male	Female	Total	% Total	Male	Female	Total	% Total	Male	Female	Total	% Total	Male	Female	Total	% Total	Total	% Total Workforce
American Native	2	0	2	.3%	0	0	0	.0%	0	0	0	.0%	0	0	0	.0%	2	.2%
Asian	8	1	9	1.4%	0	0	0	.0%	0	0	0	.0%	2	0	2	2.4%	11	1.4%
Black	40	7	47	7.3%	0	0	0	.0%	1	8	9	13.0%	4	8	12	14.1%	68	8.4%
Hispanic	19	8	27	4.2%	1	0	1	7.1%	0	1	1	1.5%	2	3	5	5.9%	34	4.2%
Pacific Islander	1	0	1	.2%	0	0	0	.0%	0	0	0	.0%	0	0	0	.0%	1	.1%
Two+ Races	5	0	5	.8%	0	1	1	7.1%	1	1	2	2.9%	1	0	1	1.2%	9	1.1%
White	480	72	552	85.8%	11	1	12	85.8%	14	43	57	82.6%	26	39	65	76.5%	686	84.6%
Total	555	88	643	-	12	2	14	-	16	53	69	-	35	50	85	-	811	100%