

# IOWA STATE UNIVERSITY

## OF SCIENCE AND TECHNOLOGY

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### **Iowa State University Police to Join the National 30x30 Initiative**

AMES, Iowa – The Iowa State University Police Department has signed on to a national effort to advance women in policing.

Participation in the 30x30 Initiative reflects the ISU Police Department’s commitment to increasing the representation of women in all ranks of law enforcement. This includes ensuring policies and procedures are free of bias, promoting equitable hiring, retention and promotion of women officers and ensuring the culture is inclusive, respectful, and supportive of women in all ranks and roles. The ultimate goal of the 30x30 Initiative is to have 30% representation of women within a police agency by 2030.

ISU Police already exceeds that goal as approximately 34% of sworn officers are women. Nationally, 12% of officers are women and only 3% hold top level ranks within police agencies. Women comprise 40% of ISU Police’s senior command staff, holding ranks of lieutenant or above. Though ISU Police already exceed the overall 30% goal of the 30x30 Initiative, Chief Michael Newton says it is imperative the department continue to reflect the community in which it serves.

“Diversity in our organizations makes for better policing. I am proud of our department’s efforts as we continue to work to be leaders in policing. It takes our entire team to work together to make our organization welcoming and inviting to everyone looking to join. Every member of our team is a recruiter and signing this pledge affirms our commitment to be the most inclusive and welcoming police department,” Newton said.

The first step of the 30x30 Initiative is signing the pledge which signifies the organization’s commitment to pursue a set of evidence-informed and no- and low-cost activities to improve the overall officer experience over their career. More than 250 agencies – from major metro departments, to mid-sized, rural, university, state and federal policing agencies – have signed the 30x30 pledge.

To learn more about the initiative, visit [www.30x30initiative.org](http://www.30x30initiative.org)

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