CFP for a stream on EDI

**Policing Organizations and Gender (In)Equality**

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Over the past few decades, police organizations have increased efforts to enhance diversity within their membership by recruiting women, ethnic minorities and LGBTQ+. For this session, we invite presentations that consider whether, how, and to what extent opportunities have become more available to marginalized groups within policing. Police organizations resemble many other types of employer organizations suggesting that investigating its diversity practices is relevant to broader processes of gender equality as well as to additional dimensions of inequality including the diverse aspects of belonging, inter-racial, inter-ethnic inequalities and those related to sexual minorities. Have diversity practices challenge Acker’s identification of the intersectional reproducing organizational inequality processes? And, if so, under what conditions have such challenges actually occurred? Despite the application of diversity policies during recent years, policing organizations are gendered “greedy” institution where power positions are held by men seniors while the lower ranking positions are often occupied by women who spend their time and productivity on office housework. Policing literature on mothers’ experiences indicates the tendency to ignore mothers’ constraints and struggle for work life balance. However, recently researchers have found that mothers resisted organizational exclusionary practices by developing a competent agency that is strongly goal-oriented, standing requirements aiming to attain the position of police officers who are considered experts. At the same time, policewomen do not always show such resisting agency: a study on women in law enforcement in the U.S indicated that women often take into account *second shift* responsibilities when considering promotions. These findings resonate with earlier findings showing that quite a few female police officers in Ireland faced difficulty advancing in their careers due to domestic responsibilities such as becoming mothers and persisting domestic responsibilities. In addition, many women believed that they would not be granted certain promotions due to their supervisor’s bias, believing that mothers cannot stand the constant availability required by the job. Thus, on the one hand police jobs, under rare conditions, can potentially contribute to gender equality but on the other hand a range of explicit and implicit processes question the potential for equality primarily because of intersectional processes that exclude policewomen regardless of their effort to assimilate. A session on policewomen, inviting articles dealing with aspects of formal and informal diversity practices, could shed light on the processes that reproduce the status of policewomen as the O*utsider within* despite organizational and individual efforts to circumvent traditional organizational dynamics. Issues pertinent to a session on policewomen are: work life balance, promotion, minority-majority relationships, discrimination, diversity policies and more.