

SALEM POLICE DEPARTMENT MEDIA RELEASE

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Salem Police joins national effort to advance women in policing

Salem, Ore. — The Salem Police Department is pleased to announce the agency's official participation on the national initiative, known as [The 30x30 Pledge](#), to bring more women into policing to improve public safety, community outcomes, and trust in law enforcement.

The ultimate goal of the 30x30 initiative is to reach 30 percent of women in police recruit classes by 2030, and to ensure policing agencies are truly representative of the community we serve. While 30x30 is focused on advancing women in policing, these principles are applicable to all demographic diversity, not just gender.

Currently, the Salem Police Department has 26 women within its police ranks, comprising 15% of the force. In the U.S., women make up only 12% of sworn officers and 3% of police leadership. Next week, the department is holding a swearing-in ceremony for six new recruit officers, adding one more female officer to the representation of women within the agency's ranks.

"The Salem Police Department is honored to join other agencies, in our state and across the country, in this critical commitment. We look forward to working with and learning from agencies across the nation that share this priority," shared Police Chief Trevor Womack.

Although [our commitment](#) to recruiting and retaining a qualified and diverse workforce is longstanding, we're excited to leverage resources and expertise through the 30x30 initiative to implement recruiting and hiring practices which are efficient, equitable, legal, and aligned with recognized best practice."

Visit www.30x30initiative.org to learn more about The Pledge coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in all ranks of policing.

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Attachment: Image | [saalem-police_30x30-pledge_spd-patrol-officers-and-detectives.jpg](#)

