



HENRICO POLICE PERSONNEL STATISTICS
Workforce & Recruitment
Demographic Data FY23

ERIC D. ENGLISH, CHIEF OF POLICE

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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:

Strategic Partnerships & Community Input

The Police Personnel Unit shifted its mindset in 2022 and acknowledged the need to better market the Henrico County Police Division through personal interactions. While digital recruiting efforts, in-person events and social advertising are all geared towards "generating leads," without personal exchanges or connections from our recruiters, those 'leads' do not always turn into hires. Our recruiters have embraced this mindset and the larger academies recently hired are a testament to the commitment of this new philosophy.

Additionally, the launch of the JoinHenricoPolice.com recruiting website has been a great tool for connecting potential applicants with our recruiters. The website provides a comprehensive look at the hiring process, benefits and a link allowing interested applicants to send their information directly to our recruiters. The website is consistently updated with assistance from the Office of Public Affairs to highlight the different initiatives our Division is creating for recruitment purposes.

During FY23, the Police Personnel Unit garnered [new recruiting partnerships](#) on a federal and state level. In July, the Henrico County Police Division signed an agreement with the U.S. Army Partnership for Your Success (PaYS) to take part in the initiative. The goal is to recruit Soldiers to the Division following their military service. In November, Henrico Police signed on to the 30x30 Pledge with a Division goal of having at least 30% of the sworn complement be comprised of women by 2030. Additionally, Governor Glenn Youngkin formally recognized the Division for its participation in the V3 Program (Virginia Values Veterans).



In addition to our digital and new recruiting partnerships, the Police Personnel Unit revisited in-person efforts that were suspended during the COVID-19 pandemic. Traditionally, our best recruiters are our Division members, and the unit has developed a list of more than 120 Division members who are interested aiding our efforts on college campuses, military bases and the hometowns of our personnel members.

Overcoming Police Recruitment Obstacles

Henrico Police, like surrounding agencies, continues to face several challenges in recruiting the next generation of police and dispatchers in the Emergency Communications Center (ECC). Since the COVID-19 pandemic, our Division has seen heightened competition in the labor market. The Police Personnel Unit continues to evaluate the saturation of the job market and find ways to redeploy resources to attract diverse candidates.

Staffing constraints are among the obstacles impacting recruitment. Due to a promotion within the team, the Personnel Unit was down a recruiter for nearly half the year, creating fewer opportunities for making connections with future candidates. Thankfully, police personnel working light duty in the unit helped fill some of the void until a full-time recruiter was hired for the position. Despite these obstacles, the unit continues to work closely with the Office of Public Affairs to share job postings on the Division's social media pages to attract applicants.

As mentioned previously, the Division continues to seek new partnerships between federal and state agencies to help hire future police recruits and communication officers.

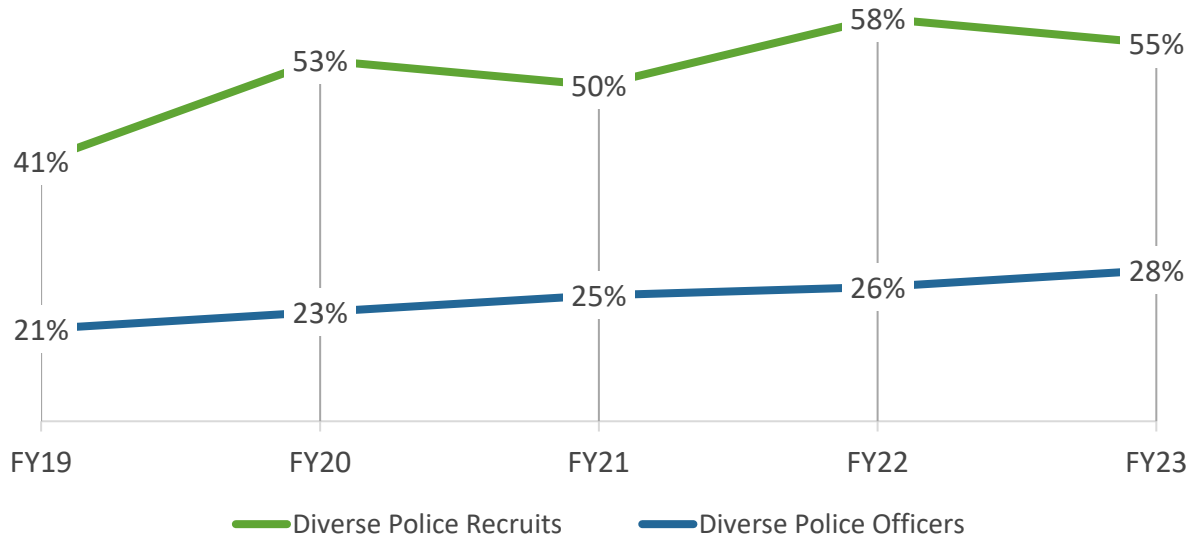
Results to Date

As a result of our efforts, 55% of police recruits hired in FY23 are of diverse races, ethnicities and gender. Since FY19, the percentage of diverse officers hired has increased by 14% (or by an average of 51%). In turn, the diversity of our total sworn complement in FY23 has increased 7% since FY19. As of today, 37% of our total workforce and 28% of our sworn police officers are of diverse races, ethnicities and gender.

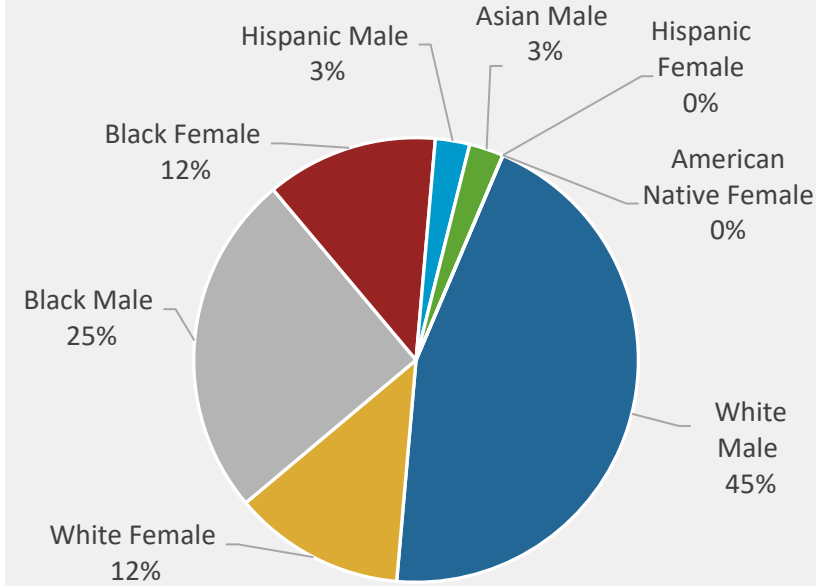


DIVERSITY RECRUITING OUTCOMES

PERCENT OF DIVERSE POLICE RECRUITS AND SWORN PERSONNEL BY FISCAL YEAR



FY23 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
FY19 (7/1/18-6/30/19)	54	22	41%	650	138	21%
FY20 (7/1/19-6/30/20)	64	34	53%	646	148	23%
FY21 (7/1/20-6/30/21)	46	23	50%	655	161	25%
FY22 (7/1/21-6/30/22)	50	29	58%	653	172	26%
FY23 (7/1/22-6/30/23)	40	22	55%	656	185	28%

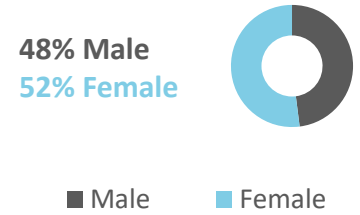
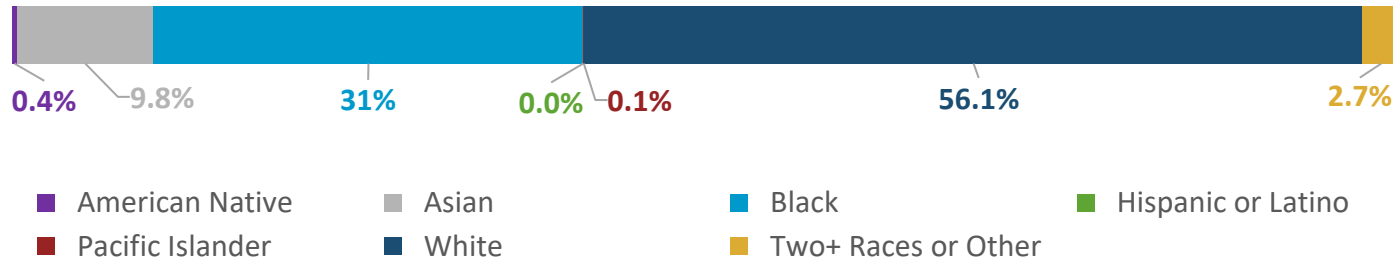
Source: Henrico Police Personnel & Training
Division Personnel Data as of June 30, 2023



HENRICO POLICE PERSONNEL STATISTICS

COMPARATIVE WORKFORCE DEMOGRAPHICS

HENRICO COUNTY POPULATION DEMOS



RACE AND GENDER OF HENRICO POLICE WORKFORCE BY PERSONNEL TYPE (AS OF JUNE 30, 2023)

Personnel Type	Racial Makeup of Workforce by Personnel Type	Gender By Personnel Type												
SWORN OFFICERS	<table border="1"> <thead> <tr> <th>Race/Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>American Native</td> <td>0.3%</td> </tr> <tr> <td>Black</td> <td>9.3%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>0.15%</td> </tr> <tr> <td>White</td> <td>83.38%</td> </tr> <tr> <td>Two+ Races or Other</td> <td>1.07%</td> </tr> </tbody> </table>	Race/Ethnicity	Percentage	American Native	0.3%	Black	9.3%	Hispanic or Latino	0.15%	White	83.38%	Two+ Races or Other	1.07%	<p>85% Male 15% Female</p>
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911 DISPATCHERS <i>Communications Officers</i> <small>*As of FY24, 911 dispatchers will not be reflected in complement</small>	<table border="1"> <thead> <tr> <th>Race/Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>American Native</td> <td>0%</td> </tr> <tr> <td>Black</td> <td>16.07%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>1.79%</td> </tr> <tr> <td>White</td> <td>76.79%</td> </tr> <tr> <td>Two+ Races or Other</td> <td>3.57%</td> </tr> </tbody> </table>	Race/Ethnicity	Percentage	American Native	0%	Black	16.07%	Hispanic or Latino	1.79%	White	76.79%	Two+ Races or Other	3.57%	<p>16% Male 84% Female</p>
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WORKFORCE DEMOGRAPHICS

POLICE PERSONNEL DEMOGRAPHIC DATA

Data as of
6/30/23

Race	POLICE OFFICERS				COMMUNICATIONS OFFICERS				PROFESSIONAL STAFF				TOTAL WORKFORCE	
	Male	Female	Total	% Total	Male	Female	Total	% Total	Male	Female	Total	% Total	Total	% Total Workforce
American Native	1	1	2	.30%	0	1	1	1.79%	0	0	0	0%	3	.37%
Asian	9	0	9	1.37%	0	0	0	0%	2	0	2	2.02%	11	1.36%
Black	50	11	61	9.30%	1	8	9	16.07%	5	10	15	15.15%	85	10.48%
Hispanic	22	7	29	4.42%	0	1	1	1.79%	1	2	3	3.03%	33	4.07%
Pacific Islander	1	0	1	.15%	0	0	0	0%	0	0	0	0%	1	.12%
Two+ Races	5	2	7	1.07%	1	1	2	3.57%	0	0	0	0%	9	1.11%
White	471	76	547	83.38%	7	36	43	76.79%	29	50	79	79.80%	669	82.49%
Total	559	97	656	-	9	47	56	-	37	62	99	-	811	100%