

AUDIT SCOPE STATEMENT – September 12, 2022

Recruiting and Hiring a Diverse Police Force

Background

The Kansas City Police Department's (KCPD) Human Resource Division is responsible for recruiting and hiring sworn officers. To become a sworn officer with KCPD an individual must submit an application that is accepted by the department; pass various tests, screenings, and evaluations; and then complete a seven-month training course at the Kansas City Regional Police Academy.

Why audit the Police Department's recruiting and hiring of a diverse police force?

A police force that represents the diversity of its community helps citizens believe that law enforcement represents, understands, and responds to them, which builds trust with the community. This trust is essential to defuse tension, solve crimes, and create a system which residents view the police force as fair and just.¹

The Board of Police Commissioners as well as the department's leadership have stated that their goal is for the police force to represent the diversity of the community.

Some Kansas City residents and community organizations have expressed concerns about the department's lack of gender and racial diversity and are asking what the department is doing about it. They also suggested the City Auditor's Office audit this issue.

Audit objectives

Our audit will focus on recruiting and hiring sworn officers. Our objectives are to answer the following questions:

- Do KCPD police officer applicants and hires represent the racial and gender diversity of the community?
- Are KCPD's diversity recruiting and hiring efforts consistent with recommended practices?

Audit methods

We will interview KCPD management and staff; review department policies to understand the recruiting and hiring processes; trace applicants through these processes; review recommended practices; and contact a number of metro area and regional cities about recruiting and hiring police officers.

Anticipated release date

Suspended as of September 26, 2022.

¹ Advancing Diversity in Law Enforcement, U.S. Department of Justice, Equal Employment Opportunity Commission, October 2016.

