



Aurora Police Department

2022 3rd Quarter Affirmative Action Report

by
The Equal Employment Opportunity Office
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as of 09/30/22

Aurora Police Department: Civil Service Personnel

2022 Third Quarter Affirmative Action Report

Rank Representation by Ethnicity / Gender

	Chief of Police		Deputy Chief		Division Chiefs		Commanders		Captains		Lieutenants		Sergeants		Agents		Officers		Totals	
WM	1	100.0%		-	3	75.0%	4	66.7%	4	100.0%	25	78.1%	69	79.3%	83	78.3%	292	64.0%	481	69.1%
BM		-		-		-	2	33.3%		-	3	9.4%	4	4.6%	3	2.8%	13	2.9%	25	3.6%
HM		-		-		-		-		-	2	6.3%	6	6.9%	4	3.8%	64	14.0%	76	10.9%
AM		-		-		-		-		-		-		-		-	16	3.5%	16	2.3%
H/PM		-		-		-		-		-		-	1	1.1%		-		-	1	0.1%
AIM		-		-		-		-		-		-	1	1.1%		-	4	0.9%	5	0.7%
2+M		-		-		-		-		-		-	1	1.1%	2	1.9%	13	2.9%	16	2.3%
WF		-		-	1	25.0%		-	-	-	1	3.1%	4	4.6%	12	11.3%	33	7.2%	51	7.3%
BF		-		-		-		-		-		-		-	-	-	4	0.9%	4	0.6%
HF		-		-		-		-		-	1	3.1%	1	1.1%	1	0.9%	8	1.8%	11	1.6%
AF		-		-		-		-		-		-		-	-	-	1	0.2%	1	0.1%
H/PF		-		-		-		-		-		-		-	-	-		-	-	-
AIF		-		-		-		-		-		-		-	-	-	1	0.2%	1	0.1%
2+F		-		-		-		-		-		-		-	1	0.9%	7	1.5%	8	1.1%
TOTALS	1	100.0%	-	0.0%	4	100.0%	6	100.0%	4	100.0%	32	100.0%	87	100.0%	106	100.0%	456	100.0%	696	100.0%

Total Gender Representation

Category	Gender	#	% of Sworn			% in Rank
All Ranks	Male	620	89.1%			
	Female	76	10.9%			
Command Staff	Male	14	2.0%			93.3%
	Female	1	0.1%			6.7%
Supervisors	Male	112	16.1%			94.1%
	Female	7	1.0%			5.9%
Agents	Male	92	13.2%			86.8%
	Female	14	2.0%			13.2%
Officers (1)	Male	402	57.8%			88.2%
	Female	54	7.8%			11.8%

Total Ethnicity Representation

Category	#	% of Sworn
White	532	76.4%
Black	29	4.2%
Hispanic	87	12.5%
Asian	17	2.4%
Hawaiian/Pacific Islander	1	0.1%
American Indian	6	0.9%
Two or More Races	24	3.4%

Total: 696 100.0%

NOTE: (1) Recruits are included in the Officer numbers.

Aurora Police Department Career Service Personnel

2022 Third Quarter Affirmative Action Report

Rank Representation by Ethnicity / Gender

	Executive		Managerial/ Professional		Supervisory		Technical / Clerical		Totals	
WM		-	9	18.8%	3	17.6%	14	17.5%	26	17.9%
BM		-	1	2.1%		-	-	-	1	0.7%
HM		-	2	4.2%		-	2	2.5%	4	2.8%
AM		-		-		-		-	-	-
H/PM		-		-		-		-	-	-
AIM		-		-		-		-	-	-
2+M		-		-		-		-	-	-
WF		-	25	52.1%	9	52.9%	41	51.3%	75	51.7%
BF		-	2	4.2%	3	17.6%	4	5.0%	9	6.2%
HF		-	3	6.3%	2	11.8%	10	12.5%	15	10.3%
AF		-	3	6.3%		-	5	6.3%	8	5.5%
H/PF		-	-	-		-	1	1.3%	1	0.7%
AIF		-	-	-		-		-	-	-
2+F		-	3	6.3%		-	3	3.8%	6	4.1%
TOTALS	-	0.0%	48	100.0%	17	100.0%	80	100.0%	145	100.0%

Total Ethnicity Representation

Category	#	% of Non-sworn
White	101	69.7%
Black	10	6.9%
Hispanic	19	13.1%
Asian	8	5.5%
Hawaiian/Pacific Islander	1	0.7%
American Indian	-	0.0%
Two or More Races	6	4.1%

Total Gender Representation

Category	Gender	#	% of Non-sworn
All Ranks	Male	31	21.4%
	Female	114	78.6%

Aurora Police Department: All Employees

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Ethnicity/Gender Representation

WM	507	60.3%
BM	26	3.1%
HM	80	9.5%
AM	16	1.9%
H/PM	1	0.1%
AIM	5	0.6%
2+M	16	1.9%
WF	126	15.0%
BF	13	1.5%
HF	26	3.1%
AF	9	1.1%
H/PF	1	0.1%
AIF	1	0.1%
2+F	14	1.7%
TOTALS	841	100.0%

Ethnicity Representation

White	633	75.3%
Black	39	4.6%
Hispanic	106	12.6%
Asian	25	3.0%
Hawaiian/Pacific Islander	2	0.2%
American Indian	6	0.7%
Two or More Races	30	3.6%

Gender Representation

Male	651	77.4%
Female	190	22.6%

Aurora Police Department: All Employees

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Representation trends

	12/31/2019	3/31/2020	6/30/2020	9/30/2020	12/31/2020	3/31/2021	6/30/2021	9/30/2021	12/31/2021	3/31/2022	6/30/2022	9/30/2022
White	78.5%	77.6%	78.0%	77.7%	77.9%	77.8%	77.4%	76.6%	76.1%	76.0%	75.3%	75.3%
Black	4.3%	4.3%	4.5%	4.4%	4.2%	4.2%	4.0%	4.2%	4.2%	4.2%	4.6%	4.6%
Hispanic	10.8%	11.1%	10.8%	11.3%	11.2%	10.5%	11.1%	11.4%	12.1%	12.4%	12.6%	12.6%
Asian	1.6%	1.9%	1.9%	2.1%	2.2%	2.6%	2.7%	2.8%	2.9%	2.8%	3.0%	3.0%
Hawaiian/Pacific Islander	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
American Indian	0.6%	0.6%	0.6%	0.4%	0.4%	0.5%	0.4%	0.6%	0.6%	0.6%	0.7%	0.7%
Two or More Races	3.9%	4.3%	4.1%	3.9%	3.9%	4.2%	4.0%	4.2%	3.9%	3.7%	3.5%	3.6%
Male	71.6%	71.6%	71.6%	72.6%	72.6%	76.7%	77.2%	78.0%	77.4%	77.3%	77.9%	77.4%
Female	28.4%	28.4%	28.4%	27.4%	27.4%	23.3%	22.8%	22.0%	22.6%	22.7%	22.1%	22.6%