



**THE BRISTOL POLICE DEPARTMENT**  
**Training Division**  
*Lieutenant Stephen K. Tavares*

January 4, 2016

Captain Calvello,

During the 2015 calendar year, the Bristol Police Training Division was active in its efforts to recruit a diverse population of qualified police officer candidates.

Recruitment took place at college and university career fairs and in the form of guest speaking to college classes, Bristol Police sponsored internships, and personal interactions with members of the community.

The following career fairs were attended:

*Central CT State University*  
*Eastern CT State University*  
*Goodwin College*  
*Post University*  
*Tunxis Community College*  
*University of New Haven*

I was invited to speak to students at the following colleges and universities:

*Goodwin College*  
*Post University*  
*Northwestern CT Community College*  
*Tunxis Community College*  
*University of New Haven*

We were able to have our entry test announcement advertised on Spanish language radio stations based in Hartford, CT.

The BPD's inaugural "Open House" for police officer candidates was held on June 11, 2015. This event was well received by the twenty (20) candidates that attended. The candidates in attendance heard from numerous officers with different roles within the department (Training Div, Traffic Div, Detective Div, SRO, etc.). There was a Q/A session following the officer's presentations. The crowd was engaged and asked good questions of all the BPD personnel involved. The open house concluded with a tour of our facility.

A review of our 2015 written test applications showed 219 applications were submitted. Eight of the applications were submitted by past BPD interns and open-house attendees.

*Bristol Police Department*

*"To protect and serve the community with integrity and professionalism"*

Below is a breakdown of the applications by gender and ethnicity.

**Gender**

185 Male/ 34 Female

**Ethnicity**

33- Hispanic

24- Black

8- Asian Pacific Islander

2- American Indian, Alaskan native

152- White

I believe we can improve in our efforts to recruit, specifically in regards to recruiting minority candidates. I have set the following goals for the upcoming year:

- Form sustainable relationships with the leadership of local ethnic organizations.
- Speak to ethnic clubs at colleges and universities.
- Speak with collegiate athletes that have an interest in law enforcement.
- Continue to hold open- house events to showcase our department and officers.

I know if we meet the above listed goals, the number of minority applications will increase, providing the city with a more diverse pool of candidates to hire.

It is our duty to provide the highest level of service to the citizens and guests of the City of Bristol and creating a more diverse police department will enhance our ability to serve the Bristol community.

Respectfully,

*Lt. Stephen K. Tanares*

*Bristol Police Department*

*“To protect and serve the community with integrity and professionalism”*