

# CHP struggles to recruit minority officers

By Jon Ortiz, Sacramento Bee

Glancing at the 458 candidates who recently showed up for the California Highway Patrol's applicant screening on a recent blustery morning, one wouldn't think the department has a diversity problem.

The group that had gathered in the gym at the CHP's West Sacramento academy came from the Sacramento region and mirrored its multi-hued ethnic palette. Brown and black. Yellow and white. No color stood out.

Yet if the history holds true, the tiny fraction of hopefuls who pass that physical fitness testing, survive a background check and manage to graduate from the CHP's academy a year or so from now will swear an oath to take a job that pays \$6,225 to \$7,720 per month to start. Most of the graduates will be white.

While the CHP is trying to make inroads, it remains far less diverse than the state it patrols. Nearly 7 in 10 officers are white, compared to 4 in 10 Californians.

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