

PROCLAMATION



City and County of Denver

Proclamation No. 21-0206 Honoring Denver's first three Black Female Police Officers

WHEREAS: The Denver Police Department has historically had Black police officers serving since the 1870s. The first full-time Black officer was hired in 1881 after being elected to office by the citizens and City Council, followed shortly thereafter by a second Black officer on the relatively small department of the period. More Black officers served throughout the decades and well into the 1930s; and

WHEREAS: Those first officers were male, as were the traditional ranks of policing up until the mid-20th century, when more women began to serve on the Denver Police Department. In the late 1960s, women across the nation were joining the ranks of patrol officers; and

WHEREAS: In 1972, Carole C. Hogue was a primary plaintiff, joined by two other courageous women who filed a lawsuit against the City and County of Denver, Denver Civil Service Commission, and Denver Police Department for discriminatory hiring practices. The city agreed to implement changes and that settlement is still known today as the Hogue Decree. The City of Denver agreed there would be an effort to hire a ratio of one female for every four male officers, and for the makeup of the department to reflect 20 percent minority officers in future hiring. The first three Black female officers hired were Carole C. Hogue, June 6, 1972; Rae Beth McCall, July 2, 1973; and Laura M. Tinnin, February 1, 1974. This decision mandated a study be completed to evaluate women's roles and performance in the Denver Police Department. That study was completed in 1977, showing women were just as effective overall as men in the service of the department; and

WHEREAS: These three pioneering Black women were involved in the City of Denver's 1988 agreement to include 45 percent Black officers in the first academy class of 1989 and to make a good faith effort in recruiting subsequent academy classes to reflect the demographics of the city; and

WHEREAS: The Hogue Decree is still in effect today, and while there is still work to be done, the Denver Police Department continues to focus on encouraging women in leadership roles. The current academy class is made up of 42.5 percent women.

NOW THEREFORE, BE IT PROCLAIMED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:

Section 1. That the Council of the City and County of Denver hereby recognizes and honors these three trailblazing women for their efforts in the pursuit of equality in the early 1970s and their service to the citizens of Denver.

Section 2. That the Clerk of the City and County of Denver shall affix the seal of the City and County of Denver to this proclamation and that copies be transmitted to Carole C. Hogue, Rae Beth McCall and Laura M. Tinnin.

PASSED BY THE COUNCIL February 22, 2021

PRESIDENT