The information from this survey is being gathered by the Arizona Civil Rights Advisory Board, a volunteer body of citizens appointed by the Arizona Governor. The purpose of the survey is to identify ways we can encourage minorities and women to join law enforcement. The information is not being gathered by your employer. In order to keep your individual participation and responses anonymous, please refrain from using any personally identifying information in your response. Your participation in this survey is requested, not required.

1. What made you decide to enter law enforcement? (Select at least one option below)
   - Mentor. Please describe ________________.
   - Parent. Please describe ________________.
   - Education. Please describe ________________.
   - Life experience. Please describe ________________.
   - Other. Please describe _________________.

2. At approximately what age did you begin considering a law enforcement career?

3. What do you think most contributed to your success in achieving a career in law enforcement?

4. What do you believe is an effective way to attract young adults, particularly those who are women or of a minority background, to law enforcement as a career?

5. Which categories below do you identify with?
   - White
   - Hispanic, Latino, or Spanish
   - Black or African American
   - Asian
   - American Indian or Alaska Native
   - Native Hawaiian or other Pacific Islander
   - Other _________

6. Which category below do you identify with?
   - Male
   - Female

If you are in a leadership or supervisorial position, please answer the following questions:

1. What do you believe most contributed to your ability to reach a position of leadership in law enforcement?

2. What do you believe is an effective way to encourage or assist members of law enforcement, particularly those who are women or of a minority background, to reach a leadership or supervisorial position within law enforcement?