

**Institute for Humanities and Social Sciences
Research Seminar Program 2022**

Tuesday 1st March (12-1pm)

To be held via Teams Meeting

Dr Kyle Peyton

Kyle is a Research Fellow in Political Science at the Institute of Humanities and Social Sciences, Australian Catholic University (2021—). Kyle's previous appointments include Postdoctoral Fellow in Law and Social Science at Yale Law School (2020-2021), and Research Fellow in Economics (2013-2016) at the University of Melbourne. Kyle's research focuses on political behavior, intergroup relations, and the design and analysis of experiments in survey, lab, and field settings. This work is published or forthcoming in *Proceedings of the National Academy of Sciences*, *American Political Science Review*, *Journal of Politics*, and elsewhere. Kyle holds a MA in Statistics and Data Science (2017), MPhil in Political Science (2017), and PhD in Political Science (2020) from Yale University. Research website: <http://kyle-peyton.com/>



"Beliefs about minority representation in policing and preferences for increasing officer diversity"

For more than 60 years, diversification has been promoted as a reform for reducing disparities in police-civilian interactions and increasing police legitimacy. Yet the vast majority of municipal police departments in the United States remain predominately White and male, and do not reflect the diversity of the communities they serve. Here we investigate beliefs about minority representation and preferences for diversification using a series of experiments, including on civilians and police from a city with one of the largest demographic disparities in the country. We find that the general public greatly overestimates minority representation in policing, and that correcting these misperceptions decreases trust in police. These information interventions also increase support for hiring decisions that favor minority applicants, as well as residents' willingness to vote for local policy change. Even without these corrections, we find that both officers and local residents prefer minority applicants in the recruitment process, independent of civil service exam scores and other relevant hiring criteria. These findings suggest that the preferences of voters and police officers are not a major barrier to diversification.