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## Sommario/riassunto

Roddrick Colvin assesses the impact of lesbian and gay police officers on law enforcement in the US and the UK, as well as the policies that enable a diverse work environment. Colvin tracks the evolution of police agencies toward being more "gay friendly" both as employers and as service providers. He also provides insights into the day-to-day barriers and opportunities that lesbian and gay officers experience working within organizations that traditionally have been hostile to them. Integrating quantitative and qualitative research, he offers a compelling demonstration that police agencies can best fulfill their missions when they are representative of the communities they serve.

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