Gender and Policy Responsiveness: Does Having a Representative Bureaucracy Matter?

Diversity in public organizations has received a great deal of attention over the years. On one side, proponents claim that having a government workforce that “looks like America” will result in public policy that more accurately represents the views and priorities of the American population. On the flip side, other scholars argue that organizations socialize their employees in such a way as to minimize the impact of personally held values and beliefs on their behavior. Professor Dolan will discuss representative bureaucracy theory, focusing specifically on the role that gender plays in shaping administrative behavior.