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**ON THE COVER**

Diversification is a widely proposed policing reform, but data constraints make it difficult to test whether officers of different identities behave differently when facing comparable circumstances. Using microlevel records from Chicago, a new study shows that officers from marginalized groups use force less often and make fewer stops and arrests



for minor infractions than white and male officers. These disparities are particularly pronounced during encounters with Black civilians. See pages 661, 677, and 696. *Illustration: Reyna Noriega*

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