


**Law
Enforcement
as a
Diverse Culture**

Texas Commission On Law Enforcement
TCOLE # 3939



**UNIT
SIX**

LEARNING OBJECTIVES

Learning Objective 6.0: the participant will be able to understand the premise of Law Enforcement as a sub-culture within a culture

Learning Objective 6.1: the participant will be able to explain the concept of law enforcement as a sub-culture


Learning Objective 6.2: the participant will be able to define "Cultural Competence" in the realm of Law Enforcement

Learning Objective 6.3: the participant will be able to explain the immergence of women within the law enforcement

**LEARNING OBJECTIVES
Continued**

Learning Objective 6.4: the participant will be able to discuss with competence law enforcement relationship with its communities

Learning Objective 6.5: the participant will be able to competently identify characteristics of today's law enforcement workforce



6.0. To understand the premise of Law Enforcement as a culture

- Identified as a sub-culture
- "The _____"
- Lack of trust by public
- Looking to each other for _____
 - Shared norms, values, goals, career patterns, life styles, occupational structures
- Created its own _____ ?



Sub-Culture with a Culture

Police culture is a combination of shared norms, _____, _____ career patterns, _____ styles, and occupational structures that is substantially different from the combination held by the rest of society.



"Culture _____ more than it reveals and, strangely enough, what it hides, it hides most effectively from its own participants."

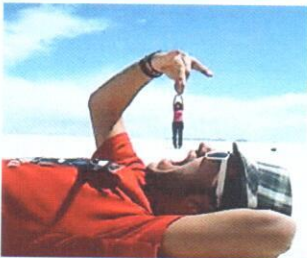
- People are _____ to their own embedded cultural behavior
- Natural tendency to _____ from **your cultural point** of view

Natural Tendency

There is a natural tendency to interpret


- _____
- _____
- *and criminal _____ from the officer's cultural point of view.*

This tendency is a result of an individual's inability to understand behavior from alternative



6.1. Explain the concept of law enforcement as a culture

- An organization (Agency) can be defined as a culture
 - Key _____
 - _____
 - _____



Numerous studies have indicated that the nature of policing and the experiences officers go through on the job cause them to _____ together. Research shows that police officers create their own _____ to deal with recurring anxiety and stress that is endemic to policing

LAW ENFORCEMENT SPECIAL OPERATIONS TEAMS

- Sustained by:
 - _____ of new members
 - Members _____
 - _____ into organizational ranks
 - _____

- Ethnocentrism
- Challenge in the _____ and enforcement of law

Due to one set of laws to which all citizens must adhere, one's culture affects its _____, meaning, and intentions

Dramatic changes in the _____ of the population have created new work challenges for all levels of law enforcement.



6.2. Define "Cultural Competence" in the realm of law enforcement

Four basic components:

1. _____ of one's own cultural worldview
2. _____ about cultural differences
3. _____ of different cultural practices and worldviews
4. Cross cultural _____

Cultural knowledge via training will benefit officers in their daily communication efforts and their *respect for diversity, and knowledge of their own differences* will doubly increase positive rapport building skills and effective overall communication



Tips to enhance multicultural communication...



- Make positive contact
- See your non- _____ side
- Treat society _____ and fairly
- All groups have _____ and _____
- Go out of your way without compromising OFFICER _____
- Appearance and avoidance

- Patiently educate
- Be a _____ agent
- Do the right thing



Recurring question for you is..... Am I part of the past, present or future?

PEOPLE SKILLS

The job of law enforcement requires a certain level of comfort and _____ in interacting with people from various backgrounds; whether one is working with community members to build trust or dealing with suspects, victims, and co-workers

Experience

The more direct contact officers have in ethnic and cultural communication, the more _____ they will gain about cultural differences

Experience is the “_____” Teacher!

Scenarios

Developing cultural competence results in the ability to communicate and effectively interact with people across cultures.

It is the final stage of cross cultural understanding. The more direct contact officers have in ethnic and cultural communication, the more knowledge they will gain about cultural differences.

A Danish woman was jailed for leaving her baby in a stroller outside a Manhattan restaurant—a case that focused international attention on New York City Police Tactics...The woman and the baby’s father were charged with endangering a child and were jailed for two nights. The 14-month old baby girl was placed in foster care for four days before she was returned to her mother. The incident precipitated a war of words between Danish newspapers and city administrators. Copenhagen columnists called New York police “Rambo cops.” Pictures wired from Denmark showed numerous strollers (with babies) parked outside cafes in view of their parents.”

DISCUSSION

- **What is (are) the differences here based on culture and national laws?**
- **Why should law enforcement officers factor in difference in laws of one country verses another when administering justice?**

The job of law enforcement requires a certain level of comfort and professionalism in interacting with people from various backgrounds; whether one is working with community members to build trust or dealing with suspects, victims, and co-workers.

"The City of Spokane, Washington, agreed to pay a Gypsy family \$1.43 million to settle a civil rights suit over an illegal police search. The most controversial element of the case was the body search of the 13 family members, male and female, including a number of people who were not targets of the investigation. The family claimed that the unmarried girls who were searched were now considered defiled and unclean in the Gypsy culture. As a result, they could never marry another Gypsy. In fact, the entire household was considered contaminated, a family patriarch testified, and was soon after ostracized and unwelcome at weddings and funerals."

DISCUSSION

Why does our job of law enforcement require a certain level of comfort and professionalism in interacting with people from various backgrounds?

How can we accept the differences and still serve justice?

8- tips that can enhance law enforcement communication in multicultural communities

1. Make _____ contact with community group members from diverse backgrounds. Don't let them see you only when something negative has happened.

2. Allow the public to see you as much as possible in a non-threatening and _____ role.

3. Make a conscious effort in your mind, to leave all _____ inside your law enforcement vehicle before engaging the public.

EASIER SAID...THAN DONE!

4. Allow the public to see you as much as possible in a non-_____ role.

5. Make a conscious effort in your mind, en route to every situation, to treat all segments of society _____ and fairly....***Stay Vigilant!!!!***

6. Remember that all groups have some bad, some average, and some good people within them.

7. Take _____ for patiently educating citizens and the public about the role of the officer and about standard operating procedures in law enforcement.

Remember that citizens often do not understand "police culture."

IMAGE STARTS WITH YOU

8. Don't be afraid to be a change agent in your agency when it comes to improving cross-cultural _____ within your agency and between police and its communities.

It may not be a popular thing to do, but it is the right thing to do; these days doing the right things are never popular

Remember

The history of law enforcement with all groups and ask yourself the question, Am I part of the past, or part of the future?

Or are **YOU** part of the **problem**
Or part of the **SOLUTION?**

With the changing workforce, including increasing numbers of women in traditionally male professions, many new challenges in the area of male-female _____ are presenting themselves

Men are from Mars - Women are from Venus

6.3. Discuss the immergence of women in the law enforcement culture

- New _____ in male/female relations
- _____ among officers
- One of the guys
- Male _____ profession

Most prominent workplace issues:

- Sexual _____
- Gender _____



“Most of the women indicated that when they were exposed to offensive behavior by male officers, they remained quiet for fear of negative male backlash.”

Gender discrimination translates to unequal treatment for women in the workplace.

Shown by:

- Assignments to _____ “women’s” jobs
- Tests for _____ not job related
- Held to higher or _____ standard in performance evaluations

- Not given equal _____ for training or specialty job assignments

- _____ women not given light duty but men injured off-duty given assignments instead

This double standard has also been notably applied to gay and lesbian counterparts

Role Barriers

- In the act of protecting...the protector becomes dominant and the protected becomes subordinate
- Added _____ of protecting women officers
- Women officers felt _____, tolerated
- Creates barrier in _____ relations

Today:

- Double standard less _____ due to the concept of community policing



6.4. Discuss law enforcements relationship with the community

- Communities unaware LE Role
- _____ engulfs the law enforcement community
- _____
- Tendency to _____
- "Their own _____"



Past History

Aggressive behavior was a method which police utilized extensively in past decades to handle public conflict.



- Use of _____...past, present?

- Do not see why we used or had to use force.

- Protect vs. Public outcry

- Community policing

 - Work hand-in-hand with community

 - Help bridge _____

 - Allow trust



6.5. Identify characteristics of today's law enforcement workforce


Policing has undergone many changes:

- _____


- _____ make-up of precinct

- _____

- Education and _____ sets




The "Old" primarily white, middleclass, male officer with matching moral, social and religious values is changing to one of diversity.




EDUCATION

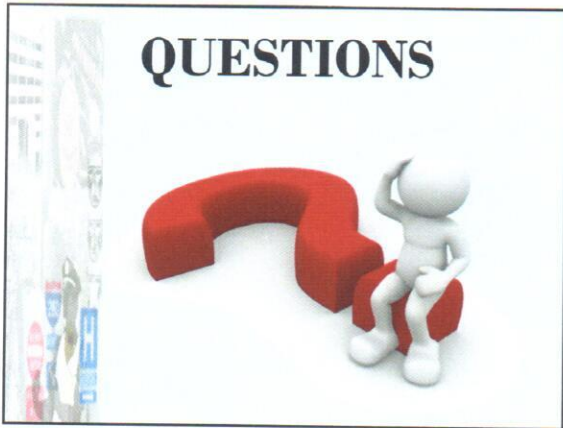
The days of the officer processing just a high school _____ are being left behind.

Many requirements are being instituted to include: various training programs, college credit courses and business and management education.



"Let us pool the very best of all that we have in common and enrich one another with our mutual differences."





RESOURCE

All Course Sources and/or Resources are listed in your Participant Handout

CULTURAL DIVERSITY
Participant Handout

TEXAS COMMISSION ON LAW ENFORCEMENT
Course # 3838
TRAINING SUPPLEMENT
Hosted By:
Bexar County Constable Office PCT#4

Course Evaluation

- Please complete your CIT Course Evaluation.
- Please do not simply circle a number between 1 – 5
- If you circle a 1 or 2 please justify on the reverse side of your evaluation.
- Let us know what we are doing right, what we are doing wrong or how we can do it better to meet your needs

Final Test

- **Final Test Review**
- **Place you name on each page of your test**
- **Final TEST, when you are done turn your paper over and step outside.**

GRADE TEST

- **Exchange papers**
- **Place an **X**-mark over the number of each questioned missed.**
- **Take total number missed multiply x 2 then subtract that number from 100.**
- **Place final score to top right hand corner of first test page**
- **Write graded by and print your last name and PID Number**

THANK YOU



“KNOWLEDGE IS PREPARDNESS”
