


# Policing Diverse People: How Occupational Attitudes and Background Characteristics Shape Police Recruits' Perceptions

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## Abstract

The purpose of this research is to ascertain how occupational attitudes and background characteristics shape police recruit perceptions of policing people from diverse communities categorized by variations in racial, ethnic, religious, sexual, and gender identities. Applying an ordinary least squares (OLS) regression model, data categorized into two groups (occupational attitudes and background characteristics) were collected from police recruits ( $N = 546$ ). Results suggest police recruits are significantly influenced by superior officers, the level of pride they have in their job, and their awareness of temperament and are cognizant of rule breaking when policing diverse community members, and ethnic minority self-identified recruits are significantly more likely to be aware of negative influences on proper conduct (such as lack of pride in their work, negativity of senior officers toward policing diverse people, and likelihood of rule breaking) when policing members of diverse groups than other recruits. The lessons learnt from this Australian research offer new insight into how police recruit perceptions of policing members of diverse groups are shaped.

## Keywords

police, recruits, misconduct, bias, training

## Introduction

Awareness training sessions are facilitated at police academies to foster levels of knowledge regarding policing of minority groups, as well as target levels of implicit bias police officers may display toward certain groups or individuals when involved in community-oriented policing. Like other police organizations across the world, however, Australian police organizations vary in the type and depth of training police officers receive regarding policing of diverse communities and misconduct-related training (Miles-Johnson & Pickering, 2018; Spencer, Charbonneau, & Glaser, 2016). This is problematic given that interaction with members of diverse communities adds complexity to the specification of police services offered by law enforcement, and in the expectations of police awareness of these groups (Miles-Johnson, 2016a, 2016b). Misconduct often happens when police officers are placed in stressful situations and/or during engagements with members of the public when feeling threatened (such as policing in high-crime areas or minority-concentrated areas or neighborhoods; Lee & Gibbs, 2015). The nature of police work therefore creates exceptional pressures and temptations for officers to engage in highly diverse

forms of misconduct (Porter & Prenzler, 2016), which raises a question regarding whether professional standards outlined during training at the academy can be maintained during professional engagement. It poses a challenge for police organizations regarding whether specialized police training can overcome police job-related attitudes formed over time or shape background characteristics which may influence professional conduct.

## The Current Study

To better understand police officer perceptions of policing diverse people, this article examines whether occupational attitudes and background characteristics influences police recruit perceptions of policing people from diverse communities identified by race, ethnicity, religion, sexuality, and

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# Police Background Characteristics

**Geoffrey P. Alpert, Roger G.  
Dunham, Meghan S. Stroshine**



## **Police Background Characteristics:**

*Police Background Characteristics and Performance: Summary* Bernard Cohen, Jan M. Chaiken, 1972      Police Background Characteristics and Performance Bernard Cohen, Jan M. Chaiken, 1972      **Document Retrieval Index**, 1972

**Jammed Up** Robert J. Kane, Michael D. White, 2012-01-01 Drugs bribes falsifying evidence unjustified force and kickbacks there are many opportunities for cops to act like criminals Jammed Up is the definitive study of the nature and causes of police misconduct While police departments are notoriously protective of their own especially personnel and disciplinary information Michael White and Robert Kane gained unprecedented complete access to the confidential files of NYPD officers who committed serious offenses examining the cases of more than 1 500 NYPD officers over a twenty year period that includes a fairly complete cycle of scandal and reform in the largest most visible police department in the United States They explore both the factors that predict officer misconduct and the police department's responses to that misconduct providing a comprehensive framework for understanding the issues The conclusions they draw are important not just for what they can tell us about the NYPD but for how we are to understand the very nature of police misconduct ACTUAL MISCONDUCT CASES An off duty officer driving his private vehicle stops at a convenience store on Long Island after having just worked a 10 hour shift in Brooklyn to steal a six pack of beer at gun point Is this police misconduct A police officer is disciplined no less than six times in three years for failing to comply with administrative standards and is finally dismissed from employment for losing his NYPD shield badge Is this police misconduct An officer was fired for abusing his sick time but then further investigation showed that the officer was found not guilty in a criminal trial during which he was accused of using his position as a police officer to protect drug and prostitution enterprises Which is the example of police misconduct

**Publications of the National Institute of Law Enforcement and Criminal Justice** National Institute of Law Enforcement and Criminal Justice, 1978      **The End of Policing** Alex S. Vitale, 2017-10-10 The massive uprising following the police killing of George Floyd in the summer of 2020 by some estimates the largest protests in US history thrust the argument to defund the police to the forefront of international politics It also made The End of Policing a bestseller and Alex Vitale its author a leading figure in the urgent public discussion over police and racial justice As the writer Rachel Kushner put it in an article called Things I Can't Live Without this book explains that unfortunately no increased diversity on police forces nor body cameras nor better training has made any seeming difference in reducing police killings and abuse We need to restructure our society and put resources into communities themselves an argument Alex Vitale makes very persuasively The problem Vitale demonstrates is policing itself the dramatic expansion of the police role over the last forty years Drawing on first hand research from across the globe The End of Policing describes how the implementation of alternatives to policing like drug legalization regulation and harm reduction instead of the policing of drugs has led to reductions in crime spending and injustice This edition includes a new introduction that takes stock of the renewed movement to challenge police impunity

and shows how we move forward evaluating protest policy and the political situation

**Report on Police** United States. National Advisory Commission on Criminal Justice Standards and Goals, 1973

Policing in America Larry K. Gaines, Victor E. Kappeler, Zachary A. Powell, 2021-08-09 Policing in America Ninth Edition provides a thorough analysis of the key issues in policing today and offers an issues oriented discussion focusing on critical concerns such as personnel systems organization and management operations discretion use of force culture and behavior ethics and deviance civil liability and police community relations In the field of law enforcement in the United States it is essential to know the contemporary problems being faced and combine that knowledge with empirical research and theoretical reasoning to arrive at best practices and an understanding of policing The text opens with a critical assessment of police history and the role politics played in the development of American police institutions and concludes with consideration of such contemporary issues as globalization terrorism and homeland security Appropriate for introductory policing courses this new edition not only offers updated research and examples it also incorporates ways for the reader to connect to the content through learning objectives discussion questions and Myths and Realities of Policing boxes Video and Internet links provide additional coverage of important issues With completely revised and updated chapters Policing in America Ninth Edition provides an up to date examination of what to expect as a police officer in America

**Annual Report of the Law Enforcement Assistance Administration** United States. Law Enforcement Assistance Administration, 1973

Annual Report of the Law Enforcement Administration United States. Law Enforcement Assistance Administration, 1970

**Stop and Frisk** Michael D. White, Henry F. Fradella, 2019-07-01 Winner 2019 Outstanding Book Award given by the American Society of Criminology's Division of Policing Section The first in depth history and analysis of a much abused policing policy No policing tactic has been more controversial than stop and frisk whereby police officers stop question and frisk ordinary citizens who they may view as potential suspects on the streets As Michael White and Hank Fradella show in Stop and Frisk the first authoritative history and analysis of this tactic there is a disconnect between our everyday understanding and the historical and legal foundations for this policing strategy First ruled constitutional in 1968 stop and frisk would go on to become a central tactic of modern day policing particularly by the New York City Police Department By 2011 the NYPD recorded 685 000 stop question and frisk interactions with citizens yet in 2013 a landmark decision ruled that the police had over and mis used this tactic Stop and Frisk tells the story of how and why this happened and offers ways that police departments can better serve their citizens They also offer a convincing argument that stop and frisk did not contribute as greatly to the drop in New York's crime rates as many proponents like former NYPD Police Commissioner Ray Kelly and Mayor Michael Bloomberg have argued While much of the book focuses on the NYPD's use of stop and frisk examples are also shown from police departments around the country including Philadelphia Baltimore Chicago Newark and Detroit White and Fradella argue that not only does stop and frisk have a legal place in 21st century policing but also that it can be judiciously used to help deter

crime in a way that respects the rights and needs of citizens They also offer insight into the history of racial injustice that has all too often been a feature of American policing s history and propose concrete strategies that every police department can follow to improve the way they police A hard hitting yet nuanced analysis Stop and Frisk shows how the tactic can be a just act of policing and in turn shows how to police in the best interest of citizens *Research in Law Enforcement Selection* Michael G. Aamodt,2004 This book is the most comprehensive reference ever written for individuals interested in law enforcement selection The chapters contain meta analyses statistical reviews of the literature investigating the validity of methods used to predict police performance These methods include education requirements cognitive ability background variables e g military experience arrest record discipline problems at work personality inventories interest inventories physical agility tests assessment centers and interviews The first chapter in the book is a short primer on meta analysis that informs the reader about the purpose of meta analysis and how to interpret the meta analysis tables contained in the book Chapter 2 describes the methods used to conduct the meta analyses for this project Chapters 3 11 list the meta analysis results for the various predictors of police performance Chapter 12 describes a meta analysis of the relationships among criteria e g performance ratings discipline problems commendations Chapter 13 describes a meta analysis of the relationships among selection methods and Chapter 14 describes a meta analysis of the relationship between the various criteria and sex race age and tenure Chapter 15 summarizes the previous chapters and identifies future research needs

**Personnel Bibliography Series** United States Civil Service Commission. Library,1960 **Personnel Bibliography Series** United States. Office of Personnel Management. Library,1979 **Personnel Policies and Practices** United States Civil Service Commission. Library,1975 **Library Book Catalog** United States. Department of Justice,1974

**Personnel Literature** United States. Office of Personnel Management. Library,1974 Policing Geoffrey P. Alpert,Roger G. Dunham,Meghan S. Stroshine,2014-10-28 The second edition of Policing Continuity and Change effectively combines theory research policy and practical experience Strategies for policing in the United States have evolved rapidly in the last four decades This concise introduction provides the necessary background to understand the challenges of policing the innovations in the field and the reforms shaping the profession Discussions of recruitment socialization and organization delineate who the police are what they do and how the police culture affects officers The authors highlight the proactive skills necessary for solving problems and for productive interactions with community members They emphasize the need for policies and training regarding use of force This vital up to date overview explores the implications for policing as departments employ new technologies and respond to demands for accountability *Introduction to Criminal Justice* Kenneth J. Peak,Pamela M. Everett,2015-12-08 Introduction to Criminal Justice Practice and Process Second Edition uses a proven problem based learning approach to enhance the critical thinking and analytic skills of students Best selling authors Kenneth J Peak and Pamela M Everett explain the importance of criminal justice and show students how key trends emerging

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**Table of Contents Police Background Characteristics**

1. Understanding the eBook Police Background Characteristics
  - The Rise of Digital Reading Police Background Characteristics
  - Advantages of eBooks Over Traditional Books
2. Identifying Police Background Characteristics
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Police Background Characteristics
  - User-Friendly Interface
4. Exploring eBook Recommendations from Police Background Characteristics
  - Personalized Recommendations
  - Police Background Characteristics User Reviews and Ratings
  - Police Background Characteristics and Bestseller Lists
5. Accessing Police Background Characteristics Free and Paid eBooks
  - Police Background Characteristics Public Domain eBooks
  - Police Background Characteristics eBook Subscription Services
  - Police Background Characteristics Budget-Friendly Options
6. Navigating Police Background Characteristics eBook Formats
  - ePub, PDF, MOBI, and More
  - Police Background Characteristics Compatibility with Devices
  - Police Background Characteristics Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Police Background Characteristics
  - Highlighting and Note-Taking Police Background Characteristics
  - Interactive Elements Police Background Characteristics
8. Staying Engaged with Police Background Characteristics

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Police Background Characteristics
- 9. Balancing eBooks and Physical Books Police Background Characteristics
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Police Background Characteristics
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Police Background Characteristics
  - Setting Reading Goals Police Background Characteristics
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Police Background Characteristics
  - Fact-Checking eBook Content of Police Background Characteristics
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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