


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 ($N = 946$). 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 engagement 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 & Prentler, 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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