

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 & 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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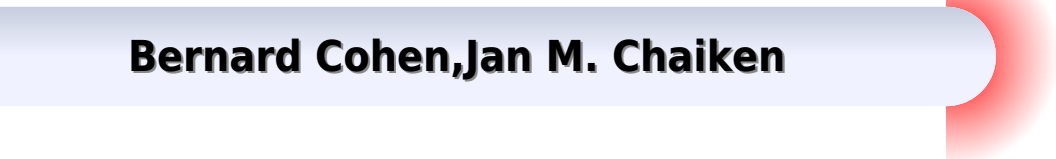
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Police Background Characteristics

Bernard Cohen, Jan M. Chaiken



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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
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