


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

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SAGE Open
July–September 2019; 1–13
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DOI: 10.1177/2158244019865362
journals.sagepub.com/home/sgo


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 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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Police Background Characteristics

**United States. Law Enforcement
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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 **Police Background Characteristics and Performance: Summary** Bernard Cohen, Jan M. Chaiken, 1972 **Police Background Characteristics and Performance** Bernard Cohen, Jan M. Chaiken, 1972 **Police Educational Characteristics and Curricula, Monograph** United States. Department of Justice, 1975 **Police Educational Characteristics and Curricula** Larry T. Hoover, 1975 The monograph consists of an examination of the rationale for higher police educational standards a report of research relevant to the impact of upgrading efforts a critique of current educational programming and the explication of a model criminal justice curriculum appropriate for both police and other criminal justice system personnel Three distinct but related rationales are developed relevant to educational upgrading The rationales involve police ability to control crime perform their order maintenance function and properly exercise discretion The research reported includes an assessment of current police recruit educational levels patterns of employment of collegiate recruits the impact of the Law Enforcement Education Program police cadet programs and agency reward programs the influence of agency characteristics in attracting and retaining collegiate recruits and the impact of the development of educational programs in law enforcement and criminal justice An examination of present educational programming postulates several major deficiencies A model curriculum is proposed which provides a broad theoretical orientation to the entire criminal justice process The model consists of guidelines for twenty criminal justice courses Each guideline includes both selected related readings and a content outline Police Background Characteristics and Performance [by] Bernard Cohen and Jan M. Chaiken Bernard Cohen, 1972 **Handbook of Police Psychology** Jack Kitaeff, 2011-03-17 The Handbook of Police Psychology represents the contributions of over thirty police psychologists all experts in their field on the core subject matters of police psychology Police psychology is broadly defined as the application of psychological principles and methods to law enforcement This growing area includes topics such as screening and hiring of police officers conducting screening for special squads e g SWAT fitness for duty evaluations investigations hostage negotiations training and consultation and stress counseling among others The book examines the beginnings of police psychology and early influences on the profession such as experimental investigations of psychological testing on police attitude and performance Influential figures in the field of police psychology are discussed including the nation s first full time police psychologist who served on the Los Angeles Police Department and the first full time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department *Document Retrieval Index* ,1972 **POLICE BACKGROUND CHARACTERISTICS AND PERFORMANCE: SUMMARY. (ABRIDGED).** Rand Corporation, 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

Exploring Police Integrity Sanja Kutnjak Ivković, M. R. Habersfeld, 2019-11-09 This work provides an innovative new look at police ethics including results from an updated version of the classic Police Integrity Questionnaire including new social and technological advances It aims to push the study of police research further expanding on and testing police integrity theory and methodology the relationship between community and integrity and the influence of multiculturalism and globalization on policing and community attitudes This work brings together experienced scholars who have used the police integrity theory and the accompanying methodology to measure police integrity in eleven countries and provide advance and sophisticated explorations of the topic Organized into three thematic sections it explores the testing methodology for international comparisons insights into police community relations and explores police subcultures This innovative book will be of interest to researchers in criminology criminal justice particularly with an interest in policing as well as related fields such as sociology public policy and comparative law

Worldwide Views on Police Discretion Yinthe Feys, 2023-01-01 This book gives an overview of the empirical research regarding police discretionary decision making worldwide through 2022 by means of a scoping review In total eleven databases were searched and 15 193 publications have been assessed in terms of relevance for this topic with 1 563 of these being assessed more thoroughly The shortlist consists of 526 publications It answers the following questions What is the amount of available research concerning police decision making and what are its characteristics How and where is police decision making studied Which crime phenomena are studied Which types of decisions are studied Which factors impact police discretion Overall the scoping review summarizes the available empirical research on police discretion and helps

understand police decision making processes These findings are then used to discuss the current scholarship and give recommendations concerning research e g which decision making processes decisions are currently lacking in research which factors need to be explored further which research methods can be utilized more frequently and police practice i e how to support police officers in their decision making and optimize these decision making processes **Police**

Background Characteristics and Performance Rand Corporation, Jan M. Chaiken, Bernard Cohen, 1974 **Report on Police** United States. National Advisory Commission on Criminal Justice Standards and Goals, 1973 Education Level and Police Use of Force John Vespucci, 2020-05-07 This brief presents a study addressing the impact of a college degree upon officer use of force The average American municipal police academy only requires 26 weeks of training despite previous studies showing overwhelming support that college educated police officers apply more discretion in their use of force than officers without a college degree Taking into account contemporary public police conflicts and how American perceptions of police are based largely on officer use of force this study offers a more current perspective on the profession s changing dynamic over the past decade With data gathered from over 400 officers from 143 distinct municipal police agencies in 6 American states the study examines the association between a college education and the level of force used to gain compliance during arrest situations and notes discrepancies between previously studied factors and contextual variables This brief will be useful for researchers of policing and for those involved with police training *Police* United States. National Advisory Commission on Criminal Justice Standards and Goals, 1973 This report provides suggestions for overall improvement in delivery of police services for greater protection against crime The National Advisory Commission on Criminal Justice Standards and Goals considers the patrolman the primary force in reducing and preventing crime and thus directs its report recommendations toward increasing police effectiveness Suggestions for improvements in police functions are presented in the areas of community planning and organization technology and support services fiscal management and coordination with other criminal justice agencies These proposals appear in the form of more than 120 specific standards and recommendations that spell out where why and how these improvements can and should be made in the police segment of the criminal justice system Report on police is a reference work for the practitioner patrolman to police chief as well as for the interested layman Before implementing any of the changes advocated police departments are advised to detail the legal limits of police authority and develop guidelines for the exercise of that authority In order to improve cooperation between the police and the community it is suggested that police agencies establish a specialized unit for maintaining communication with citizens Each police department should encourage and participate in neighborhood security programs and establish procedures to facilitate processing of complaints Suggestions for more effective utilization of manpower include continued consolidation stricter personnel requirements increased employee benefits and the employment of more women minorities and civilians in police work **Annual Report** United States. Bureau of Justice Assistance, **Annual Report** United

States. Law Enforcement Assistance Administration,1971
Assistance Administration,1972

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