

POLICING IN A DIVERSE SOCIETY

POLICING IN A DIVERSE SOCIETY

Another American Dilemma

SECOND EDITION

Mary S. Jackson

*Professor in the School of Social Work
East Carolina University*

Jerry A. Cameron

*Lieutenant and Instructor
North Carolina State Highway Patrol*

Timothy M. Hathaway

*Lieutenant and Instructor
Rocky Mount Police Department*

Jerry Shoemaker

*Deputy: Narcotics / CIT Traffic STEP Team
Halifax County Sheriff's Office
Criminal Justice Instructor
North Carolina Wesleyan College*

With contributions from

Rodney Smith



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PREFACE

American-authored texts will often, consciously or unconsciously, reflect American perspectives to the point of Not only is such terminology biased and judgmental, but the ideas and thoughts initiated by these words are based on dominant or majority values. For example, while popular thought has moved away from the melting pot metaphor and toward a mosaic metaphor, those groups that strive to hold on to their own ancestral heritage are often labeled militant, separatist, or un-American. Law enforcement officers and criminal justice students must not only remain abreast of the ever-changing terminology but must also try to understand society's cultural diversity.

This text is not intended to equip students with the skills needed to formulate intervention strategies when working with diverse populations, although strategies may arise indirectly as students become aware of how diverse, and yet how similar, Americans really are. This text is not meant to place blame, formulate a paradigm for practice, or discuss policy implications related to policing in a diverse society. Finally, this text is not meant to be just another piece of incomprehensible scholarly writing. The intent of this text is to:

1. Provide students with information about minorities in the hopes that the next generation of law enforcement officers, correctional officers, attorneys, and parole/probation officers will function more effectively in America's diverse society;
2. Raise awareness among students and law enforcement officers not only of existing societal diversity, but of key historical events that have impacted individuals and/or groups;
3. Familiarize students with stereotypes, prejudices, and discrimination that can impact individual and group attitudes and behaviors;

4. Encourage students to develop self-awareness and understand how personal, racial, and ethnic biases can impact decision-making and performance; and
5. Teach students to think about people different from themselves, considering how distinct views may impact fulfilling their duties as law enforcement officers or agents of the court.

When criminal justice students acknowledge and understand diversity among individuals, groups, and historical perspectives, they will likely feel more comfortable discussing strategies for working with these specific populations. Furthermore, students will have a better sense of their own limitations as well as a greater appreciation for diversity, which should enhance job performance.

While this text provides an overview to the many racial and ethnic groups, it is anticipated that students will learn two primary concepts: first, the differences in racial and ethnic backgrounds and American ideologies; and second, how such diversity plays an important role when working with colleagues, suspects, and defendants. This edition of the text has taken a step in the direction of including chapters that focus on supervision related to issues of diversity.

The first three chapters of this text have a focus on diversity and the components of community policing, to demonstrate to those involved in law enforcement how diversity can impact the performance of their duties. The third chapter provides a view of how policing changed after 9/11. The next eight chapters focus on different minority groups (Native Americans, Asian Americans, African Americans, Hispanics, Arab Americans, the elderly, the LGBTQ community, and adolescent street gangs) with regard to their interactions with police. Discussion highlights events influential in shaping minority groups' perceptions of and relationships with law enforcement agents.

The last three chapters are intended to stimulate thought and discussion regarding the law enforcement workplace and issues related to diversity. Often the focus is on policing individuals external to the workplace. But internal issues are equally relevant, and if not addressed, or at least discussed, are likely to impact the performance of officers' duties externally. Law enforcement supervisors play an important role in policing, and they are held responsible for their officers' actions. However, their training is

often ignored because the focus is typically on the front-line officer. Well-trained supervisors are needed in order to maintain well-trained officers. The end of the last chapter may be surprising as we encourage the student to explore another dimension of law enforcement: what policing will be like in outer space.

It is important, when reading this text, to keep in mind that the overall objective is not to ensure political correctness, but to initiate discussion on relevant issues that can no longer be ignored by criminal justice professionals.

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—Mary S. Jackson, PhD

It is such a privilege to be part of writing a book about policing in a diverse society. Police officers are faced with challenges to understanding diversity in policing, and I hope that my small part in this text helps them enhance their professionalism in policing. I am humbled and honored by the experience and would like to thank my mentors and fellow law enforcement officers who have helped shape me over the years into the law enforcement officer and educator that I am today. I also owe thanks to my loving wife, Joy, and my co-authors for the encouragement and direction they provided along the way, along with helping me keep a can-do attitude. Lastly, I would like to thank my mother, Joy Crutchfield, who I lost just a short while ago. I so

wish that she were here to see this accomplishment that she too has helped shape. I know that she is smiling down from heaven at me, which warms my heart. Therefore, I would like to dedicate my work to my sweet mother for all of the sacrifices that she endured so that I could succeed and flourish in life.

— Jerry Anthony (“Tony”) Cameron

I have often dreamed about being a published author and thanks to several very important people in my life, this dream is becoming a reality. Thank you, Dr. Mary Jackson, for giving me the opportunity to make this small contribution to your larger work as well as your much-appreciated guidance and encouragement over the last two years. Thanks to my mother, Margie Hathaway, who passed on to me her inquisitive nature as well as her love of words. Thank you to Lucille King, my mother-in-law, without whom none of this would have been possible; I truly cannot thank you enough. And finally, I give my eternal gratitude and love to Bridget, my bride of nearly twenty-seven years. You are my guiding star, my center, my everything.

— Tim Hathaway

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— Jerry Shoemaker

