

# **CRJ 201 - POLICING**

**Diversity in Policing**

# INTRODUCTION

- Explain how discrimination in policing has affected certain groups of people
- List and describe laws and policies that have impacted police employment
- Explain challenges that persist for minorities in policing

# IN CLASS ASSIGNMENT

- **Argue for and/or against the following position**
  - **Scenario 1:** Police departments should always seek to hire the most qualified candidates (those with the highest test scores who have met all other requirements)
  - **Scenario 2:** Police departments should hire the most diverse candidates from a pool of qualified candidates
  - **Scenario 3:** Police departments should hire candidates based on the representativeness of the qualified applicants and the community they will serve
  - **Scenario 4:** Police departments should hire the most highly educated and experienced candidates

# IN CLASS ASSIGNMENT

- Should police officers be assigned to neighborhood based on their race/ethnicity?

Review Reading: Diversity in Policing

- [70 Precinct Transfers](#)
- Should police officers be required to live in the neighborhood where they work?



# DISCRIMINATION IN POLICING

- Discrimination against Women:
  - Alice Stebbins Wells from the LAPD (1910)
  - Performed a limited police function (questioning female juveniles)
  - From the end of WW II to the mid-late 1960s women performed limited police functions
    - Juvenile work
    - Clerical tasks
    - Summonses



# DISCRIMINATION IN POLICING

- Why were women discriminated against?
  - Fear of change;
  - Physical stature;
  - Strength;
  - Size;
  - Macho image of policing;
  - Male behavior;
  - Jealousy.



# DISCRIMINATION IN POLICING

- First documented black officers after the civil war (late 1860s)
- By 1910 (same year as the first female officer) there were 567 black police officers in the United States;
- First black NYPD officer-Samuel Jesse Battle (1912)
- Race based assignments, lack of prestigious assignments.



# LAWS AND POLICIES

- U.S. Constitution: 14<sup>th</sup> Amendment (1868)
  - Equal Protection
- Civil Rights Act of 1964
  - Prohibition job discrimination based on race, color, religion, sex, national origin
- Crime Control and Safe Streets Act (1968)
  - Grants were provided to local law enforcement for recruitment, training, education, etc.





# MINORITIES IN POLICING TODAY

## WOMEN IN POLICING

- According to the National Institute of Justice in 2019, women made up 13% of police officers in the U.S.
- This has increased from 7.6% in 1987, and 10.6 in 2000.
- One in 10 police supervisors are women.
- Many professional organizations for female officers
  - National Center for Women and Policing
  - International Association of Women Police

*Review Reading: Women in Policing.*

## CHALLENGES

- Recruitment and Hiring;
- Physical Fitness Standards;
- Workplace Harassment;
- Pregnancy
- Family Leave
- Dealing with attitudes from the general public

*Review Video: Women of the APD*

# MINORITIES IN POLICING TODAY

## BLACKS IN POLICING

- BJS estimates that approximately 12% of police officers in the U.S. are African American.
- Concern over “Double Marginality”
- The expectation by white officers that black officers give members of their own race better treatment, and hostility from members of the community who consider them traitors to their race.

## CONTROVERSIES

- Tokenism
- The perception that black police officers will be put into positions simply as a show of diversity.
- Friendly Fire

*Review Video: Being a black officer today*

# MINORITIES IN POLICING TODAY

## HISPANIC OFFICERS

- As of 2007-approximately 11%.
- In cities over 1 million residents, up to 25% of the officers.
- Represent a diverse array of countries and cultures.
- Many are bilingual, which is a huge benefit to them and the communities they serve.

## ASIAN OFFICERS

- Comprise 2.7% of all police officers nationwide.
- Biggest challenge is recruitment, but it's growing.
- Asian societies are diverse and have vastly different cultures.

# MINORITIES IN POLICING TODAY

## RELIGIOUS MINORITIES

- Reasonable Accommodations;
- Facial Hair;
- Religious days off;
- Perception of “double marginality”

## GAY AND LESBIAN

- Police departments do not collect information on the sexual orientation of its officers.
- Acceptance by other officers?