

## **Part II: The Personal Side of Policing**

### **Chapter 7: Minorities in Policing**

#### **Discrimination in Policing**

- Discrimination: Unequal treatment
- of persons in personnel decision on basis of their race, religion, national origin, gender, or sexual orientation.
- Discrimination against women
  - 1910: first "officially designated" policewoman – Alice Stebbins Wells
  - 1968: first females to wear uniform and gun belt and drive marked patrol car
  - Concept of policewoman-as-social-worker
  - Presumption that women, because of gender and typical size, were not as capable as men
- Discrimination against African Americans
  - 1867: first African American police officers – Dusseau Picot and Emile Farrar
  - 1910: African Americans disappeared from southern police forces
    - posed a threat to white supremacy
  - double marginality – expectations of race
  - National Advisory Commission on Civil Disorders/Kerner Commission

#### **How Did Women and Minorities Strive for equality?**

- 14<sup>th</sup> Amendment
- Civil Rights Act of 1964
  - Prohibited all job discrimination based on race, color, religion, sex, or national origin
- Omnibus Crime Control and Safe Streets Act of 1968

#### **Equal Employment Opportunity Act of 1972**

- Extended 1964 Civil Rights Acts
- Made applicable to state and local governments
- Strengthened powers of EEOC
- Permitted DOJ to sue state and local governments

#### **The Civil Rights Act of 1991**

- Allows for awarding of punitive damages regarding civil rights violations under certain conditions
- Based on number of employees
- Does not apply to government agencies

#### **Federal Courts and Job Discrimination**

- Types of job discrimination:
  - Explicit discrimination
  - De facto discrimination
    - Indirect discrimination as a result of policies
    - Adverse impact
  - Job relatedness (e.g., fitness requirements)
  - Job analysis

### **Affirmative Action Programs**

- Active effort to improve employment or educational opportunities for minorities
  - Ensuring equal opportunity
  - Redressing past inequality
  - Results-oriented
  - Quotas
- Concern over reverse discrimination

### **White Male Backlash**

- White males passed over on entrance and promotion examinations by minorities
  - Resulted in resentment and lawsuits
- Association of White Male Peace Officers
  - Protects white male officers' rights
- "Reverse discrimination" cases
  - Milwaukee, 2005: Jury found that Police Chief Arthur Jones discriminated against white male lieutenants for promotion
- 2009: *Ricci v. DeStefano* Supreme Court ruling in favor of 17 white and 2 Hispanic firefighters

### **Can Minorities Do the Job?**

- Academic studies have found that women are just as effective on patrol as men
- Other measures of job performance have shown women perform just as well, or better
- No studies regarding African Americans in police work, but anecdotal evidence says they perform as well as any other group

### **Minorities in Policing Today**

- U.S. police departments attempting to better reflect the communities they serve
  - Intensified recruitment of minorities to achieve balance
  - Direct efforts to retain minority officers
- Entry requirements have been altered

### **Female Representation**

- 2003: 11.3 percent of all full-time sworn officers in local law enforcement were women
- More women attaining service levels associated with command positions
- Women are or have been executives in many different sizes of agencies

### **African American Representation**

- 1970s and 1980s: appointed as police chiefs
  - Trend continues today
- 2003: African American officers represented 11.7 percent of all law enforcement officers, a 35 percent increase from 1990
- Process is occurring, but is a slow and gradual process

### **Hispanic Representation**

- 2003: Hispanic or Latino officers accounted for 9.1 percent of police officers nationwide
- Officers' ability to relate to the Hispanic community is an asset
- Officers may feel pressure to behave in a different manner ◦ in accordance with a specific ethnicity (e.g., Mexican or Cuban)

- These officers help bridge language and cultural barriers
- HAPCOA: supports Hispanics in criminal justice agencies

### **Asian Representation**

- Asian Americans are poorly represented in police departments across country
- Biggest challenge is recruitment
  - Seems to be cultural issue
- California agencies leading the way
  - Reaching out to improve communication and build credibility

### **Muslim Representation**

- Muslim officers are a small, but increasingly visible, group that has experienced discrimination
- Officer discrimination over grooming issues
- Muslim conventions versus police policies

### **Gay and Lesbian Representation**

- 1969: IACP rescinded policy of opposing employment of gay officers
- many departments do not ask about sexual orientation
- *Lawrence v. Texas*: struck down Texas law criminalizing homosexual sex
- GOAL and LEGAL: organizations that provide support groups and advocacy

### **Problems Persist for Minorities in Policing**

- Problems for Women
  - Recruiting and hiring
  - Acceptance and workplace harassment
  - Dating, pregnancy, and family issues
- Problems for African Americans
  - Competition with private sector
  - Friendly fire or fraternal fire
  - Perception of tokenism
- Problems for Other Minorities]
  - Command structure
  - Recruitment and representation
  - Building bridges
  - Stereotypes

## **Chapter 8: Police Ethics and Police Deviance**

### **Introduction**

- Police officers in the United States are given tremendous authority and wide latitude in using that authority
- Many police officers complain that the press overdoes coverage of corrupt or brutal police officers
- The media operate under the following philosophy: the news is that which is different and not normal