

SECOND EDITION

MULTICULTURAL LAW ENFORCEMENT

strategies
for
peacekeeping
in a diverse
society



ROBERT M. SHUSTA • DEENA R. LEVINE
PHILIP R. HARRIS • HERBERT Z. WONG

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Strategies for Peacekeeping in a Diverse Society

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To the many law enforcement professionals who have contributed to this book and, by their actions, have demonstrated the professionalism that is required in our multicultural society.

And to our families, especially the late Dr. Dorothy L. Harris, whose tolerance and support made it possible for us to reach our goal.

FOREWORD

Communities and police agencies across America have struggled for many years with the issues of race, ethnicity, and gender. In the past 20 years, these struggles have been even more complex and challenging as larger numbers of non-English-speaking legal and illegal immigrants have come to America seeking economic, religious, or political freedoms. In addition to the obvious communication problems, law enforcement professionals frequently encounter cultural tensions between the new immigrants and both majority and minority Americans as neighborhoods begin to change.

There are those who would argue that little progress has been made in policing given the widespread racial disturbances in recent years and the continuing debate over “racial profiling” as reflected in the following news stories:

Black men stopped by police while driving on highways around the Motor City are more likely than their white neighbors to be searched without their consent, a study by the Michigan State Police has found. (APB News.com July 21, 2000)

The first comprehensive study of racial profiling by a major police department found that motorists in San Diego are more likely to be pulled over if they are black or Latino. (APB News.com October 2, 2000)

Clearly, the effective policing of multicultural communities remains an enormous challenge. However, there is good reason for optimism as police agencies become more diverse, enhance training, improve language skills, and seek to build strong partnerships with ethnic and racial communities. To be sure, police departments have changed but, like society as a whole and its important institutions, have failed to keep pace with the rapid changes in the diversity of our communities.

Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society is a chronicle of both the progress that has been made and the enormous challenges that face policing in America in the new millennium. In five major sections, the second edition of this book addresses all of the key multicultural issues facing the police today and well into the future. It looks at the makeup of the police organization itself, training, professionalism, and the unique aspects of a number of specific cultures. The text provides practical and useful guidance on how the police can more effectively work with these cultural groups inside their organizations as well as in the community. Each chapter in the section on specific cultures sets forth the historical

context of police relationships and identifies the key issues that must be addressed. The first edition of the book was on the cutting edge of these issues for the police and the second is even more valuable as police have become more sensitive to the importance of effectively policing our multicultural communities.

Multicultural Law Enforcement serves as an excellent model of strength of diversity. The authors themselves represent a diverse team in terms of their culture, gender, and other backgrounds. In addition, they have enhanced their diversity by reaching out to a wide range of experts on the areas in which they write. They have produced a magnificent volume that will continue to be of tremendous value to the police, students, and the community as law enforcement wrestles with the enormous challenge of policing in a democratic society. It is also a natural and comfortable fit with the community problem-oriented policing philosophy that so many police agencies have adopted throughout America.

This philosophy depends on engaging the community in a strong partnership that focuses on the problems that create the environment for crime, violence, drug abuse, and disorder. To do so, the police must understand and work with our diverse communities. *Multicultural Law Enforcement* is an important tool to enable them to understand cultures in a way that will be invaluable to building these critical partnerships.

Darrel W. Stephens, Chief
CHARLOTTE-MECKLENBURG POLICE DEPARTMENT
CHARLOTTE, NORTH CAROLINA

Authors' Note:

Chief Darrel W. Stephens is an accomplished government executive with 32 years of experience in policing that began as a police officer in Kansas City, Missouri, in 1968. His distinguished career includes work as Assistant Chief of Police, Lawrence, Kansas; Chief of Police, Largo, Florida; Chief of Police, Newport News, Virginia; Executive Director, Police Executive Research Forum; and Police Chief and City Administrator, City of St. Petersburg, Florida. He has served as a consultant, writer, and speaker throughout the country, promoting progressive policing approaches throughout his career. He is currently Chief of Police of Charlotte-Mecklenburg, North Carolina, a department with 2,000 employees, serving a city and an unincorporated area of over 600,000 people.

The authors of *Multicultural Law Enforcement* are honored that Chief Stephens' words introduce our readership to the message of our textbook.

PREFACE

This second edition of *Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society* is a tribute to all our readers who enthusiastically received the original work. It is a textbook for police departments and academies, colleges, and universities. It is also designed to assist all levels of criminal justice representatives in understanding the pervasive influences of culture, race, and ethnicity in the workplace and in multicultural communities. The text again focuses on the cross-cultural contact that police officers and civilian employees have with citizens, victims, suspects, and coworkers from diverse backgrounds. This second edition also includes new or expanded material on the following: hate crimes; community-based policing; undocumented immigrants and immigrant women; urban dynamics; women, gays, and lesbians in law enforcement; and a substantial discussion of racial profiling. We include updated demographic data using the most current population estimates and projections available to date.

Throughout these pages, we stress the need for awareness, understanding of cultural differences, and respect toward those of different backgrounds. We encourage all representatives of law enforcement to examine preconceived notions they might hold of particular groups. We outline for police executives why they should build awareness and promote cultural understanding and tolerance within their agencies.

An increasing number of leaders in law enforcement agencies and their employees have accepted the premise that greater cross-cultural competency must be a key objective of all management and professional development. Demographic changes have had a tremendous impact not only on the types of crimes committed but also on the composition of the law enforcement workforce and the people with whom officers make contact. To be effective, police executives must understand the diversity in their workforces and in their changing communities. Professionalism today includes the need for greater consideration across cultures and improved communication with members of diverse groups.

In an era when news is processed and accessed immediately, the public is exposed almost daily to instances of cross-cultural and interracial contact between law enforcement agents and citizens. So, too, have community members become increasingly sophisticated and critical with regard to how members of diverse cultural and racial groups are treated by public servants. Employees of police departments and

other agencies entrusted with law enforcement find that they are now serving communities that carefully observe them and hold them accountable for their actions.

This new edition has been updated and expanded to provide practical information and guidelines for law enforcement managers, supervisors, officers, and instructors. With cross-cultural knowledge, sensitivity, and tolerance, those who are charged with the responsibility of peacekeeping will improve their image while demonstrating greater professionalism, within the changing multicultural workforce and community.

Robert M. Shusta, M.P.A.

Deena R. Levine, M.A.

Philip R. Harris, Ph.D.

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