NOVA COLLEGE-WIDE COURSE CONTENT SUMMARY
ADJ 233 – MULTICULTURALISM IN POLICING (3 CR.)

Course Description

Examines the impacts of historical events and social changes on law enforcement; evaluates the complexity of providing police services to multicultural communities; develops sensitivity and understanding of diverse populations and communities of color. Credit hours: 3

General Course Purpose

ADJ 233 provides students a foundation for increasing cultural understanding when serving diverse communities.

Course Prerequisites/Corequisites

None

Course Objectives

Upon completing the course, the student will be able to:

Multicultural communities
- Define and recognize/provide examples of vocabulary terms pertaining to multiculturalism
- Describe the impact of multicultural communities on law enforcement.
- Identify barriers in fostering positive police-community relations with persons from diverse backgrounds.
- Summarize key historical events, practices, and perspectives that impact law enforcement relationships with multicultural communities
- Evaluate efforts law enforcement leaders and managers have attempted to promote bias-free policing in a multicultural society.
- Explain what it means to provide police services fairly to all community members.
- Recognize unique public safety challenges associated with people's cultural identification, lifestyle, or characteristics.

Diversity in law enforcement agencies
- Describe how the racial, ethnic, gender, and lifestyle composition of law enforcement agencies is changing in the United States.
- Explain the rationales for hiring, retaining, and promoting a diverse workforce in law enforcement agencies.
- Explain the impacts of prejudice and racism on employees in law enforcement agencies.
- Identify methods for identifying and diffusing prejudicial conduct by employees.
- Evaluate strategies for recruiting, retaining, and promoting women and minorities for law enforcement employment.

Cross-cultural communication for law enforcement
- Recognize verbal and nonverbal communication style differences across cultures.
- Describe common communication barriers and the potential for cross-cultural misunderstanding based on communication styles used by different cultural groups.
- Describe how communication can prevent and de-escalate confrontation across cultures.
- Describe appropriate communication for law enforcement employees.

Law enforcement relations with multicultural communities
- Describe the backgrounds of different cultural communities, especially as they relate to the dynamics

between citizens and police.
- Recognize relevant aspects of demographic features and diversity within cultural groups, including those of class, culture, and religion.
- Identify the myths and stereotypes associated with different cultural groups.
- Explain the impact of key historical events involving different cultural groups and law enforcement.
- Discuss key issues associated with law enforcement contact in different cultural communities.
- Discuss inequities that arise or have arisen in the application of specific law enforcement tactics.

Law enforcement engagement with special populations
- Identify special groups with which law enforcement engages, such as victims of specific crimes, criminal organizations, and/or persons with unique needs or interests
- Recognize major characteristics of special populations, such as victims of specific crimes, criminal organizations, and/or persons with unique needs or interests.
- Examine law enforcement strategies to address needs associated with special populations.
- Describe the potential for misunderstanding based on characteristics or behaviors associated with persons who are homeless or mentally ill.
- Identify ways that police agencies can protect vulnerable community members, particularly those who are mentally ill.

Hate/Bias crimes
- Describe the hate crime problem, including historical perspectives, and the nationwide reporting system for hate crime data collection.
- Identify hate crimes related to cultural identification, religion, sexual orientation and gender identity, race ethnicity, and national origin.
- Identify extremist hate groups, and the organizations that monitor them.
- Explain hate crime laws, investigative procedures, and offender prosecution.

Racial profiling and implicit bias
- Define *implicit bias* and describe its impacts on community-law enforcement relations.
- Define *racial profiling* and explain problems associated with using inconsistent definitions.
- Explain the historical use of racial profiling in law enforcement and problems caused by racial profiling.
- Evaluate approaches used by police departments to prevent racial profiling.
- Identify long term solutions to building and sustaining community trust.

Major Topics to be Included

Multicultural Communities
Diversity in Law Enforcement Agencies
Cross-Cultural Communication for Law Enforcement
Law Enforcement Relations with Multicultural Communities
Law Enforcement Engagement with Special Populations
Hate/Bias Crimes
Racial Profiling and Implicit Bias