

CHAPTER TWO

The Changing Law Enforcement Agency

Chapter Two Multiple Choice

1. A nationally representative census of law enforcement agencies, including organizations at the city, county, state, and federal levels, is conducted how often by the Bureau of Justice Statistics?
- every six years
 - every four years
 - every year
 - every ten years

Answer: B

Objective: Identify how the ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

Page number: 44

Level: Easy

2. A total rejection of others by reason of race, color, or sometimes more broadly culture is defined as:
- racism
 - prejudice
 - stereotype
 - bias

Answer: A

Objective: Define racism and understand the steps organizational managers and supervisors can take to identify and control prejudicial conduct by employees

Page number: 48

Level: Easy

3. The following are examples of institutional racism:
- old textbooks in predominately black schools
 - unpaved roads in predominately black neighborhoods
 - pre-employment standardized tests
 - all of the above

Answer: D

Objective: Define racism and understand the steps organizational managers and supervisors can take to identify and control prejudicial conduct by employees

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Level: Intermediate

4. What is the most commonly used term for homosexual woman?

- a. bisexual
- b. lesbian
- c. gay
- d. transgender

Answer: B

Objective: Define lesbian, gay, bisexual, transgender and LGBT

Page number: 64

Level: Easy

5. There are three major types of racism. Which of the following is NOT one of the types outlined in the chapter?

- a. Personally mediated
- b. Institutional
- c. Blatant
- d. Internalized

Answer: C

Objective: Define racism and understand the steps organizational managers and supervisors can take to identify and control prejudicial conduct by employees

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Level: Intermediate

6. As of 2007, the latest year for which statistics were available for the text's 6th ed., women's representation within law enforcement agencies declined. Studies addressing this issue proposed the following possible reasons:

- a. The decrease in the number of consent decrees mandating the hiring of women and/or minorities
- b. Women no longer found law enforcement a desirable occupation
- c. Women were leaving to go back to school or to have families
- d. The decrease in the number of consent decrees mandating promotion of women and/or minorities

Answer: D

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace

Page number: 56

Level: Intermediate

7. Which of the following is not an example of sexual or gender harassment in the workplace?

For question 7, indicate the answer that is NOT correct:

- a. Unwelcome sexual behavior, such as jokes, cartoons, posters, banter, repeated requests for dates, and requests for sexual favors

- b. Supervisor asking employee to perform sexual acts in return for a job benefit
- c. Comments such as “women should stay home and have babies and leave policing to real men,” and the like
- d. Assignments to jobs or programs that are considered “traditionally women’s” instead of the non-traditional positions such as SWAT teams, K-9, gang units, narcotics, etc.

Answer: D

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace

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Level: Intermediate

8. There has been a negative reaction to the term “minority,” which critics find outmoded and offensive because the:

For question 8, indicate the answer that is NOT correct:

- a. term leaves non-whites feeling diminished, almost second-class
- b. word carries overtones of inferiority and inequity
- c. word, technically, is used to describe numerical designations, but over the years, it has come to have much larger implications
- d. Term involves a stereotype.

Answer: D

Objective: Identify how ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

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Level: Easy

9. According to David Shipler, the basic framework for combating and defusing racism in the military has been:

For question 9, indicate the answer that is NOT correct:

- a. Command commitment
- b. Training of advisors
- c. Complaints monitoring
- d. Screening applicants to determine their biases and prejudices

Answer: D

Objective: Identify how ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

Page number: 50

Level: Intermediate

Chapter Two True-False

1. Gay is a term that only refers to male homosexuals.

- a. True
- b. False

Answer: False

Objective: Define the terms lesbian, gay, bisexual, transgender and LGBT

Page number: 64

Level: Easy

2. A bisexual identifies as a different gender from the gender assigned at birth.
- a. True
 - b. False

Answer: False

Objective: Define the terms lesbian, gay, bisexual, transgender and LGBT

Page number: 64

Level: Easy

3. Leadership and team building are crucial to managing a diverse workforce and establishing good minority community relations.
- a. True
 - b. False

Answer: True

Objective: Explain the role of supervisors, managers, and the chief executive in providing a workplace environment that is comfortable for all employees, especially for women and individuals from diverse backgrounds

Page number: 75

Level: Intermediate

4. The supervisory and management team must take the lead and demonstrate commitment in a diverse workforce.
- a. True
 - b. False

Answer: True

Objective: Explain the role of supervisors, managers, and the chief executive in providing a workplace environment that is comfortable for all employees, especially for women and individuals from diverse backgrounds

Page number: 75

Level: Easy

5. A nontraditional occupation for women is defined as one in which women comprise 40 percent or less of total employment.
- a. True
 - b. False

Answer: False

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace

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Level: Intermediate

6. Women hired as police officers during the early years were given duties that did not allow them to work street patrol.

a. True

b. False

Answer: True

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace

Page number: 55

Level: Intermediate

7. For law enforcement to maintain the support and trust of any community, it is essential that the organization reflect the diversity of the area it serves.

a. True

b. False

Answer: True

Objective: Identify how the ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

Page number: 44

Level: Easy

8. Individuals with different cultural and ethnic backgrounds bring a different perspective to police-community relations.

a. True

b. False

Answer: True

Objective: Identify how the ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

Page number: 44

Level: Easy

9. Frustration and resentment often result among citizens when their law enforcement agency fails to recognize and adjust to the diversity in the community.

a. True

b. False

Answer: True

Objective: Identify how the ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

Page number: 44

Level: Easy

10. Leadership is exercised when one takes initiative, guides, or influences others in a particular direction.

- a. True
- b. False

Answer: True

Objective: Relate how chief executives of law enforcement agencies must establish clear policies stating that discrimination or harassment of LGBT or any other individual is unacceptable and will result in corrective action, or not severe disciplinary action

Page number: 73

Level: Easy

11. Women have won the “gender battle” in law enforcement since they now make up a larger percentage of major police agencies nationwide

- a. True
- b. False

Answer: False

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace

Page number: 54-56

Level: Easy

12. Racism does not exist within law enforcement organizations because of the phenomenon of “the brotherhood.”

- a. True
- b. False

Answer: False

Objective: Define racism and understand the steps organizational managers and supervisors can take to identify and control prejudicial conduct by employees

Page number: 60

Level: Easy

13. The EEO laws were passed to correct a history of unfavorable treatment of women and minority group members.

- a. True
- b. False

Answer: False

Objective: Explain what law enforcement chief executives need to do in order to convey zero tolerance for and disciplinary action in response to discrimination based on sexual orientation

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Level: Easy

14. As of 2013, 20 states had laws banning discrimination based solely on sexual orientation.
- True
 - False

Answer: True

Objective: Explain what law enforcement chief executives need to do in order to convey zero tolerance for and disciplinary action in response to discrimination based on sexual orientation

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Level: Easy

15. The Hispanic population is generally growing at such a rate that it is difficult for public sector agencies, especially law enforcement, to achieve parity.
- True
 - False

Answer: True

Objective: Identify how ethnic, racial, and gender composition of law enforcement agencies is changing in the United States

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Level: Easy

Chapter Two Fill in the Blank

1. _____ is the approach to one's occupation or career, with a sense of dedication and expertise.

Answer: Professionalism

Objective: Explain what law enforcement executives need to do in order to convey zero tolerance for and disciplinary action in response to discrimination based on sexual orientation

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Level: Easy

2. _____ is exercised when one takes initiative, guides, or influences others in a particular direction.

Answer: Leadership

Objective: Explain what law enforcement executives need to do in order to convey zero tolerance for and disciplinary action in response to discrimination based on sexual orientation

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Level: Easy

3. _____ is the benefit produced by the collaboration of two or more systems in excess of their individual contributions.

Answer: Synergy

Objective: Explain what law enforcement executives need to do in order to convey zero tolerance for and disciplinary action in response to discrimination based on sexual orientation

Page number: 74

Level: Easy

4. _____ is the common abbreviation for lesbian, gay, bisexual, and transgender.

Answer: LGBT

Objective: Define the terms lesbian, gay, bisexual, transgender and LGBT

Page number: 64

Level: Intermediate

5. A _____ is a person who is physically, romantically, and/or emotionally attracted to people of the same gender.

Answer: homosexual

Objective: Define the terms lesbian, gay, bisexual, transgender and LGBT

Page number: 64

Level: Easy

6. The term _____ covers a range of people including heterosexual cross-dressers, homosexual drag queens, and transsexuals who believe they were born in the wrong body.

Answer: transgender

Objective: Define the terms lesbian, gay, bisexual, and transgender and the meaning of the acronym or initials LGBT

Page number: 64

Level: Easy

7. The _____ Barriers series focuses on women's perceptions that lack of access to networks of influential colleagues is a key barrier to promotions and special assignments to women in the workforce.

Answer: *Catalyst*

Objective: Explain the history of women in law enforcement, the issues confronting them, and how support and mentoring programs help them make transitions into the workplace.

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Level: Easy

Chapter Two Essay

1. Why do police officers view openly gay and lesbian individuals as extremist militant types who publicly display their sexuality in an offensive or socially unacceptable way?

Answer: Should include an explanation that this is a stereotype

Objective: Define the terms lesbian, gay, bisexual, and transgender and the meaning of the acronym or initials LGBT

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Level: Intermediate

2. Why does Senate Bill 815 provide an exception to religious organizations and to non-profit membership only clubs regarding employment practices/

Answer: Answer should include an explanation that most religious organizations frown upon homosexual and gay behavior.

Objective: Relate how chief executives of law enforcement agencies must establish clear policies stating that discrimination or harassment of LGBT or any other individual is unacceptable and will result in corrective action, of not severe disciplinary action

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Level: Hard

3. Why is it important for training on lesbian, gay, and transgender issues to demonstrate the falsehood of stereotypes and myths?

Answer: Answers will vary

Objective: Relate how chief executives of law enforcement agencies must establish clear policies stating that discrimination or harassment of LGBT or any other individual is unacceptable and will result in corrective action, of not severe disciplinary action

Page number:

Level: Intermediate