TESTBANK

Chapter  1 Multicultural Communities: Challenges for Law Enforcement

1.1 Multiple Choice Questions

1) Acquiring cultural competence includes:

**A)**  exploration of officers' belief systems and biases

**B)**  awareness of an officer's perspectives and perceptions

**C)**  increased communication skills leading to effective rapport building

**D)**  all of the above

Answer: D

Page Ref: 4

Objective: Discuss the impact of diversity on law enforcement and the corresponding need for community policing and outreach programs

Level: Easy

2) The Chinese Exclusion Act in 1882 denied Chinese Laborers the right to enter:

**A)**  Europe

**B)** Africa

**C)** America

**D)**  Asia

Answer: C

Page Ref: 9

Objective: Understand past and current reactions to the U.S. multicultural society

Level: Easy

3) What are the dimensions of diversity that influence the personal and professional lives of law enforcement personnel?

**A)**  primary

**B)**  secondary

**C)**  both

**D)**  none

Answer: C

Page Ref: 29-30

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Intermediate

4) A judgment or opinion formed before facts are known, usually involving negative or unfavorable thoughts about groups of people is known as:

**A)**  stereotype

**B)** prejudice

**C)** hate

**D)**  bias

Answer: B

Page Ref: 32

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to police work

Level: Intermediate

1.2 True/False Questions

1) To blame one's failures and shortcomings on innocent people or those only partly responsible is bias.

Answer: FALSE

Page Ref: 32

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to police work

Level: Easy

2) The act — intentional and unintentional — of applying or incorporating personal, social, or organizational biases and/or stereotypes in decision-making, police actions, or the administration of justice is bias-based policing.

Answer: TRUE

Page Ref: 32

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to police work

Level: Easy

3) An example of a secondary dimension is educational level.

Answer: TRUE

Page Ref: 29

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Intermediate

4) Gender is another example of a secondary dimension of diversity.

Answer: FALSE

Page Ref: 29

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Intermediate

5) A heterogeneous society is one that is diverse, and frequently refers to racial and ethnic composition.

Answer: TRUE

Page Ref: 11

Objective: Summarize key demographic trends in United States related to growth of minority and foreign-born populations in the United States

Level: Easy

6) A group that is larger in number that constitutes a whole part of a population and may be subjected to differential treatment is a minority group.

Answer: FALSE

Page Ref: 12

Objective: Summarize key demographic trends in United States related to growth of minority and foreign-born populations in the United States

Level: Easy

7) Hispanic is considered a race.

Answer: FALSE

Page Ref: 11

Objective: Summarize key demographic trends in United States related to growth of minority and foreign-born populations in the United States

Level: Easy

8) An individual admitted to the United States as a lawful permanent resident is an immigrant.

Answer: TRUE

Page Ref: 14

Objective: Provide an understanding of aspects of immigration to the United States

Level: Intermediate

9) A refugee is any person who is outside his or her country of nationality who is unable or unwilling to return to that country because of persecution or a well-founded fear of persecution.

Answer: TRUE

Page Ref: 13

Objective: Provide an understanding of aspects of immigration to the United States

Level: Easy

10) There are three major groups of undocumented or unauthorized immigrants within the U.S. borders.

Answer: FALSE

Page Ref: 17

Objective: Provide an understanding of aspects of immigration to the United States

Level: Intermediate

11) The word "multiculturalism" refers to a movement or political force.

Answer: FALSE

Page Ref: 4

Objective: Discuss the impact of diversity on law enforcement and the corresponding need for community policing and outreach programs

Level: Easy

12) The terms "mosaic" and "tapestry" are more accurate descriptions of America's multicultural society than the term "melting pot."

Answer: TRUE

Page Ref: 10

Objective: Understand past and current reactions to the U.S. multicultural society

Level: Intermediate

13) Changes in population characteristics were insignificant between 1990 and 2000.

Answer: FALSE

Page Ref: 10

Objective: Understand past and current reactions to the U.S. multicultural society

Level: Easy

14) Prejudice that is unchecked and acted on can result in all of the following: citizen humiliation, lawsuits, loss of jobs, and long-term damage to police-community relations.

Answer: TRUE

Page Ref: 34

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to police work

Level: Easy

15) When people have implicit biases, it means that they are consciously aware of the prejudices they hold.

Answer: FALSE

Page Ref: 33-34

Objective: Apply the concepts of prejudice and stereotyping to everyday police work.

Level: Intermediate

1.3 Fill in the Blank Questions

1) \_\_\_\_\_\_\_\_ has enriched our nation, but has also made many police procedures and interactions with individuals more complex.

Answer: Diversity

Page Ref: 5

Objective: Discuss the impact of diversity on law enforcement and the corresponding need for community policing and outreach programs

Level: Intermediate

2) (*Two-word answer*) \_\_\_\_\_\_\_\_ is under a powerful microscope in terms of how citizens are treated.

Answer: Law enforcement

Page Ref: 5

Objective: Discuss the impact of diversity on law enforcement and the corresponding need for community policing and outreach programs

Level: Intermediate

3) A(n) \_\_\_\_\_\_\_\_ dimension is a core characteristic with which a person is born that remains with the individual in all stages of his or her life.

Answer: primary

Page Ref: 29

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Easy

4) According to Loden, people have a minimum of \_\_\_\_\_\_\_\_ primary dimensions.

Answer: six

Page Ref: 29

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Easy

5) If \_\_\_\_\_\_\_\_ occurs, police departments will be subjected to adverse media attention, lawsuits, citizen complaints, human relations commission involvement, or dismissal of the chief or other management.

Answer: discrimination

Page Ref: 35

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to everyday police work

Level: Intermediate

6) \_\_\_\_\_\_\_\_ is the beliefs, habits, attitudes, values, and patterns of thinking, behavior, and everyday customs that have been passed on from generation to generation.

Answer: Culture

Page Ref: 26

Objective: Define "culture" and "ethnocentrism" and discuss their relevance in law enforcement

Level: Intermediate

7) \_\_\_\_\_\_\_\_, from the beginning, has been fundamental to the creation and growth of the U.S.

Answer: Immigration

Page Ref: 14

Objective: Provide an understanding of aspects of immigration to the United States

Level: Easy

8) An estimated \_\_\_\_\_\_\_\_ percent of European immigrants, or 2.1 million people, were born in Eastern Europe.

Answer: 44

Page Ref: 16

Objective: Provide an understanding of aspects of immigration to the United States

Level: Easy

1.4 Essay Questions

1) How can the six primary dimensions of diversity contribute to being advantaged or disadvantaged in the workforce or society?

Answer: Answers should include an explanation of the individuals' age, ethnicity, gender, mental/physical abilities and characteristics, race, and sexual orientation and how they can affect job performance.

Page Ref: 29-30

Objective: List the primary and secondary dimensions of diversity as well as generational differences among immigrant and ethnic groups

Level: Hard

2) How is culture a learned behavior?

Answer: Children receive a general cultural orientation by the time they are five or six years old.

Page Ref: 26-27

Objective: Define "culture" and "ethnocentrism" and discuss their relevance in law enforcement

Level: Intermediate

3) How can community policing outreach programs help to break down mutual stereotypes held by both police officers and community members? Give examples of programs of which you are aware.

Answer: Answers will vary.

Page Ref: 6-7

Objective: Discuss the impact of diversity on law enforcement and the corresponding need for community policing and outreach programs

Level: Intermediate

4) Explain how implicit biases can influence decision-making in law enforcement work.

Answer: Biases are powerful and unconscious. Decision-making in law enforcement is often quick and results in instantaneous action.

Page Ref: 32-34

Objective: Apply the concepts of stereotyping, prejudice and implicit bias to everyday police work

Level: Hard

5) What role do both police leadership and management play in helping officers challenge peers' expressions of prejudice and acts of discrimination within the law enforcement workforce?

Answer: Consider training, mandating change and police culture as they relate to messaging, policy and training intended to create a discrimination-free workplace.

Page Ref: 34-36

Objective: Describe ways that law enforcement leaders and managers can produce bias-free policing in a multicultural society.

Level: Hard