Multicultural Law Enforcement Strategies for Peacekeeping in a Diverse Society 7th edition Shusta Test Bank

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Chapter 2 The Changing Law Enforcement Agency: A Microcosm of Society

2.1 Multiple Choice Questions

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?**

A) every six years
B) every four years
C) every year
D) every ten years

Answer: B
Page Ref: 45
Objective: Identify how ethnic, racial, and gender composition of law enforcement agencies is changing in the United States
Level: Easy

2) **A total rejection of others by reason of race, color, or sometimes, more broadly, culture is defined as:**

A) racism
B) prejudice
C) stereotype
D) bias

Answer: A
Page Ref: 47
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Easy

3) **The following are examples of institutional racism:**

A) old textbooks in predominately black schools
B) unpaved roads in predominately black neighborhoods
C) pre-employment standardized tests
D) all of the above

Answer: D
Page Ref: 48
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Intermediate

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

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A) bisexual
B) lesbian
C) gay
D) transgender
Answer: B
Page Ref: 302-303
Objective: Define LGBTQ and gender identity
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
Page Ref: 47
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Intermediate

6) Captain Ewins suggests that implicit and/or explicit bias may be responsible for the relatively low numbers of LGBT employee hiring. The biases can manifest in which of the following ways?
A) Older officers involved in the hiring/screening process may have deeply held anti-LGBTQ biases.
B) Psychologist or polygraph operators may have anti-LGBTQ biases.
C) Candidate Interviewers may hold anti-LGBTQ biases.
D) All of the above
Answer: D
Page Ref: 64
Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees
Level: Intermediate

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

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Answer: D

Page Ref: 56

Objective: Explain the history of women in law enforcement and the issues confronting them

Level: Intermediate

8) The term "minority" is problematic. One reason for this is:

A) the term connotes superiority

B) the term suggests multiculturalism

C) the term does not reflect demographic majorities in certain cities/regions

D) "minority" means diversity

Answer: C

Page Ref: 43

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

Level: Easy

9) According to Captain Teresa Ewins, female officers are less quick to confront physically for which of the following reasons:

A) preference for negotiation and persuasion

B) communication skills

C) less tendency toward "machismo"

D) all of the above

Answer: D

Page Ref: 59

Objective: Explain the history of women in law enforcement and the issues confronting them

Level: Intermediate

2.2 True/False Questions

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

Answer: FALSE

Page Ref: 302-303

Objective: Define LGBTQ and gender identity

Level: Easy

2) A bisexual identifies as a different gender from the gender assigned at birth.

Answer: FALSE

Page Ref: 302-303

Objective: Define LGBTQ and gender identity

Level: Easy

3) It is not an especially wise management practice to recognize and reward patrol officers for their ability to work with and within a diverse community.

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Answer: FALSE

Page Ref: 71

Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees

Level: Intermediate

4) **The supervisory and management team must take the lead and demonstrate commitment in a diverse workforce.**

Answer: TRUE

Page Ref: 71

Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees

Level: Easy

5) **A nontraditional occupation for women is defined as one in which women comprise 40 percent or less of total employment.**

Answer: FALSE

Page Ref: 53

Objective: Explain the history of women in law enforcement and the issues confronting them

Level: Intermediate

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

Answer: TRUE

Page Ref: 54

Objective: Explain the history of women in law enforcement and the issues confronting them

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.**

Answer: TRUE

Page Ref: 45

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

Level: Easy

8) **Reactions to society's demographic changes as a whole are similar to those of reactions in law enforcement agencies.**

Answer: TRUE

Page Ref: 43

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

Level: Easy

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9) **Frustration and resentment do not result among citizens when law enforcement agencies fail to recognize diversity in communities.**
Answer: FALSE
Page Ref: 45
Objective: Identify how ethnic, racial, and gender composition of law enforcement agencies is changing in the United States
Level: Easy

10) **There is no particular advantage to being a female officer.**
Answer: FALSE
Page Ref: 59
Objective: Explain the history of women in law enforcement and the issues confronting them
Level: Easy

11) **Women have won the "gender battle" in law enforcement and have achieved parity in most U.S. law enforcement agencies.**
Answer: FALSE
Page Ref: 44
Objective: Explain the history of women in law enforcement and the issues confronting them
Level: Easy

12) **Racism does not exist within law enforcement organizations because of the phenomenon of "the brotherhood."**
Answer: FALSE
Page Ref: 44
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Easy

13) **Discrimination based on a person's gender identity and sexual orientation occurs primarily in government workplaces, and not in the private sector.**
Answer: FALSE
Page Ref: 66
Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees
Level: Easy

14) **As of 2017, 20 states had laws banning discrimination based solely on sexual orientation.**
Answer: TRUE
Page Ref: 66
Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees

Multicultural Law Enforcement Strategies for Peacekeeping in a Diverse Society 7th edition Shusta Test Bank

Level: Easy

15) **Men and women generally view their roles as police officers in similar ways.**
Answer: FALSE
Page Ref: 59
Objective: Explain the history of women in law enforcement and the issues confronting them
Level: Easy

2.3 Fill in the Blank Questions

1) **(*Two-word answer*) According to Sergeant Ken Carlson and Captain Teresa Ewins, _____ against gays and lesbians is far less common than it used to be, but is, nevertheless, still expressed in subtle ways.**
Answer: explicit bias
Page Ref: 63
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
Level: Easy

2) **Police departments reflect society and, in this way are _____ of the larger society.**
Answer: microcosms
Page Ref: 44-45
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
Level: Intermediate

3) **(*Two-word answer*) Officers who apply _____ under the law break the oath they took and subject their department to lawsuits.**
Answer: unequal justice
Page Ref: 47
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Easy

4) **_____ is the common abbreviation for lesbian, gay, bisexual, transgender and queer.**
Answer: LGBTQ
Page Ref: 302-303
Objective: Define LGBTQ and gender identity
Level: Intermediate

Multicultural Law Enforcement Strategies for Peacekeeping in a Diverse Society 7th edition Shusta Test Bank

5) **A(n) _____ is a person who is physically, romantically, and/or emotionally attracted to people of the same gender.**
Answer: homosexual
Page Ref: 302-303
Objective: Define LGBTQ and gender identity
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
Page Ref: 302-303
Objective: Define LGBTQ and gender identity
Level: Easy

7) **(*Two-word answer*) _____ disrupts relationships and morale within a police department.**
Answer: Workplace racism
Page Ref: 47
Objective: Define racism and understand the steps managers and supervisors can take to identify and control prejudicial conduct by employees
Level: Easy

2.4 Essay Questions

1) **What does it mean to "lead positively to meet the challenges of policing in multicultural communities" within a diverse agency?**
Answer: Answers will vary.
Page Ref: 43-44
Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees
Level: Intermediate

2) **How have women proven that they are as competent as men in their role as police officers?**
Answer: Answer should include an explanation that this is a stereotype.
Page Ref: 59, 60 & 62
Objective: Explain the history of women in law enforcement and the issues confronting them
Level: Intermediate

3) **What are the advantages of LGBTQ officers serving as liaisons to LGBTQ communities?**
Answer: Answer should include an explanation that most religious organizations frown upon homosexual and gay behavior.
Page Ref: 65

Multicultural Law Enforcement Strategies for Peacekeeping in a Diverse Society 7th edition Shusta Test Bank

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

Level: Intermediate

4) **What do you think is the most effective way to educate officers about stereotypes and myths associated with LGBTQ communities? Why is inclusion of these topics important?**

Answer: Answers will vary.

Page Ref: 64-66

Objective: Explain the role of police department leadership in providing a workplace environment that is inclusive of all employees

Level: Hard

Multicultural Law Enforcement Strategies for Peacekeeping in a Diverse Society 7th edition Shusta Test Bank