

CROSS-CULTURAL POLICING

AGENCY SPECIFIC

**Agent Evan Linney
Officer Jeffrey Pace
Officer Marianne Rante
Officer Ryan Culver**



LEARNING OBJECTIVES

- 1. DEFINE **CULTURE** AND THE ROLE IT PLAYS IN SOCIETY.
- 2. LEARN CVPD MISSION STATEMENT AND OTHER ARTICLES THAT CREATE THE **CULTURE** WHICH GOVERNS YOUR CONDUCT WITHIN THE COMMUNITY.
- 3. HEIGHTEN YOUR SENSE OF **CULTURAL** AWARENESS IN RESOLVING CONFLICT.
- 4. HEIGHTEN YOUR SENSE OF AWARENESS OF HOW SOME **CULTURES** PERCEIVE THE POLICE.

QUICK FACTS

NUMBER OF COPS IN U.S.

**APPROXIMATELY
800,000**

NUMBER AGENCIES

18,000

**NUMBER OF INCIDENTS TO
INCITE A PROTEST/RIOT**

1

**ACTIONS OF
ONE OR A
GROUP**



CULTURE-DEFINED

- **A SYSTEM OR BEHAVIOR THAT HELPS US ACT IN AN **ACCEPTED** OR **FAMILIAR** WAY.**
- **SYSTEMS CAN BE A FAMILY, BUSINESS, GROUPS OR SUB-GROUPS (AN INDIVIDUAL).**
- **LEADERSHIP ESTABLISHES A POLICING CULTURE FOR THREE PRIMARY REASONS:**
 - **1. SO THAT WE'LL KNOW WHAT'S EXPECTED OF US.**
 - **2. SO THAT WE'LL KNOW WHEN WE HAVE DEVIATED.**
 - **3. SO THAT THE COMMUNITY KNOWS WHAT TO EXPECT.**

GROUP ACTIVITY

- **WHAT IS YOUR NATIONAL ORIGIN?**
- **WHERE DID YOU GROW UP?**
- **NAME ONE CULTURAL NORM THAT YOU EXPERIENCED IN YOUR HOUSEHOLD.**
- **WHAT IS YOUR POLITICAL PARTY OF CHOICE?**
- **HAVE YOU EVER HAD AN “ENCOUNTER” WITH THE POLICE? WHAT HAPPENED? WHAT WAS YOUR OPINION OF THE OFFICER?**

What shapes the CVPD culture?

Our most-guiding principle- The Constitution signed September 25, 1789

What are the three (3) parts of the Constitution?

1. Preamble- *We the people...*

2. Articles- There are seven articles which, among other things, establish our three branches of government (Legislative, Executive and Judicial) and rules for how future amendments to the Constitution should be made.

3. Amendments-

A. The first **10 amendments are called- *Bill of Rights***

B. There have been **27 amendments made to date.**

The Constitution establishes a culture of *Democracy*

MISSION STATEMENT -

- **THE CHULA VISTA POLICE DEPARTMENT, IN PARTNERSHIP WITH THE COMMUNITY, IS DEDICATED TO PROVIDING COMMUNITY POLICING WITH THE HIGHEST LEVEL OF PROFESSIONALISM AND TRANSPARENCY. CHULA VISTA POLICE DEPARTMENT EMPLOYEES WILL PROVIDE FAIR, COURTEOUS AND COMPASSIONATE SERVICE TO ENHANCE THE QUALITY OF LIFE IN CHULA VISTA.**

From Lexipol

OUR VALUES

- **LEADERSHIP- WHY IS LEADERSHIP IMPORTANT?**
- **RESPECT**
- **INTEGRITY**
- **ACCOUNTABILITY**

Oath of Office



OATH OR AFFIRMATION OF ALLEGIANCE FOR CITY OFFICIALS AND EMPLOYEES

STATE OF CALIFORNIA • CITY OF CHULA VISTA

I, _____, solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

SUBSCRIBED AND SWORN TO ME ON THIS DATE OF _____

Signature of Oath Administrator

Signature of Person Taking Oath

City Clerk
Title of Oath Administrator

Title of Person Taking Oath

LAW ENFORCEMENT CODE OF ETHICS

LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.



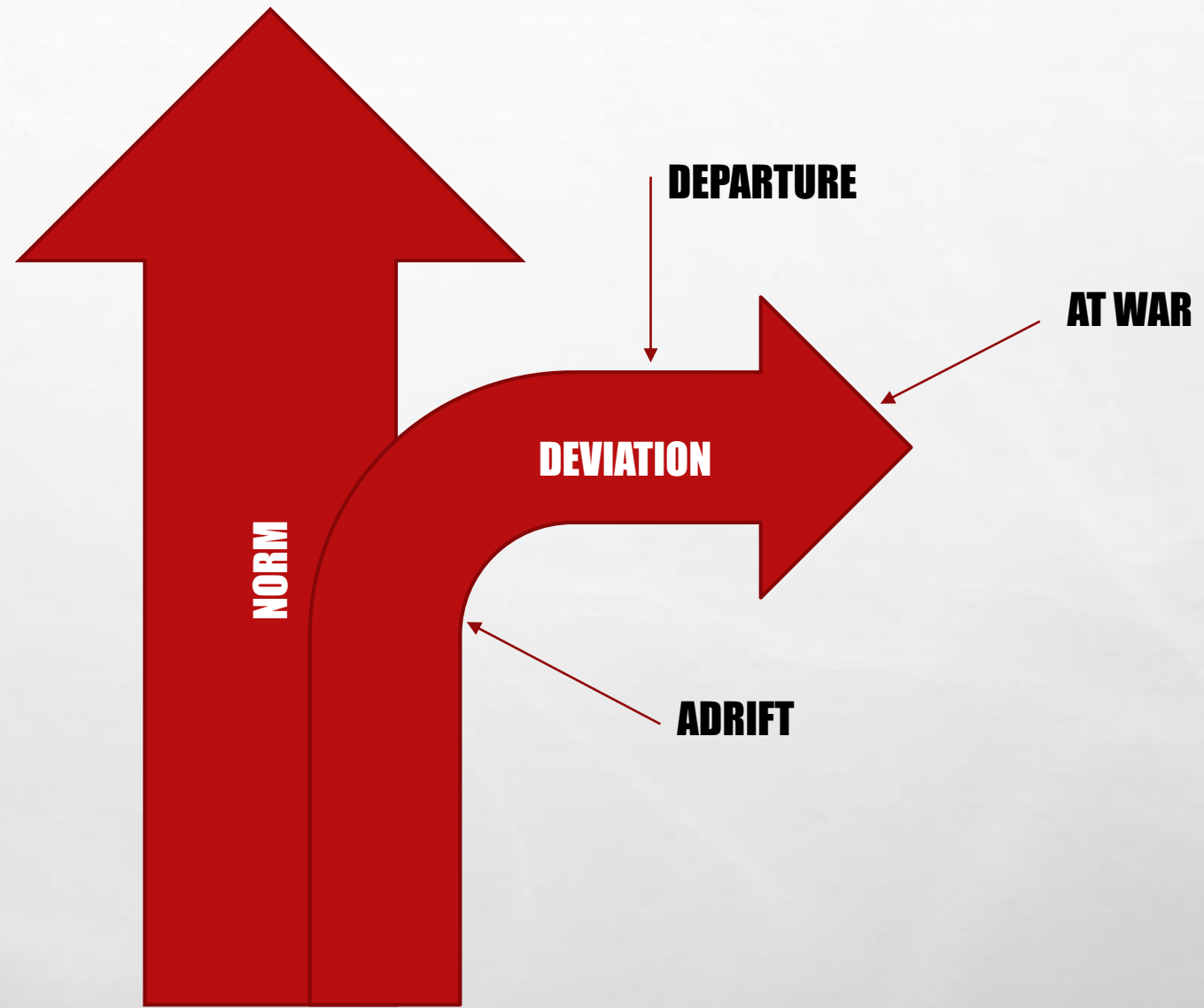
Community

Your cultural experience

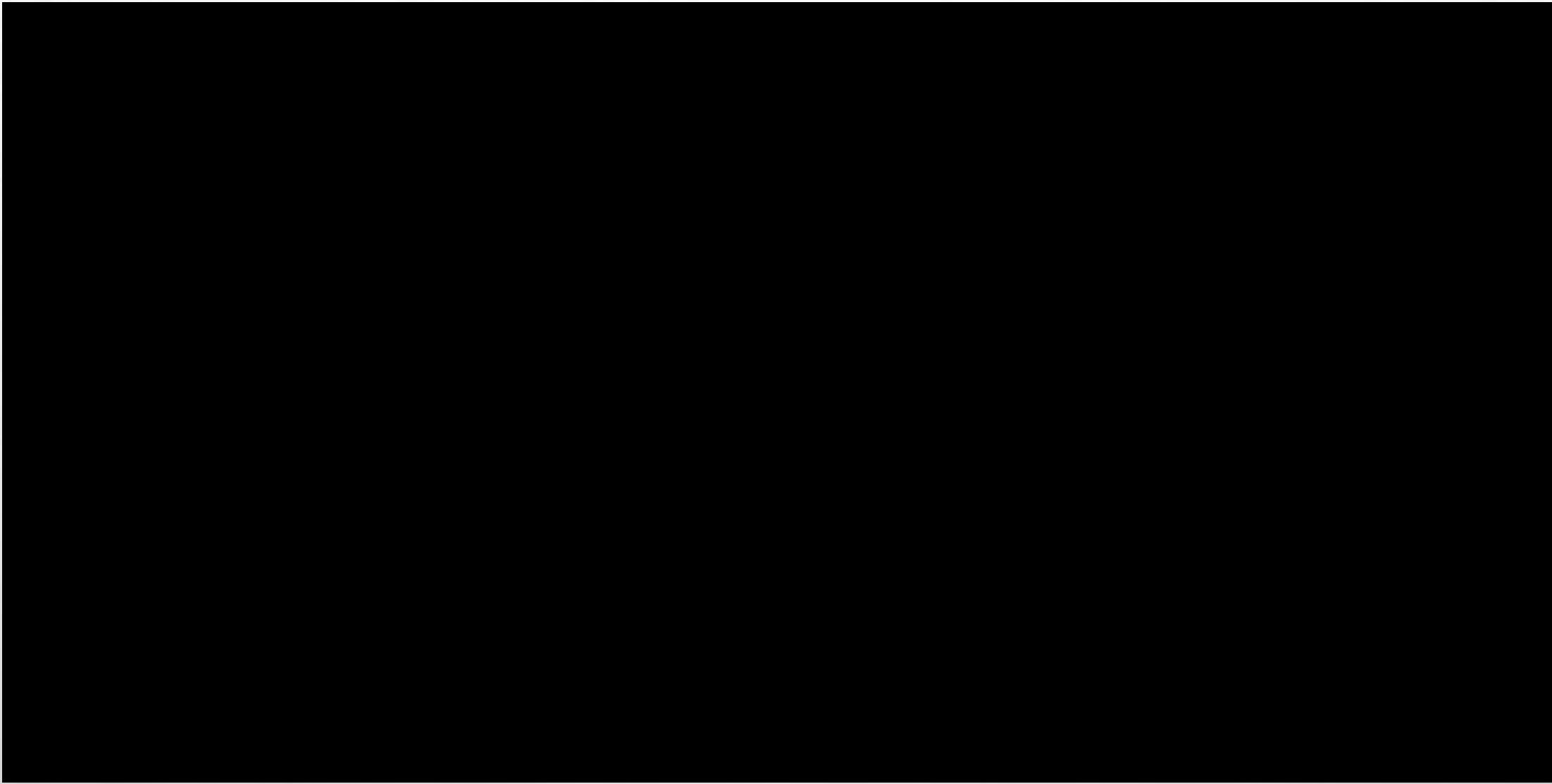
CVPD CULTURE
Protect and Serve

CONFLICT/DEVIATION

- **WE DEFINE CONFLICT AS A CULTURE CLASH. WHEN SOMEONE DOES NOT ACT IN THE MANNER THAT HAS BEEN SCRIPTED.**
- **HONOR KILLING (IN SOME CULTURES, BUT NOT IN AMERICA)**
- **YOUR CAREER WILL BE DEFINED BY RESOLVING CULTURAL CONFLICT,**
- **DO GOOD WORK AND DON'T GO "ROGUE."**



POLICING ESTABLISHED CULTURE AND SUB-CULTURE



THE DUAL MINDSET OF A POLICE OFFICER



MY AIM IS **TRUE**
BECAUSE I HAVE TRAINED IT

MY MIND IS **SHARP**
BECAUSE I HAVE HONED IT

MY BODY IS **HARD**
BECAUSE I HAVE PUSHED IT

I AM A **WARRIOR**
THROUGH MY SWEAT AND BLOOD

SURVIVE
the
STREETS

WWW.FACEBOOK.COM/SURVIVETHESTREET



GUARDIAN MINDSET

Michigan police chief neglects the Constitution

THE GOAL:
Officers must be above reproach



WHAT PERCEPTION OF THE POLICE DID YOU LEAVE IN THE MIND OF YOUR LAST CONTACT?

**The last police contact/impression is
a lasting impression.**

-You are your brother's keeper-

GRAPHIC LANGUAGE

Texas officers create a sub-culture



Where does this fit on the scale of the norm?



LIVE **HAPPENING NOW**

ebook

**VIGIL FOR MOTHER, SONS KILLED IN MURDER SUICIDE
PARADISE HILLS**



6:02 64°

Where does this fit on the scale of deviation?

IMPLICIT BIAS

- **UNCONSCIOUS ATTITUDES AND STEREOTYPES THAT CAN MANIFEST IN THE WORKPLACE - RACE, GENDER, SEXUALITY AND RELIGION**
- **ARE YOU ON PROBATION OR PAROLE? EAST/WEST**
- **BOB E. AND DAN S. (CORONADO RESIDENTS)**
- **CAN YOU ASK IN A DIFFERENT MANNER?**
- **SIR/MA'AM, ARE YOU OBLIGATE TO REPORT ANY CONTACT THAT YOU HAD WITH POLICE TO ANYONE?**
- **OR JUST MAKE A RECORDS CHECK.**

DEVELOPING

FOX 5

10:05 | 70

LEY FIRE NEAR ALPINE HAS BURNED 17,665 ACRES AND IS 39% CONTAINED.

HEADLINES

WHEN THE COMMUNITY POLICES THE POLICE

It's Maytag Friday!



Avoid mediocrity


Social Media

**Be vigilant about your social media posts,
likes and friending's.**

Remember your LECOE



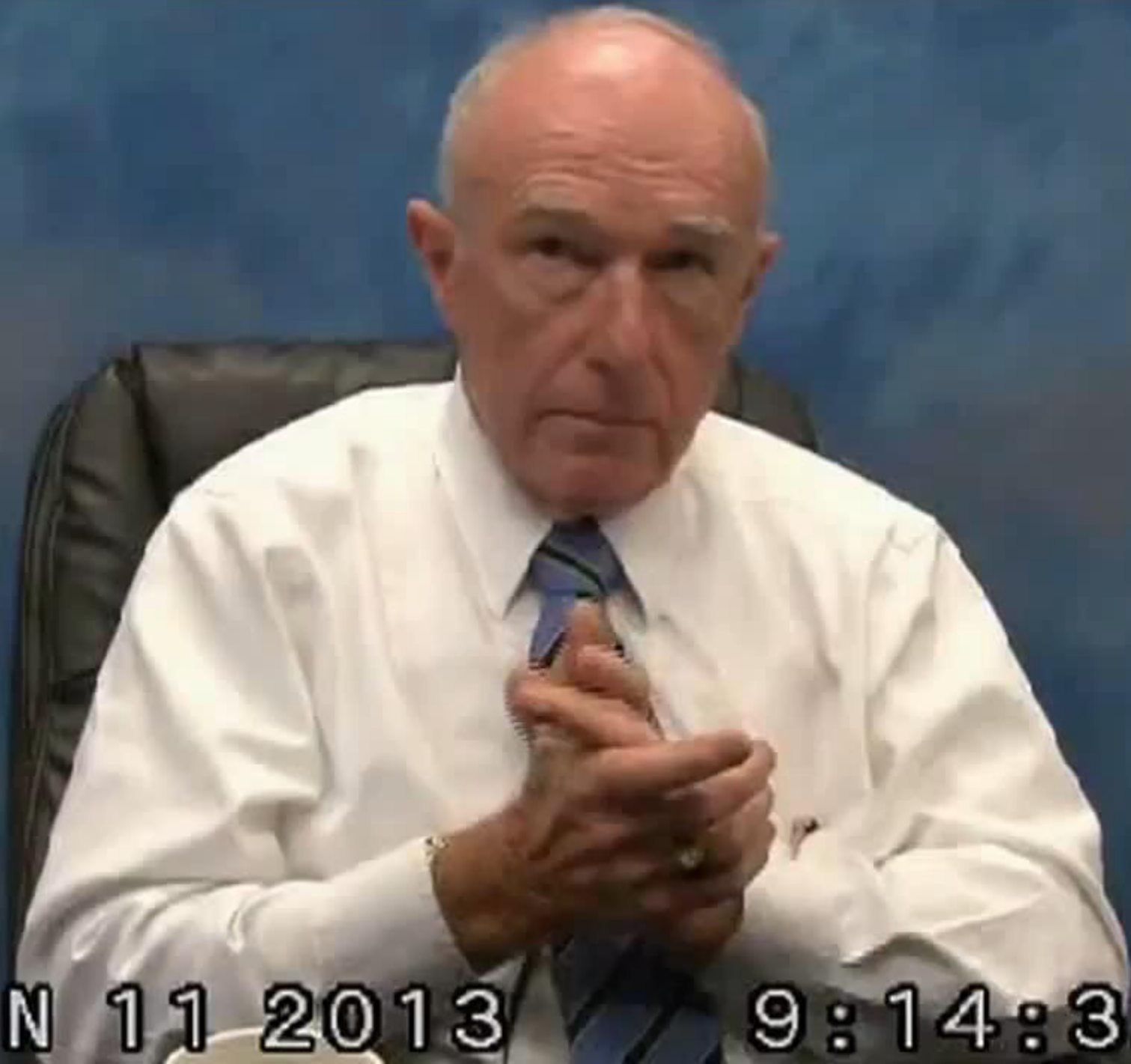
SAN DIEGO
SDPD CHIEF ADDRESSES CONCERNING SOCIAL POST MADE BY OFFICER

 CBS8.com

What does it look like when the department addresses your social media posts?



A higher standard!



JUN 11 2013

9:14:32 AM

5:12

82°

WWCKD

**What
Would
Chief
Kennedy
Do?**