

POLICING DIVERSITY 10th and 11th FEBRUARY 2005
JOHN JAY COLLEGE OF CRIMINAL SCIENCE
City University of New York, 899 Tenth Avenue, New York, N.Y. 10019

RECEPTION 5- 7PM 109TH FEBRUARY 2005

PROVISIONAL TOPICS

1ST DAY 11TH FEBRUARY

THE CHANGING METROPOLIS

A BRIEF COMPOSITION OF THE VARIOUS COMMUNITIES AND
PRACTICES THAT CHALLENGE ROUTINE POLICING

MUTUAL SUSPICION AND HOSTILITY

DIFFERENT PERCEPTIONS OF THE LAW

SENSITIVE POLICING, DOES IT HELP?

PREJUDICE AND DIVERSITY WITHIN THE FORCE AND POLICING

NEW GLOBAL CHALLENGES

2ND DAY PRACTICE 12TH FEBRUARY

DELIVERING THE PEACE

METHODS ADOPTED IN POLICING DIVERSE COMMUNITIES

I.e. COMMUNITY POLICING

EXAMPLES OF DEALING WITH RACE, CULTURE AND RELIGION

RIOTS AND CIVIL DISTURBANCES

TERRORISM, THE NEW CHALLENGE IN DEALING WITH DIVERSITY

TRAINING PROGRAMMES, VALUE AND PROBLEMS

SHORTCOMINGS AND TENSIONS AND FUTURE COOPERATION

CONCLUDING REMARKS

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A BRIEF COMPOSITION OF THE VARIOUS COMMUNITIES AND PRACTICES THAT CHALLENGE ROUTINE POLICING

A brief introduction to the demography of the metropolis and the cultural practices that challenge routine policing. Certain communities are more open than others while some can be quite exclusive to policing efforts. Religious institutions can demand certain sensitivities on the part of the police. Family attitudes can be different in different communities. The papers need to cover the changing demography as well.

MUTUAL SUSPICION AND HOSTILITY

Historical dissensions between communities, racism, exclusion, and marginalisation are some of the factors that may deeply affect the attitudes of certain communities to the State and the majority community. This is also reflected in their perceptions of the police which are essentially seen as an arm of the majority community. Does this affect policing? New migrant communities may come from countries where policing has either been oppressive, corrupt or inefficient. Members of these communities may continue to have a distorted perception of police that could affect routine policing. Are there similar suspicions and hostile perceptions within police forces influenced by either generalisations or a few experiences during policing?

DIFFERENT PERCEPTIONS OF THE LAW

Western political systems and rights of individuals are based on individual rights, while some cultures have a strong sense of group rights. Are there conflicts in when new migrant communities with different attitudes are confronted by western policing? Certain parts of the world tend to view the law indifferently. Politics and social standing can negotiate terms in what otherwise might be considered a criminal act. Do these issues bear upon policing in the large metropolis? Do crimes of passion and cultural honour pose any challenges? In some countries there are lenient sentences on these, are there similar expectancies on the part of new migrant communities? Marginalised communities sometimes have a greater percentage of illegal activity. When marginalisation is being overcome, does the high tolerance to such activity pose new challenges? The drug culture may have an entirely different perception of the law than the law enforcing agencies. Is there any substance in this and should policing specifically address these issues?

SENSITIVE POLICING, DOES IT HELP?

There have pressures upon police forces to develop sensitivities to the diverse cultures, attitudes and idiosyncrasies that diversity throws up in a modern metropolis. The police forces around the world have also adopted practices that are sensitive to the diversity facing them. The role of the police is to ensure public peace and adherence to the law and not to engage in political or social engineering. Has sensitive policing been helpful in maintaining law and order and peace between communities? Can there be too much of sensitive policing and are there statistical studies?

PREJUDICE AND DIVERSITY WITHIN THE FORCE AND POLICING

This section looks at the prejudices within the police forces and the representative character of the police force. The UK McPherson report coined the word institutional racism which identified a culture of racism rather than single acts of racism. Marked changes have been initiated in British police forces as a result of this. Are there similar problems in other metropolis police forces and is there routine self analysis as well as audit on these issues. Are there external (non police) bodies who are allowed to monitor these issues? Does the police force reflect the diversity in the metropolis? Do policies of recruiting people from diverse communities and different cultural traditions assist in policing? Does it raise confidence among those communities?

NEW GLOBAL CHALLENGES

Global issues often have a bearing on the communities within a metropolis. In some parts of the world there is a trend to change from secular democracies to theocratic politics. In other parts of the world there are conflict between different communities or between a community and the state. Global terrorism is also making inroads for moral and financial support from community members settled in large metropolis. In some cases, insurgency depends on becoming invisible within a community even without the knowledge of that community. Anti Globalism has brought another dimension of challenges in large metropolis. What are the challenges and what role do the police play as a non-political institution in ensuring law and order.

2ND DAY PRACTICE **DELIVERING THE PEACE**

METHODS ADOPTED IN POLICING DIVERSE COMMUNITIES i.e. COMMUNITY POLICING

In the last 3 decades, police forces have been adopting methods of dealing with diverse communities in a metropolis. This section will deal with the broad policing policies adopted, such as community policing, setting up liaison officers, regular meetings with community leaders, training programmes with participation from communities etc.

EXAMPLES OF DEALING WITH RACE, CULTURE AND RELIGION

This section will highlight the specific examples adopted by different police forces in dealing with diverse communities. A series of distinct communities could be given as the example to highlight. The papers will highlight the different approaches as well, the problems that were faced and continue to be faced.

RIOTS AND CIVIL DISTURBANCES

Is policing sensitive to civil disturbances and riots that occur between communities and between a community and state authorities. What are the general attitudes and

what specific methods or accommodations are made to ensure peace, law and order as well as neutrality?

TERRORISM, THE NEW CHALLENGE IN DEALING WITH DIVERSITY

What practical steps have been taken to deal with threats of terrorism? Do these cause greater tensions, how is the need to prevent or catch an insurgency activity balanced with the need not to alienate a community. How are the prospect of tensions dealt with and how are the members of the community made to feel they are not being victimised?

TRAINING PROGRAMMES, VALUE AND PROBLEMS

The section will show the different training methods adopted by police forces to sensitise the police officers to different communities. Are there any efforts to inform communities of the policing methods and the policies adopted on law and order?

SHORTCOMINGS AND TENSIONS AND FUTURE COOPERATION

The section will look at the short comings in the different metropolitan police forces. It will look at any benefits of exchanging information and training methods on a wider basis.

CONCLUDING REMARKS

By the organisers and the Chief of police present.