

Diversity in law enforcement

[Science](#), [Social Science](#)



Diversity In Law Enforcement Diversity In Law Enforcement Wilson, C. P., Wilson, S. A., Luthar, H. K., & Bridges, M. R. (October 01, 2013). Recruiting for Diversity in Law Enforcement: An Evaluation of Practices Used by State and Local Agencies. *Journal of Ethnicity in Criminal Justice*, 11, 4, 238-255. The research article titled “ Recruiting for Diversity in Law Enforcement: An Evaluation of Practices Used by State and Local Agencies” was authored by Wilson et al. during the period of 2013 (Wilson, 2013). The focus of the research article was to identify as well as conduct and analysis of the number of people belonging to different races and working in law enforcement agencies and to identify the various strategies that are being used by these agencies in order to attract as well as hire individuals belonging to different races in law enforcement agencies. The researchers identified that there is a lack of communication between the recruiters of law enforcement agencies and institutions that belong to racial minorities and they even identified that lower level of information is being supplied to racial minority communities and their institutions.

Rumens, N., & Broomfield, J. (July 01, 2012). Gay men in the police: identity disclosure and management issues. *Human Resource Management Journal*, 22, 3, 283-298.

The research article titled “ Gay men in the police: identity disclosure and management issues” was authored by Rumens et al. and published during the period of 2012 (Rumens, 2012). The purpose of this research article was to focus on the research conducted to identify the ways individuals belonging to the LGBT groups were managed when they disclosed that they were gay or lesbian. The researchers identified that police officers who belonged to the

LGBT group did not face difficulties in disclosing their sexual orientation and were looking for ways to disclose this information. The research even states that disclosed identities can be managed well in organizations that follow an open culture. The researchers conclude that it is quite difficult for gay police officers to integrate in an organization where masculinity is valued and empowered.

Sadler, M. S., Correll, J., Park, B., & Judd, C. M. (June 01, 2012). The World Is Not Black and White: Racial Bias in the Decision to Shoot in a Multiethnic Context. *Journal of Social Issues*, 68, 2, 286-313.

The research titled “ The World Is Not Black and White: Racial Bias in the Decision to Shoot in a Multiethnic Context: was authored by Sadler et al (Sadler, 2012). The purpose of this research was to identify the racial biasness that is experienced by police officers while they make the decision of shooting or not shooting possible offenders. The researchers identified that police officers as well as the group of students who belonged to the college level were racially biased against African American. These individuals depicted higher precession when they were shooting at African American targets that were armed as compared to lower level of precision when they were shooting at the targets belonging to the White or Asian race.

Doerner, J. K., & Demuth, S. (February 01, 2010). The Independent and Joint Effects of Race/Ethnicity, Gender, and Age on Sentencing Outcomes in U. S. Federal Courts. *Justice Quarterly*, 27, 1, 1-27.

This research article was authored by Doerner et al. and was published during the period of 2010 (Doerner, 2010). The purpose of this research article was to focus on the research that was conducted to identify the

impact of race, sexuality as well as age of offenders on the court's decision regarding the sentencing of criminal offenders. The outcome derived by the researchers was that severe sentences were allocated to individuals who were lesser in age, who belonged to the male gender and who belonged to the African American race as compared to the sentences that were levied on females, White individuals as well as individuals who fell in the categories of adults.

References

Doerner, J. K., & Demuth, S. (February 01, 2010). The Independent and Joint Effects of Race/Ethnicity, Gender, and Age on Sentencing Outcomes in U. S. Federal Courts. *Justice Quarterly*, 27, 1, 1-27.

Rumens, N., & Broomfield, J. (July 01, 2012). Gay men in the police: identity disclosure and management issues. *Human Resource Management Journal*, 22, 3, 283-298.

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Wilson, C. P., Wilson, S. A., Luthar, H. K., & Bridges, M. R. (October 01, 2013). Recruiting for Diversity in Law Enforcement: An Evaluation of Practices Used by State and Local Agencies. *Journal of Ethnicity in Criminal Justice*, 11, 4, 238-255.