

Introspection (2 hours)

Time	Item	Methods/Notes
10.00	Introduction and Objectives	<p>Start with discussion on your own family/friends/spouse/partner (people you care about).</p> <p>Questions:</p> <ul style="list-style-type: none"> • Even though you love and appreciate these people, how are these relationships sometimes difficult? • What are the difficulties that you have experienced? • What has caused the difficulties? <p>Comments:</p> <p>These are people that you love, know well, appreciate and care about, yet most of us still have some issues that come up with them from time to time. So, it is no wonder that when we meet strangers, especially those of different ages, races, genders, religions, all with their own views of the world and how things “should be,” that we experience conflict and misunderstandings. Most of us are limited to understanding others from our own point of view, and are trapped by a limited and rigid set of rules and behaviors, and regarding those we “like” and those we “don’t like.”</p> <p>Questions:</p> <ul style="list-style-type: none"> • As a law enforcement officer, why is it important to be able to understand others and where they are coming from (this can include age, race, gender, religion or other things that make us different)? • What problems can arise when, as law enforcement officers, we are not able to, or don’t, adapt to others?

<p>10.30</p>	<p>Personal Social Group Membership Profile</p>	<p>Explain objectives of the class. By the end of this class, you will be able to:</p> <ul style="list-style-type: none"> • Describe how your personal perceptions, values and beliefs impact on your thinking, and how these may cause conflict with others' values and beliefs in the community. • List ways to challenge your own personal perceptions of others, including biases of sex, age, race, religion, and other characteristics. <p><u>Individual Exercise:</u> Hand out the Personal Social Group Membership Profile. Ask participants to complete it individually. It will be discussed, but they don't have to share anything they don't want to. This is a personal, sensitive area. It is also their perception of themselves so it is not "right" or "wrong."</p> <ul style="list-style-type: none"> • <i>Explanation of "agent" – this is where the characteristic gives you power or privilege</i> • <i>Explanation of "target" – this is where the characteristic puts you in a position of oppression, discrimination or less power or privilege</i> <p><u>Questions and Discussion:</u></p> <ul style="list-style-type: none"> • In which areas do you consider yourself an "agent" or a "target?" • Which of these is difficult to talk about? • Which of these memberships are you <u>most</u> aware of? Why? • How does your membership in that group influence your thinking? • What experiences have you had related to your membership or non-membership in specific groups?
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<p>11:00</p>	<p>Where do our perceptions and views come from?</p>	<p><u>Explanation:</u> People are limited to understanding all other people from their own views and are usually trapped by a limited and rigid set of culturally learned rules regarding behaviors they like and don't like. Some people call this "bias," "stereotyping," or other negative words.</p> <p><u>Individual Exercise:</u> Give out the list of adjectives describing culturally learned behaviors to the class. Ask them to circle 5 adjectives describing people they don't like to be around, and 5 adjectives describing people they do like to be around. They can add other adjectives they think of if they wish.</p> <p>Now ask them to "examine" these behaviors using the questions below.</p> <p><u>Discussion Questions (don't force answers):</u></p> <ul style="list-style-type: none"> • Why did you not like some behaviors? • Why did you like some behaviors? • Where did you learn to like and dislike them? • Who or what were the significant teachers in your life who taught you about these behaviors? • How do you react when individuals participate in these behaviors? • Is it possible to change your preferences in behaviors? • What makes it difficult for us to deal with people who are different?
<p>11:30</p>	<p>Challenging our Perceptions and Biases</p>	<p><u>Small Group Discussions and Presentations:</u> Split class into small groups of 3-5. Have them discuss and prepare a short presentation (2 minutes) on the question below:</p> <p>"How can you, as individuals and law enforcement officers, challenge your perceptions of others who are different?"</p>

In this discussion, be sure to raise points on learning about others' perceptions of law enforcement, learning about others' communication styles, lowering language barriers, lowering nonverbal communication barriers, not taking insults personally, lowering stereotype barriers, remaining objective, lowering stress, and in general trying to understand others values and perceptions of the world.

As you listen to the presentations, be sure to question them how their suggestions would work in practice, and what the benefit would be.