

MODULE 1:

**Interactive Nature of Legitimacy,
Procedural Justice,
Implicit Bias
& Goals in Policing**

What Do Officers Think These Concepts Mean?

- Verbal judo
- Political phrase
- Gentler/kinder ways of policing
- What we are doing daily is not correct
- Corruption
- Building better relationships with the community
- Being nice to people
- I have no idea

Definitions

Legitimacy: The public view of the police as entitled to exercise authority in order to maintain social order, manage conflicts, and solve problems in the community.

Procedural Justice: The procedures used by police officers where citizens are treated fairly and with proper respect as human beings.

Procedural Justice

- ✧ **Voice (Listen)**
- ✧ **Neutrality (Be fair)**
- ✧ **Respectful treatment (Be respectful)**
- ✧ **Trustworthiness (Trying to do what's best for people)**

Video: "Big Mike"



Procedural Justice Leads to Legitimacy

- When police officers give people a voice, listen, and are objective and respectful, police officers gain the trust of the public.
- The Procedural Justice process of fairness and respect leads people to view the police as legitimate and trustworthy.

Why are we here?



Utilizing Procedural Justice and gaining legitimacy **benefits police officers.**

- ✧ Safety increases
- ✧ Stress levels decrease
- ✧ Fewer complaints
- ✧ Greater cooperation
- ✧ More voluntary compliance

What are “Our Goals” in Policing?

Group Exercise:

What are your personal goals in Policing?

What are **Our Goals** in Policing?

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- A police officer in a dark uniform is shaking hands with a woman on a sidewalk. The woman is wearing a dark jacket, sunglasses, and a backpack. They are both smiling. In the background, there are houses and other people walking.
- ✧ Maintain social order
 - ✧ Prevent crime, stop crime
 - ✧ To be fair and impartial
 - ✧ Ensure constitutional rights
 - ✧ Safety, effectiveness, support
 - ✧ Serve and protect the public
 - ✧ Generate and hold public trust

Video: "CA Code of Ethics"

