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?

- 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”