

**Event 1 – Police Sciences**  
**Session 2 - Civilian to Sworn (Dr. Pannell)**  
**LD# 42 Cultural Diversity**

**Date Revised: 07/11/2018**

**Course Goal:** To illustrate the transitional phases from being a civilian to a sworn police officer

**Learning Objectives:** No POST TTS required for this session

**Session-2 Time: 1 Hour**

<b>Resources:</b>	
<ul style="list-style-type: none"> <li>• Classroom with tables</li> <li>• White board</li> <li>• Dry-erase markers</li> <li>• Laptop with PowerPoint, Projector</li> <li>• Phone Book</li> <li>• LAPD Mission Statement</li> </ul>	
<p><b>Session Summary:</b> The recruit officer will identify the transitional phases from being a civilian to a sworn police officer by means of a facilitated lead discussion and PowerPoint presentation.</p>	
Outline	Instructor Notes
<p>I. Transitions Civilian to Sworn (is presented by Dr. Pannell)  <b>(Slide 1)</b></p> <p>A. Transitions from “You” the civilian or military person to “You” the police officer</p> <p>B. Living through the training transition is just part of what is going on</p> <p>    1. Think Quality Through Continuous Improvement (You’ll see it tomorrow) <b>[1] [2] [3] [4] [5]</b></p> <p>C. In the last exercise we talked about what makes you as a person <b>(Slide 2)</b></p> <p>D. You bring to the Department great diversity. Previously we wanted you to give up who you were and that was our mistake, now we value YOU. <b>(Slide 3)</b></p> <p>E. Race <b>[6]</b></p> <p>    1. Solicit responses from the class</p> <p>        a. Identify when we start learning about race and diversity</p> <p>        b. Tolerance or intolerance based on past experiences</p> <p>        c. Excluded/included and it hurts and has long term effects</p>	<p><b>[1] Ask: When did you start anticipating becoming a police officer?</b></p> <p><b>[2] Ask: Is it the same for everyone?</b></p> <p><b>[3] Ask: What about those just hired? Yesterday?</b></p> <p><b>[4] Ask: Does it matter?</b></p> <p><b>[5] Ask: Why are we even talking about this?</b></p> <p><b>[6] Ask: Did issue of race come up at your table during the YOU activity?</b></p>

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<p>2. Must talk about issue that are difficult to talk about</p> <p>3. The community talks about these difficult issues – why not the police? <b>[7]</b></p> <p>4. Shapes how the community will see the Department in the future</p> <p>F. Self-Identify Structure &amp; Content (Multi-dimensional Self) <b>(Slide 4)</b></p> <p>1. Are you the same person every situation?</p> <p>a. Why or why not? <b>[8]</b></p> <p>2. We change or shift our attitudes</p> <p>a. Give an example of how you would speak to one group to another</p> <p>1) Do you speak to your children the way you would talk to your child’s teacher? <b>[9]</b></p> <p>b. We shift our behavior</p> <p>c. Do you act the same around your friends as you do at work? <b>[10]</b></p> <p>3. If we model our behavior depending on who we are with – are we really all these “different” people? <b>[11]</b></p> <p>a. What about the part that overlaps? <b>[12]</b></p> <p>G. Multi-dimensional self <b>(Slide 5)</b></p> <p>1. The parts of you overlap and make for a better and well-rounded officer</p> <p>a. At our core we always hold same values</p> <p>b. Do our personal values mimic the Department’s Core Values? <b>[13]</b></p> <p>1) Should they? <b>[14]</b></p> <p>2) What are the Department’s Core Values? <b>[15] [16]</b></p> <p>c. You don’t lose your life experiences or self, you just use different parts. You must know your core values; who you are and what you stand for.</p> <p>2. Roles</p> <p>a. Recruit officer <b>[17]</b></p> <p>1) Expected responses:</p> <p>a) Overlap of all your prior experiences</p> <p>b) Core Self <b>(Slide 6)</b></p> <p>2) Expected responses: <b>[18]</b></p> <p>a) Yes</p> <p>b) We will discuss specific behaviors in future classes</p>	<p><b>[7] Ask: Why not the police?</b></p> <p><b>[8] Ask: Why or why not?</b></p> <p><b>[9] Ask: Do you speak to your children the way you would talk to your child’s teacher?</b></p> <p><b>[10] Ask: Do you act the same around your friends as you do at work?</b></p> <p><b>[11] Ask: If we model our behavior depending on who we are with – are we really all these “different” people?</b></p> <p><b>[12] Ask: What about the part that overlaps?</b></p> <p><b>[13] Ask: Do our personal values mimic the Department’s Core Values?</b></p> <p><b>[14] Ask: Should they?</b></p> <p><b>[15] Ask: What are the Department’s Core Values?</b></p> <p><b>[16] Ask: What does this mean, “Self is differentiated yet integrated”</b></p> <p><b>[17] Ask: Where do you as a recruit officer fall in your multi-dimensional self?</b></p>
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<ul style="list-style-type: none"> <li>3) Expected responses: <b>[19]</b> <ul style="list-style-type: none"> <li>a) Consequences</li> <li>b) Affects relationship with the community</li> <li>c) Affects performance</li> <li>d) Impacts on team</li> <li>e) Others are relying on you</li> </ul> </li> <li>b. Probationary officer (<b>Slide 7</b>) <ul style="list-style-type: none"> <li>1) Expected responses: <b>[20]</b> <ul style="list-style-type: none"> <li>a) Your core values need to remain the same</li> </ul> </li> <li>2) Each experience builds upon the others as you move through the roles</li> <li>3) Expected responses: <b>[21]</b> <ul style="list-style-type: none"> <li>a) More responsibility</li> <li>b) Greater impact on self</li> <li>c) Greater impact on community</li> </ul> </li> </ul> </li> <li>c. Police Officer (<b>Slide 8</b>) <ul style="list-style-type: none"> <li>1) Expected response: <b>[22]</b> <ul style="list-style-type: none"> <li>a) Your core values need to remain the same</li> </ul> </li> <li>2) Each experience builds upon the others as you move through the roles</li> <li>3) Expected response: <b>[23]</b> <ul style="list-style-type: none"> <li>a) More responsibility</li> <li>b) Greater impact on self</li> <li>c) Greater impact on Community</li> </ul> </li> </ul> </li> <li>3. (<b>Slide 9</b>) [ <b>Learning Activity: “You and Change”</b>] <ul style="list-style-type: none"> <li>a. Expected responses: <b>[24]</b> <ul style="list-style-type: none"> <li>1) Change of daily routine</li> <li>2) Shift changes</li> <li>3) Concerns about becoming cynical</li> <li>4) Change your friends <ul style="list-style-type: none"> <li>a) Past friends might not want to associate with you <b>[25]</b></li> </ul> </li> <li>5) Might reprioritize your life <b>[26]</b></li> </ul> </li> </ul> </li> <li>4. How this profession changes your responsibility and you need to evaluate and base the changes on the core values.</li> <li>5. At learning teams discuss the following:</li> <li>6. (<b>Slide 10</b>) <b>[27]</b> <ul style="list-style-type: none"> <li>a. Expected responses: <b>[27]</b></li> </ul> </li> </ul>	<p><b>[18] Ask: If Recruit Officer overlaps your prior experiences and Core Values -- Are there behaviors that as a recruit officer you should not do?</b></p> <p><b>[19] Ask: Why should you not engage in certain behaviors?</b></p> <p><b>[20] Ask: When you graduate and become a P-1 – does that change the multi-dimensional of “you”?</b></p> <p><b>[21] Ask: Why is Probationary bubble larger than recruit (on slide)?</b></p> <p><b>[22] Ask: When you get off probation – does that change the multi-dimensional you?</b></p> <p><b>[23] Ask: Why is Police Officer bubble even larger than Probationary Officer bubble (on Slide 8)?</b></p> <p><b>[24] Ask: How do you think this profession will change you?</b></p> <p><b>[25] Ask: Why is that?</b></p> <p><b>[26] Ask: Is that always good?</b></p>
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<ul style="list-style-type: none"> <li>a) Well rounded person</li> <li>b) Great career move</li> <li>c) Trust no-one but yourself</li> <li>d) Positive experience</li> <li>e) Grow as an individual physically and mentally</li> <li>f) They are afraid of a bad reputation</li> <li>g) Death</li> </ul> <p>7. <b>[28]</b> (Hit space bar on Slide 10 to have Question appear for recruit officers)</p> <ul style="list-style-type: none"> <li>a. Family is afraid that they are going to lose you into the role of a police officer <b>(Slide 11)</b> <ul style="list-style-type: none"> <li>1) Only you can decide how big the circle gets</li> <li>2) <b>(Slide 12) [29]</b> <ul style="list-style-type: none"> <li>a) <b>[30]</b> Expected responses:           <ul style="list-style-type: none"> <li>(1) Therefore, we are having the discussion <b>[31] [32] [33]</b></li> </ul> </li> </ul> </li> </ul> </li> </ul> <p>H. Part of a healthy transition is measuring your “Emotional Intelligence” <b>(Slide 13)</b></p> <ul style="list-style-type: none"> <li>(1) Self- Awareness <b>[34] [35]</b></li> <li>(2) Self-Management <b>[36]</b> <ul style="list-style-type: none"> <li>(a) How do you manage your emotions in the middle of someone else’s conflict?</li> </ul> </li> <li>(3) Social Awareness <b>[37] [38] [39] [40]</b></li> <li>(4) Relationship Management <b>[41] [42]</b> <ul style="list-style-type: none"> <li>(a) Must keep hold of the things you value</li> </ul> </li> </ul> <p>I. Leader Development Model <b>(Slide 14)</b></p> <ul style="list-style-type: none"> <li>1. Must constantly reevaluate your “Emotional Intelligence.”</li> <li>2. Individual Readiness       <ul style="list-style-type: none"> <li>a. Evaluating your emotional readiness</li> <li>b. Skills and Motivation</li> </ul> </li> <li>3. Relevant Training and Education       <ul style="list-style-type: none"> <li>a. 6-month Academy will provide foundational information for P-1</li> </ul> </li> <li>4. Challenging experiences       <ul style="list-style-type: none"> <li>a. Police Work is challenging</li> <li>b. Stresses and/or responsibilities of being a probationary employee</li> </ul> </li> </ul>	<p><b>[27] Ask: How does your family think this profession will change you?</b></p> <p><b>[28] Ask: What is your family afraid of? (Hit space bar on Slide 10 to have question appear for recruit officers)</b></p> <p><b>[29] Ask: Does it overlap every part of the multi-dimensional you? (Slide 12)</b></p> <p><b>[30] Ask: What is danger?</b></p> <p><b>[31] Ask: Do you want to be this person?</b></p> <p><b>[32] Ask: Does your family want you to be this person?</b></p> <p><b>[33] Ask: Does the community want you to be this person?</b></p> <p><b>[34] Ask: Can anybody describe what self-awareness means?</b></p> <p><b>[35] Ask: Do you know yourself?</b></p> <p><b>[36] Ask: What is self-management?</b></p> <p><b>[37] Ask: How do you manage your emotions in the middle of someone else’s conflict?</b></p> <p><b>[38] Ask: What is social awareness?</b></p> <p><b>[39] Ask: Do you know what your job is?</b></p> <p><b>[40] Ask: How well do you pick up on other’s cues or behaviors?</b></p> <p><b>[41] Ask: Do you know what the Community wants from you?</b></p> <p><b>[42] Ask: What is relationship management?</b></p>
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<ul style="list-style-type: none"> <li>5. Assessment, Support, Reflection <ul style="list-style-type: none"> <li>a. Assessment of experiences</li> <li>b. Personal reflection</li> </ul> </li> <li>6. Continuous Cycle (Back to individual readiness and evaluating your emotional intelligence <ul style="list-style-type: none"> <li>a. Link to Core Value: Quality Through Continuous Improvement</li> </ul> </li> <li>J. Closing (<i>Slide 15</i>) [43] [44] [45] [46] <ul style="list-style-type: none"> <li>1. Expected responses: [47] <ul style="list-style-type: none"> <li>a. Yes!</li> <li>b. Where: In the mission statement of the Los Angeles Police Department</li> </ul> </li> </ul> </li> <li>K. Mission Statement Challenge the recruits to memorize the mission statement [48] <ul style="list-style-type: none"> <li>1. Challenge the recruits to memorize the mission statement</li> </ul> </li> <li>L. Learning Team’s Mission Statement (Team Facilitator) <ul style="list-style-type: none"> <li>1. DISTRIBUTE: 1 flip chart paper to each table</li> <li>2. Advise each learning team to develop a Mission Statement for their class.</li> <li>3. What do they stand for, what do they plan to do or accomplish in the Academy? [49]</li> <li>4. Have each group mount the mission statement on the back wall of the room</li> <li>5. If time allows have the groups read each mission statement and vote on the one that they want to represent the class</li> <li>6. Post the agreed upon mission statement next to the Ideal Police Officer “Traits and Characteristics,” “Knowledge and Skills” and “Classroom Ground Rules” lists.</li> <li>7. Point out that the Mission Statement is how they will reach the goal of the ideal police officer</li> <li>8. These 4 charts should remain posted at all facilities during the entire academy and the recruits should be held accountable to all 4 lists.</li> <li>9. Remind the recruits to take ownership of their learning</li> </ul> </li> </ul>	<p>[43] Ask: How do you manage your family and work?</p> <p>[44] Ask: What do you stand for?</p> <p>[45] Ask: What does the Department stand for?</p> <p>[46] Ask: How are you going to contribute your distinct voice to the Department if you don’t know what it stands for?</p> <p>[47] Ask: Does the Department provide you with some insight on its expectations?</p> <p>[48] Ask: What is the mission statement of the Los Angeles Police Department?</p> <p>[49] Ask: What do they stand for, what do they plan to do or accomplish in the Academy?</p>
<p>10. Recite poem “Human Family” By: Maya Angelou</p>	

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<p>I note the obvious differences in the human family. Some of us are serious, some thrive on comedy.</p> <p>Some declare their lives are lived as true profundity, and others claim they really live the real reality.</p> <p>The variety of our skin tones can confuse, bemuse, delight, brown and pink and beige and purple, tan and blue and white.</p> <p>I've sailed upon the seven seas and stopped in every land, I've seen the wonders of the world not yet one common man.</p> <p>I know ten thousand women called Jane and Mary Jane, but I've not seen any two who really were the same.</p> <p>Mirror twins are different although their features jibe, and lovers think quite different thoughts while lying side by side.</p> <p>We love and lose in China, we weep on England's moors, and laugh and moan in Guinea, and thrive on Spanish shores.</p> <p>We seek success in Finland, are born and die in Maine. In minor ways we differ, in major we're the same.</p> <p>I note the obvious differences between each sort and type, but we are more alike, my friends, than we are unlike.</p> <p>We are more alike, my friends,</p>	
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<p>than we are unlike.</p> <p>We are more alike, my friends, than we are unlike.</p>	
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