

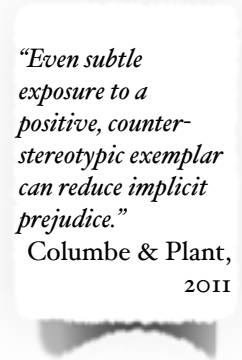


Cohort: \_\_\_\_\_ Name: \_\_\_\_\_

**Distinguished Law Enforcement Officers: Match these pioneering women officers' faces to their names — it just may help reduce your implicit bias and increase your creative thinking.**

This bonus opportunity expires. (Please see Blackboard for the expiry date and time.)

**The masculine, male police stereotype:** Even though stereotypes are essential to our inductive reasoning process, they can greatly narrow our ability to think outside the box and may even cause us to be consciously — or unconsciously — prejudiced. *“(Some) male police officers have drawn on images of a ‘masculine cop’ to enhance their sense of masculinity and to resist women’s growing presence (Martin and Jurik, 1996). ... (Those) male officers equate women with feminine moral virtue, the domestic realm, social service, formal rules, administration, cleanliness, and emotions. In contrast, they equate men and masculinity with guns, crimefighting, a combative personality, resistance to management, fights, weapons, and a desire to work in high crime areas (Hunt, 1990). Thus, it is no surprise that many male police officers strongly believe that women are incapable of being good police officers. (Note: I added the terms “some” and “those” to the quote above). The popular stereotype that **good** police officers are **men** is one example of a harmful stereotype. The bad news is that the belief that *maleness* and *masculinity* are essential to good policing can negatively affect a female officer’s career tract. The good news is that researchers have shown that increasing the amount of exposure that people have to positive counter-stereotype role models — in this case to exemplary police-WOMEN — actually will decrease our implicit bias and prejudice. (e.g., Columbe & Plant, 2011). An added advantage is that by asking people to consider counter-stereotype examples, we can improve creative, out-of-the-box (divergent) thinking (see Goclowska & Crisp, 2013). (See next page for your mission and instructions.)*



	Name of the law enforcement professional	Highest career rank obtained to date	Agency and list at least one career distinction. (e.g., a first in the field)	Did you know about this person before this activity?
				yes no
				yes no
				yes no
				yes no
				yes no

**Your mission** is to increase your exposure to exemplary women officers and try your hand at identifying Canadian women who have distinguished themselves by earning some of the highest ranks in their law enforcement organizations.

**To start:** 1) You'll need to print out this pdf. 2) To find these law enforcement professionals, you can search "commander, women, Canada, RCMP, police" and you may see some of the featured officers. Alternatively, download the file of 5 images to your computer desk top. 2) Open up Google images and click on the camera icon in the search bar. 3) Choose "upload an image" and do a reverse image lookup. 4) Scan through the offered answers to find a match for the image. 5) Complete the previous table of information.



*"Being encouraged to think counter-stereotypically not only decreased stereotyping, but also, on a divergent creativity task, lead to the generation of more creative ideas – but only for individuals who initially reported a lower personal need for structure"*  
(Gocłowska & Crisp, 2013)

## References

Columbe, C. and Plant, A. (2011). Revisiting the Obama Effect: Exposure to Obama reduces implicit prejudice. *Journal of Experimental Social Psychology*, 47(2), pp. 499–501.

Gocłowska, M.A. and Crisp, R.J. (2013). On counter-stereotypes and creative cognition: When interventions for reducing prejudice can boost divergent thinking. *Thinking Skills and Creativity*, 8 (April), pp. 72–79.

Hunt, J. (1990). The logic of sexism among police. *Women and Criminal Justice*, 1(2),3-30.

Martin, S.E. and Jurik, N.C. (1996) *Doing Justice, Doing Gender*. Thousand Oaks, CA:Sage.

Prokos, A. and Padavic, I. (2002). 'There Oughtta Be a Law Against Bitches': Masculinity Lessons in Police Academy Training, *Gender, Work and Organization*,9(4), pp.439-459.

## Rules and conditions for this bonus challenge

- Work on your own, no collaboration with others.** You must do this activity all on your own with no help or hints from others. You may use Google search engines and any other online resource that can help you, however.
- Sign** the "honour system code below.
- Attach** a pdf scan of this form — both sides of the page — to the respective bonus activity submission box (see Blackboard menu).
- Submit** a completed paper copy of this form — checking off each rule — to indicate you have complied with each rule.

"On the honour system"

I someday aspire to be a law enforcement officer and take the following oath:

*I swear/solemnly affirm that: I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth the Second, Queen of Canada, Her Heirs and Successors; I will, to the best of my power, cause the peace to be kept and prevent all offences against the persons and properties of Her Majesty's subjects; I will faithfully, honestly and impartially perform my duties as a law enforcement officer. (B.C. Reg. 204/98; O.C. 723/98)*

In preparation for the supreme integrity and honesty that will be expected of me in my future career, I am committed to conducting myself in my law enforcement studies accordingly. With the oath above in my mind, I affirm that I have been truthful, met all conditions, followed rules, and given credit for others work in the assignment, quiz, paper, exam, etc. I have —or am about to — complete.

(Sign your name here to so affirm) \_\_\_\_\_