

**Fond du Lac Tribal and Community College  
COURSE OUTLINE FORM**

1/23/18

Please return this form to the college vice president of academic affairs and the chairperson of the Academic Affairs and Standards Council (AASC)

1. Prepared by: \_\_\_\_\_

2. Date submitted: \_\_\_\_\_

3. Date approved: \_\_\_\_\_ Date revised 03/11/15, 11/29/18

4. Department/discipline: Law Enforcement

5. Department(s) endorsement(s): \_\_\_\_\_

(Signatures of the person(s) providing the endorsement are required.)

6. Course Title: Leadership, Ethics & Diversity in Law Enforcement

Abbreviated course title (25 characters or less): \_\_\_\_\_

7. Course Designator: LAWE 8. Course Level: 2052

9. Number of Credits: Lecture 2 Lab \_\_\_\_\_

10. Control Number (on site) 30 Control Number (online) \_\_\_\_\_

11. Catalog/Course description:

This course examines the critical areas of leadership and ethics in policing. An integral part of this course is an examination of the leader role as it applies to the role of peace officer as the officer operates in diverse communities, including initial conflict resolution and problem solving. Special attention is given to critical issues currently facing law enforcement such as profiling.

12. Course prerequisite(s) or co-requisite(s): Accuplacer scores/ Other courses

Prerequisite(s): Students registering for course must have Associate Degree Law Enforcement or PPOE Diploma declared as major field of study.

Co-requisite:

13. **Course Materials** (Recommended course materials and resources. List all that apply, e.g. textbooks, workbooks, study guides, lab manuals, videos, guest lecturers).

FDLTCC provides the workbook which is updated yearly with fresh material for this coursework. It is in a three-ring binder which can be copied and is useful for the student throughout his/her career so that they can refer back to the material.

Each chapter in this course is provided by a professionally trained and experienced law enforcement professional that is certified to teach this material. Instructors are certified through the Upper Midwest Community Policing Institute and the United States Department of Justice.

***\*\*This course outline is a living document and subject to constant updates due to the nature of the subject matter.\****

**14. Course Content** (Provide an outline of major topics covered in course)

- Thinking creatively.
- Leading high performance teams.
- Ethical leadership.
- Identifying and breaking through leadership barriers.
- Preparing for change.
- Developing personal enthusiasm and passion.
- Integrity, commitment and courage.
- Moving beyond bias and judgment.
- Definition of problem solving.
- Problem orientated policing/Herman Goldstein Theory.
- The crime triangle.
- SARA Model.
- What does diversity mean in today's world.
- How do diversity issues impact our agencies, us individually and as police officers.
- How does diversity differ from affirmative action preferences and quotas.
- Our multi-cultural environmental past, present and future.
- How do we become more culturally competent and effective in dealing with people from an individual level and agency level.
- Overview of racial profiling, framing the issue, the nobility of policing and the impact of bias policing on law enforcement in the community.
- The history and origin of profiling and racial profiling.
- Legal consideration: Federal and State.
- Racial profiling data, issues of collection, analysis and interpretation, demographics, and who are the communities in your community building cultural competency in a changing world.

Can profiling exist with bias free policing:

- Best practices: How are other departments and communities addressing this issue.
- Identification of strategies to eliminate bias policing.
- Ethical leadership for bias free policing.
- Define the "Noble Cause" of law enforcement.
- Identify noble cause challenges in law enforcement.
- Describe the moral controversy of the noble cause.
- Describe the elements of Ends v. Means decision making model.
- Define and explain the concept of the social contract.

**15. Learning Goals, Outcomes, and Assessment**

At FDLTCC we have 4 Competencies Across the Curriculum (CAC) areas. They are as follows:

- A. Information Literacy (the ability to use print and/or non-print tools effectively for the discovery, acquisition, and evaluation of information)
- B. Ability to Communicate (the ability to listen, read, comprehend, and/or deliver information in a variety of formats.)
- C. Problem Solving (the ability to conceptualize, apply, analyze, synthesize, and/or evaluate information to formulate and solve problems.)
- D. Culture (knowledge of Anishinaabe traditions and culture, knowledge of one's own traditions and culture, knowledge of others' traditions and cultures, culture of work, culture of academic disciplines and/or respect for global diversity.)

*Course learning outcomes will fulfill the identified competencies.*

Course Learning Outcomes:

Upon completion of this course, the student will be able to:

- Define true leadership while challenging participants to examine their personal leadership behaviors and how they support or hinder organizational and personal success; (B, C)
- Instill willingness to accept and promote positive change; (B, C)
- Discuss the importance of leading ethically and with moral courage; (B)
- Define and demonstrate problem solving skills and apply those skills to collaborate with the community. (B, C, D)
- Identify and analyze a problem, formulate a response, implement a response plan and assess its impact. ©
- Understand how issues involving diversity have an impact on us as individuals and as police officers. (B, D)
- Learn how to improve cross-cultural interactions and use specific steps to reduce miscommunication and misunderstandings. (A, B, C, D)

**16. Minnesota Transfer Curriculum (MnTC):** If this course fulfills an MnTC goal area, state the goal area and list the goals and outcomes below:

See [www.mntransfer.org](http://www.mntransfer.org)

Goal Area(s): \_\_\_\_\_

Does this course require additional material for specific program requirements?  
If yes, please provide.

**Updated 01/23/18**