

BLUE LIVES VS BLACK LIVES MATTER: ONE ACT THAT
CHANGED THE PERCEPTIONS OF THE DALLAS
POLICE DEPARTMENT'S OFFICERS

by

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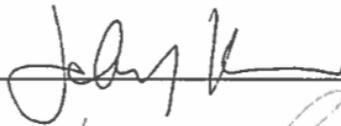
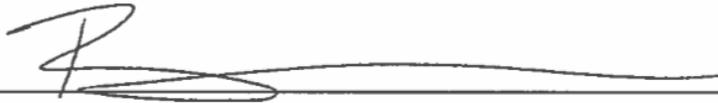
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Above all, I give special recognition to the five officers who lost their lives from injuries sustained after the protest shooting July 7, 2016, to the two fallen DPD officers in 2018, and I dedicate this research in their honor. Without the members of the Dallas Police Department who took part in this study, this thesis would not have been possible.

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Let the White make a supreme effort...to abandon once for all their usually inherent and at times subconscious sense of superiority, to correct their tendency towards revealing a patronizing attitude towards the members of the other race, to persuade them through their intimate, spontaneous and informal association with them of the genuineness of their friendship and the sincerity of their intentions, and to master their impatience of any lack of responsiveness on the part of a people who have received, for so long a period, such grievous and slow-healing wounds. Let the Negroes, through a corresponding effort on their part, show by every means in their power the warmth of their response, their readiness to forget the past, and their ability to wipe out every trace of suspicion that may still linger in their hearts and minds.

-Shoghi Effendi, The Advent of Divine Justice, 1938

Chapter 1: Introduction

A vital component in any community is the quality of the relationship between the citizens and the police officers. There have been more documents which focus on the citizens' perceptions of officers than those focusing on police officers' perceptions of their citizens. During the period of time following a BLM protest on July 7, 2016, the officers with the Dallas Police Department (DPD) were affected in a tragic manner due to the shooting deaths of four of its officers and one Dallas Area Rapid Transit (DART) (Kalthoff, 2017). Officers opened fire on the suspect, a Black male, and were able to keep protest participants safe. The shooter was killed by explosives after a standoff with DPD officers (Kalthoff, 2017). The investigation of the shooting included interviewing over 300 witnesses and reviewing 170 hours of body camera footage (Kalthoff, 2017). This event may have had an adverse effect on how officers view Black citizens in Dallas, Texas (TX) due to the nature of the protest.

This study uses a major event to determine how officers in Dallas judge their citizens; support. DPD has gone through several challenges regarding race relations, and still faces scrutiny today, as do many departments across the country. Criticism faced by departments nationally is exacerbated by the media's influence on the public's perception of White officers using force, mainly deadly force, against Blacks (Dowler & Zawilski, 2007). DPD has been

nationally recognized for a diverse array of officers compared to the racial demographics of the city and for its involvement within the community. Both of which have strengthened bonds with the community and reduced crime (Miller et al., 2016).

Recently, two major movements arose due to perceived negative interactions between police and the minority communities at large: Black Lives Matter (BLM) and Blue Lives Matter. Both movements have strong ideals and the sentiment of disadvantage toward either Blacks, minorities, or police officers. Ironically, each group shares common ideals and tenets. Police officers serving to protect a peaceful protest for Black Lives Matter were shot at in Dallas on July 7, 2016. This paper explores the sentiment DPD officers share in regard to BLM, members of the community identified by race, and how officer perceptions changed before and after the shooting. It is plausible to assume that the DPD officers who support Blue Lives Matter will not have a favorable opinion of BLM or feel supported from Black communities, especially after the shooting.

Arising from the criticism of BLM was the Blue Lives Matter movement. The main tenet of Blue Lives Matter is to ensure punishment for those who take the lives of police officers and that killing officers should not be tolerated (About Us, n.d.). Basically, it has the same tenets as BLM, but with one word of difference. It appears this group is a countermovement of BLM and derived its own name from the title of the BLM. It may also be noted that some police officers might agree with Blue Lives Matter and may disagree with the tenets of BLM as a result of the influence of the police subculture.

This study will address changes with officers' perceptions regarding how they view support from Black, White, and Hispanic/Latino citizens. A review of the literature will discuss past social movements, what affects police attitudes, community policing, and how officers cope

with tragedies and stress. The methodology will outline how the study was administered, the participants, and which questions were used to determine if perceptions changed and what factors or variables had the most influence. The results will show data from a few statistical tests as they relate to each research question. Next, the discussion will summarize the findings' implications and the limitations of this study. Finally, this study will offer a brief conclusion and give suggestions for further research. This study adds to the literature of officers' perceptions of their community.

Chapter 2: Literature Review

This chapter addresses previous research showing how police officers historically dealt with social movements in American society, police attitudes in general and based on the race of the officer, officer perceptions, community policing, shaping the police role and other factors that affect how police view the public. It is important to understand how and why police have responded in the past to social movements involving minorities in order to help bridge the gap between law enforcement and citizens.

Historical Context of Social Movements

Various social movements have occurred throughout time in America because some minority groups have a negative sentiment toward police and the government. The Civil Rights Movement, the Black Panther Party, and BLM are examples of social movements that have existed in response to perceived disenfranchisement. Affiliation with each of these has been labeled as controversial due to the different methods used to cease the oppression of Blacks and other minorities by the government, police, and the dominant White race. It has been a widespread belief that many institutions in America have discriminated against Blacks due to institutionalized racism which is “codified in this nation’s institutions of customs, practice, and law” (Jones, 2000). The central governing institution is the law which has been amended several times regarding Civil Rights.

The Civil Rights Movement began in the 1950s with prominent leaders such as Martin Luther King Jr., Malcolm X, James Baldwin, and Medgar Evers, who opened the door for radical change in America. This social response from the Black communities across the nation was mostly attributed to the laws not being applied equally to Blacks and other discriminatory practices based on race (Hall, 2007). Blacks and Whites banded together to march, staged sit-ins,

and took different non-violent approaches to make progress for the nation as a whole (Joseph, 2007). The non-violent protests were often met with force by police officers. Police departments across various states used tear gas, batons, dogs, and even high-pressure water against protesters during that era (Nodjimbadem, 2017). These types of police responses gave Blacks valid reasons to distrust the police in a nation where the laws did not appear to be equally or justly applied. A televised march from Selma to Montgomery showed the nation that police officers killed a Black civil rights activist and sent many more to the hospital during a peaceful protest (Lee, 2002). This march was dubbed "Bloody Sunday" which was publicly denounced by Congress members (Lee, 2002). Another reason why officers were deemed racist was that they upheld and applied Jim Crow laws in the Southern states (Nodjimbadem, 2017). These types of statutes allowed for separate but equal facilities and for Blacks to be discriminated against when it came to their voting rights.

Along with the police brutality in the 1960s came the assassinations of prominent leaders such as President John F. Kennedy, Martin Luther King Jr (MLK), and Malcolm X. Malcolm X and MLK were not only leaders during the Civil Rights Movement but had opposing views on how to get justice for Blacks and other minority groups. Police were broadcast on television violently attacking peacefully marching protesters with water cannons, clubs, and dogs, sparking a more militant stance by Black leaders (Gunderson, 2008). Malcolm X had a more radical approach with the catchphrase "by any means necessary" when compared to MLK who chose to utilize non-violent methods to get results (Joseph, 2007). During the Civil Rights Movement era, many changes took place which gave Blacks a better chance at being treated equally under the law. Partially due to media coverage in the newspapers and on television about the protests, laws

were passed to allow for equal rights which included the Civil Rights Act of 1957 and 1964, the Voting Rights Act of 1965, and the Fair Housing Act of 1968 (Hall, 2005).

The Black Panther Party, founded in 1966 in California by Huey P. Newton and Bobby Seale, formed due to ongoing police violence against Blacks (Duncan, 2018). The Party quickly found itself a target of the Federal Bureau of Investigation (FBI) because of its Marxist political views, allies in America and abroad, and in 1969 the FBI's director thought of it as the "greatest threat to national security" (Duncan, 2018). Because of the FBI's interest in the "Communist" Party, the government attacked the Party's members and leaders. One of the leaders killed in a police raid was Fred Hampton, and later the FBI stated it had abused its power in a public apology regarding incidents with the Party (Duncan, 2018). The Party's goals were similar to those of the Civil Rights Movement regarding fighting against police brutality and oppression yet was different in the area of finding solutions. The Party had a 10-point program that called for it to help its people and protect them from the police, unlike the other movement which called for the government to change or amend the laws to help protect Blacks (Duncan, 2018).

Moving forward to this century, the internet is a unique form of media that allowed for the creation of another social movement, BLM, in 2013 (Petersen-Smith, 2015). The name alone has given those who oppose it grief even though it only states a fact which has been denied for far too long in the US as seen by the Civil Right era. In the wake of controversial deaths of Blacks across the nation such as Trayvon Martin and Michael Brown, BLM promotes its tenets using a platform that is entirely different from its predecessors (Trayvon Martin Biography, 2014). With the death of Trayvon Martin, the social media movement was only a hashtag (#blacklivesmatter). After the death of Michael Brown, it formed into the group known today as BLM (Black Lives Matter, n.d.; Petersen-Smith, 2015). Social media has had a dramatic impact

on how BLM operates and how its tenets are spread across local and international borders because anyone with internet access can view its website. News media has assisted with strong headlines and continuous coverage of shootings like the two mentioned, and showing how those who agree with the BLM protest in various cities in the wake of such tragedies. According to the BLM website, it has now evolved into the Black Lives Matter Global Network, which is recognized worldwide, and is decentralized while existing to support new Black leaders and serve as a network to empower Black people (Black Lives Matter, n.d.). From social movements or the enforcement of Jim Crow laws, tension between police and Black communities nationwide have remained constant and controversial (Howell, Perry, & Vile, 2004). The history of social movements gives a glimpse into how police responded, but officers' perception of the response might be heavily influenced by the police subculture.

Police Subculture

The subculture police officers have developed differs depending on the nation, state, city, etc. But looking more in-depth than the location, a "collective sense-making" among a group of individuals with some form of commonality that ties or bonds them together fosters this subculture (Crank, 2004). This consensual bond is developed by feelings of hostility from the public which allow for police to feel marginalized (Britz, 1997). There is a negative undertone when the words *police culture* are used to describe how officers think and act, which is directly influenced by the media and literature on the subject, yet the idea of culture alone does not have a negative meaning (Crank, 2004). Much research focused on police culture is conducted by those who were not police officers. There has been a negative stigma attached to police subculture as Crank (2004) noted:

The literature on police culture...ends up telling us what is wrong with police culture from the perspective of the observer of the culture. It does not tell us anything about culture from the perspective of its participants. Consequently, and consequentially, we learn a great deal about the perspective of the observer, not the observed. The interaction of the observer and observed is a central and unsolvable dilemma in all research on culture, and particularly haunts narratives on police culture popular in both the popular and academic media (p. 14).

A person can only see through the lens of his or her own perspective, and when it comes to qualitative research data collection, an observer researcher struggles to balance his or her observations (Crank, 2004). As Crank stated, researchers and others who study the information researchers provide face this dilemma. This study aims to provide the perspective of the observed with both qualitative and quantitative data. Qualitative research is useful when it comes to gathering in-depth data that looks more toward the why and how, and not solely quantitative data which does not describe those aspects (Tashakkori & Teddlie, 1998). The survey presented to the DPD officers asked qualitative and quantitative questions to better understand perception changes. An understanding of the police subculture is necessary to assess how their opinions will change after a tragic event be it positive or negative.

Police Attitudes. Many psychological theories attempt to explain how and why people think about anything in specific terms. People show emotion(s) toward a group of people or one person in particular which include racism, hatred, love, and respect. Historically, studies related to understanding police socialization were completed with homogenous departments consisting of White males, although individual differences like gender and race must be considered (Britz, 1997).

DPD officers come from various backgrounds, cultures, and races. These officers are also highly trained, having one of the most extended police academies in the country, and officers complete reality-based training during the academy and throughout their careers. Some of the training received at the academy includes learning about different races, which has been mandated by the Texas Commission of Law Enforcement (TCOLE). Because of this training and working side by side with diverse coworkers, Dallas officers may think differently about their communities and how the public perceives them regardless of the race or ethnicity of the officer.

Some of the attitudes police officers share come from their backgrounds and cultures similar to anyone else outside of law enforcement. The attitudes adopted from the police subculture change how they view their line of work, how the media portrays them to the public, and how they react to what they think the public opinion is of officers (Johnson, 1968). This perception of how police believe the citizens view them can be on the macro-level and micro-level. The macro-level would be how officers share commonality/brotherhood, or the “thin blue line,” with police from any state in the country and perhaps with other officers in other similar countries. The micro-level would be how an officer believes the citizens think of him/her or his/her co-workers on a case by case basis, and of how the department is considered in light of any given circumstance. When taking July 7, 2016 into account, an assumption that DPD officers would align with Blue Lives Matter over BLM would be logical. This assumption might also mean that DPD officers’ perception before and after the protest would change, and their attitudes toward public support would be different concerning the race of the citizens.

Black and White officers' attitudes. One study addressed how the race of citizens was a determining factor with positive or negative attitudes toward police (Howell, Perry, & Vile, 2004). An officer's race may or may not affect how he or she treats the public, but race does

affect how the citizens view the officer's actions. There were a few studies addressing this issue with varying results (Sun, 2003). This study aims to add to the literature in regard to how an officer's race affects perceptions based on results from a survey. Understanding the diverse mental attitudes from each race of officers represented will help provide a more comprehensive picture or understanding of how officers perceive tragic events and if those incidents affect how they view the public. As mentioned, the event used as a catalyst for this study was the shooting of officers in Dallas on July 7, 2016 after the BLM protest.

The reason for the BLM protest in Dallas was because of the recent shooting deaths of Alton Sterling and Philando Castile. It might be plausible to conclude that officers of different races may view the event differently or have mixed reactions with how they see community support before and afterward. It is also possible their responses will be similar as there is not any literature to entirely oppose a difference in opinion with race as a factor. Either way, DPD officers have their own opinion regarding the shooting, and this view may adversely or positively affect how they see the public. This point has been supported by studies that show how police gain the same set of values and beliefs from the early days of academy and field training regardless of race (Fielding, 1988).

Two methods have been used to explain the possible varying attitudes in White and Black officers: the predisposition and differential socialization/experience theories (Sun, 2003). "The predisposition theory suggests that an officer's work-related attitudes and behaviors are a reflection of the characteristics, personality, values, and beliefs he or she learned before entering the law enforcement career" (Sun, 2003, p. 91). This helps explain how and why DPD officers may have various feelings or opinions toward the community after a tragic event. This theory also helps with understanding how gender, age, and education levels could affect how the officer

views his or her job (Sun, 2003). The survey for DPD officers included demographics of this nature to better understand if officer perceptions are significantly different depending on beliefs that stem from this.

The differential socialization/experience theory suggests that officers will have a difference in how they socialize with others on the department and with the community, and because of these factors they will develop different attitudes toward the citizens (Sun, 2003). There were officers of all races at the BLM protest, but no Black officers died. Instead, they helped their injured co-workers and citizens of all races escape further harm and fatalities.

A study involving officers from the Indianapolis Police Department (IPD) revealed that Black officers were more likely to have attitudes more congruent with community policing when race was taken into account (Sun, 2003). If this was the case, the Black DPD officers' opinions regarding how the July shooting has possibly changed their perception of the community might differ from that of their White and or Hispanic counterparts. Findings from the IPD study also revealed officers had such views regardless of training received from the department on community policing (Sun, 2003). Understanding both theories and how either one may affect officers' perceptions is necessary to gain better insight and understanding of the DPD officers and how they may perceive the public after the tragic/critical incident that changed the fate of the department, which had not lost an officer in the line of duty since 2011.

Gender Attitudes. Previous studies have shown differences with how males and females view policing as officers. There have been limited studies showing whether female officers have a more positive outlook on the profession compared to males (Poteyeva & Sun, 2009). Women are relatively new to the police workforce as more active roles and accountability began in the 1970s for females (Poteyeva & Sun, 2009). Some argue that the police subculture or

socialization process has such a strong influence on women entering the male-dominated profession that they too, will acquire similar thoughts and attitudes like their male counterparts (Poteyeva & Sun, 2009). Gender, according to a multivariate study, was not a strong predictor for how males and females view policing (Poteyevan & Sun, 2009), but gender differences might offer insight for how officers view support from the community. This study aims to add to the literature on officers' gender differences in relation to views of community support.

Officers' Perceptions. Prior to the 1970s there were not many studies regarding police attitudes and perceptions towards the general public even though officers played an essential role in the "social revolution" (Carlson, Thayer, & Germann, 1971). What also lacked were studies about how minority communities perceived their neighborhoods and interactions with their respective police officers (Parker, Onyekwuluje, & Murty, 1995). The Dissonance Theory asserts that a person's various cognitions must be aligned or in agreement, like his or her beliefs and opinions (Johnson, 1968). Police officers feel dissonance when confronted with behavior or other things related to their job that is either against the law or their ideals which is a culture shock of sorts or a defense mechanism (Johnson, 1968; Garner, 2005). Dissonance affects officers when dealing with public behavior and the behavior of fellow officers who act in manners acceptable or organizationally-normative for the department (Garner, 2005). Officers have developed an attitude of "us versus them" as these internal conflicts affect interactions with citizens and how officers' conduct themselves during an encounter (Paoline, Myers, & Worden, 2000, p. 579). This is one of the reasons why officers trust each other. One must not think in terms of permanent attitude change to achieve less dissonance, preferably in terms of provoking reality-based responses from trainees (Garner, 2005) because according to Katz (1960):

The problems of attitude arousal and of attitude change are separate problems. The first has to do with the fact that the individual has many predispositions to act and many influences playing upon him... Hence, we need a more precise description of the appropriate conditions which will evoke a given attitude. The second problem is that of specifying the factors which will help to predict the modification of different types of attitudes [pp. 464-465].

However, another way to combat this type of internal conflict for officers when dealing with minorities, especially Blacks would be to have a diverse department where officers would have to work with, rely on and trust a diverse group of coworkers. Working closely with diverse officers would alleviate or lessen any dissonance regarding race, sex, and culture which could impact how an officer interacts with citizens regularly (Paoline, Myers & Worden, 2000). DPD is a prime example of how having a diverse workforce creates an environment for officers which allows them to learn with and from each other's experiences and cultures, and helps citizens keep their trust in the officers giving legitimacy to the profession.

This type of thinking or inherent dissonance has become the norm for the police subculture, and most officers have been trained to be on alert when in contact with a suspect, victim, or witness because of the fear the job brings with it and for safety concerns. It appears the history of how police trained mirrors the cultural differences of what was a predominately White male profession. Along these same terms, the supposed subculture of policing mirrors that of how historically some White people have taken over/advantage of other cultures and imposed their own beliefs and customs which is the premise or foundation for police departments. Many poor minorities are assuredly under the impression that they need protection from police because interactions are too often confrontational (Johnson, 1968; Paoline, Myers, & Worden, 2000). As

mentioned, community policing helps both the officers and citizens bridge the gap and creates an environment of understanding and empathy. It is believed that diversifying the workplace will change the police subculture over time (Paoline, Myers, & Worden, 2000). By sharing power with those who have been disenfranchised historically, learning and tolerance will happen for both sides. To ameliorate police-community tensions, police departments since the 1970s have implemented community policing, a strategy based on engaging with citizens on a personal level.

Community Policing

Community policing was developed after the Civil Rights Era and used as a model to ideally reduce the strain and tension with citizens (Black & Kari, 2010). It is a police strategy that first emerged in the 1970s based on citizen empowerment to facilitate a closer relationship with the community, especially with minorities (Police: Community Policing, n.d.).

The concept of modern community policing dates back to 1829 when Sir Robert Peel, who was the first police chief of the London Metropolitan Police District, used officers in various capacities to reduce crime via foot-patrols, uniforms, and assigned beats or areas of patrol (Fisher-Stewart, 2007). In the United States, the police initially served under politically-appointed captains, controlled slaves and immigrant populations, and were armed with guns which distinguished them from their British forerunners (Fisher-Stewart, 2007). The fact that police officers controlled slaves and immigrants gives rise to why departments face scrutiny regarding institutionalized racism today. The question of why the criminal justice system disproportionately imposes sanctions on minorities is mainly due to this part of law enforcement's history. In regard to community policing, DPD is one of the departments that has evolved and subsequently flourished in this area.

DPD community policing practices are notably progressive, and it has paid attention to the members of the public earning respect and public's trust through various community outreach programs (Song, 2016). This earned trust was partially due to how the makeup of the department reflects the community as far as racial diversity. The former Chief of the department, Chief David Brown, implemented community involvement outside of enforcing laws with the Police Athletic League (PAL), Neighborhood Patrol Officers (NPO), and Chief on the Beat where the police interact with citizens in various neighborhoods (Miller et al., 2016). With these practices in place, Chief Brown's approach was very similar to that of the father of police, Sir Robert Peel. Not only were police officers approachable and friendly with the citizens, DPD also changed the way they hired by ensuring those who qualified from different cultural and racial backgrounds were represented in not only the department but also the upper echelon and ranks of the ninth largest department in the nation (Miller et al., 2016). Because of these strides the DPD has made throughout its history, the crime rate in Dallas has dropped (Siegel, 2016), overall the community respects the officers, and some police officers recognize that respect from the city even when opinions differ from their own.

The concept of community policing will help to understand the mindset of the DPD officers and how officers see and interact with the public. This concept is especially important because it was DPD and Dallas Area Rapid Transit (DART) among others who worked the BLM protest on July 7, 2016 when the shooting of the officers took place. The same police officers, who may believe they were hated by those who supported BLM protected the peaceful protest regardless of their personal beliefs.

Discretion. Over time, police departments have developed a comradery similar to the military, or otherwise known as a brotherhood which gives them a sense of belonging. This

brotherhood mentality is known to have a strong influence on officers' perceptions. This perception has caused a rift between police and the communities because of past and recent actions with which the wider public disagreed (Paoline, Myers, & Worden, 2000). The laws from state to state differ regarding how police are permitted to use discretion when interacting with citizens. For example, law enforcement officers are the most visible personnel to the public, and officers may arrest or issue citations whenever a person violates the law (Bracey, 1992). Citations become a problem to the community when it appears that minorities or the poor disproportionately receive them. The Ferguson Police Department (FPD) was disproportionately targeting, ticketing, and arresting Blacks according to the 2015 Department of Justice (DOJ) report, and because of mistreatment toward the Black communities, distrust grew and made policing there less safe (DOJ Civil Rights Division, 2015). The media and public attribute these types of problems to police discretion, and policies and guidelines have been established to address how police can interact with their communities in a personal manner to help with how the communities view their officers (Bracey, 1992).

Shaping the Police Role. The public's perception of how they view and if they respect their local police department affects an officer's perception of their duty as a public servant. Most officers join the force because they feel it is a calling, to be brave for the victimized, to promote through the ranks or stay in patrol, to be a role model for a young child, and to one day make a difference in someone's life. When the public has a positive outlook of the police, officers feel legitimized in the work they do for the citizens (Tyler, 2004). Officers gain legitimacy by knowing when they exert their influence, the citizen with whom they are dealing with will obey commands (Tyler, 2004). The "norms and values supported by the occupational subculture of the police are crucial in shaping their sensitivity to extra-legal cues," basically determining who goes

to jail and who does not (Spitzer, 1969, p. 46). Legitimacy allows for police discretion which seems inherently unfair unless it is understood and accepted by the public (Tyler, 2004). Police discretion is a factor in most problems with officers because there is no structure to it. Discretion is used all the time and varies from officer to officer.

One may consider discretion problematic due to the racial disparity it appears to produce in relation to correctional institutions in the U.S. Blacks and other minorities are singled out more than Whites and are usually punished more harshly than their counterparts (Alexander, 2012). According to Spitzer, "this (stereotypical) treatment is based on typifications of the behavior and moral character of the group member (Black or minority), not on any consideration of the individual's objective responsibility for a specific deviant act" (Spitzer, 1969, p. 47). With prejudice or racial stereotyping in mind, the concept of dissonance has been established even before contact with a particular member of the public (Johnson, 1968).

DPD is the ninth largest police department in the nation and has become a prime example of how police and citizens find common ground and can work together. This study aims to add to the existing body of knowledge about police officers' attitudes and perceptions after a catastrophic event has impacted not only the department but the city it serves. After this type of event officers may experience issues affecting their mental faculties which include PTSD and ways to cope with the stress.

Police and PTSD

Police work may expose an officer to traumatic events. Officers who suffer trauma in some form could have post-traumatic stress disorder (PTSD). PTSD can cause a person to relive a traumatic event, have an aversion to specific situations or be overly sensitive which is somewhat dependent on other factors (Maguen et al., 2009). Some of the DPD officers who

worked the protest, or responded to assist on July 7, 2016, may have experienced some form of PTSD due to the number of officers and civilians who were wounded or died. PTSD may have an adverse effect on officers' perceptions of community support, or toward BLM because of the tragic events that took place that day.

Not only did officers make the ultimate sacrifice on July 7, 2016, but the very officers who worked with the departed were the ones who had to complete the investigation. Police work exists with the possibility of exposure to killings or mangled, dead bodies due to murders or car accidents for example (Karlsson & Christianson, 2003). Coupled with having to witness such tragedy, officers must determine if there was an offense, and investigate to learn the facts which make murder investigations stressful (Karlsson & Christianson, 2003). If murder investigations for those who are non-officers or non-co-workers have been the cause of stress and exposure to a traumatic scene, having to take statements from fellow officers for those killed or injured on July 7, 2016 was taxing, to say the least. Not only were DPD officers investigating the shooting of their fellow officers, but there were also multiple officers who had fired a weapon while trying to protect the protesters, co-workers, and themselves. How DPD officers were affected by stress from the shooting is unknown, and the participants were not requested to give information regarding their stress. However, it is important to note that this may be a contributing factor in their opinions regarding community support.

Officer Involved Shootings. Officer involved shootings have brought another level of stress into this scenario because they have been known to cause PTSD for officers since they may suffer from post-shooting trauma (Klinger, 2006). Post-shooting trauma is a form of PTSD which is caused by the officer's feelings of guilt or depression (Klinger, 2006). This type of PTSD may affect DPD officers' perceptions. Having to fire a weapon and shoot someone causes

stress, and concerns such as fearing that one's life might be taken, sustaining severe physical harm, or a fellow officer's death compounds the stress induced in such an instance (Stratton, Parker, & Snibble, 1984; Addis & Stephens, 2008). This may be one of the most significant circumstances that causes the most pressure and stress on officers. The protest shooting represents the deadliest night in the history of the department. The officers that were at the protest and those who responded to the scene once the sniper began firing his weapon may have experienced some level of post-shooting trauma or PTSD.

Coping Mechanisms. One theme that has regularly come up in the culture of policing is that of resiliency. Hardiness, resilience, and psychological capital are considered to be essential factors for those who work in high-risk jobs such as policing, and they are what help determine how an officer will handle traumatic incidents or stressors (McCanlies, Mnatsakanova, Andrew, Burchfiel, & Violanti, 2014). Police officers have not had the luxury of wallowing in their feelings for too long due to the masculine nature of the job, or, according to Smith and Gray, the "cult of masculinity" which is the cornerstone of policing (as cited in Brown, 2007, p. 2). Based on this information, officers must be able to regain mental strength to return to work or go to the next call without making mistakes regardless of what they have gone through and how it might potentially affect their mental faculties or behavior.

A study completed six months after the protest shooting inquired about what strategies officers used to cope with the deaths from DPD and Baton Rouge, LA, and how coping influence their motivation for their profession (Clifton, Torres, & Hawdon, 2018). The study determined that understanding how officers deal with stress was important for both their and the public's safety (Clifton, Torres, & Hawdon, 2018).

Cynicism and Morbid Humor. Another way police who have suffered through a traumatic event tend to cope with the stress, or PTSD, is to treat the situation light-heartedly and distrust anyone other than fellow officers. Officers in any department tend to distrust those who do not share their same sentiments toward how they now see the world; the public (Nhan, 2014). They may come to distrust the upper echelon/higher ranking officers, resulting in organizational cynicism (Enciso, Maskaly, & Donner, 2017). This is a large part of the police subculture which was previously discussed and has been one manifestation of the "thin blue line" or "brotherhood." Cynicism in police work was measured by a scale developed by Niederhoffer who has completed influential work in the area (Richardson, Burke, & Martinussen, 2006). Police find various instances humorous which tend to be funny to only themselves, not to outsiders. The humor that has developed amongst a subculture has a set of jokes which embodies that subculture's set of behaviors, values, and beliefs (Pogrebin & Poole, 1991). To cope with the trauma or stress caused while on the job, officers joke about things like death to curtail any feelings that may set in to keep a level head to do their job as first responders (Pogrebin & Poole, 1991). Humor used in this cynical and morbid manner helps develop a stronger subculture and allows officers to have the confidence to feel like difficult problems are routine and can be handled (Pogrebin & Poole, 1991). Ultimately, training is what officers rely upon to get the job completed; humor is what helps them cope with the stressors.

Death has been a common theme that officers must deal with whether on a 9-1-1 call or an ambush-style shooting. When it happens to one of their own, cops tend to take it very personally and vow never to forget the fallen officers. Dealing with death has never been easy for humans to do, but the public expects police officers and other first responders to do so without cowardice. However, society does not fully admit to the mental ramifications affecting

such personnel (Aaron, 2000). Those officers who fail to learn how to cope with such a stressor, or who do not seek counseling for symptoms of PTSD may fall prey to suicide or, more commonly for officers, drinking of alcohol (Richardsen, Burke, & Martinussen, 2006). Officers disassociate themselves from trauma, and data shows that coping mechanisms determine how police adjust (Aaron, 2000). The mistrust with non-police may cause DPD officers to believe that BLM is anti-police, and the sniper attack may have enhanced this sentiment. The DPD officers who participated in this study did so approximately two years after the protest shooting, and less than a year after a lone gunman shot two other officers in Dallas, one passed away April 2018. The most recent officer to die in the line of duty from DPD was in July 2018. Due to the fact the survey was sent out December 2018, there may not have been enough time for them to adequately cope with what occurred and it might affect their responses.

Police Role. Social assimilation is adherence to the police role as another coping mechanism used because the subculture has a strong influence (Nhan, 2014; Violanti, 1999). The subculture teaches officers how to behave as an officer would which includes knowing right from wrong in every situation, the ability to laugh at things that are only funny to cops, and being the tough, stable person in the wake of tragedy (Violanti, 1999). Police perception of society is negative, they see the public as against them (Nhan, 2014), and the police role becomes more appealing because it allows officers to deal with the rejection by creating a close-knit group of themselves (Violanti, 1999). This close-knit group, or thin blue line, creates an "us versus them" mentality which further closes police off from society (Nhan, 2014). With this type of reaction to perceived rejection, DPD officers were able to put their differences aside, put on the police "role," and protect the citizens who were protesting for BLM. After the shooting, DPD officers, who may have already perceived the public as against them, especially that Thursday, might not

be able to place their "role" aside and discern the difference between a protest or attack, as it may all roll into one event for them. Part of this role as an officer is to know right from wrong, or to problem solve, and due to this aspect of policing, being able to cope with stressors from the job becomes more difficult because other social roles that could have helped are left behind (Violanti, 1999).

Other Stressors. There are several other stressors that affect police officers' attitudes toward their job and how they cope with their environment which include marital problems, job performance, health problems, suicide and alcohol and drug abuse (Waters & Ussery, 2007). When an officer performs his or her role, they tend to suppress emotions. In doing so, officers open themselves up to being more susceptible to the effects of PTSD and other types of disorders related to stress (Waters & Ussery, 2007). Health problems are another example of disorders related to occupational stress for officers (Rose & Unnithan, 2015). Although the police subculture implements an "us vs them" mentality, those officers who do not fit in with the "in-group" tend to have more stress from the job than others (Rose & Unnithan, 2015). There are also differences with how males and females respond to stress from the profession, and a study showed that men are more affected by stressors from the job than females (Morash, Kwak, & Haarr, 2006). Officers must learn and employ effective coping mechanisms to deal with the inherent stressors from their job duties in order to be less susceptible to stress that they encounter on a daily basis (Aaron, 2000).

Chapter 3: Methodology

Measures

A volunteer survey was administered by emailing a web link created using SurveyMonkey with a cover letter to each officer; see Appendix. The survey consisted of 28 questions which took approximately 10-15 minutes to complete. The first six questions addressed officers' perceptions of support from Black, White, and Hispanic/Latino citizens before and since the protest shooting on a 9-point Likert scale (1-no support, 5-neutral, 9-full support). Next, the survey asked for officers' agreement with BLM and Blue Lives Matter on a 9-point Likert scale (1-do not agree, 5-neutral, 9-fully agree). The next questions asked if they felt unfairly treated by White, Black, or Hispanic/Latino citizens which were also on a 9-point Likert scale (1-never, 5-somewhat, 9-constantly).

Another type of question on the survey requested information regarding familiarity of BLM and Blue Lives Matter on a scale of "very familiar, somewhat familiar, not so familiar, and not at all familiar." The other questions asked about race relations in Dallas in the past two years between police and citizens on a Likert scale of "much worse, worse, same, better, much better." The other type asked if officers worked or responded to the protest (yes, no), and if the Black and White relationship in the US would "eventually get better" or "will always be a problem". There were open-ended questions asking; how officers felt about the tenets of BLM and why, if they thought DPD was an example for other departments regarding race relations, and if they felt torn between their profession and the tenets of both BLM and Blue Lives Matter. The demographic variables asked for officers' station, rank, gender, race, education, years with DPD, and previous law enforcement experience. It also asked if they were with DPD before July 7, 2016 and if they worked the protest.

Participants

A convenience sample of 328 DPD officers provided personal email addresses to voluntarily participate in this study. Of those, 225 surveys were completed which was a response rate of 68.60%. The surveys were sent December 2, 2018 through January 17, 2019. Two officers formally opted out while others simply chose not to complete the survey. One female and three males who were not hired onto the department before July 7, 2016 were excluded from every analysis except for the short answer replies, some excerpts are provided in the Discussion. Due to anonymity, it was impossible to know if the four who were excluded did or did not reply to the open-ended questions. This brought the total sample population to 221 for analysis. All data were exported from SurveyMonkey into an Excel spreadsheet. The spreadsheet was uploaded into SPSS to analyze and report findings.

Research Questions & Outcomes

- ❖ Question 1: Which race of citizens will officers feel the most and least support from before and after the shooting?
- ❖ Hypothesis: Officers will feel more support from White citizens and least support from Blacks.
- ❖ Question 2: Does an officer's race or gender affect views of citizens' support?
- ❖ Hypothesis: White officers' perceptions of Black citizens support will be lower compared to other officers. Females may feel more support than men.
- ❖ Question 3: How does race or gender affect officers' views of race relations and agreement with BLM and Blue Lives Matter?
- ❖ Hypothesis: White officers will not agree with BLM, most officers will agree with Blue Lives Matter, female officers may agree with both more than males, especially Black

females. Women will have a more positive outlook on Black and White relations in the US.

Statistical Design

This study aimed to analyze the effects of a traumatic event/catalyst on the perceptions of DPD officers in relation to how they view their community support. A convenience sample was used for data collection by personally asking officers to participate in a volunteer survey sent to their personal email addresses with a weblink. The first research question was analyzed using a paired-samples t-test to understand how over a time period of approximately 2.5 years perceptions before and after July 7, 2016 changed regarding community support. For the second and third research questions, subsequent independent samples t-tests were conducted to determine what type of effect gender or race may have on responses in relation to perceptions of race relations, BLM, and Blue Lives Matter (Kim, 2015). One-way ANOVAs tested the differences of independent variables of race and gender in relation to each research question (Kutner, Nachtsheim, Neter, & Li, 2005; Hinton, 2014). Chi-square tests were used to test the independence of the relationship between categorical variables of race and gender as well (Hinton, 2014).

Chapter 4: Results

This chapter details the demographics of the convenience sample and results from the statistical tests conducted that address the three research questions. The results from this study represent how changes in DPD officers' perceptions of community support were affected by the protest shooting, and describe how the demographic makeup of the officers shape their views toward citizens of varying races in Dallas and race relations. DPD officers completed one volunteer survey which serves as the source for both the quantitative and qualitative data. Select short answer responses will supplement the findings in the Discussion section. This Chapter is divided into sections with the results of multiple statistics broken down by gender and race of DPD participants.

Demographics

The total sample population used was 221 after excluding four officers who were not hired before July 7, 2016. The sample broken down by gender and race included; Female (n = 54), Male (n = 167), Black (n = 60), Hispanic/Latino (n = 52), White (n = 89), and Other (n = 20). The demographics are shown in this section by race, gender, years with DPD, and education; see Table 1.

The demographic breakdown of the study's sample by gender was similar to that of the gender population for DPD. According to the DPD Annual Report for 2016 male officers made up 73.3% and female officers accounted for 26.7%. This convenience sample was comprised of 24.44% female and 75.56% male officers which is almost indistinguishable to that of the department. These percentages were calculated before the exclusion of the four who were not DPD officers before July 7, 2016. In terms of race, the breakdown for DPD was 49.7% White,

26.1% Black, 20.9% Hispanic, and 3.2 Other according to the 2016 Annual Report. The percentages of race in this study's sample was similar to DPD as Whites made up approximately 44.89%, 28.13% Blacks, 26% Hispanics, and 5.78% Others.

Table 1

<i>DPD Demographics</i>		
Variables	N	%
Participants	221	
Race/Ethnicity		
White	89	40.27%
Black	60	27.15%
Hispanic/Latino	52	23.53%
Other	20	9.05%
Gender		
Female	54	24.43%
Male	167	75.60%
Years with DPD		
1-5	67	30.32%
6-10	46	20.81%
11-15	45	20.36%
16-20	19	8.60%
21+	44	19.91%
Education		
High School	16	7.24%
Associates	55	24.89%
Bachelors	121	54.75%
Masters/PhD/JD	29	13.12%

As this study employed a non-random sampling strategy, the results are not generalizable.

As far as total population for the department which was reported as 3,014 as of January 2019 with 1,893 in patrol (Jaramillo, 2019), the total usable sample size was 221 that was

approximately 7.33%. While most of the respondents were in patrol, they were not asked to give which division or specialized unit they worked or are assigned.

Before and After Perceptions

A paired samples t-test was computed to assess the relationship between perceptions of support from White, Black, and Hispanic/Latino community members before and after the shooting on July 7, 2016.

The first research question concerning which race of citizens officers will feel more or less supported from are addressed in this section. There was a decrease in the scores for Black support before July 7, 2016 ($M = 4.69$, $SD = 1.62$) and after ($M = 4.46$, $SD = 1.89$), [$t(220) = 2.32$, $p < .05$]. These results suggest that officers' perception of support from Black citizens decreased after the protest shooting.

The scores for White support showed an increase before July 7th ($M = 6.51$, $SD = 1.30$) and after ($M = 7.04$, $SD = 1.36$), [$t(220) = -5.23$, $p < .001$]. These results suggest that officers' perception of support from White citizens increased after the protest shooting. There was also an increase in the scores for Hispanic/Latino support before ($M = 5.39$, $SD = 1.41$) and after July 7th ($M = 5.56$, $SD = 1.47$), [$t(220) = -2.25$, $p < .05$]. These results suggest that officers' perception of support from Hispanic/Latino citizens increased after the protest shooting as well. Each result was statistically significant at $p < .05$, and the race of the citizens determined the officers' response in each question; see Table 2.

It appears that officers' views of community support increased after the incident for White and Hispanic/Latino citizens, but not for Black members of the community. The race of the citizen was the determining factor for this t-test.

Table 2

Officers' Views of Citizens' Support

		Paired Differences							
		Mean Diff	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference		<i>t</i>	<i>df</i>	Sig. 2 tailed
					Lower	Upper			
Pair 1	Black support before & after	.2262	1.4502	.0976	.0340	.4185	2.319*	220	.021
Pair 2	White support before & after	-.5249	1.1621	.0782	-.6789	-.3708	-6.714**	220	.000
Pair 3	Hispanic support before & after	-.1765	1.1641	.0783	-.3308	-.0221	-2.254*	220	.025

Note: * $p < .05$, ** $p < .001$.

To understand how an officer's race and gender could be a factor in how community support is perceived in the second research question, descriptive statistics were run to gather data for these two variables. Table 3 depicts the breakdown of gender and race, the means, standard deviations, and minimum and maximum responses given for each group. The only two groups of officers who perceived increased support from Black citizens after the shooting were Hispanic/Latino and Other males. Black male and female officers' views of support from Black citizens decreased. Hispanic/Latino males and females both perceived increased support from the Hispanic/Latino citizens after the shooting. The only citizens that had an increase in perceived support from all races of officers were White citizens. The results also show that Black female ($M = 7.39$) and male ($M = 7.49$) officers had the highest mean compared to any other race of officers in regard to their perception of support from White citizens after the shooting.

Table 3

Views of Support by Race and Gender of Officers

Gender	race	N	Minimum Response	Maximum Response	Mean	Std. Deviation
--------	------	---	---------------------	---------------------	------	-------------------

Female	White	Black support before	13	4.0	7.0	5.538	.9674
		White support before	13	5.0	8.0	6.462	1.1266
		Hispanic support before	13	2.0	7.0	5.538	1.4500
		Black support after	13	2.0	7.0	4.923	1.6564
		White support after	13	4.0	9.0	6.846	1.4632
		Hispanic support after	13	2.0	8.0	5.385	1.6093
		Valid N (listwise)	13				
Black		Black support before	23	1.0	8.0	5.130	1.7137
		White support before	23	4.0	9.0	6.783	1.3803
		Hispanic support before	23	1.0	8.0	4.913	1.7033
		Black support after	23	1.0	8.0	4.826	2.2493
		White support after	23	4.0	9.0	7.391	1.4378
		Hispanic support after	23	1.0	8.0	4.826	1.8003
		Valid N (listwise)	23				
Hisp.		Black support before	12	1.0	6.0	4.083	1.6765
		White support before	12	4.0	7.0	6.083	.9003
		Hispanic support before	12	1.0	7.0	5.000	1.6514
		Black support after	12	1.0	6.0	3.500	1.7838
		White support after	12	2.0	9.0	6.333	1.7233
		Hispanic support after	12	2.0	9.0	5.333	1.6697
		Valid N (listwise)	12				
Other		Black support before	6	1.0	7.0	3.667	2.4221
		White support before	6	1.0	8.0	5.167	2.4014
		Hispanic support before	6	1.0	7.0	4.500	1.9748
		Black support after	6	1.0	4.0	2.000	1.2649
		White support after	6	4.0	9.0	6.333	1.7512
		Hispanic support after	6	2.0	5.0	4.333	1.2111
		Valid N (listwise)	6				
Male	White	Black support before	76	1.0	8.0	4.632	1.6153
		White support before	76	4.0	9.0	6.408	1.1452

	Hispanic support before	76	2.0	9.0	5.553	1.1820
	Black support after	76	1.0	8.0	4.342	1.7855
	White support after	76	3.0	9.0	6.961	1.1938
	Hispanic support after	76	2.0	9.0	5.671	1.2795
	Valid N (listwise)	76				
Black	Black support before	37	2.0	8.0	4.946	1.5082
	White support before	37	4.0	9.0	6.919	1.2556
	Hispanic support before	37	1.0	8.0	5.189	1.4877
	Black support after	37	2.0	8.0	4.838	1.6585
	White support after	37	4.0	9.0	7.486	1.2388
	Hispanic support after	37	1.0	8.0	5.595	1.4617
	Valid N (listwise)	37				
Hisp.	Black support before	40	1.0	7.0	4.475	1.6484
	White support before	40	3.0	9.0	6.525	1.3202
	Hispanic support before	40	2.0	8.0	5.600	1.2770
	Black support after	40	1.0	9.0	4.550	1.7534
	White support after	40	3.0	9.0	7.000	1.3960
	Hispanic support after	40	2.0	9.0	5.950	1.3388
	Valid N (listwise)	40				
Other	Black support before	14	1.0	6.0	4.357	1.4469
	White support before	14	3.0	9.0	6.500	1.6053
	Hispanic support before	14	3.0	9.0	5.714	1.5407
	Black support after	14	1.0	8.0	4.714	2.4629
	White support after	14	4.0	9.0	6.857	1.4601
	Hispanic support after	14	3.0	9.0	5.857	1.5619
	Valid N (listwise)	14				

Table 3 continued.

A one-way ANOVA was conducted to test officers' feeling of unfair treatment to understand why officers' regard for support from Black citizens was the lowest compared to

other races, and if an officer’s race affects his or her viewpoints from the second research question. Officer race had a significant effect between two groups on views of unfair treatment by Blacks at the $p < .05$ level for conditions [$F(3, 217) = 4.02, p = .008$]; see Table 4. The Tukey HSD post hoc test revealed a significant effect between Black officers ($M = 4.08, SD = 1.74$) and Other officers ($M = 5.65, SD = 2.56$). The only significance revealed by this test was between Black and Other officers showing Black officers felt less unfair treatment compared to the Other officers.

Table 4

Officers Unfairly Treated by Black Citizens

	Sum of Squares	<i>df</i>	Mean Square	<i>F</i>	Sig.
Between Groups	47.048	3	15.683	4.017*	.008
Within Groups	847.241	217	3.904		
Total	894.290	220			

Note: * $p < .05$.

After conducting one way ANOVA tests to compare the effect of officers’ race regarding unfair treatment by Whites and Hispanics, there was not a significant effect for White citizens on officer perceptions at $p < .05$ for conditions [$F(3, 217) = 0.79, p = .50$]. Nor was there significance regarding Hispanics on perceptions [$F(3, 217) = 1.40, p = .24$]. There was not significance overall, only between Black and Other officers as the results from this test have shown.

BLM Agreement

DPD officers were asked about their agreement with BLM considering the protest was for BLM in Dallas. An independent t-test was conducted to determine if there was a difference between two independent variables, male and female, and their agreement with BLM as the

dependent variable in this case. This test was conducted to address the third research question regarding how gender affects officers' views about BLM. While the agreement from officers was low in general, on average, females' agreement ($M = 3.65, SD = 2.26$) was higher than males' agreement with BLM ($M = 2.90, SD = 2.20$), a significant difference, $t(219) = 2.16, p < .05$; see Table 5.

Table 5

Officers' Agreement with BLM by Gender

Levene's Test for Equality of Variances		t-test for Equality of Means				95% Confidence Interval of the Difference			
	<i>F</i>	Sig.	<i>t</i>	<i>df</i>	Sig. (2- tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Gender	.005	.943	2.164*	219	.032	.750	.347	.067	1.433

Agreement BLM

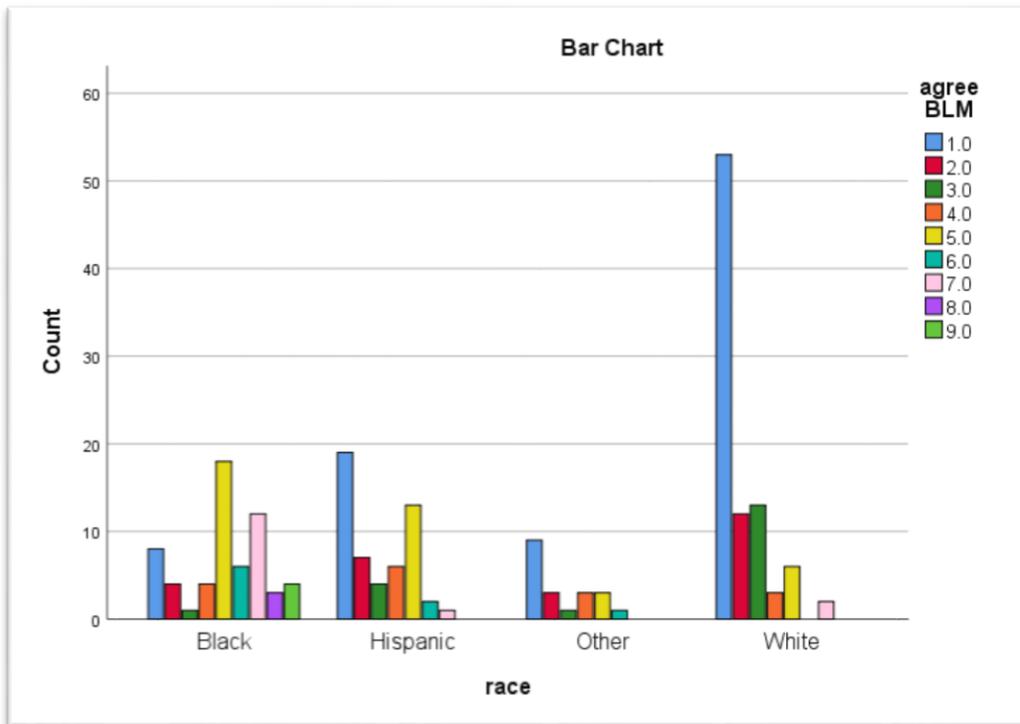
Note: * $p < .05$.

A one way ANOVA was conducted to test officers' agreement with BLM to address the third research question. An officer's race had a significant effect on his or her level of agreement with BLM at the $p < .05$ level for the four conditions [$F(2, 217) = 36.03, p = .001$]. Post hoc comparisons using the Tukey HSD test indicated that the mean score for Black officers ($M = 5.08, SD = 2.32$) was significantly higher than for White officers ($M = 1.93, SD = 1.44$), Hispanic/Latino officers ($M = 2.94, SD = 1.85$), and from Other officers ($M = 2.55, SD = 1.76$). White DPD officers were significantly lower in agreement with BLM compared to Hispanic/Latino DPD officers.

To determine the association between officer race and their agreement with BLM a chi-square test was conducted ($\chi^2(24) = 94.922, p < .001$); see Figure 1). This result shows a sizeable association between White officers and disagreement with BLM ($\phi = .655, p < .001$). It is important to note that Hispanics/Latinos' (36.50%) and Others' (45%) highest category was also scored at 1 (do not agree) similar to White officers.

Figure 1

DPD officers' Agreement with BLM



Taking the gender of DPD officers into account, chi-square tests were conducted to further understand perceptions regarding agreement with BLM. Females who were neutral and those who did not agree had the same amount of responses which was 27.8%. However, the 74 males who did not agree made up made up 44.3% of the male population. While not significant, this shows an interesting pattern with male officer disagreement with BLM ($\chi^2(8) = 9.505, p =$

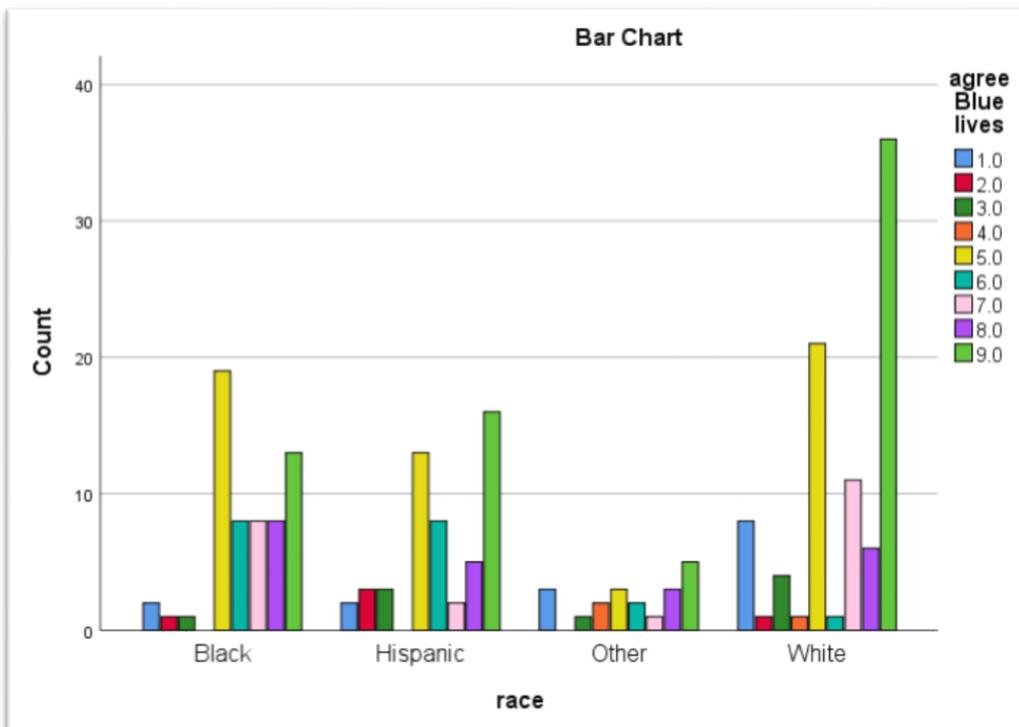
.301). Females were outnumbered in the lowest category by males by 59 which is approximately 20.27%. DPD male results show the majority of them do not agree with the tenets of BLM. The second highest score was 5 (neutral) for males accounting for only 15%.

Blue Lives Matter Agreement

Officers' agreement with Blue Lives Matter may shape their views of public support and race relations. If DPD officers tend to disagree with BLM, they will probably have positive views of Blue Lives Matter according to the hypothesis for research question 3. To analyze if officers' race had an effect on agreement with Blue Lives Matter, a chi-square test was conducted that showed most White officers fully agreed with Blue Lives Matter ($\chi^2(24) = 44.298, p < .05$); see Figure 2.

Figure 2

DPD Officers' Agreement with Blue Lives Matter



Race Relations

To understand how gender affect officers' views of race relations always being a problem or eventually working out in the US between Blacks and Whites, an independent t-test was used to analyze. The assumption from the third research question is that female officers will have a more positive outlook compared to men. The results show females believed race relations will always be a problem the US between Blacks and Whites ($M = 0.20$, $SD = 0.41$) compared to males ($M = 0.35$, $SD = 0.48$), a significant difference, $M = -0.15$, 95% CI [-0.28, -0.01], $t(219) = -1.99$, $p < .05$, $d = 0.34$; see Table 6. The null hypothesis can be rejected in this regard.

Table 6

Officer Gender Response on White and Black Relations in US

	Levene's Test for Equality of Variances		t-test for Equality of Means			Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
	F	Sig.	<i>t</i>	<i>df</i>	Sig. (2-tailed)			Lower	Upper
Black & White relations US	22.49	.000	-1.99*	219	.048	-.144	.072	-.286	-.001

Note: * $p < .05$

Chapter 5: Discussion

Findings

The main purpose of this study was to examine DPD officers' perceptions about support from the citizens of Dallas and if that support changed before and after the protest shooting July 7, 2016. Results from the survey showed DPD officers' views of support from White, Black, and Hispanic/Latino citizens all changed significantly. This section details how perceptions of support were altered in a positive or negative manner, how officers view unfair treatment from Black citizens, officers' agreement with the tenets of BLM and Blue Lives Matter, and perceptions of US race relations between Whites and Blacks. The responses to the open-ended questions are used throughout to gain a better understanding of why DPD officers responded in such manners and will serve as an inside look into how officers' opinions are formed.

The changes in perceptions toward Black citizens' support of officers significantly lowered by all officers except Hispanic/Latino and Other males after the shooting. The view of support from Black citizens was the only variable that reduced after the shooting compared officers' views of support from White or Hispanic citizens. Support from Blacks increased only for Hispanic/Latino and Other male officers; for every other race including Black officers it significantly decreased. On the other hand, Black female and male officers gave the highest scores for support from White citizens after the shooting compared to all other participants. Meanwhile, White officers gave the lowest scores for support from Black members of the community.

Officers felt the most unfair treatment from Black citizens when compared to Whites or Hispanics/Latinos which is congruent with perceived decreased support from Blacks. The decreased support perceived by officers may be a reason why officers feel unfairly treated by

them. According to the data, Black police officers felt less mistreatment than Others which was a significant finding. This is important in the area of race relations with the DPD and its citizens because learning where the disconnect lies could assist with understanding how officers actually feel. Black citizens “are more likely than Whites to express dissatisfaction” with policing as “race is one of the most salient predictors of attitudes toward police” (Weitzer & Tuch, 2004, p. 305). When asked if DPD is an example for other departments when it comes to race relations officers had mixed responses to the open-ended question which touched on why there is tension with police and Blacks and how the diversity of the department helps with community relations.

A White male stated:

- “I think DPD is like every department that is getting plastered all over the TV. The only shootings that anyone really hears about are white on black. I do not even relate the race relations to the department but to the news and the public. I think the department does try to help with race relations but we can do better. The department as a whole is very divided in my opinion when it comes to race.”

A Black female responded:

- “DPD is one of the large[st] department[s] and due to that deals with a more diverse society. Because of that DPD has to be more delicate in their interaction as well as educated on when [it] comes to relationships with the public. I feel that overall DPD as a whole sets a good example. We could still work harder to improve. I definitely we are headed in the right direction the more diverse we become.”

A White female responded:

- “I don't think DPD is setting an example for race relations. Police departments are not responsible for repairing the relationship between races. My belief on why [there] is tension between the police and the black community is because the police are obligated to go into their community and stop crime. The real tension is between black and white people, white people are not obligated to go into the black community and help and the reverse is the same. Since the police are obligated to, that creates tension.”

The results regarding US race relations between Whites and Blacks revealed that most DPD officers from this sample felt this would always be a problem. After analyzing the data, it revealed that women significantly viewed this issue as always a problem when compared to men. This shows that in some instances, females are less optimistic compared to males which was not the original hypothesis for this study. These results reveal that regardless of the police subculture gender differences add substantial insights to officers' views and should continue to be studied.

When officers were asked about their agreement with BLM, it was the women who agreed more on average than males, which was a significant finding. After conducting subsequent tests, it was shown that the officers' race had a stronger effect than gender with agreement with BLM. Black officers scored higher in this category than any others even though the average was close to “neutral”. However, White officers, especially White males, scored the lowest among all races of officers with an average close to “do not agree.” The scores between Black and White officers had the greatest divide on this question. One of the open-ended questions asked how officers feel about the tenets of BLM and why they felt as such. Below are a few of their insights noted in their written opinions. The most reflective answer for this

question is provided from a White male officer who commented on his encounters with Black citizens and feelings toward BLM.

- “I feel a mix of understanding but also disagreement. The BLM’s arguments have merit. This nation has a notorious history of unfair treatment of blacks. While social conditions have improved, there is some distance left to travel toward full equality. The racist rants and outright lies trafficked about the country’s first black president are a searing example. Questions about the President’s origins, his religion, and his motives should trouble every American, especially when considering the behavior of the current president, who in my view is a mentally unstable crime boss who has trod perilously close to committing acts of treason. Our previous president was a statesman and a class act, while the current president is a crude thug. On these issues and myriad other forms of discrimination, BLM has it right. Reading the history of [lynching], of servitude, of red lining, and discrimination in job advancement is cringe worthy — especially the [lynching], which were raucous, brutal acts of violence. I am dismayed even today to read accounts of teachers, college kids, neighbors and countless other ordinary people mistreating others because of their race. On the other hand — and like other officers, I have primarily my personal experiences from which to draw — I encounter disrespect, hostility, and outright resentment in many encounters from [African American] citizens, more often than with whites, Hispanics, or Asians, whether I am dealing with suspects, witnesses, or even complainants. I am, if anything, more scrupulously courteous in such encounters because they are so fraught with racial overtones. Such exchanges are too many to

count, but they have engendered in me a sense of dread on such calls. Simply trying to do my job, it is not uncommon for me to hear, “You’re just doing this (or saying that) because I’m black.” I find that most regrettable because I try above all to be scrupulously fair. On multiple occasions I’ve been called the N word by blacks, spat upon, called a cracker, all for simply showing up and doing my job. In one case a female driver tried to run me down with an SUV after running out on a bill at a restaurant. She accelerated and drove AT me when I tried to wave her down. Had I fired my weapon, I, a white officer, would have been pilloried on national news for shooting an “unarmed” black woman. I was just barely able to jump out of the way in time. Astoundingly, although the incident was captured on body cam and I got her plate, no investigative action was taken. Most striking to me, I have observed from a [distance] that most — though most assuredly not all — incidents in which black citizens are killed in exchanges with police occurred because an individual failed to comply with a lawful command, or because a suspect decided to resist or even to fight an officer. It would save lives if the BLM leaders stressed compliance with lawful commands, but I’ve never heard that addressed in a significant way. Chris Rock said it. Why not BLM? My parents engendered in me a respect for authority, whether teacher, police officer, or some other figure. That fundamental element of a civilized society is eroding, and it is ever more apparent on the streets.”

A Hispanic/Latina female expressed:

- “As a patriotic American I respect people's right to assemble, as it is a right guaranteed to all Americans as laid out in the Constitution. As far as my personal

feelings towards the tenets of the BLM group, I would have to say that I, like the group themselves, believe restorative justice, diversity, and empathy are paramount to not only the creation of a free republic, but more importantly, serve as a moral check and balance that ensures equality to all citizens. I do, however, see the movement's commitment to alienation from any non-Black American as counterproductive and, quite honestly, a bit juvenile. That is not to say I do not recognize and understand the impetus to circle the wagons and close ranks. But by alienating themselves and specifically the way in which that alienation plays out in the national spotlight, they open themselves up to distrust, suspicion, fear, and even hatred from some non-Black Americans, a tragic inevitability. So while I do believe that the Black Lives Matter movement is well intentioned, the ways in which they demonstrate their commitment to these tenets in many cases runs contradictory and prove incendiary in the end.”

DPD officers were also asked if they feel torn between their profession and BLM. Here is a response from a Black female who provided a heartfelt answer:

- “I am most certainly torn as an African American mother with 3 sons. I cannot imagine the pain and anguish of losing your child, especially when there are questions as to whether or not it was really necessary. As a law enforcement officer, I know the dangers of working the streets and the split second decisions that have to be made. I will always choose the side of right based on true facts and a common sense solution. Not one based on the emotions involved when controversial incidents occur.”

One White female responded with an insightful take by stating:

- “I disagree with zero tolerance saturation type patrols in high crime areas. I believe this type of policing gets the [lowest] hanging fruit or the most stereotypically criminal looking individual, real criminals [don’t] stick around long enough to work. This overwhelmingly results in young black male arrests and erodes at the police community relations over time.”

The results from how officers agreed with Blue Lives matter also showed significance when analyzed by race. White officers mostly “fully agreed” with the second highest score as “neutral”. When comparing agreement with BLM and Blue Lives Matter the results were on opposite ends of the spectrum, especially for White officers. Below are some insights from the open-ended question regarding if officers feel torn between their profession and the tenets of Blue Lives Matter. The majority of the answers were simply “no” which follows with the results and a hypothesis of this study.

A White female stated:

- “There is not been a shooting in a long time where the only reason the person was shot was because they were black. On the other hand there has been multiple instances where people have shot at officers solely because they are wearing a uniform. So as a police officer I tend to agree with blue lives, because their argument is valid. Do not shoot cops simply because we wear a uniform.”

A Hispanic/Latino male stated:

- “To me Blue lives matter are just police supporters, so I feel like there's really no reason to pick sides. However, if there was ever an incident where any group poses a threat to innocent people regardless of who they support, it will be dealt with appropriately. I have not heard of an incident where blue lives matter has

endangered innocent people or has caused riots in the streets. But if it came down to a choice, I will always pick my blue family.”

A White male shared:

- “To me, [it’s] a given that All Lives Matter so putting out Blue Lives Matter to counter BLM, keeps us all at odds. I understand why they feel compelled to counter their rhetoric but it just helps perpetuate problems. Solutions are better.”

The responses provided in this study offer a glimpse into the minds of DPD officers and how they reason with their profession as it relates to topics surrounding the protest shooting from July 7th. If community policing, or any program, is going to be effective for both officers and citizens, officers must be willing and open to change (Lumb & Breazeale, 2002). Without change, the disconnection with officers and the minority community will continue.

The Dissonance Theory helps explain why there is a disconnection between White officers and Black citizens as their beliefs are not aligned (Johnson, 1968; Garner, 2005). The enhancement of misalignment could stem from the gathering of mostly Black protestors supporting BLM’s cause on July 7th. The perceived dangers for DPD officers during protests will continue to be a reminder of July 7th due to lack of time that has lapsed and because it was a targeted attack against law enforcement officers (Schouten & Brennan, 2016). As mentioned, most studies completed regarding police attitudes and subculture used less diverse groups since most departments were staffed by mostly White males (Britz, 1997). A study about individualism and community policing found that police opinions “vary more widely than the conventional wisdom” led in the past (Paoline, Myers, & Worden, 2000). This literature helps to understand why DPD officers seemingly sided with race and at times gender on various survey questions, but most officers still sided with the thin blue line. The findings of this study are in

line with how law enforcement has responded to past social movements in this nation which was oppositional because officers do not feel supported by protestors. In this case, those who support BLM.

In order to help change the police subculture from preventing officers from seeking resources needed to help with coping from stress or PTSD, there needs to be departmental changes and training available; mandatory in some instances (Malmin, 2012). Another policy implication would be to implement reality-based training for officers who have experienced any serious traumatic event in the commencement of their job duties to help treat or avert adverse symptoms or reactions (Maguen et al., 2009). This type of training could become the standard practice for departments nation-wide, and with it, officers will not only notice improvement, but seek help when needed. The better officers are able to cope with stress, the safer their job is for themselves and citizens.

Limitations

Sample Type. The most prevalent limitation was the use of a convenience sample. A request was made to the department to allow for a random sample where each sworn and active police officer would receive a departmental email with the link to the survey. This request for a departmental email was denied three months after the initial request. Due to the amount of time waiting for a response, the convenience sample size could have been larger. However, the sample used was as diverse as the department in terms of race and gender.

Potential Identity Bias. The researcher was known to some of the respondents as a friend or co-worker, which may have influenced answers because the researcher is a Black female. However, officers trusted a fellow DPD officer regardless of how well they knew the researcher officer.

Methodology. Due to the study partially relying on officers' memories from about two years ago, there may be some perceptions that have been shaped from other external factors after the shooting. There may have been officers that had selective memories of how they felt before and after toward their citizens. When dealing with memories there is a chance for participants to use telescoping, attribution, and exaggeration when recalling events and how it made them feel (Stone, Bachrach, Jobe, Kurtzman, & Cain, 1999). Some officers may have gravitated toward the neutral/middle responses to appear non-controversial, non-adversarial, or politically correct.

Low Morale. Ten days following the protest in Dallas, another armed Black male shot and killed three officers in Baton Rouge, LA, (Visser, 2016). Due to the similarity of their targeted deaths, DPD officers had insufficient time to fully grieve (Clifton, Torres, & Hawdon, 2018).. Lowered morale may cause them to have a grim or negative outlook on society at large. Both gunmen were Black males in each shooting which may have contributed to changes in officers' views of Black citizens.

According to the 2016 Annual Report, before July 7, 2016, the last line-of-duty death for the DPD was January 2011. After experiencing a critical incident the night of the shooting, the overall morale was low for the department. Officers lost their friends, co-workers, or supervisors at the end of what was a peaceful protest. A death of an officer from the same department is similar to a death in one's family. Police are saddened by these events, and also feel as if they are targeted. After the protest shooting two other DPD officers were killed in the line of duty. April 24, 2018 two officers responding to a call were shot and critically injured with one officer who died the following day (Villafranca, 2018; Officer Down Memorial, n.d.). July 21, 2018 a DPD motorcycle officer was killed by a drunk driver during a police escort (Gross & Branham, 2018).

A recent incident involving a White DPD officer shooting and killing a Black man inside of his apartment shocked the citizens and DPD (Wiley, 2018). This shooting was of an unarmed man inside of his apartment dwelling and was well publicized in the media giving DPD and the victim negative press (Chavez & Edwards, 2018). Often-times when the media presents negative press involving officers, police may not have a positive outlook for dealing with the public.

These events took place between July 7, 2016 and December 2, 2018 which is the internal validity threat of history. DPD officers may have been affected by these events which in turn may have influenced their answers to the survey questions.

Media Influence. Although line-of-duty deaths for law enforcement officers are at an all-time low (before July 7th), even after the Dallas and Baton Rouge shootings, police have a disconnection between actual and perceived attacks (Shouten & Brennan, 2016). During the time of the protest in Dallas there were various news outlets (news, social media, etc.), which portrayed officers in a negative light regardless of the circumstances surrounding why they killed a Black person. Because of negative press for both sides, there will continue to be a line drawn between law enforcement officers and the public they serve.

A prior study found there were inflammatory comments referring to BLM in the news media for six months following the Ferguson shooting, with minimal discussion surrounding its key tenets or issues during protests (Leopold & Bell, 2017). DPD officers, or police in general, are exposed to these forms of media of current events involving BLM. If this is the case, DPD officers' perceptions will be affected by the media as it is a constant reminder of July 7th.

Prior or Undiagnosed PTSD. What was not taken into account for this study was the fact that DPD officers working with PTSD brought on from other events that are not job-related. This may include those with prior military experience, new mothers, or victims of violence for

example. This type of officer might not have relied on or cared about societal support before or after the shooting. In either case, PTSD could be a substantial factor in the psychological aspect of how and why DPD officers perceive public support (Maguen et al., 2009). Although there may be some correlation with those who have PTSD, it might not have a significant effect on their feelings toward community support in light of July 7th.

Despite these limitations, approximately 70% of officers asked to participate completed the volunteer survey. The gender and racial make-up of this sample was strikingly similar to the department's breakdown. The influence of the researcher as a Black female was unlikely a reason for officers to tailor their answers because the survey was completely anonymous, and there is a sense of trust due to the fact the researcher is a DPD officer. Although a portion of the study relies on the memories of officers, their memories are what affect their perceptions which is vital to the data. DPD has had the most line-of-duty deaths in its history from 2016 to 2018 which, for officers, was as if a family member passed away. One characteristic police officers often refer to about themselves is resilience which helps address low morale, prior/undiagnosed PTSD, and media influence. Resilience as it relates to officers is being self-aware and having control of one's physiological stress response to threats (Andersen, Papazoglou, Arnetz, & Collins, 2015). Another aspect of resilience is knowing when to ask for support with knowledge of one's own limitations and strengths (Andersen, Papazoglou, Arnetz, & Collins, 2015).

Chapter 6: Conclusion

Understanding why and how officers view the community members they serve is vital to maintaining a strong foundation for that respective relationship. Adding to the literature on this topic, this study examined the changes in DPD officers' views of public support from Black, White, and Hispanic/Latino citizens in Dallas, and if their perceptions were affected by the tragic shooting of DPD and DART officers on July 7, 2016. The results from the data showed the protest shooting had a significant effect or impression on DPD officers' perceptions of support from the various citizens of Dallas. DPD officers' perceptions were more positive toward Whites and Hispanics/Latinos after the shooting. Officers' views of Black citizens decreased showing they felt less support from this group of people after the shooting. The findings were similar to law enforcement responses to historic social movements regarding racial justice or equality. There have been a limited number of studies regarding that shooting, and it is important to gather and use data to understand how officers feel toward social movements in relation to their profession. The data will help better understand how officers' views change toward those with whom they interact on a daily basis in their communities.

Further Research

Further research is needed to wholly grasp any themes and concepts amongst DPD officers' responses to the open-ended survey questions. This study was unable to find correlations that may lead to causations. Their 861 total answers, some only provided one-word replies, supplement the entire survey to better understand how and why officers think in certain terms. The analyzation of these answers may help to ascertain if officers, in today's society, relate or side with the police subculture or their race depending on the nature of the question posed.

Another suggestion is to survey the many different divisions of the department like the Neighborhood Police Officers (NPOs), Crime Reduction Team (CRT), Police Athletic League (Pals), the Gang Unit, and other specialized groups that have constant contact with citizens on different platforms. This could be helpful in comparing how each unit sees their involvement and impact with the citizens. Understanding how officers view their citizens and social movements could help departments develop training programs for officers to decompress, learn how to cope with tragedy, and participate in community engagement that is desirable for all parties involved.

Lastly, this study examined how perceptions changed, but not how officers *feel* supported. Another study regarding how officers notice community support would be beneficial. DPD has seven sub-stations and a headquarters building in various neighborhoods. Each area of Dallas has different ways of showing its support of first responders like giving food, placing signs with phrases like “Back the Blue”, personally telling officers “good job”, etc. It seems that the more elaborate forms of support come from the more affluent members of Dallas which are majority White, and this might be an important factor as to why, according to this study, that perceived support from White citizens went up and was the highest after the shooting.

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APPENDIX

Cover Letter and Survey

Anazogini Anna Kubeer
Texas Christian University
M.S. Criminal Justice and Criminology Student
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To all officers of the Dallas Police Department:

I am a DPD officer and a Master of Science in Criminal Justice and Criminology student at Texas Christian University. I am in the process of writing my thesis and collecting data for that purpose. For my thesis, I am interested in the officers' perceptions of community support in regard to the shooting July 7-2016 at the Black Lives Matter protest in Dallas. Your input will be very helpful in understanding the impact of how officers actually feel about the community they serve.

This letter is to ask for your participation to complete the survey which will take approximately 10-15 minutes to complete. It asks for your level of agreement with the questions/statements contained within the survey. There are also a few short answer questions. Any input you provide by completing the survey will help me better understand your perceptions.

Participation in this study is completely voluntary, and you have the right not to participate. All collected data will be discussed in the aggregate/total. No individual officer will be identified in the study, and nobody other than the primary researchers involved with this study will have access to your responses. Your individual responses will not be shared with the Chain of Command. Your responses will remain anonymous.

It would be an understatement to say your participation in this study is greatly appreciated! As we all know, now is a trying time to be a police officer. You should be proud of your profession and your dedication to put others before yourself. The world of Criminal Justice is always changing, and this is great opportunity for your voice to be heard. I will happily share the total results of the study upon completion.

Please remember that the department offers free mental health options. Take advantage of them as needed.

Feel free to contact me if you have any questions or concerns.

Respectfully,

Anazogini Anna Kubeer

DPD Survey on a scale from 1 to 9

1. **Before** the shooting on 7-7-16, to what extent did you feel support from the **Black** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
2. **Before** the shooting on 7-7-16, to what extent did you feel support from the **White** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
3. **Before** the shooting on 7-7-16, to what extent did you feel support from the **Hispanic/Latino** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
4. **Since** the shooting on 7-7-16, to what extent did you feel support from the **Black** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
5. **Since** the shooting on 7-7-16, to what extent did you feel support from the **White** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
6. **Since** the shooting on 7-7-16, to what extent did you feel support from the **Hispanic/Latino** members of the Dallas community?
1-No support, 5-Neutral, 9-Full support
7. Were you working at the protest 7-7-2016 or did you respond to that location to assist?
Yes, No
8. To what extent do you agree with the **Black Lives Matter** movement?
1-Do not agree, 5-Neutral, 9-Fully agree

9. To what extent do you agree with the **Blue Lives Matter** movement?

1-Do not agree, 5-Neutral, 9-Fully agree

10. To what extent do you feel unfairly treated by **Black** members of the Dallas community?

1-Never, 5-Somewhat, 9-Constantly

11. To what extent do you feel unfairly treated by **White** members of the Dallas community?

1-Never, 5-Somewhat, 9-Constantly

12. To what extent do you feel unfairly treated by **Hispanic/Latino** members of the Dallas community?

1-Never, 5-Somewhat, 9-Constantly

13. How familiar are you with the **Black Lives Matter** movement?

Very familiar, Somewhat familiar, Slightly familiar, Not familiar

14. How familiar are you with the **Blue Lives Matter** movement?

Very familiar, Somewhat familiar, Slightly familiar, Not familiar

15. How do you feel race relations have changed in the past two years in Dallas between its police and citizens?

Much worse, Worse, Same, Better, Much better

16. Do you think that relationships between Blacks and Whites will always be a problem for the United States or that a solution will eventually be worked out?

1. Will always be a problem 2. Will eventually get worked out

Short Answer Questions

1. How do you feel about the tenets of the Black Lives Matter group? Why do you feel this way? Please explain your thoughts in a few sentences.

2. How do you think DPD is an example for other departments when it comes to race relations? What type of example(s) does DPD set, and is the department moving in the right direction? Please explain your thoughts in a few sentences.
3. Do you feel torn between your profession as a police officer and the tenets of Black Lives Matter? Do you feel like you must choose a side? Please explain your thoughts in a few sentences.
4. Do you feel torn between your profession as a police officer and the tenets of Blue Lives Matter? Do you feel like you must choose a side? Please explain your thoughts in a few sentences.

Demographics

1. Where are you currently assigned?
Central, Northeast, Southeast, Northwest, Southwest, Northcentral, Southcentral, Headquarters
2. What is your current rank?
Police Office, Senior Corporal, Sergeant, Lieutenant, Major, Captain, Chief/Assistant Chief
3. What is your gender?
Male, Female
4. What is your race/ethnicity? (Select all that apply)
Asian, Black/African American, Hispanic, Other, White
5. How many years have you been employed with the Dallas Police Department?
6. How many years of any previous police experience do you have?
7. Were you employed with the Dallas Police Department before July 2016?
Yes, No
8. What is your highest educational attainment?
High School Diploma, Associates, Bachelors, Masters, PhD, Juris Doctorat

VITA*

Personal Background	Anazogini Anna Kubeer (Okonkwo) Born April 20, 1984, Fort Worth, Texas Daughter of Pius Okonkwo and Katherine Phillips Married Kevin Kubeer December 21, 2012
Education	Diploma, Hirschi High School, Wichita Falls, TX 2002 Bachelor of Arts, English, Prairie View A&M University, Prairie View, 2005 Master of Science, Criminal Justice & Criminology, Texas Christian University, Fort Worth, 2019
Experience	Retail Banker, Woodforest National Bank, Fort Worth, 2006-2011 Baha'i International Community Secretary, Baha'i World Centre, Haifa, Israel 2012-2013 Officer of Correspondence Analyst, Baha'i World Centre, Haifa, Israel 2011-2012 Police Officer, Dallas Police Department, Dallas, March 2015-present
Professional Memberships	Sigma Tau Delta Alpha Phi Sigma

ABSTRACT

BLUE LIVES VS BLACK LIVES MATTER: ONE ACT THAT CHANGED THE PERCEPTIONS OF THE DALLAS POLICE DEPARTMENT'S OFFICERS

By Anazogini Anna Kubeer M.S. 2019
Department of Criminal Justice
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Thesis Advisor: Ronald Burns, Professor of Criminal Justice and Chair of the Department

Ironically, both the Black Lives Matter (BLM) and Blue Lives Matter movements share similar tenets and beginnings. Both movements cite the shooting death of a Black male in Ferguson, Missouri, by a White police officer in the summer of 2014. Many subsequent protests or violent acts emerged in Ferguson and cities nationwide. One protest involved the tragic shooting deaths of five police officers after a BLM protest in Dallas, Texas (TX), on July 7, 2016. The aim of this paper is to determine whether Dallas Police officers' opinions changed toward their views of community support by comparing results from *before* and *after* the shooting. A convenience sample of Dallas Police Department (DPD) officers surveyed suggested that views of support from Black citizens decreased after the shooting and increased for White and Hispanic populations. Understanding how officers view the community is vital to strengthening the relationship with the public.

Keywords: Police Attitudes, PTSD, Officer Involved Shootings, Black Lives Matter, Social Movement, Blue Lives Matter, Community Policing, Officer Perception, Cynicism, Gender Attitude