

Society for Police and Criminal Psychology



**Online Conference Program
November 5-7, 2020**

<https://policepsychology.org>

Acknowledgements

MANY THANKS TO THE PROGRAM COMMITTEE:

Gary Aumiller, Ph.D., Independent Practice, New York

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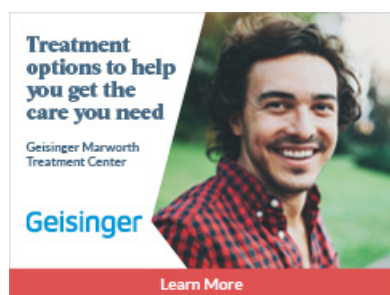
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Scott Stubenrauch, Psy.D., PSI Services, Illinois

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SPCP 2020 Online Conference Schedule

November 5-7, 2020

Times are Eastern Standard Time (New York).

**THURSDAY,
NOVEMBER 5**
11 AM-11:20 AM

OPENING REMARKS/ANNOUNCEMENTS ETC.

11:30 AM-12:30 PM

**INTERNATIONAL PANEL 1 –
POLICE-COMMUNITY ISSUES AND THE POLICE AS COMMUNITY**

Jeff Thompson, New York, USA
Krisanaphong “Tong” Poothakool, Bangkok, Thailand
Tammy McCoy-Arballo, California, USA
Edward C. Keane, SPCP President, Session Moderator

12:40-1:40PM

SESSION 1 - NEW AND EMERGING CHALLENGES

Behavioural Analysis of COIS Scam Victims
Carolyn Misir; Lee Rong Cheng

Secondary Traumatization Among 911 Telecommunicators
Stella Benami; Jared Chamberlain; Thomas B. Virden III

Naked and Not Afraid
Gary S. Aumiller; Dennis Conley; Gary Travers

2:00-3:00 PM

SESSION 2 - CULTURAL SENSITIVITY AND DIVERSITY IN ASSESSMENT

*Ensuring Non-Violence and Diversity Tolerance Among Protective Services Officers:
Construct and Criterion-Related Validation Support*
Brian W. Dreschler; Steven W. Billings; John W. Jones

Applying a ‘Valuing Diversity’ Competency Model and Assessment in Policing
Ali Shalfrooshan; Shaun Wehle; Scott Stubenrauch

*Reengineering the Conventional Screening Model and Designing Technologies for Selecting
More Culturally Competent Police*
Casey O. Stewart

3:10-4:10 PM

SESSION 3 - RESILIENCE TRAINING DURING PANDEMIC

Law Enforcement Resilience Training Impact
C. Gabrielle Salfati; Michael T. Wiltsey; Eric Korzun

*Couple-Based Treatment of PTSD: Case Study of a Police Officer Responding to Completed
Suicides*
Erica Birkley

Supporting the Police Psychology in a Pandemic: The Singapore Experience
*Hui Lin Yap; Hui Fen Ho; Jansen Ang; Alyah Dinah; Tiffany Danker; Yong Sheng Tan; Zailan
Salihin*

4:20-5:20 PM

PRESENTATION SESSION 4 - POLICE USE OF FORCE

Police Attitudes About the Use of Force

Min Liu

High Fidelity Simulation in Deadly Force Training

John Heil

Black and Blue: Police, Deadly Force, and Race

Laurence Miller

5:30-6:30 PM

SESSION 5 - MULTIPLE MURDER

Single-Parent Upbringing as a Predictor of Long-Term Violence Scale in Solo Male Serial Killers

Jennifer E. Francis

What Makes a Serial Killer

Terence Leary; Larry Southard; Michael Aamodt

More Angry than Scared? A Study of Public Reactions to the Manchester Arena and London Bridge Terror Attacks of 2017

Jason Roach; Ashley Cartwright; Ken Pease

6:40-7:25 PM

SESSION 6 - RESTRUCTURING OF POLICE ORGANIZATION

Defund the Police: Should this Happen? An Analysis of the History and the Realistic Implications

Mark S. Johnson; McKay Bonner

Conceptualising a Working Model of Intra-Organisational Trust and its Impact on Public Trust in Security Services

Eunice Tan; Charmaine Lee

Times are Eastern Standard Time (New York).

**FRIDAY,
NOVEMBER 6
11AM-11:10AM**

ANNOUNCEMENTS

11:10AM-12:10PM

INTERNATIONAL PANEL 2 – PSYCHOLOGY AND THE PANDEMIC CRISIS: STAYING RELEVANT, BEING PREPARED

*Maria Noel Berthet, Uruguay
David Englert,, North Carolina, USA
Majeed Khader, Singapore
Michael Stolloff, SPCP Board Member, USA*

12:20-1:20 PM

SESSION 7 - PSYCHOMETRIC SCREENING AND TESTING

Police Psychological Testing: Removing Barriers and Improving Its' Effectiveness
Recia G. Gomez; Kyana D. Beckles

The LEO Preemployment Interview: A Survey Including Questions Asked to Length of
Reports
Nathan Thompson

The 3 Best Psychometric Approaches to Maximize Diversity in Hiring
Joel P. Wiesen

1:30-2:30 PM

SESSION 8 - CLINICAL ISSUES

Trends in Gender-Based Violence During the COVID19 Confinement
Nuria Querol; Miguel Angel Soria; Angel Cuquerella; Alba Company; Ariadna Trespaderne

Psychoeducational Intensive Outpatient Services in Conjunction with Individual Treatment
for Law Enforcement and Vets with PTSD
Jana Price-Sharps, Falcia Jensen, Vanessa Nash, Kyle Villarama

Leadership, Ethics, and Positive Decision-Making in Tough Times
Troy J. Rodgers

2:40-3:40PM

SESSION 9 - POLICE SHOOTINGS

Violent History and the Judgment of Police Performance in Officer-Involved Shootings
Matthew J. Sharps; Hayden McCaw; Crystal Hill; Jana L. Price-Sharps

Perceptions of Race/Ethnicity in the Context of Officer Involved Shootings
Johnathon Sharp; Lana Browning

Police Use of TASER Before Lethal Force
Taylor Polk; Nate Currit; Howard Williams

3:50-4:50 PM

SESSION 10 - MENTAL HEALTH TRAINING FOR LAW ENFORCEMENT

The Rise of Autism Spectrum Disorder and the Implication for Policing

Amanda Beeman

The Evolution of Deescalation: A Comparative Analysis between a 3-Day Deescalation Training Program and a 5-Day Crisis Intervention Program

Mkay Bonner; Mark Johnson

Discussing Life After Policing

Alex Rodrigues; Nicole Rafanello

5:00-6:00 PM

SESSION 11 - BODY WORN CAMERAS & POLICE DECISION MAKING

Vantage Points: Mock Juror Perception of Body-Worn Camera Video Evidence in Cases Involving Police Use of Force

Holly Ellingwood; Craig Bennell

The Impact of Body-Worn Cameras on Police Report Writing: an Experimental Study

Remi Boivin; Annie Gendron; Bruno Poulin

Evolving Decision-Making for the Law Enforcement Officer (LEO).

John R. Black

6:10-7:10 PM

SESSION 12 - CHALLENGES & CURRENT ISSUES

Interdisciplinary Collaboration on Rape Cases: Barriers and Facilitators

Karen Rich

Correction-Based Practices in the United States

Jeanie Thies; Joe Zlatic

Understanding Community's Perceptions Towards Online Radicalisation and Terrorism

Loo Seng Neo

Times are Eastern Standard Time (New York).

**SATURDAY,
NOVEMBER 7
11-11:10 AM**

ANNOUNCEMENTS

11:10 AM-12:10 PM

SESSION 13 - POLICING IN TIMES OF EXTREME STRESS

Pandemic, Protests, and Purpose: Police Psychology in a Time of Great Need
Stephanie Barone McKenny; Trina Hall; Alicia Rodriguez; Karmen Clay

Stress, Organizational Culture and Coping Strategies in the Police: An Empirical Investigation.
Daniela Gutschmidt; Antonio Vera

Taking Care of the Caregivers
Kristin Duval; Cheryl Tremblay

12:20-1:20 PM

SESSION - 14 - "WHERE DO WE GO FROM HERE?" CURRENT AND PAST RACE/GENDER RESEARCH IN SELECTION, TRAINING AND OFFICER WELLNESS

A Forty-Year Review of Published Race/Gender Research in Pre-Employment Psychological Screening Evaluations for Police/Public Safety Officer Candidates
Robin Inwald

See No Evil, Speak No Evil! Thirty-five years of Reaction Time Research in the Use of Deadly Force.
Guy Seymour

Implicit Anti-Black Bias in Police Shootings: A Review of Evidence and Training-Based Solutions
Inger M. Daniels

1:30-2:30 PM

SESSION 15 - BIASES & POLICING

Organizational Dynamics Within Public Safety That Impact the Biased Police Discussion
Stephen Curran

Training and Testing Implicit Bias in Police Organizations: Limitations and Challenges
Marshall A. Jones

Skewing the Distribution: How Media Biases the Interpretation of Crime Statistics
Kristine A Peace; Nicole Pecharsky

2:40-3:40 PM

CLOSING REMARKS & AWARDS CEREMONY

Posters

Continuously available throughout the conference for viewing, commenting and discussion.

PROFESSIONAL POSTERS

1. A Visual Exploration of Decision-Making and Discretion; Evolving the Law Enforcement Frame
John R. Black
2. Coaching and Law Enforcement
Marie Black
3. Survey of Online Users' Beliefs of Deceptive Behaviors
Stephanie Chan; Charlene Seah
4. Understanding the Motivations Behind Cyber Vigilantism and Public Attitudes Towards it in Singapore
Xingyu Ken Chen; Jing Yi Lee
5. Understanding Work Stress of Emergency Medical Services Personnel and Consequences of Work Outcome
Siew Maan Diong, Jasmine Tan
6. Forensic Insight on Predatory Behavior: Fantasy and Relational Attachments in Stalker Processing
Elizabeth A. Duemig
7. The Relationship Between Perceived Police Legitimacy and Mock-Juror Decision Making in a Police Use-of-Force Trial
Holly Ellingwood; Craig Bennell
8. Police Officers' Cognitive Appraisals
Naomi Estrada
9. Understanding Coping Styles in Times of COVID-19: Do They Change as the Crisis Evolves?
Pamela Goh; Jessie J. Thenariento; Jane Quek
10. Police Selection Test Utility: Interventions for Improving Field Training and Retention Success
Marshall A. Jones
11. Spiritual Virtues: Application to Modern Law Enforcement
Stephanie Barone McKenny
12. How to Construct an Enemy: Demonization and the Power of Propaganda Imagery
Mara L. Merlino
13. Themes Used in Split-Second Lie and Truth Decision Making
Vivian Seah; Stephanie Chan; Karthigan S.; Whistine Chai; Majeed Khader
14. Predicting Personality Traits in Police Officer Candidates Using the M-PULSE
Kyle L. Villarama; Jana Price-Sharps; Scott Gfeller
15. The 3 Best Administrative Approaches to Maximize Diversity in Hiring
Joel P. Wiesen

STUDENT POSTERS

1. Illicit Drugs Markets Disruption: Monitoring The Impact Of COVID-19 Through An Open Source Intelligence Platform
Andreanne Bergeron; David Decary-Hetu
2. Public Perception Towards Law Enforcement in Indonesia and its Impact on Public Health during COVID-19
Fayren Chaerunnissa
3. The Influence of Perceptions of Police Legitimacy and Officer Attire in a Courtroom
Quintan Crough; Craig Bennell
4. The Effect of Swearing in Criminal vs. Trial Settings
Savannah Frye; Caitlin Vu; Kelly Wyman; Michael Austin; Kathryn Hogan; Kethera Fogler; JoAnne Brewster
5. Do Crime Hotspots Rhyme with Social Disorganization Hotspots? The Influence of Social Characteristics on Spatial Concentration of Crime in Montreal
Claudele Gagnon; Nadine Deslauriers-Varin; Benoit Lalonde
6. Race and Self-Reported Background Problems in an Urban Police Preemployment Screening Sample
Kenny Gonzalez; Cody Weeks; Brooke Stettler; Christopher King; Nicole Rafanello
7. A Partial Replication of the Utility of the PAI and CPI to Postdict Self-Reported Background Problems and Predict Stable–Suitable Recommendations in Psychological Police Preemployment Screening
Lauren Grove; Jill Del Pozzo; Brooke Stettler; Christopher King; Nicole Rafanello
8. Child Abuse During the Pandemic in Indonesia: Exploring the Factors and Children’s Accessibility to Seek Help
Hanifa Humaira; Sinta K. Widyowati; Jasmine Khairunnisa; Graciella F. Sitompul
9. The Role of Temporal Perspective in the Decision-Making Process of Gatekeepers' Tipping-Off
Minzheng Hou; Lile Jia
10. Hit Me with Your Best Shot: Sexuality and Threat in Intimate Partner Violence Responsibility
Brandon Krebs; Gabriela Renderos; Kristine A. Peace
11. The Role of Police Investigation: Contributing Factors of Wrongful Convictions and Miscarriage of Justice in Canada
Audrey-Maude Légaré; Justine Collin-Santerre; Nadine Deslauriers-Varin
12. Cognitive Processing Therapy Prevents PTSD Relapse: Police Assault During the Black Lives Matter Protests
Brock Partlow; Erica Birkley
13. Sex Differences and Measurement Issues Related to Police Officer's Rape Myth Acceptance: A Literature Review
Ricky Rodriguez-Cue; Phoebe Pruneda; Emma Lathan; Ryan Langhinrichsen-Rohling; Annelise Mennicke; Jennifer Langhinrichsen-Rohling
14. The Relation Between Police Job Experiences and Implicit Racial Biases
Alexandria Sowers; Anthony Greenwald
15. Undercover Law Enforcement Operatives’ Perceptions of Post Critical Incident Mental Health Services
David Spinella; Jana Price-Sharps; Jason Roach
16. Predicting Outcomes in Psychological Police Preemployment Screening Using Local Urban Norms
Brooke Stettler; Micah Meyers; Christopher King; Nicole Rafanello

THURSDAY

OPENING REMARKS/ANNOUNCEMENTS ETC.

11AM-11:20AM

PANEL 1 - POLICE-COMMUNITY ISSUES AND THE POLICE AS COMMUNITY

11:30AM-12:30PM

Jeff Thompson, New York, USA

Krisanaphong "Tong" Poothakool, Bangkok, Thailand

Tammy McCoy-Arballo, California, USA

Edward C. Keane, SPCP President, Session Moderator

What are the community issues facing police today? We hear about reports on police abuse, use of force, loss of trust and deteriorating police community relations? How do we, as psychologists, effectively assist law enforcement in addressing these issues? With the protests from the George Floyd incident and the Hong Kong riots, among others, we see much antagonism against the police. Concerns have been raised regarding police training, police socialization, police race relations training and also effective de-escalation training, and police-community trust building techniques.

On the other hand, how have the police as a "community itself" managed the mental health fall out from these kinds of issues? Are we seeing a rising rate of police suicides and self-harm. Do police officers feel stigmatized and alienated? How do we build resilience? Do the tried and tested solutions such as stress debriefings, peer support programs still work? Do we need something more?

This international panel will discuss important questions including the following:

- a. Should police psychologists develop interventions in the areas of peace and trust building? Some areas worth may be:
 - i. What are the bold ideas within 'psychology of trust building that we should incorporate into our work as police psychologists
 - ii. Can we develop new entry level assessment tools to select officers who may be more successful in trust building, conflict incidents and de-escalation?
 - iii. Should psychologists develop more effective solutions in crowd psychology and crowd management? What tactics build trust when you have to deal with a protesting crowd?
 - iv. How should police training change and adapt? What types of training should be emphasized, deemphasized and added to the curriculum? For example, should we enhance training in communications, active listening, negotiation skills, as well as specific courses in de-escalation strategies and skills?
- b. What effects will defunding have on the ability of police to protect communities and how will this impact the work of police psychologists?
- c. How should the police community cope with all these new demands and recently enacted laws and still build resilience?
- d. As police and criminal psychologists, what can we advocate for that will build better trust with our communities?

BIOGRAPHIES:

Edward C. Keane, Ph.D. is currently President of the Society for Police and Criminal Psychology; Professor of Psychology at the Connecticut State Universities and Colleges (CSCU), as well as Adjunct Professor of Police Psychology at the Henry Lee College of Criminal Justice at the University of New Haven. He is contributing faculty member of Forensic Psychology at Walden University. He consults with several Connecticut law enforcement agencies in the area Officer Wellness. He serves

as the Mental Health Consultant to several police hostage negotiation teams, including regional municipal teams, Connecticut State Police, and the FBI.

Jeff Thompson, Ph.D. is an adjunct associate research scientist at Columbia University Medical Center/New York State Psychiatric Institute. He is also a 17-year veteran detective in the NYPD where he is the department's Mental Health and Wellness Coordinator. Additionally, he is an instructor at NYU, Lipscomb University; a crisis counselor; and former hostage negotiator. Dr. Thompson is the recipient of the Griffith University Arts, Education and Law's 2020 Outstanding International Alumnus Award.

Tammy McCoy-Arballo, Psy.D. is a licensed clinical forensic psychologist in California who treats first responders and trauma survivors. She responds to critical incidents for the Counseling Team International. In 2019, she worked with victim witness advocates who responded to the Gilroy Garlic Festival shooting. In 2018, she worked with Yuba and Sutter County first responders and victim witness advocates in the wake of the devastating Camp Fire. Months earlier, she responded to the Pathway Home shooting in Yountville, CA. In 2017, she led a team of clinicians responding to the Route 91 Harvest Festival shooting in Las Vegas. She responded to the Dec. 2, 2015, terrorist attack in San Bernardino, CA. She is certified in Critical Incident Stress Management (CISM) and is an Eye Movement Desensitization Reprocessing (EMDR) trained therapist.

Krisanaphong (Tong) Poothakool, Ph.D. served more than 26 years at the Royal Thai Police (RTP) after his graduation from the Royal Police Cadet Academy in 1999. Tong began his police career at Crime Suppression Division (CSD) in Bangkok. Tong was chosen by the Royal Thai Police to work closely with senior administrators in Thailand. These include the Minister of Science, Technology and Environment, the Chief of Central Investigation Bureau, Deputy Chief of Metropolitan Police Bureau and Deputy Police Commissioner. He worked at the Royal Police Cadet Academy for seven years after he received two Bachelor's, two Master's and two Ph.D.'s degrees. He received a Master's and Ph.D. in Sociology from the University of Aberdeen, UK. He was awarded Master of Arts and Ph.D. in Criminology from Mahidol University, Thailand. His current position is Assistant to the President at Rangsit University. He delivers lectures to different organizations at local and international level. These include the RTP, the Ministry of Justice, the Office of Narcotics Control Board, the Ministry of Public Health as well as law enforcement agencies in Asia, Europe and the US. Further, he has been invited by media to give the ideas of criminological aspects and policing system in various circumstances locally and globally.

BEHAVIOURAL ANALYSIS OF COIS SCAM VICTIMS

Carolyn Misir; Lee Rong Cheng

There has been an increasing trend of scam offences worldwide. Scam crimes are a major contributor to the crime rates in Singapore. The current study focuses on a particular type of impersonation scam in Singapore, the China Officials Impersonation Scam (COIS) which has evolved in recent years, and the associated persuasion techniques as well as victim profile involved in these scams. Quantitative methodology using various statistical analysis such as chi square and odds ratio were conducted on the demographic data of 286 impersonation scam victims. Qualitative methodology using semi structured interviews were conducted with impersonation scam victims and the results were analysed thematically. Several themes in line with persuasion and compliance techniques emerged such as social proof and scarcity. The implications of these findings are discussed in terms of crime prevention, police interviews, police training and victim care support applications.

SECONDARY TRAUMATIZATION AMONG 911 TELECOMMUNICATORS

Stella Benami; Jared Chamberlain; Thomas B. Virden III

Secondary traumatization resulting from duty-related trauma exposure has been examined and documented among various subpopulations of emergency responders. Research pertaining to the experiences of 911 telecommunicators is limited; however, extant studies suggest this population is at risk for developing traumatic stress symptoms secondary to indirect trauma exposure in the workplace. Our study furthered this knowledge by examining rates of secondary traumatization (e.g. Secondary Traumatic Stress [STS] and Compassion Fatigue [CF]) among a convenience sample of 911 telecommunicators through a quantitative approach. We reviewed potential risk and protective factors relevant to secondary traumatization among this population including demographics and work-related experiences. Results indicated that some 911 telecommunicators experience symptoms consistent with STS or CF as a result of duty-related trauma exposure, with various independent factors further impacting these rates. The findings provide an improved understanding of 911 telecommunicators' experiences and help highlight strategies that may be implemented to reduce and prevent STS and CF among this population.

NAKED AND NOT AFRAID

Gary S. Aumiller; Dennis Conley; Gary Travers

Every parent wishes there was an instruction manual that comes with the child. Especially when it comes to the digital world. The average age a child gets a cell phone is 10.3 years old. That's fourth grade for those that can't do the math. Fourth grade for their own handheld computing device. But soon we may have a manual for it!

Danger Danger Will Robinson they are now coming to your phone and in your texts. Dr. Aumiller wanted some people to come to his little twelve person seminar room and listen to he and a ex-police officer turned teacher talk for two hours about the upcoming proposed book called "The Digital Vulnerability Index" which they want to release as a family book and integrate in the middle school curriculum.

A child enters the digital world "Naked and Not Afraid." They learn about using the phone fast, but not about avoiding dangers. We were supposed to start a trial in the Spring semester, 2020 but COVID had a different agenda. It will eventually be in the curriculum This presentation is about a plan to make children cautious about their digital use to avoid the scams and predators.

SESSION 2 - CULTURAL SENSITIVITY AND DIVERSITY IN ASSESSMENT

2:00-3:00PM

ENSURING NON-VIOLENCE AND DIVERSITY TOLERANCE AMONG PROTECTIVE SERVICES OFFICERS: CONSTRUCT AND CRITERION-RELATED VALIDATION SUPPORT

Brian W. Dreschler; Steven W. Billings; John W. Jones

Police and security officers play crucial roles in protecting people, property, systems, and information. Given this, employers must ensure applicants they hire are competent and emotionally resilient to handle critical job duties. The nature of the job makes it essential that background checks and assessments include measures of an individual's protective services mindset. In addition to being security-oriented, protective service excellence also requires officers to be courteous and tolerant. As recent events have highlighted, there are opportunities for improvement regarding the selection and training of officers. This presentation describes the development and validation of two measures designed for use in the selection and training of protective services officers. The measures are designed to assess attitudes and behaviors related to getting along with others, working well with people from other ethnic and social backgrounds, respecting differences among people of all cultures, and not using violence, threats, or excessive force on the job. A study was conducted via a large protective services sample that confirmed the validity of these key nonviolence and diversity measures.

APPLYING A 'VALUING DIVERSITY' COMPETENCY MODEL & ASSESSMENT IN POLICING

Ali Shalfrooshan; Shaun Wehle; Scott Stubenrauch

Difference is all around us. Public safety professionals excel when they are able to effectively work with people who have different beliefs, opinions, attitudes and orientations. Their ability to effectively work and engage with diverse populations is a critical job requirement and particularly relevant to police departments throughout the world today. As part of a strategy to effectively serve diverse populations, departments and agencies are working towards building workforces that value diversity. PSI's Valuing Diversity assessment is a tool that can help identify candidates who demonstrate this competency and associated behaviors, as well as develop existing officers in this competency.

REENGINEERING THE CONVENTIONAL SCREENING MODEL AND DESIGNING TECHNOLOGIES FOR SELECTING MORE CULTURALLY COMPETENT POLICE

Casey O. Stewart

A research and practice psychologist working within the police and public safety field as a behavioral science expert and assessment specialist serving as consultant to hundreds of police organizations across the United States provides examples of tragic failures in American policing and illustrates scientific solutions designed to fix errors in traditional screening methods and procedures toward progress in selecting culturally competent police that can more perfectly serve and protect the diverse communities that constitute our increasingly pluralistic society in line with the principles of social justice.

LAW ENFORCEMENT RESILIENCE TRAINING IMPACT

C. Gabrielle Salfati; Michael T. Wiltsey; Eric Korzun

Throughout their careers, law enforcement officers face a variety of challenges, often leading to compassion fatigue, burnout, and PTSD. Resilience has been identified as a key factor to equip officers to handle the stresses and adversity of the job. However few numbers are available relating to resilience baselines in law enforcement, or the impact of resilience training on wellness factors. The current project aims to evaluate a state-wide resilience training program that aims to provide training to 35,000 officers. The program includes both a train-the-trainer component and a training delivery component. All participants receive resilience training as part of a standardized agency program. All participants additionally receive a survey prior to the start of the training, immediately following the resilience training, and six-months later to measure the impact of the training on job performance and wellness. The questionnaires include psychological measures of compassion fatigue, burnout, PTSD, depression, and substance abuse, as well as measures of resilience and overall wellness and positive psychology PERMA measures of flourishing. Officer perceptions of the training was also measured. The COVID-19 pandemic struck immediately after the first cohort of participants completed the training, and within 2 months, anti-law enforcement protests, civil unrest, and riots were additionally experienced by these officers. The accumulation of adversity experienced during this time, and the emotional and psychological impact of these two un-anticipated events were added to the study to evaluate the impact of the resilience training on handling this immediate situation. This talk will outline the project and discuss it in line with implications for best practice in resilience training program implementation.

COUPLE-BASED TREATMENT OF PTSD: CASE STUDY OF A POLICE OFFICER RESPONDING TO COMPLETED SUICIDES

Erica Birkley

Police officers are two to three times more likely to have posttraumatic stress disorder (PTSD) than civilians (Berringer et al., 2010a; 2010b). PTSD predicts increased anger, relationship conflict, rates of divorce, and poorer parent-child relationship functioning. In this case presentation, a K-9 unit police officer and his wife participated in 11 telehealth sessions of Cognitive-Behavioral Conjoint Therapy (CBCT) for PTSD with Parent Management Training (PMT). The index trauma was runs as a police officer that involved completed suicide. Treatment targets included increased relationship satisfaction, increased positive behaviors elicited from their children (ages 3, 3, and 7), and decreased PTSD symptom severity (pre-CAPS-5=42; post=12). During treatment, couple identified shame and effectively challenged beliefs reported by police officer that "I am weak for having PTSD" and "I am a bad husband/father/officer." The couple engaged in behavioral approach assignments of increased intimacy, family outings, and daily sharing of emotions. Couple achieved their goals of improved communication, intimacy, and conflict management skills, and decreased avoidance and irritability.

SUPPORTING THE POLICE PSYCHOLOGY IN A PANDEMIC: THE SINGAPORE EXPERIENCE

Hui Lin Yap; Hui Fen Ho; Jansen Ang; Alyah Dinah; Tiffany Danker; Yong Sheng Tan; Zailan Salihin

Policing has been known to be a highly stressful and challenging vocation. In peacetime, police officers and leaders are faced with operational and organizational stressors that affect their operational ability and psychological well-being. During periods of uncertainty, as presented by policing in the COVID-19 pandemic environment, the added stress of operation in an environment with an unknown biological threat and with deadly consequence poses unique challenges to the operational and psychological resilience of police personnel. Apart from the operational and legal considerations of policing in a pandemic, there is a need to consider the psychological preparedness of officers for policing in such a unique environment. This paper highlights the role of police psychological services in the Singapore Police in supporting police officers, units and leaders policing in a pandemic using a bespoke 3 x 3 frame in planning and delivering psychological support services to the police.

SESSION 4 - POLICE USE OF FORCE

4:20-5:20PM

POLICE ATTITUDES ABOUT THE USE OF FORCE

Min Liu

The purpose of this study is to explore police attitudes toward the use of inappropriate force in China. Using original data from a survey of over 900 police officers in China, this study explored patterns of officer attitudes toward the use of force and the correlates of officers' attitudes supportive of the use of inappropriate force. The study shows that a significant number of officers hold attitudes supportive of the use of inappropriate force. Regression analysis demonstrates both police use-of-force training and officers' alignment with crime-fighting police role significantly influence officers' attitudes supportive of the use of inappropriate force. Policy implications for police training were discussed in relation to findings of this study.

HIGH FIDELITY SIMULATION IN DEADLY FORCE TRAINING

John Heil

The program focuses high fidelity simulation in Academy training in tactical skills, in the context of deadly force decision making. The goal of simulation is to optimize the real feel of the training by creating a realistic setting and maximizing psychological demand characteristics. The goal is to facilitate the transfer of decision making and tactical skills from training to the actual critical incidents, which is especially important where there is a low performance to training ratio as in the use of deadly force. The simulation training is part of a comprehensive protocol which includes sport psychology-based didactic instruction, and post-event tactical and psychological debriefings. The psychological debriefing includes group video review which provides a cross-check between remembered and actual experience, normalizes the stress-performance relationship, and leverages observational learning. A Training Manual prepared by the Roanoke Police Department is available on request. It includes: guidance on constructing training, with attention to cognitive and perceptual load; in-session coaching; and, the role of awareness checks in assessing the impact of stress on performance.

BLACK AND BLUE: POLICE, DEADLY FORCE, AND RACE

Laurence Miller

Recent headlines highlight the tensions that have existed between American law enforcement and minority communities. This program takes an unflinching look at the science and policies behind policing and race. Are black citizens more likely to be treated forcefully than white citizens? Are police officers more likely to be aggressively confronted or resisted by black citizens? In deadly force encounters, what exactly goes through the minds of officers who fire their weapons, and what does neuroscience and psychology tell us about the cognitive and emotional factors that underlie these actions? Finally, a Mutual Safety Model is offered as one contribution to improving relations between police and the communities they protect. Method of instruction: lecture, case illustrations, Powerpoint, and audience participation.

PRESENTATION SESSION 5 - MULTIPLE MURDER

5:30-6:30PM

SINGLE-PARENT UPBRINGING AS A PREDICTOR OF LONG-TERM VIOLENCE SCALE IN SOLO MALE SERIAL KILLERS

Jennifer E. Francis

Growing up in a single-parent household has been associated with exposure to adverse childhood experiences that contribute to negative short- and long-term psychological and behavioral outcomes, including violent behavior. It is unclear, however, whether a single-parent upbringing predicts the scale of a perpetrator's violence. The current study examined the scale of violence through measures of frequency and duration, correlated with a single-parent upbringing among male serial killers who operated alone in the United States. This study contributes to the understanding of the role of a single-parent upbringing in long-term extreme, recurrent, prolonged violence by suggesting that while a single-parent upbringing and violence are correlated, a single-parent upbringing and the magnitude of that violence may not be. By revealing the limits of the association between a single-parent upbringing and long-term violence, efforts to predict long-term violence scale can focus more precisely on the underlying adverse childhood experiences that are frequently, but not exclusively, commensurate with a single-parent upbringing.

WHAT MAKES A SERIAL KILLER

Terence Leary; Larry Southard; Michael Aamodt

An empirical assessment of high impact variables frequently associated with a perpetrators propensity to serially kill. Information from the Radford-FGCU Serial Killer Database (SKD) will be utilized to elucidate these critical relationships.

MORE ANGRY THAN SCARED? A STUDY OF PUBLIC REACTIONS TO THE MANCHESTER ARENA AND LONDON BRIDGE TERROR ATTACKS OF 2017

Jason Roach; Ashley Cartwright; Ken Pease

Although public reaction to disaster has been the subject of much research, reactions to acts of terrorism have been studied less, sustaining a common assumption that fear is the generic response. The present paper tests this assumption through a survey of reactions to the Manchester Arena bombing and London Bridge attack of 2017, and the findings suggest that an important likely additional modal citizen reaction to such events is one of anger at the perpetrators, holding important implications for public policy and security practice in the wake of such acts.

DEFUND THE POLICE: SHOULD THIS HAPPEN? AN ANALYSIS OF THE HISTORY AND THE REALISTIC IMPLICATIONS

Mark S. Johnson; McKay Bonner

Law enforcement in America has always been a tough job and 2020 has proven tougher than ever before due to demands calling for the defunding of the police. Many jurisdictions have passed legislation or taken action making these calls a reality. What are the ramifications of actually not having police and/or a reduced police presence in America? Will crime decrease? Will violence cease? Will the public be safer? Will social workers solve issues that have been identified as crime factors and deescalate persons in crisis before injuries occur? Can civilian employees effectively and safely assume traffic enforcement duties? Will removing school resource officers from schools make schools safer? In consideration of these questions and historical precedents, we will discuss these issues and the likely outcomes from the perspective of police administrators who will be responsible for continuing to provide public safety services with less resources.

CONCEPTUALISING A WORKING MODEL OF INTRA-ORGANISATIONAL TRUST AND ITS IMPACT ON PUBLIC TRUST IN SECURITY SERVICES

Eunice Tan; Charmaine Lee

Public trust is a critical enabler for security services to carry out their work effectively - the erosion of which can not only set them back in their work, but also lead to cross-sector and upstream impacts on the trust in other public service agencies or the broader political leadership. Trust within the organisation plays a key role in fostering public trust (PT) in security services. Lack of intra-organisational (IO) trust can lead to incidents such as the leakage of insider information and spread of negative narratives, which can in turn lead to the enduring and extensive erosion of PT.

The presentation will delve into a literature review of IO trust and discuss the IO trust factors in the context of Singapore's security services. What may result when internal actors lose trust in the organisation and how do they impact on the trust perceptions held by external stakeholders? The presentation seeks to examine these and propose a working model of how IO trust factors impact on PT in security services. Implications for boosting public trust through engaging internal stakeholders and leveraging on internal data are will be highlighted and discussed from a systems perspective.

FRIDAY

ANNOUNCEMENTS

11AM-11:10AM

INTERNATIONAL PANEL PANEL 2 -PSYCHOLOGY AND THE PANDEMIC CRISIS: STAYING RELEVANT, BEING PREPARED

11:10AM-12:10PM

Maria Noel Berthet, Uruguay

David Englert,, North Carolina, USA

Majeed Khader, Singapore

Michael Stoloff, SPCP Board Member, USA

The COVID-19 pandemic is a global health crisis, but the psychological and sociological footprint of the pandemic is far bigger than its biological one; anxiety, depression, loneliness and strain is pervasive worldwide. The outbreak impacts crime and law enforcement. In addition, the global recession resulting from the pandemic may exacerbate crime and conflict between various groups for which law enforcement must be prepared to deal with. In some countries, a new duty for the police has been to enforce stay-at-home orders. Virtual and remote technologies such as CCTV systems, facial recognition technology, data analytics, social media analytics and surveillance systems are being employed in new ways; How are citizens reacting to these new forms of 'policing'? Further, due to necessary social distancing during the pandemic, the methods used by psychologists who work with law enforcement needed to abruptly change during the pandemic. How have psychologists adapted their practices? How has the use of remote technologies impacted the relationship between psychologists and the police?

This international panel will discuss important questions including the following:

- a. How does the pandemic affect crime and order and police and criminal psychology? How do different countries compare?
- b. How should police psychologists respond to this? Particularly in the areas of
 - i. citizen-police trust building
 - ii. teleassessment,
 - iii. tele-therapy
 - iv. on-line engagement (with staff, with the public?)
 - v. training
 - vi. trust with the community
 - vii. critical incident support
 - viii. investigation/operational support
- c. How does this affect the competencies and proficiencies needed by police psychologists worldwide in a post COVID world? Are new post COVID competencies needed?

BIOGRAPHIES

Ms. Maria Noel Berthet is the South American Director of the Society for Police and Criminal Psychology. She is past Head of Occupational Psychology and current Adviser on police psychology with the Ministry of the Interior, Uruguay. She holds a master's degree in Legal Psychology and Forensic Psychological Assessment from the University of Valencia (Spain) and is a PhD candidate in Psychology from the University of Palermo (Argentina).

Dr. Majeed Khader is the Asian Director of the Society for Police and Criminal Psychology. He is the Chief Psychologist of the Ministry of Home Affairs, Singapore and is an adjunct professor teaching criminal and forensic psychology with the Nanyang Technological University, Singapore.

Dr. David Englert is the Clinical Director/Operational Psychologist at Charlotte-Mecklenburg Police Department. He is also the Principal at Englert Psychology Consulting, where he provides a range of expert consultation and training in the areas of forensic and operational psychology. Dr Englert served as the Chief Investigative Psychologist with the Air Force, Office of Special Investigations for 6 years, from 2004 to 2010.

Dr. Michael Stoloﬀ serves as Associate Dean of the Graduate School at James Madison University. A professor of psychology, Dr. Stoloﬀ has been a faculty member of the Department of Psychology for 39 years, serving as Head of the Department of Psychology for 10 years. Generally working in collaboration with Dr. JoAnne Brewster and others, he has completed substantial research that has been presented at meetings of the Society, in our Journal and elsewhere including “Education and Training Guidelines for the Specialty of Police and Public Safety Psychology.” For many years Dr. Stoloﬀ has served as a Board Member of the Society for Police and Criminal Psychology, the Society’s representative to the Council of Police and Public Safety Organizations, and he assists the Society in his role as our Director of Digital Operations.

SESSION 7 - PSYCHOMETRIC SCREENING AND TESTING

12:20-1:20PM

POLICE PSYCHOLOGICAL TESTING: REMOVING BARRIERS AND IMPROVING ITS' EFFECTIVENESS

Recia G. Gomez; Kyana D. Beckles

It is estimated that more than 90% of police departments require a psychological evaluation as part of their selection and hiring process. While many of the larger police departments have implemented psychological assessments, in some instances the screening process has functioned to decrease diversity in departments. Studies of large departments show a considerable disparity between the candidates who pass the psychological evaluation and the populations of the municipalities that they represent. Implementing psychological assessments as part of the hiring and selection process is essential, however ensuring their effectiveness is a critical goal of its own. Based on empirical research, best practices, and guidelines outlined by professional associations - this presentation will offer recommendations to improve the effectiveness of psychological evaluations. From the selection of psychopathological and personality tests, the competence of clinical psychologists conducting the evaluation, the criticality of the job analysis, alignment of competencies, the development of the final evaluative report, and legal defensibility of the process.

THE LEO PREEMPLOYMENT INTERVIEW: A SURVEY INCLUDING QUESTIONS ASKED TO LENGTH OF REPORTS

Nathan Thompson

Thousands of preemployment psychological evaluations of police officers are completed every year. There is ample research on appropriate psychological assessments used in these evaluations but there is a wide variety of processes on how interviews are conducted. Each psychologist approaches evaluations differently, from questions asked, to length of the interview, to the length of the report. This presentation looks at a survey that was conducted nationally among police psychologists to answer these questions. The hope is to increase awareness of what psychologists throughout the country are doing leading to an increase in effectiveness in conducting PEPs.

THE 3 BEST PSYCHOMETRIC APPROACHES TO MAXIMIZE DIVERSITY IN HIRING

Joel P. Wiesen

Police Officer selection tests often are a barrier to hiring a diverse academy class. There are three psychometrically sound approaches to both increase ethnic/racial diversity in hiring and improve expected job performance: (1) use tests of general cognitive ability (g) on a pass/fail basis, (2) select tests based on utility, not validity, and (3) test specific job related cognitive abilities and other characteristics that show small ethnic group differences. There are two sound psychometric reasons to use tests of g on a pass-fail basis: general cognitive ability tests have low validity and low utility. Selecting tests based on utility will result in a different and better test battery than selecting tests based on validity. There are specific cognitive abilities that are job related and have low or even reverse adverse impact, such as face memory/recognition, creative problem solving, conscientiousness, and implicit bias. Structuring selection systems in this way will both increase diversity in hiring and increase the expected level of job performance. A real-life example will be presented (Bridgeport, CT, 2015).

TRENDS IN GENDER-BASED VIOLENCE DURING THE COVID19 CONFINEMENT

Nuria Querol; Miguel Angel Soria; Angel Cuquerella; Alba Company; Ariadna Trespaderne

The Spanish Government declared the state of alarm on March 14th. We hypothesized that the COVID19 pandemic and confinement could increase certain crimes such as gender-based violence, cybercrime, child abuse, or animal abuse. Victims that have pets cannot take their animals with them as social housing do not admit pets. This adds up to a large percentage of women who chose not to denounce their partner or leave their home with an abuser as they would be forced to leave their pet companion. Our goal was to evaluate if there was a spike in the request for help in gender-based violence and an increase in the demand for a foster home for their animals. The last data gathered shows that requests for assistance to victims of gender violence during the confinement reach more than 18,700, 61.56% more than the previous year. Requests for help which include online calls and consultations to 016, the WhatsApp service, and VioPet, have risen to 18,700 from the start of confinement. All this represents an increase of 61.56%, having registered 7,125 more requests compared to the previous year. In the same period of 2019, from March 14 to May 15, the women attended were 11,575.

PSYCHOEDUCATIONAL INTENSIVE OUTPATIENT SERVICES IN CONJUNCTION WITH INDIVIDUAL TREATMENT FOR LAW ENFORCEMENT AND VETS WITH PTSD

Jana Price-Sharps, Falcia Jensen, Vanessa Nash, Kyle Villarama

Post Traumatic Stress Disorder is a multidimensional disorder. First responders and combat veterans who have PTSD have typically been exposed to numerous traumatic events. The PTSD is typically chronic, with the first responder or vet displaying significant dissociative responses. Recently SERI, a non-profit that provides treatment for first responders and combat veterans, has incorporated a psychoeducational, individualized intensive outpatient component in tandem with individual treatment for first responders and vets. We have found that individual treatment can be very effective, especially if a psychoeducational component is included in the treatment process. Over the years, this outpatient psychoeducational treatment method has been included more consistently in our treatment program at SERI. We have found that patients that have had access to both individual treatment and psychoeducation progress faster in treatment, utilize more coping strategies, and display a significant reduction in PTSD symptoms much more rapidly than patients without these additional services. This is an overview of this treatment program.

LEADERSHIP, ETHICS, AND POSITIVE DECISION-MAKING IN TOUGH TIMES

Troy J. Rodgers

In today's world, law enforcement officers are faced with constant attacks on their credibility, morality, and general desire to be good people. Even the strongest individual has moments of doubt and feelings of frustration. Why continue the fight? This class is designed to address leadership within public safety fields and how positive leaders can help to motivate folks to push through adversity and continue to be the heroes they chose to be, to continue to be role-models, and continue to do the right thing when it is often so hard to do. As leaders, it is our job to motivate, inspire, and lead by example. This class is a small effort to train supervisors and managers to accomplish that task. By attending, we hope that you can take an approach back to your agencies that will push them to new levels of success, integrity, and leadership.

SESSION 9 - POLICE SHOOTINGS

2:40-3:40PM

VIOLENT HISTORY AND THE JUDGMENT OF POLICE PERFORMANCE IN OFFICER-INVOLVED SHOOTINGS

Matthew J. Sharps; Hayden McCaw; Crystal Hill; Jana L. Price-Sharps

Officer-involved shootings (OIS's) have come under increasing scrutiny. This laboratory has undertaken experimental studies on factors that influence judgment of OIS's, such as officer profanity, officer and suspect gender, armed/unarmed status of suspects, and individual differences in the respondents judging officer performance. The present experiment addressed the presence or absence of violent histories on the part of the officer and/or suspect in accounts of OIS's. In these accounts, suspects were armed, and shooting responses on the part of officers were legally justified; objectively, prior violent or nonviolent histories of officer and/or suspect should not have influenced judgment of officer performance. However, in 137 adult respondents, it was shown that dissociative tendencies and verbal abilities strongly influenced ratings of officer performance, as did the use of "guilty" or "not guilty" language in response elicitation. Depending on violent or nonviolent history of officer and/or suspect, these influences operated differently in shaping judgment. Results show that individual differences, officer and suspect history, and language use interact in OIS judgments.

PERCEPTIONS OF RACE/ETHNICITY IN THE CONTEXT OF OFFICER INVOLVED SHOOTINGS

Johnathon Sharp; Lana Browning

The overall goal of this project is to gain a much-needed understanding of the role of race in police shootings. A survey was administered to gather information about participant's background, including education, and their prior experience with the police and the courts. The participants were primed on an officer's race before viewing a body camera video of an actual officer involved shooting. Participants completed a semantic differential measure according to various occupations instrument, viewed a video of an officer involved shooting which was experimentally manipulated according to source, and then completed positive or negative sanction(s) for police behavior.

POLICE USE OF TASER BEFORE LETHAL FORCE

Taylor Polk; Nate Currit; Howard Williams

The aim of the current article is to spatially analyze the use of TASERs by police in Texas with concerns to armed, unarmed, white and minority groups. We review the use of force continuum, the relationship of TASERs and lethal force, and the efficacy of TASERs. The use of GIS to perform analysis and point features provided data on where the use of TASERs on the target groups are being utilized or relinquished. Data was collected using an exhaustive dataset of officer involved shootings from around the nation. The data was cleaned, aggregated and extracted using PostgreSQL. To grasp a better understanding of the spatial patterns produced using GIS, discrete Poisson model clustering technique was used to further analyze the spatial aspects of TASER use and officer involved shootings. The results expressed both expected and unexpected findings. Larger cities were attributed with more fatalities, but not necessarily more TASER use. A spatial pattern of TASER use was also noticed to be more prominent in east Texas than the rest of the state. The findings presented have the potential to strengthen society's perception of the police and reduce the instances of lethal force.

SESSION 10 - MENTAL HEALTH TRAINING FOR LAW ENFORCEMENT

3:50-4:50PM

THE RISE OF AUTISM SPECTRUM DISORDER AND THE IMPLICATION FOR POLICING

Amanda Beeman

Individuals diagnosed with Autism Spectrum Disorder (ASD) exhibit varying levels of abnormalities in social interaction, communication, and repetitive or restrictive behaviors. Atypical behaviors exhibited by persons with ASD during law enforcement interaction can be problematic and even dangerous. Training for law enforcement officers in the area of ASD is necessary to avoid miscommunication or misinterpretation of ASD symptomology. Basic knowledge of ASD symptomology may increase understanding for law enforcement in the areas of investigation, arrest, and identification. This presenter will focus on techniques and training that law enforcement officers and other criminal justice professionals can use when interacting with persons with ASD.

THE EVOLUTION OF DEESCALATION: A COMPARATIVE ANALYSIS BETWEEN A 3 DAY DEESCALATION TRAINING PROGRAM AND A 5 DAY CRISIS INTERVENTION PROGRAM

Mkay Bonner; Mark Johnson

Deescalation techniques and training have become particularly prominent in law enforcement and are now a required component of many police academies. Is this concept of deescalation new or is it a reincarnation of something old? It appears that the grandfather of widespread deescalation training may be the Memphis Model of Crisis Intervention Teams (CIT) which requires 40 hours of training. But the newer deescalation training programs tend to range from 8 hours to 24 hours (3 days). Most agencies have limited budgets and time for training. This may become even more true as some people promote taking money from the police to give to community programs. As a result, a shorter training program will look attractive to many who must balance budgets and time. The Northeast (Louisiana) Delta CIT (NDCIT) program has conducted a comparative analysis between their local 3 day Deescalation trainings and their 5 day CIT trainings in 2019 and 2020. We will present the emerging factors including benefits and problems. Specific implications for deescalation training will be enumerated including factors relating to police academy cadets as well as for seasoned LE officers.

DISCUSSING LIFE AFTER POLICING

Alex Rodrigues, Psy.D.; Nicole Rafanello, Ph.D.

In part due to a changing socio-political landscape, many law enforcement professionals are rethinking their careers and contemplating a life beyond policing. Questions officers ask include issues related to retirement, transitioning to a different police department, transitioning to a different career, and the steps necessary to facilitate a major career change. The proposed presentation highlights different topics mental health professionals can address with clients. The presentation will discuss when an officer should start thinking about retirement, strategies to facilitate transition, and the chief challenges reported by officers leaving "the job."

VANTAGE POINTS: MOCK JUROR PERCEPTION OF BODY-WORN CAMERA VIDEO EVIDENCE IN CASES INVOLVING POLICE USE OF FORCE

Holly Ellingwood; Craig Bennell

Recent shooting events have led to demands that police officers use body-worn video cameras (BWCs) in order to increase police accountability. While preliminary research has found that BWCs have some general benefits (e.g., they may decrease use of force and reduce false allegations of police misconduct), very little research to date has examined the impact of BWC evidence on juror decision-making. We conducted a mock juror study (N = 692) to assess how the degree of discrepancies between officer testimony and BWC footage (few vs. many), the nature of these discrepancies (peripheral vs. central), and the presence of expert testimony designed to explain these discrepancies impact juror decision-making in a case involving allegations of excessive force by a police officer. Although no significant effects were found for the degree or nature of the discrepancies, the results of this study showed that expert testimony has a significant impact on verdict decision-making (and other outcome variables) in such cases. The implications for police practice are discussed, as are implications for the courts, particularly when police take the stand.

THE IMPACT OF BODY-WORN CAMERAS ON POLICE REPORT WRITING: AN EXPERIMENTAL STUDY

Remi Boivin; Annie Gendron; Bruno Poulin

According to many observers, body-worn cameras may increase transparency by providing videos that can be viewed after an intervention and eventually be used as evidence. However, there might be a significant gap between the camera footage and what has been considered by officers during their decision-making process. While written police reports should, in principle, reflect primarily an officer's perceptions, many imply that they should instead include all existing and accurate facts. This study aims to find out whether the viewing of footage influences narrations written by officers. 359 police recruits and 87 experienced officers were randomly assigned to one of four conditions after a simulated intervention: group 1 did not wear a BWC, group 2 wore a BWC but could not view its footage, group 3 wore a BWC and wrote a report immediately after viewing the footage, and finally, group 4 wore a camera and wrote a first draft before watching the footage. This presentation will compare the chronology, accuracy and quantity of information reported by participants of all four groups. Preliminary results suggest that watching footage of BWC has a significant impact on police report writing

EVOLVING DECISION-MAKING FOR THE LAW ENFORCEMENT OFFICER (LEO).

Dr. John R. Black, DBA

The law enforcement officer (LEO), makes daily decisions involving legal analysis, ethics, and personal survival, all while trying to resolve the situation; this is their job. LEOs respond to calls involving those in mental crisis, crimes against children, noise complaints, and even community problems. Today's police officer is a combination of counselor, protector, and servant to the public. Their decisions are analyzed, judged, and dissected in public media. The repercussions of their decisions affect the individual officer, the agency, the community, and society as a whole. Recognizing this, it is imperative to give the LEO the knowledge, training, and cognitive frames to help them with the decision-making that they encounter. However, LEOs are at an inherent disadvantage due to their current decision-making paradigms and models. Decisions first start from an understanding, and understanding evolves from one's cognitive frames. Research abounds with multiple models that enhance understanding, increase empathy, and produce decisions that align with ones desired outcomes. This presentation starts a conversation of evolving the decision-making frames of the LEO.

INTERDISCIPLINARY COLLABORATION ON RAPE CASES: BARRIERS AND FACILITATORS

Karen Rich

Rape and sexual assault are common offenses in the United States, with approximately 1 in 5 women and 1 in 10 men being survivors. Rape cases rarely result in conviction, however; considerable attrition occurs at the police processing level. This is especially likely when complainants have disabilities, were trafficked or hail from socially marginalized groups. Reasons for the high attrition rate include low levels of victim interviewing skill/ implementation of trauma informed care among police officers. This may be due to the training emphasis on lie detection and criminal interrogation strategies. The involvement of victim advocates on rape cases may improve criminal justice outcomes while protecting the mental health of survivors. Interdisciplinary collaboration between police officers, victim advocates and forensic nurses is widely touted as "best practice" but not all officers engage in collaboration. This presentation will convey the value of these collaborations, research to support their use, and barriers/ facilitators among agencies and individual officers. Findings are based on existing literature and a mixed methods study of 800 American police officers.

CORRECTION-BASED PRACTICES IN THE UNITED STATES

Jeanie Thies; Joe Zlatic

Our presentation will summarize a series of interviews and a survey conducted with federal probation agency staff that were designed to assess the extent to which evidence-based practices (EBPs) were applied to program development at the agency. The interviews and surveys were also used to determine staff's level of knowledge of EBPs, and their perceptions regarding the use of these at their agency. We also examined whether program outcomes were tracked and how these results were used. We found that while staff were often enthusiastic about creating new programs and had a genuine commitment to improving clients' lives and lowering recidivism, there were a number of barriers to creating and operating evidence-based programs. While some program leads made an effort to track short-term outcomes, these were seldom used to modify or strengthen programs. There was no systematic tracking of long-term outcomes related to recidivism. While some programs had at least superficial compliance with evidence-based practice, we concluded that the agency could greatly benefit from a more structured framework for developing programs, mandating training on EBP for all officers and supervisory staff.

UNDERSTANDING COMMUNITY'S PERCEPTIONS TOWARDS ONLINE RADICALISATION AND TERRORISM

Loo Seng Neo

The study measured the community's perceptions towards the indicators in terms of their utility to detect radicalisation on social media posts, as well as community's general awareness about online radicalisation and terrorism. A 74-item survey comprising of three sections was administered to 160 students from Nanyang Technological University (NTU) and 160 Amazon Mechanical Turk (MTurk) workers. The three sections were: Demographics (5 items); opinions about the indicators for detecting online radicalisation (42 items); and general awareness about online radicalisation and terrorism (27 items). Based on the ratings of the 42 indicators, two factor analyses were separately conducted using oblique rotation. A follow-up comparison was made against actual terrorists' online behaviours from other study to gauge the participants' knowledge level about markers of online radicalisation. Insights derived from this study have enhanced our understanding about the thinking that community members may have in relation to online radicalisation and terrorism, and provided valuable feedback that law enforcement can use to develop counter terrorism strategies.

SATURDAY

ANNOUNCEMENTS

11-11:10AM

SESSION 13 - POLICING IN TIMES OF EXTREME STRESS

11:10AM-12:10PM

PANDEMIC, PROTESTS, AND PURPOSE: POLICE PSYCHOLOGY IN A TIME OF GREAT NEED

Stephanie Barone McKenny; Trina Hall; Alicia Rodriguez; Karmen Clay

Department police psychologists from the major metropolitan law enforcement agencies of Los Angeles, Honolulu, Chicago, and Dallas share their first-hand professional experiences of the pandemic, the civil unrest protests, and the heightened sense of professional purpose. Common themes will be shared. The relevance of the Dallas 2016 ambush and the Honolulu 2020 ambush in relation to the pandemic and the protests will be addressed. Take-aways include innovative strategies that you can do at your agency (regardless of its size) to increase law enforcement family connections (as well as decrease your own isolation/vulnerability) during the pandemic.

STRESS, ORGANIZATIONAL CULTURE AND COPING STRATEGIES IN THE POLICE: AN EMPIRICAL INVESTIGATION.

Daniela Gutschmidt; Antonio Vera

Many researchers describe police culture as a consequence of stressors in policing and as a determinant of police officers' mental health. Investigation of such relationships requires a quantitative approach. In our online survey, 152 German police officers described their workgroups in terms of stressors (using the Police Stress Questionnaire), prevalent coping strategies (e.g., exercising, drinking, seeking help), and shared values (e.g., masculinity, solidarity, justice). Multiple regression models were tested to examine a) the effect of group characteristics and stressors on police culture and b) the effect of stressors and police culture on coping strategies. Conservative-male culture is stronger in workgroups with low average age, high percentage of male officers and high levels of operational stress. Team culture is stronger in younger workgroups. Significant predictors of maladaptive coping are organizational (but not operational) stressors and conservative-male culture. Diligence culture is negatively associated with maladaptive coping. Our findings have important implications for leadership and psychological intervention within the police.

TAKING CARE OF THE CAREGIVERS

Kristin Duval; Cheryl Tremblay

Understanding the unique stressors of working in online child sexual exploitation units, the Virtual Global Taskforce (VGT), an international police alliance dedicated to the protection of children from online sexual exploitation and transnational child sex offences, commissioned the Psychological Care International Research Project. Led by the Royal Canadian Mounted Police (RCMP), this global study provides empirical data such that law enforcement agencies and employees can take a more proactive approach in safeguarding and maintaining employee psychological wellbeing. Recommendations for promising practices in this critical area of policing, including how they have been operationalized within the RCMP's Sensitive and Specialized Investigative Services (SSIS) Branch, will be presented.

An overview the RCMP's SSIS Employee Health and Wellness Pilot Project, a funded multi-phased project which will develop and deliver a comprehensive health and wellness program within the Branch and across the country, will also be provided.

**SESSION - 14 - WHERE DO WE GO FROM HERE?" CURRENT & PAST RACE/GENDER
RESEARCH IN SELECTION & TRAINING
12:20-1:20PM**

**A FORTY-YEAR REVIEW OF PUBLISHED RACE/GENDER RESEARCH IN PRE-EMPLOYMENT PSYCHOLOGICAL
SCREENING EVALUATIONS FOR POLICE/PUBLIC SAFETY OFFICER CANDIDATES**

Robin Inwald

This presentation will include a review of research conducted during the last 40 years on gender and/or race differences and related issues affecting pre-employment psychological evaluations of police and public safety officer candidates. Focusing on personality and behavioral testing research, the history of relevant laws and guidelines affecting officer screening procedures and practices will be described. The effect of the Civil Rights Act of 1991 on research efforts with regard to race and gender considerations, as well as recent public safety trends and challenges, also will be discussed.

**SEE NO EVIL, SPEAK NO EVIL! THIRTY-FIVE YEARS OF REACTION TIME RESEARCH IN THE USE OF DEADLY
FORCE.**

Guy Seymour

A very small simulation research record with almost no notable attention to gender differences. If you don't look for it you can't find it. And if you find it, are you brave enough report it?

**IMPLICIT ANTI-BLACK BIAS IN POLICE SHOOTINGS: A REVIEW OF EVIDENCE AND TRAINING-BASED
SOLUTIONS**

Inger M. Daniels

The rate of homicides of African-Americans by police is at least 2.5x the rate for whites. This study reviews the literature for causes and solutions of this elevated rate. There is some evidence of anti-Black bias in simulated shooter tasks, although studies exist to the contrary. Major police departments lack diversity relative to population benchmarks. There is mixed evidence on whether representation is effective in lowering police homicides of African-Americans. Diversity/Implicit Bias training may be helpful for reducing negative self-reported attitudes regarding race. Very few studies exist on the effect of diversity training, implicit bias training, or increased African-American representation on police performance.

SESSION 15 - BIASES & POLICING

1:30-2:30 PM

ORGANIZATIONAL DYNAMICS WITHIN PUBLIC SAFETY THAT IMPACT THE BIASED POLICE DISCUSSION

Stephen Curran, Ph.D.

The impacts of the George Floyd arrest, and his subsequent death while taken into custody, has prompted a range of lawful civil protest and unlawful violence. There is no shortage of debate surrounding the extent, if any, of racism within law enforcement and related public safety agencies. The presentation will drill down on a component that psychologists can use to educate departments. The Riley v California 2014 case of cell phone confiscation without a search warrant that reached the United States Supreme Court will illustrate the components that contribute to poor police practices. Among these is the lack of input from the community and specialists in public safety psychology.

TRAINING AND TESTING IMPLICIT BIAS IN POLICE ORGANIZATIONS: LIMITATIONS AND CHALLENGES

Marshall A. Jones

The concept of bias in policing has taken a focal point in our society. Many jurisdictions and agencies seek to develop police training. Trainers face challenges in developing training that the audience, law enforcement, that avoids defensive reactions related to assumptions and perceptions of "bias" from officers while presenting concepts and strategies that may help better equip officers with tools that may help in emotionally charged situations. The reliability and validity of the implicit bias tests is also explored along with use in a police population.

SKEWING THE DISTRIBUTION: HOW MEDIA BIASES THE INTERPRETATION OF CRIME STATISTICS

Kristine A Peace; Nicole Pecharsky

The line between fiction and reality has become increasingly blurred concerning crime statistics. News outlets often exaggerate crimes, and frame crime statistics in a sensationalist manner. The current study was designed to assess if judgments of personal safety varied according to the following factors: (1) statistical rates/raw numbers, (2) inflammatory/factual headlines, (3) graphic/written/or both presentation modalities, and (4) violent/sexual/intimate partner crimes. Participants were given a mock news story conveying Canadian crime statistics (derived from Statistics Canada). Presentation of statistical information and crime type did not result in differences in safety/victimization ratings. That said, the way these were presented mattered, with graphic only presentations influencing the interpretations of crime statistics. Interestingly, those who viewed inflammatory headlines were no more likely to misinterpret the statistical information relative to those in unbiased conditions. Participants who regularly view fictional crime shows were more likely to erroneously interpret crime statistics. This study has implications regarding crime news and safety beliefs.

CLOSING REMARKS & AWARDS CEREMONY

2:40-3:40 PM

A VISUAL EXPLORATION OF DECISION-MAKING AND DISCRETION; EVOLVING THE LAW ENFORCEMENT FRAME

John R. Black

Research focusing on sensemaking/decision-making is continually evolving. One of the core components of law enforcement is the ability to make a decision. Whether the decision is tactical and time-constrained or strategic and interacting with the community, the decision is analogous to that of a phase change between understanding and action. However, a decision is ultimately an output of its system. It evolves from the understanding that precedes it, is executed, and then ripples out with its consequences providing the next round of input to the system/model. A systems approach, as well as other similar nonlinear approaches and visualizations, allows those in law enforcement a different way of framing the decision-making process. Multiple types of methodologies exist that can foster empathy, the inclusion of diverse perspectives, and that focus on first exploration and understanding as contrasted to action. This poster presents examples of visual models that may help in reframing the sensemaking/decision-making narrative for law enforcement. Its goal is to provide a starting point for conversations to evolve the decision-making frames of the LEO.

COACHING AND LAW ENFORCEMENT

Marie Black

Coaching has become increasingly popular and has been proven to increase job performance and accelerate progress towards goals. Coaching is a professional engagement between the coach and client, which focuses on personal discovery and taking action towards goals and desires. Coaching offers many benefits to Law Enforcement (i.e., leadership and personal development, increase job performance, address interpersonal concerns, and improve strategic decision-making).

Coaching involves a confidential partnership between the coach and client. Time spent in coaching tends to focus on the client's goals. This is done through setting specific goals, exploring options, overcoming obstacles, and identifying action steps. The coach's role is to help the client clarify goals, increase performance, provide structure and feedback, and be a sounding board. Differing from mental health therapy, coaching tends to be future oriented. The time and number of sessions in a coaching engagement vary and is based on the goals of each client as coaching is tailored to the individual's needs.

SURVEY OF ONLINE USERS' BELIEFS OF DECEPTIVE BEHAVIORS

Stephanie Chan; Charlene Seah

Online communication, through digital devices, is increasingly becoming part of our daily lives. Previous deception studies have mainly examined the beliefs of cues to deception in real-life face-to-face communication, but the prominence of social networking platforms and instant-messaging applications require online users to make decisions on veracity. In the present study, 242 respondents provided their views on their beliefs of deceptive indicators across three platform channels: (1) instant messaging; (2) video calls; and (3) audio-only calls. People believed that deceivers display a combination of verbal and vocal cues across all platform channels. Unique beliefs of deception cues were held for different platform channels. Additionally, vagueness was the only top belief of a deceptive cue that was empirically supported. These findings have additional practical relevance for online scam prevention strategies.

UNDERSTANDING THE MOTIVATIONS BEHIND CYBER VIGILANTISM AND PUBLIC ATTITUDES TOWARDS IT IN SINGAPORE

Xingyu Ken Chen; Jingyi Lee

Cyber vigilantism is a phenomenon involving the act of punishing perceived perpetrators in response to perceived injustices or violation of societal norms. Such acts typically involve members of the public engaging in doxing and online shaming against the perceived perpetrator to redress perceived injustices.

To better understand the situation with regards to cyber vigilantism in Singapore, a combination of case studies and a survey was done. Across five case studies in Singapore, some of the identified motivations that drive cyber vigilantism include the desire to protect the perceived weak, perceived threats to in-group identity, and perceived inadequacy of law enforcement. A survey was carried out to find out about Singaporeans' attitudes towards doxing and online shaming. The findings indicate that participants generally disagreed that doxing and online shaming are acceptable regardless of the type of victims. Participants were more likely to agree that online shaming is acceptable compared to doxing depending on the types of case and perpetrator. Implications for public policies to curb with cyber vigilantism are also further discussed.

UNDERSTANDING WORK STRESS OF EMERGENCY MEDICAL SERVICES PERSONNEL AND CONSEQUENCES OF WORK OUTCOME

Siew Maan Diong, Jasmine Tan

The work of EMS personnel is meaningful yet challenging. Frequent exposure to various on-the-job stressors affect both health and work outcomes of EMS personnel. This research sought to understand the stressors faced by EMS personnel, the impact stress on organisational commitment, and the role of psychological capital in mitigating the effects of stress. Additionally, EMS personnel's motivation to remain committed to their job despite their stressful work nature was also explored.

The results showed that EMS personnel reported experiencing more organisational than operational stress, but it was found that both organisational and operational stress had a negative impact on organisational commitment. Nevertheless, psychological capital was found to have a positive impact on organisational commitment, regardless of type and level of stress. The key reasons for EMS personnel staying on the job is due to their passion and interest, and the job stability. Overall, these findings contributed to a better understanding of the challenges and motivation of EMS personnel, and highlighted the importance of psychological capital as means of helping EMS personnel.

FORENSIC INSIGHT ON PREDATORY BEHAVIOR: FANTASY AND RELATIONAL ATTACHMENTS IN STALKER PROCESSING

Elizabeth A. Duemig

Despite the push to criminalize stalking, many of the actions that would legally fall under these provisions do not materialize into stalking-based arrests or convictions. Stalking is an offense that often finds a presence in the dark figure of criminal behavior statistics. Stalking frequently becomes a lesser included offense under charges that escalate into violence. Insight into offender pathways related to predatory pursuit could serve to inform individuals faced with the forensic challenges of legal decision-making. The objective is to examine patterns of violent sexual fantasies and relational paraphilic attachment in an offender's process of stalking preselected victims. Data collection involves a purposeful sample of convicted stalkers with sexual components to their crimes of conviction. The study's methodology uses a qualitative-quantitative integrated (QQI) approach called Q methodology. Through the use of an internet-based Q sort activity for data collection, exploratory factor analysis will enable the researcher to see patterns related to these variables across participant experiences. This approach could demonstrate if there is a possible causal relationship.

THE RELATIONSHIP BETWEEN PERCEIVED POLICE LEGITIMACY AND MOCK-JUROR DECISION MAKING IN A POLICE USE-OF-FORCE TRIAL

Holly Ellingwood; Craig Bennell

Public perception of police is an important issue for police services as it can impact public trust. A number of police legitimacy scales exist that attempt to measure people's attitudes towards police and legal authority. Such measures are used not only to determine public perception of police, but also to examine individual predispositions that may play a critical role in specific circumstances, such as jury decision making. We conducted a mock juror study (N = 692) that was designed to assess how the degree of discrepancies between officer testimony and BWC footage (few vs. many), the nature of these discrepancies (peripheral vs. central), and the presence of expert testimony designed to explain these discrepancies impacts juror decision-making in a case involving allegations of excessive force by a police officer. The results suggest perceptions of police legitimacy have a significant impact on verdict decision-making (and other outcome variables) in such cases, and may be a more important predictor of outcomes than some of the other variables we examined. The implications for police practice are discussed, as are implications for the courts when police take the stand.

POLICE OFFICERS' COGNITIVE APPRAISALS

Naomi Estrada

Studies have found that police officers often experience stress. The purpose of this quantitative study was to determine if the cognitive appraisal of perceived stress of police officers differed between two police groups, those assigned to regular policing duties and those assigned to hot-spot policing. The survey chosen for this study was the Cognitive Appraisal Questionnaire, with composite scores taken from the Threat/Anxiety/Guilt Domain. The final sample (n = 109) comprised police officers from a mid-sized police department in West Texas. A one-way ANOVA was conducted to test the hypotheses and compare the two types of policing. A regression was also conducted on years of service and levels of stress from the Threat/Anxiety/Guilt Domain. The results from the ANOVA showed that there were no differences in perceived stress between the two groups; therefore, the null hypothesis was accepted. The regression showed there was a relationship between years of service and levels of stress. This study has implications for positive social change in that understanding the stressors that police officers face each day can lead to the development of healthier officer coping strategies and ma

UNDERSTANDING COPING STYLES IN TIMES OF COVID-19: DO THEY CHANGE AS THE CRISIS EVOLVES?

Pamela Goh; Jessie J. Thenariento; Jane Quek

The Coronavirus disease 2019 (COVID-19) pandemic was a global public health crisis that started to develop during the early months of 2020. The threat of COVID-19 was a significant stressor, prompting individuals to employ various coping behaviours to manage their stress. What coping styles did people use during the COVID-19 crisis? As the crisis developed, did coping styles change? A quantitative study was conducted with the aim to examine differences in coping styles across time during the COVID-19 crisis. Data was collected online at two time points, using a convenience sample (n=255 for T1, n=201 for T2) from two Asian countries (i.e., Singapore and Indonesia). This presentation will discuss coping styles that were used by individuals during the crisis, as well as highlight implications for practitioners.

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POLICE SELECTION TEST UTILITY: INTERVENTIONS FOR IMPROVING FIELD TRAINING AND RETENTION SUCCESS

Marshall A. Jones

Presentation explores police recruiting and retention trends over the past two decades. Best practices in police recruiting, selection, transfer of training, mentoring, retention, and retirement planning will be examined and discussed. Results of a recent applied project exploring police selection batteries, officer field training, and retention outcomes will be reviewed.

SPIRITUAL VIRTUES: APPLICATION TO MODERN LAW ENFORCEMENT

Stephanie Barone McKenny

Key spiritual virtues will be highlighted and applied to modern law enforcement leaders. (1) Fidelity: the call to fidelity in law enforcement, and errors against it. (2) Humility: the courage to serve the community, and how to grow in it. (3) Obedience: its qualities, and its limits and conflicts. (4) Love: qualities of love of neighbor, and works of mercy. (5) Silence: practical applications in social life (e.g., at work, at home, and in sufferings), and false forms of silence. (6) Temperance: the right measure, and how to grow in it. Actionable recommendations will be shared regarding how police psychologists can cultivate these characteristics with whom they consult.

HOW TO CONSTRUCT AN ENEMY: DEMONIZATION AND THE POWER OF PROPAGANDA IMAGERY

Mara L. Merlino

This presentation will discuss the power of imagery and the relationship between propaganda and radicalization in the context of the discursive psychology perspective. People are situated by discourse and can mobilize identities by selecting discourse in specific situations. Discursive resources and practices include recurrent metaphors, arguments, and terms as strategies and devices. Competing interests use imagery, color, and language to invoke support for their positions. Propaganda is defined as "...the spreading of ideas, information, or rumor for the purpose of helping or injuring an institution, a cause, or a person..." The purpose of propaganda is to persuade the receiver of the message to take actions that are favorable to the message sender. This is accomplished by using powerful, and often offensive, imagery and verbiage to activate thoughts (Cognition) that elicit strong emotional responses (Affect), upon which the targeted audience will act (Behavior). Implications of mainstream media coverage and social media coverage of events will be discussed.

THEMES USED IN SPLIT-SECOND LIE AND TRUTH DECISION MAKING

Vivian Seah; Stephanie Chan; Karthigan S.; Whistine Chai; Majeed Khader

Amidst the multitudes of travelers at arrival checkpoints, border control officers face the challenging task of ensuring that legitimate travelers pass through their country borders. This project is an exploratory study into the self-reported deception detection decisions made by human lie detectors. In this study, travelers either lied or told the truth about their upcoming trip to officers at a mock arrival checkpoint scenario. Using thematic analysis, the officers' lie/truth judgements and their accompanying reasons for their decisions were analyzed. The findings provide better insight into the common types of clues that aid lie detection and truth detection decisions at border security and beyond to other security contexts.

PREDICTING PERSONALITY TRAITS IN POLICE OFFICER CANDIDATES USING THE M-PULSE

Kyle L. Villarama; Jana Price-Sharps; Scott Gfeller


The life of a police officer is filled with high stress and demands, so it is important to hire the right candidates. Preemployment testing is where candidates are screened with instruments such as the M-PULSE and the MMPI-2-RF to see if they are psychologically suitable for law enforcement. The purpose of this quantitative, nonexperimental study was to determine the extent that scores on selected M-PULSE scales (negative emotions and interpersonal difficulties) predicted scores on selected MMPI-2-RF scales (stress/worry and family problems). Archival data were provided by a small corporation that conducts preemployment testing of police officer candidates. Data from the 4 scales across the M-PULSE and MMPI-2-RF ($N = 107$) were obtained and analyzed in SPSS using multiple regression. The results showed that the negative emotions and interpersonal difficulties were significant predictors of stress/worry ($F(2, 104) = 6.687$, $p < .05$, $R^2 = 0.114$) and family problems ($F(2, 104) = 6.497$, $p < .05$, $R^2 = 0.111$). Of the 2 M-PULSE factors, negative emotions was a significant predictor of the 2 MMPI-2-RF factors on an individual basis. The implications of this study include increasing und

THE 3 BEST ADMINISTRATIVE APPROACHES TO MAXIMIZE DIVERSITY IN HIRING

Joel P. Wiesen

Police Officer selection tests often are a barrier to hiring a diverse academy class. There are three psychometrically sound approaches to both increase ethnic/racial diversity in hiring and improve expected job performance: (1) use tests of general cognitive ability (g) on a pass/fail basis, (2) select tests based on utility, not validity, and (3) test specific job related cognitive abilities and other characteristics that show small ethnic group differences. There are two sound psychometric reasons to use tests of g on a pass-fail basis: general cognitive ability tests have low validity and low utility. Selecting tests based on utility will result in a different and better test battery than selecting tests based on validity. There are specific cognitive abilities that are job related and have low or even reverse adverse impact, such as face memory/recognition, creative problem solving, conscientiousness, and implicit bias. Structuring selection systems in this way will both increase diversity in hiring and increase the expected level of job performance. A real-life example will be presented (Bridgeport, CT, 2015).

More detail is available here: <http://jpwphd.com/siop2018>



ILLICIT DRUGS MARKETS DISRUPTION: MONITORING THE IMPACT OF COVID-19 THROUGH AN OPEN SOURCE INTELLIGENCE PLATFORM

Andreanne Bergeron; David Decary-Hetu

DrugRoutes.com is an open-source intelligence platform on illicit drug transactions on the darkweb. It uses self-reports by illicit drug buyers and dealers to measure the success rate of transnational illicit drug transactions. As the COVID-19 pandemic swept across most Western industrialized countries, we saw a change in data on DrugRoutes.com. This presentation is based on 600 self-reported illicit drug transactions spread over 2020. For each transaction, the self-reports include the date of transaction, the types of illicit drugs bought/sold, and whether the shipment of the illicit drugs was delivered, had issues (ex. unusually long delivery, an error in the type of drug shipped, quantity or concentration of the drug), or failed. Our result shows that between January 1st, 2020 and March 21st, 2020, unsuccessful deliveries represented between 0% to 40% of transactions on any given day. Starting on March 21st however, the share of transactions that had issues or failed increased rapidly and reached almost 80% of all transactions. This suggests that when the lockdown in many countries were effective, the illicit drug trade was disrupted.

PUBLIC PERCEPTION TOWARDS LAW ENFORCEMENT IN INDONESIA AND ITS IMPACT ON PUBLIC HEALTH DURING COVID-19

Fayren Chaerunnissa

The COVID-19 pandemic in Indonesia has caused plenty of social and economic disruption, with no signs of slowing down. The Indonesian COVID-19 task force has worked with the Indonesian National Police to enforce public health protocols. However, there are still groups of people who refuse to abide by the protocols. There are two factors that influence this resistance. First, past research has proven that law-abiding behaviour is correlated with the perception of procedural justice. Currently, the public lacks positive outlooks of procedural justice, as they believe that their needs and aspirations aren't properly accommodated by the authorities. Second, research has also proven that risk perception, particularly economic risk perception among Indonesians, is correlated with law-abiding behaviour during COVID-19. The public is more likely to comply with law enforcement and follow health protocols once they are fully aware of the economic repercussions of their actions. Therefore, it is recommended for authorities to invite the public to be actively involved in tackling COVID-19, while also addressing the public's concerns, to gain a more positive perception of procedural justice.

THE INFLUENCE OF PERCEPTIONS OF POLICE LEGITIMACY AND OFFICER ATTIRE IN A COURTROOM

Quintan Crough; Craig Bennell

Police officers are frequently appointed to court appearances, and the attire worn is left largely to the discretion of the officer. Yet, consistently outlined in juror decision-making research is the impact that variables totally irrelevant to the case (e.g., plaintiff appearance) can have on various judicial proceedings. The current study exposed participants to a mock trial transcript outlining a traffic violation case. The case involved the same defendant, and a male or female officer, in one of four different types of attire. Participants then acted as mock judges by rendering a verdict, before completing various scales regarding officer and defendant credibility, and providing ratings on the Police Legitimacy Scale (PLS). Neither gender nor officer attire had an influence on the verdict, however female officers were viewed as significantly more credible than male. Further, participants' PLS scores predicted their verdicts. Though no attire differences were found, findings have implications for police policy.

THE EFFECT OF SWEARING IN CRIMINAL VS. TRIAL SETTINGS

Savannah Frye; Caitlin Vu; Kelly Wyman; Michael Austin; Kathryn Hogan; Kethera Fogler; JoAnne Brewster

The present research examined the effect of swearing and gender on perceived believability. Participants read vignettes in which a person was accused of a crime and interrogated by police or accused of academic dishonesty and questioned in a trial-like setting. After reading each vignette, participants rated the believability of the accused. Past research has shown that swearing increases the believability of someone accused of a crime; however, the current results showed that swearing decreased believability, but only for academic dishonesty. This was especially true if the accused was female. These results extend prior research and suggest that swearing affects believability differently depending on the speaker and the situational context.

DO CRIME HOTSPOTS RHYME WITH SOCIAL DISORGANIZATION HOTSPOTS? THE INFLUENCE OF SOCIAL CHARACTERISTICS ON SPATIAL CONCENTRATION OF CRIME IN MONTREAL

Claudele Gagnon; Nadine Deslauriers-Varin; Benoit Lalonde

A recognized fact in criminology is that crime tends to concentrate in space, creating so-called crime hotspots. According to the ecology of crime, this phenomenon would be a function of the environment in which a potential delinquent takes place. For example, the proponents of social disorganization theory argue that certain structural factors (e.g., socioeconomic status, ethnic diversity, etc.) would bring some communities to witness more crimes. Even though crime hotspots exist at any geographical scale, most of the studies conducted so far have adopted macro-units to explain crime patterns. However, micro-geographical knowledge is essential to police organizations in terms of crime prevention initiatives; the use of large-scale units can lead to the omission of criminal tendencies that can be seized at smaller scales, thus leading to inefficient strategies. Examining the effect of structural factors on crime concentration in Montreal City, Canada, the current project found that such factors are not enough to predict crime hotspots at the dissemination area scale. The study results will be addressed in relation to police efforts in terms of crime prevention.

RACE AND SELF-REPORTED BACKGROUND PROBLEMS IN AN URBAN POLICE PREEMPLOYMENT SCREENING SAMPLE

Kenny Gonzalez; Cody Weeks; Brooke Stettler; Christopher King; Nicole Rafanello

Urban police departments with local residency requirements for hiring likely sample among predominantly minority applicants. Such candidates, particularly those who grew up and live in urban communities, are often exposed to higher rates of historical psychosocial adversities, including interpersonal and financial challenges. Police psychologists must balance this reality, the need to avoid disparate impact in hiring processes, and the risk-based nature of psychological preemployment screenings. Using a sample of urban police officer candidates (N = 496), we examined rates of self-reported background problems broken out by race. African American candidates reported modestly but significantly higher numbers of problems across several background domains—a pattern which collectively resulted in moderately and significant higher total background problems. The results of this study point to the need for further research into sources of potential disparate impact in psychological preemployment screenings, and potential solutions.

A PARTIAL REPLICATION OF THE UTILITY OF THE PAI AND CPI TO POSTDICT SELF-REPORTED BACKGROUND PROBLEMS AND PREDICT STABLE–SUITABLE RECOMMENDATIONS IN PSYCHOLOGICAL POLICE PREEMPLOYMENT SCREENING

Lauren Grove; Jill Del Pozzo; Brooke Stettler; Christopher King; Nicole Rafanello

Given the prohibition on using demographically-adjusted norms in psychological police preemployment screening, the use of local norms may help to protect against potential biases in hiring connected to psychological testing. However, local norms require validation work. As part of this effort, using a sample of urban police officer candidates (N = 509), we sought to partially replicate non-local evidence of the postdictive and predictive utility of PAI and CPI scales for self-reported background problems and stable–suitable recommendations, respectively. Preliminary stepwise logistic regression results supported the postdictive utility of models comprised of select PAI and CPI scales for historical substance abuse issues, and predictive utility for suitable–stable recommendations. However, results did not support postdictive utility for historical employment problems. Preliminary results suggest that further replication and validation research is warranted, and that validation work on local norms may be feasible. Practical suggestions for validation of local norms will be provided.

CHILD ABUSE DURING THE PANDEMIC IN INDONESIA: EXPLORING THE FACTORS AND CHILDREN’S ACCESSIBILITY TO SEEK HELP

Hanifa Humaira; Sinta K. Widyowati; Jasmine Khairunnisa; Graciella F. Sitompul

The COVID-19 pandemic has put children in a more vulnerable state. Prior to the pandemic, children’s rights were already at risk of being abused due to their inability to seek help by themselves. To prevent the spread of the COVID-19, social restriction policy is being implemented and the risk of child abuse increases. Alongside that, drastic changes in income and social-situational factors lead to parents’ failure in providing the children’s needs that escalate into abuse. This study attempts to discover the factors underlying child abuse and how it deprives children of accessing appropriate assistance during a pandemic. This qualitative study was conducted using an inductive semi-grounded theory approach. All participants are stakeholders from related government agencies and NGOs. Our preliminary finding shows that socio-economic factors do not only affect the family dynamic but also children’s inability to access help in Indonesia.

THE ROLE OF TEMPORAL PERSPECTIVE IN THE DECISION-MAKING PROCESS OF GATEKEEPERS’ TIPPING-OFF

Minzheng Hou; Lile Jia

Gatekeepers’ (i.e., close-others of a deviant individual) tipping-off is a crucial first line of defense against emerging, severe deviant behaviors. Yet, the tipping-off decision is often dilemmatic, with gatekeepers frequently unwilling to do so. The present research uncovers how gatekeepers may resolve this dilemma. Situating the decision-making process within an inter-temporal context (i.e., reporting vs not reporting as an inter-temporal trade-off), we examine the predictive role of temporal perspective (i.e., focusing on future vs immediate consequences) in influencing one’s willingness to report a deviant close-other. Across three high-powered studies spanning diverse contexts (hate crimes, problem gambling, violent extremism) and samples (Americans and Singaporeans), we provide correlational and experimental evidence that future temporal perspective as trait and state predict greater willingness to report a deviant close-other. Moreover, we demonstrate the distinction between anticipated future (vs immediate) regret in decision-making, and show that anticipated future (but not immediate) regret mediates the effect of future temporal perspective on reporting intentions.

HIT ME WITH YOUR BEST SHOT: SEXUALITY AND THREAT IN INTIMATE PARTNER VIOLENCE RESPONSIBILITY

Brandon Krebs; Gabriela Renderos; Kristine A. Peace

Previous research has demonstrated that pre-existing biases can influence judgments of crime severity and defendant culpability. This study concerns biased interpretations of intimate partner violence (IPV) against those who engage in non-traditional sexual relationships. The current study examined mock juror attributions pertaining to an IPV incident based on the following factors: sexual orientation, gender identity of instigator, and type of IPV threat. Undergraduate participants (N=890) were randomly assigned to one of thirty conditions, and then completed a series of questionnaires assessing pre-existing biases towards homosexuality in addition to a case judgement questionnaire. Preliminary data analysis is currently being conducted. Data suggest a that IPV situations among non-traditional sexual orientations was perceived as less severe and requiring less criminal justice intervention. Similarly, threats of relationship exposure were interpreted as less volatile than those related to relationship termination. That said, only a small subset identified with the LGBTQ+ community and it is anticipated that ratings will vary across those who have differing sexual orientations.

THE ROLE OF POLICE INVESTIGATION: CONTRIBUTING FACTORS OF WRONGFUL CONVICTIONS AND MISCARRIAGE OF JUSTICE IN CANADA

Audrey-Maude Légaré; Justine Collin-Santerre; Nadine Deslauriers-Varin

In the last decades, the advent of forensic DNA testing led to several exonerations. Since then, there has been a noticeable increase in research on miscarriage of justice and some studies were able to identify many factors associated with wrongful convictions. Although this phenomenon is well documented among the scientific community in the US, very limited scholarly work has been published in Canada about the issue of miscarriages of justice. It is believed that the Canadian legal system being different, the prevalence and context of such issue could be as such. The current study aims, through case studies and content analyses to explore, compare, and better understand the phenomenon of wrongful convictions in Canada. More specifically, the study presents and discusses ten randomly selected cases of wrongful convictions that happened in Canada, post-2000, in order to identify recurring factors that may have contributed to these miscarriages of justice, with a particular emphasis being put on errors made during police investigations. In every selected case, the defendant was convicted for a serious crime and has applied for a conviction review by the Minister of Justice of Canada.

COGNITIVE PROCESSING THERAPY PREVENTS PTSD RELAPSE: POLICE ASSAULT DURING THE BLACK LIVES MATTER PROTESTS

Brock Partlow; Erica Birkley

Cognitive Processing Therapy (CPT) is an effective evidence-based intervention for posttraumatic stress disorder (PTSD) (Becker et al., 2009). In a Midwestern police screening, approximately 25% of police officers were positive for PTSD or subthreshold PTSD (Chopko et al., 2018). In the wake of George Floyd's death in May 2020, there have been numerous protests (some violent) across the U.S. in the name of social justice and police reformation, re-exposing some police officers to traumatic experiences and increased lack of perceived social support. In this case study, a police officer (pre-treatment scores include CAPS-5=39; PCL-5=50; PHQ-9=5) was assaulted 22 years prior and sought PTSD treatment in February 2020. He was an early responder to CPT treatment, requiring just four sessions to significantly reduce his PTSD symptoms (PCL-5=0). Following treatment, he was physically assaulted and kicked in the head during a Black Lives Matter protest. After this assault, he reported minimal PTSD symptoms (PCL-5=6), but significant depressive symptoms (PHQ-9=15) and thus two CPT booster sessions were administered. Depression-related stuck points were successfully challenged (PHQ-9=4).

SEX DIFFERENCES AND MEASUREMENT ISSUES RELATED TO POLICE OFFICER'S RAPE MYTH ACCEPTANCE: A LITERATURE REVIEW

Ricky Rodriguez-Cue; Phoebe Pruneda; Emma Lathan; Ryan Langhinrichsen-Rohling; Annelise Mennicke; Jennifer Langhinrichsen-Rohling

Police officers play a pivotal role in obtaining justice for sexual assault survivors. However, the recent discovery of unsubmitted sexual assault kit (SAK) backlogs has renewed attention on police officers' discretionary powers. Officers' adherence to rape myths (RMA) has been thought to underlie decisions not to submit certain SAKs for forensic testing. Female officers have increasingly been called to work sexual assault cases, under the supposition they hold less biased rape views. To test this, a comprehensive literature review was undertaken using these databases: Academic Search Complete, APA PsycArticles, APA PsycInfo, APA PsycTests, EBSCO, PubMed & search terms: rape myth*, rape myth acceptance, victim blam*, victim blaming, law enforcement, police, police officer. Via an iterative process (>450 abstracts), 19 unique articles were identified (14 peer-reviewed); each measured RMA and reported gender-specific results. Of these, 17 indicated that male officers endorsed more RMA than females. While officers' endorsement of RMA appeared to decrease across time, less change was noted with non-obvious measures. RMA measurement & social desirability concerns are considered.

THE RELATION BETWEEN POLICE JOB EXPERIENCES AND IMPLICIT RACIAL BIASES

Alexandria Sowers; Anthony Greenwald

This study investigated implicit racial stereotypes of police. Participants (N = 65) were (a) full-time police (n = 55) at a department in a moderately sized city in the United States, and (b) trainees (n = 10) for the same department. Subjects completed Native-weapons and Black-weapons Implicit Association Tests (IAT)s of stereotype associations, along with parallel self-report measures of explicit stereotypes. Analyses revealed a significant interaction between rank and experience. With more years of experience, lower-ranking officers exhibited greater Native-weapons IAT scores while higher-ranking officers exhibited lower scores. These patterns possibly reflect differences in job duties for the lower- and higher-rank positions, or they may reflect criteria used to promote or retain the higher-ranked officers. Results also indicated an usually small positive relationship between strength of implicit and explicit Black-weapons bias and an unexpected negative relationship between strength of implicit and explicit Native-weapons bias. Before drawing strong conclusions about determinants of bias in policing, it will be useful to conduct similar research with other police departments.

UNDERCOVER LAW ENFORCEMENT OPERATIVES' PERCEPTIONS OF POST CRITICAL INCIDENT MENTAL HEALTH SERVICES


David Spinella; Jana Price-Sharps; Jason Roach

The goal of this study was to examine the perceptions of undercover police officers regarding critical incident stress debriefing (CISD) or other mental health services. This qualitative study used semi-structured interviews with five active and retired police officers. Participants described their experiences with department-provided services that ranged from volunteer providers to larger and more diverse programs. They acknowledged a profession-wide resistance to seeking help around mental health issues due to stigma and the expectation that police officers be self-reliant individuals who solve their own problems. Participants admitted that they would refer a colleague to treatment without reservation but might hesitate in seeking help for themselves. They reported having noticed attitudes slowly beginning to change commensurate with upward trends in police suicide, high visibility crimes, as well as conflicts with citizens. Participants agreed that providers should have specialized training and experience. Also, if administrators actively supported these programs and self-care training begins early in an officer's career, such services would be utilized more in time.

PREDICTING OUTCOMES IN PSYCHOLOGICAL POLICE PREEMPLOYMENT SCREENING USING LOCAL URBAN NORMS

Brooke Stettler; Micah Meyers; Christopher King; Nicole Rafanello

The use of local norms may represent a solution to potential bias in police hiring that may result from the prohibition on using demographically-adjusted norms in psychological preemployment screening. Using a sample of urban police officer candidates ($N = 483$), we examined relationships between dichotomous stable–suitable recommendations and self reported background problems, critical item endorsements on the CPI and PAI, and number of scale elevations (using local and external norms) on the CPI and PAI, respectively. We also examined the relationships between these variables and any early career performance problems, using a subsample for which this longitudinal outcome was available ($n = 99$). Results provided preliminary support for the predictive utility of using local norms in psychological preemployment screening. However, an important implication stems from a limitation of the data: local norm development requires a large sample size to enable examination of potential demographic predictive biases.



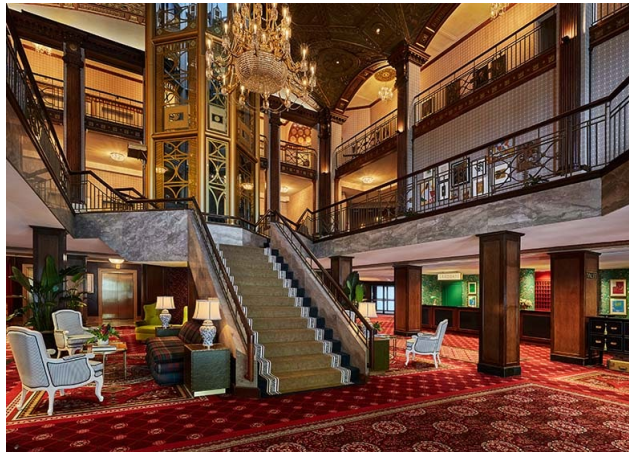
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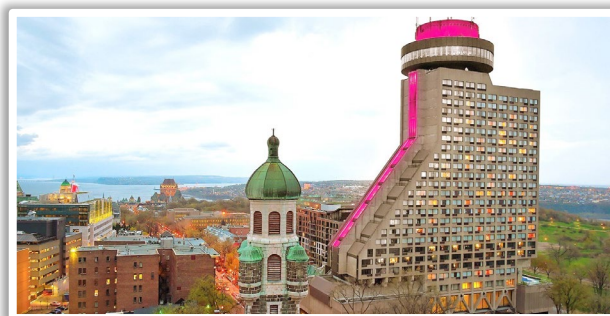
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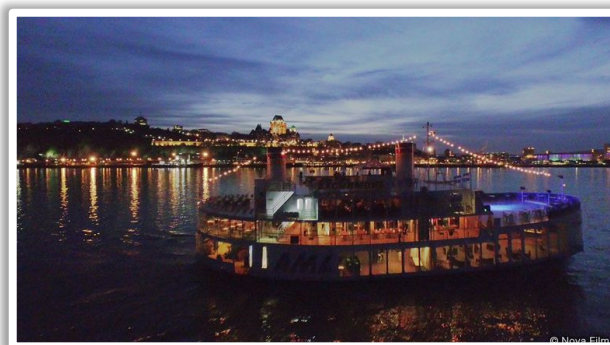
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