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The Policing Strategy of Racial Profiling and its Impact on African Americans

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Abstract

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Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

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Abstract

Prior literature on racial profiling indicates that African Americans have been mistreated, harassed, and discriminated against by law enforcement because of this controversial policing strategy. The purpose of this qualitative research study was to bridge the gap in knowledge by analyzing the impact of racial profiling on African American adults and discover whether it contributed to unintentional violence in racial and ethnic minority communities. The theoretical framework for this research study was critical race theory. The research question for this study was: How does racial profiling impact African Americans' perception of the police? This phenomenological research study used purposeful sampling to locate 7 African American participants that were interviewed regarding their lived experience with racial profiling. The data collected from the interviews were organized, sorted, and coded to reveal patterns and themes. The findings revealed that the participants believed that they were discriminated against, harassed, treated like criminals, and profiled by the police because of the color of their skin without just cause. Themes that were identified from the data collected and analyzed revealed that the perceptions of the police contributed to African Americans resentment of the police, which frequently results in violence and loss of human life. The implications for positive social change for this study includes the potential redesign of policing and the criminal justice system, the development of new crime fighting strategies that do not involve racial profiling, the creation of new federal and state laws prohibiting racial profiling, cultural awareness and cultural competency education for all police officers, and improved relationships between police and the African American community.

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Dedication

This dissertation is dedicated to the entire village! It has often been said that it takes an entire village to raise a child. My village consists of my family and friends that encouraged me to be all that I could be. I truly appreciate all the e-mails, phone calls, and words of encouragement that I have received during my educational journey. I would not have been able to complete the journey without each one of you. We did it, thank you!

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Chapter 1: Introduction to the Study

Introduction

The policing strategy of racial profiling is not a new concept, but rather has been used by police departments across the United States for several decades. The term *racial profiling* has been defined by several experts in the criminal justice field as there are a multitude of definitions available. The National Organization of Black Law Enforcement Executives and the United States Department of Justice define racial profiling as

> any police-initiated action that relies on the race, ethnicity, or national origin rather than on the behavior of an individual or on information that leads the police to a particular individual who has been identified as being, or having been, engaged in criminal activity. (Shusta, Levine, Wong, Olson, & Harris, 2011, p. 389)

Racial profiling is a policing strategy that affects all ethnicities, cultures, and races. The American Civil Liberties Union, in collaboration with the Rights Working Group, published a report in 2009 which stated that racial and ethnic profiling continues to be one of the most dominant and grievous forms of discrimination in this country (Filimon, 2015). The Law Enforcement Assistance Act, which was passed by President Johnson's administration in 1965, in large part to quiet Whites' fear of agitated Blacks regarding the civil rights movement, has both directly and indirectly contributed to the complete overhaul of the state of policing in America (Filimon, 2015).

The findings from this research study provided vital data from the perspective of underrepresented African Americans in the United States regarding the impact of racial profiling and the research participant's perception of the police officers that use this strategy. Racial profiling is a multifaceted issue that inexplicably impacts African Americans, low income persons, and those without a place to live (Filimon, 2015). With this research study, I attempted to unveil how racial profiling affects the relationship between those that are subjected to the strategy and the police. Racial and ethnic minority citizens that have been stopped by the police and recognize that it is due to racial profiling are more likely to be unhappy with the police (Cochran & Warren, 2011). According to Ibe, Ochie, and Obiyan (2012), racial profiling is not the effort of a few corrupt police officers but rather is a prevalent daily occurrence that will entail universal transformation.

Members of the racial and ethnic minority community and law enforcement have had a difficult coexistence dating back prior to the creation of and over time in this country (Novak, 2012). With this qualitative phenomenological research study, I provided significant evidence-based research findings for policymakers to use in bringing reform to not only policing as it is known today, but also to the criminal justice system. Qualitative research adds to social justice when researchers endorse the principles of fairness, admittance, involvement, and congruence for racially dissimilar inhabitants, who just happen to be the people who endanger of acts of social injustice (Lyons, Bike, Ojeda, Johnson, Rosales, & Flores, 2013).

Background

There are several schools of thought when it comes to the benefits and/or negative attributes of racial profiling. Today, what is known as profiling was first used in the Middle Ages by the inquiry to examine the principles of suspected heretics (Ibe et al., 2012). A description of the unknown British serial killer whom was referred to as "Jack the Ripper" was written by Dr. Bond, who was the first person to use profiling in a truly systematic form in the 19th century as a police surgeon (Ibe et al., 2012). Police began to implement the strategy of profiling once they identified how operative it was in combatting criminal activity (Ibe et al., 2012). Cincinnati's Police Department, in 1958, was among the first police departments to initiate field interrogation campaigns, also known as field interview reports (Filimon, 2015). The subject matter of racial profiling has become a controversial topic to both researchers and politicians alike as they attempt to comprehend the impact of racial profiling on citizens' viewpoint of law enforcement (Cochran et al., 2011).

There are two sides when it comes to the topic of racial profiling that include those that are in favor of policing strategy and those that are opposed to it. Opponents of racial profiling debate the constitutionality of the strategy (Filimon, 2015). Normal everyday citizens and scholars similarly contend that racial profiling is illegal because it infringes on the civil freedoms of racial and ethnic minorities and contributes to their overwhelming presence in America's legal system (Hackney & Glaser, 2013).

Some opponents of racial profiling believe that the strategy is disproportionately used when it comes to people of color. Racial profiling is a

multifaceted issue that inexplicably impacts individuals of color, low income, and those without a place to live (Filimon, 2015). According to Ibe et al., 2012, racial profiling is not just the effort of a few of corrupt police officers, but rather is a prevalent daily occurrence that has evolved into a phenomenon that will require systematic reform to correct. The creators of the critical race theory (CRT) echoed similar sentiments when they stated that discrimination is much more than just infrequent actions by people but is prevalent in American society, ingrained in law, ethnic, and mental domains (Mitchell & Stewart, 2013).

Proponents of racial profiling trust that there are numerous advantages for the police practice of racial profiling. Supporters of racial profiling contend that when you examine areas with high levels of violence, property crimes, and gang-related crimes that African Americans populate these areas (Crank, 2011). Proponents of racial profiling have also expressed their approval for the controversial policing strategy as they believe it to be a sensible and effective tactic that should be used because certain cultural or ethnic groups are known to engage in criminal activities (Hackney & Glaser, 2013). Racial profiling is seen by these proponents as a deterrent for criminal activity. Commentators, lawmakers, scholars, and the public have all embraced the criminological theory of deterrence as a method for the reduction of crime (Crank, 2011). The principle of deterrence theory simply states that the higher the probability of the punishment dramatically reduces the likelihood that the criminal will commit crime (Hackney et al., 2013).

The proponents of racial profiling are not limited to Whites and other non-African Americans, the group also includes some African Americans. Several current research studies have revealed an interesting trend, which is the approval of racial profiling by some African Americans. These African American proponents of racial profiling are characterized as well employed, educated, and are known as *Black Supporters* (Gabbidon, Higgins, & Wilder-Bonner, 2012). Researchers discovered that African Americans that possessed college degrees were more in favor of racial profiling, while those without a college degree were more opposed to the strategy (Gabbidon et al., 2012).

Problem Statement

Racial profiling has been one of the most debated policing strategies over the previous three decades. Despite the increased efforts to recruit racial and ethnic minority officers, improved diversity training at all levels, and an assortment of technological advancements in crime fighting tools, such as Mobile Data Terminals, Geographical Information System, and Tag-Catchers, racial profiling continues to be prevalent in underrepresented communities in America. It was important to investigate how racial profiling impacts members of the African American community in terms of their perception of the policing in American today to determine if it is an appropriate crime fighting strategy.

Racial profiling is not only a systematic, historical, and the lived experiences of African Americans, but is also the implicit bias perspective of Whites who condone and rationalizes such behavior (Staples, 2011). According to Ibe et al. (2012), multiple research studies revealed that African American and Hispanic motorists represent 13.5%

of the drivers of New Jersey's state highways, but they represented 73.2% of the drivers

that were pulled over and searched by New Jersey State Patrol. To date there have been

several research studies on racial profiling; however, few, if any, have been from the

perspective of those who are subjected to this strategy. To comprehend how racial

profiling has impacted African American adults, it was important for a qualitative

phenomenological study to be conducted to determine the effects of racial profiling on

the perspectives of this underrepresented population.

Purpose of Study

The purpose of this phenomenological research study was to examine the lived

experiences of a sample of 5 to 7 African American adults regarding how the debated

policing tactic of racial profiling has impacted their demeanors, opinions, and outlooks

concerning the police. The goal of phenomenological research is to grasp the core of the

individuals' lived experience of the phenomenon while discovering and defining the

phenomenon (Yüksel & Yıldırım, 2015). After this phenomenological research study

was concluded, I was able to determine whether racial profiling was a suitable policing

approach for fighting crime in America today. My goal with this research study was that

I would uncover vital information as to the appropriateness of racial profiling and could

possibly provide policymakers with a clearer understanding of African Americans'

perceptions on racial profiling and the issues and challenges that they have faced. The

results of this phenomenological research study could also prove to be an invaluable

resource for police administrators for future policy creation by making them mindful of

the impact of this debated strategy and the need for different crime fighting strategies that

do not involve racial profiling. Policy creation and different crime fighting strategies that do not involve racial profiling may contribute to mending the relationship between the police and members of the African American community.

Research Question

The primary research question that guided this study was: How does racial profiling impact African American's perception of the police? I also used the following two sub-questions to assist in answering the primary research question:

1. How does your appearance regarding the clothing that you wear influence the police service that you receive in your neighborhood?

2. What role does the neighborhood you reside in effect the type of police service that you receive?

Theoretical Framework

CRT emerged as a relatively new theory in the early 1970s whose purpose was to provide a social and cultural analysis on the apparent and obvious racism, inequalities, and relegation of individuals based on unwritten social structures in the legal system in the United States (Daniels, 2011). According to Mitchell and Stewart (2013), the origins of CRT come from the arenas of anthropology, sociology, history, philosophy, and politics. The brain child of Bell and Freeman, CRT developed as an extension of critical legal studies (Daniels, 2011). According to Daniels (2011), CRT also functions from a set of beliefs that point out social arrangements, discriminations, and relations based on race as well as other areas of relegation. Four significant themes exist within CRT: (a) race and racism are eternal, widespread, and forever matted in the American social

material; (b) CRT seeks to challenge created beliefs of impartiality and racial sympathy and maintains that such ideas are protections for authoritative practices by governing groups in America; (c) CRT is dedicated to social righteousness and the extermination of racial suppression; and finally, (d) that CRT seeks to endorse the realistic knowledge of women and people of color as genuine and crucial to the considerate of dominated individuals (Burton, Bonilla-Silva, Ray, Buckelew, & Freeman, 2010).

CRT was an ideal theoretical framework for this research study on the impact of racial profiling on African Americans as it gets to the core of the issue, which is whether profiling founded exclusively on the color of a person's skin as opposed to a specific action is a viable option today. CRT assumes that racism is not just an isolated incident that involves different or opposing perspectives of individuals, but that it is widespread in American society and entrenched in the legal system, criminal justice system, cultural, and psychological domains as well (Mitchell et al., 2013). I selected CRT as the theoretical framework for this research study because it is at the core of this subject matter. Racial profiling is directly related to racism in the criminal justice system as identified in CRT by Bell and Freeman.

Nature of the Study

The approach that I chose for this study was a qualitative research inquiry. When researchers endorse the qualities of fairness, availability, membership, and congruence for ethnically different people, qualitative research can aid in making vital influences on communal righteousness (Lyons et al., 2013). This research study consisted of a phenomenological research design in which 7 African American adults were interviewed

to gather their lived experiences involving racial profiling in an attempt to comprehend how this police strategy has impacted these individuals. The qualitative data that I collected from these interviews were analyzed, organized, and coded to identify themes and/or patterns that existed and come to a deeper understanding of the impact of racial profiling on the participants of this study. The nature of this research study resulted in alternative perspectives to this debated subject matter, which provided those subjected to racial profiling an opportunity to voice their concerns and provided a personal account of their lived experiences. The desired outcome of this research study was to cultivate an understanding from the participant's viewpoint that could assist in contributing to a comprehensive understanding of racial profiling, which may lead to reform in policing and the criminal justice system.

Definition of Terms

Discrimination: The harmful treatment of people on grounds logically irrelevant to the situation (Souryal, 2015).

Driving while Black or Brown: Also, known as biased based policing, a police act consisting of the imbalanced handling of any person on the base of race, ethnicity, religion, gender, sexual orientation, or socioeconomic status (Peak, 2012).

Institutional racism: The practice by public or private establishments to discriminate against employees or consumers based on race (Souryal, 2015).

Justifiable inequality: The uneven handling that is considered communally required to aid the safeties of the people as a total (Souryal, 2015).

Prejudice: A hostile conclusion or a belief made prior to probing the evidences or having adequate information (Souryal, 2015).

Proactive policing: This policing approach, also referred to as *quality-of life* or *broken windows* policing, depends on the professional model of policing. It does not automatically include direct association with the public and is, therefore, unlike community policing. Rather, crime control occurs through stringent application of all laws. A proactive approach does not mean that the officer is aggressive or antagonistic but that they capitalize on the amount of intrusions in, and observations of, the public. The most common form of proactive application includes field interviews, whereby police participate in directed patrol work to question shady individuals and impose traffic violations (Kubrin, Messner, Deane, McGeever, & Stucky, 2010).

Probable cause: Courts recognize probable cause to mean that a police officer has sensibly reliable evidence to cause a practical person to trust an individual has likely committed a crime (Damon, 2013).

Racial Profiling: The strategy of identifying or detaining a person based predominantly on race, rather than on any specific feeling of criminal activity (Cochran et al., 2011).

Stop and frisk: According to the Cornell University Law School (2011), stop and frisk is a momentary, noninvasive, police detention of a suspicious person. If the police genuinely suspect a person is armed and dangerous, they may conduct a frisk, a quick pat-down of the person's outer clothing. A stop and frisk is also known as a Terry Stop.

Unjustifiable inequality: Uneven treatment that is knowingly practiced by institutions or individuals and can harm innocent victims (Souryal, 2015).

Assumptions

There is an assumption by some members of the Black community that all police officers view members of their community as being involved in criminal activity and discriminate against them as a result. The previous statement is an assumption that cannot be proven; however, it is relevant to this research study as I attempted to discover how racial profiling affects the perception of adult members of the African American community regarding the police. Why might a person assume that all police officers view members of the black community as criminals? A 2007 study conducted by the Bureau of Justice Statistics revealed that while Black, Hispanics, and White drivers are similarly likely to be stopped by the police, Blacks and Hispanics are much more likely to be searched and arrested and police are much more likely to threaten or use force against Blacks and Hispanics than against Whites regardless of the type of encounter whether on foot or while driving (Peak, 2012).

Scope and Delimitations

The scope of this qualitative research study involved conducting 7 interviews with African American adults that believed that they were victims of racial profiling to see how their encounters with law enforcement had impacted their overall disposition of the police. Racial profiling, as a policing strategy, is not the problem as it has been proven to be effective in identifying possible criminal activity; however, the debate comes from

those that believe that the strategy is disproportionately used against underrepresented racial and ethnic minorities groups such as African Americans and Hispanics.

In the past, many experts have debated whether racial profiling even exists or whether it is just the police practicing proactive policing. Previous experimental studies have revealed the racial profiling as a practice is challenging to prove at best, and results have been inconsistent when attempting to determine what role race plays in policing (Chan, 2011). On the other hand, several researchers have supported the notion that racial profiling is undeniably alive and well in the United States. In the states of New Jersey, Maryland, and Ohio, for example, African Americans are exposed to racial profiling at alarming rates. A New Jersey study revealed that even though African Americans and Hispanics represent just 13.5% of the motorists on the state's highways that they accounted for 73.2% of the motorists that were not only pulled over, but also had their vehicles inspected (Ibe et al., 2012). In a similar study completed in the state of Maryland from 1995 to 1997, researchers discovered that African Americans drivers composed only 17.5% of the motorists on state highways; however, comprised 72% of the motorists that were pulled over and had their vehicles inspected by Maryland State Police (Ibe et al., 2012). Finally, in a study in the state of Ohio, it was found that African American drivers were two to three times more probable to receive a citation as opposed to White drivers (Ibe et al., 2012).

I specifically selected this subject matter because of the frequency of violent encounters involving African Americans and the police in America today. The way racial profiling impacts or affects the attitudes and behaviors of African Americans

towards the police needs to be determined, as it could ultimately mend the relationship between the two entities as well as reduce the number of violent confrontations. Prior research studies have discovered that a citizen's race was a substantial element that influenced individual viewpoints about the police, with African Americans embracing the most negative viewpoints toward the police, Whites holding the most positive outlooks toward the police, and Hispanics disposition being somewhere between these two limits (Cochran et al., 2011).

Limitations

There were two main limitations in this qualitative research study. The first limitation was that I am a retired police officer who has used racial profiling during my law enforcement career and been subjected to racial profiling prior to becoming a police officer. The previous statement is significant because my personal perspective on racial profiling could have ultimately impacted the results of this research study by incorporating personal bias and prejudice. Another limitation of this qualitative research study was that it was not a quantitative research study and did not provide statistical data to support its findings. I addressed these limitations by separating, organizing, and coding the data that were collected from the interviews and let the themes and patterns speak for themselves. Another limitation in a qualitative research study is the limited number of participants in the research study, which does not provide a large sample of the population that is being researched.

Significance

The results of this research study filled a gap in the current literature on racial profiling by concentrating on the perspective of Black adults, 21 years of age or older, that have faced law enforcement officers through the debated policing strategy of racial profiling, as opposed to concentrating on law enforcement's perspective as have numerous previous researchers. During the previous three decades, racial profiling studies have been completed by a multitude of law enforcement agencies in America (Withrow et al., 2012). My completion of this research study afforded crucial feedback in the form of qualitative information that can be scrutinized by policymakers to change current day crime fighting strategies effectively and efficiently regarding racial and ethnic minorities, explicitly Blacks. Diminished clusters of people, such as Blacks, have been habitually absent, characterized, and even harmed traditionally in research studies (Lyons et al. 2013). With this research study, I ensured that the voice of the racial and ethnic minority community was heard regarding racial profiling and what type of impact it has on this underrepresented group.

Summary

Racial profiling is a debated policing strategy that has become a controversial topic for police administrators, politicians, scholars, and the media over the past three decades. There are multiple issues and concerns regarding racial profiling that include whether the strategy is constitutional, whether is it an effective crime fighting strategy, and whether it destroys the credibility of the police and eliminates the trust that underrepresented groups such as African Americans have in the police. The proponents

of racial profiling believe that racial profiling is an effective crime fighting strategy and should be used even if it means harassing or discriminating against African Americans (Gabbidon, Higgins, & Wilder-Bonner, 2012). These same proponents go as far as to question whether racial profiling even exists and suggest that it is just police implementing a proactive policing philosophy (Gabbidon et al., 2012). The opponents of racial profiling believe that the debated policing strategy is unconstitutional as it violates victim's constitutional rights against unreasonable search and seizure as well as all citizens' rights to be treated equal under the law (Filimon, 2015). Opponents argue that racism is entrenched in the origin of policing and the entire criminal justice system (Ibe et al., 2012). The intent of this research study was to provide those subjected to racial profiling with an opportunity to be heard regarding the impact of racial profiling on their perception of police. The significance of this research study lies in my production of evidence-based research that police administrators, policymakers, and other vested stakeholders can use in determining the future of policing strategies and the criminal justice system in America. Chapter 2 contains a detailed review of the current literature on racial profiling, the results of past research studies on racial profiling, and an extensive analysis of the theoretical framework for this research study. It will also document several of the high-profile cases involving the interaction of the police and African Americans that resulted in the loss of human life.

Chapter 2: Literature Review

Introduction

Racial profiling is defined as the strategy of identifying people for police or security detention based exclusively on their race or ethnicity in the conviction that specific racial or ethnic minority cultures are more probable to participate in criminal activity (Feder, 2012). According to Cochran and Warren (2011), racial profiling is the strategy of aiming or detaining people founded mainly on their race, rather than on any specific suspicion. Racial profiling is the inquiry founded entirely or in portion on skin color, origin, aboriginality, place of heritage, religion, or on stereotypes connected with any of these previous elements (Crank, 2011). There are several definitions of the term racial profiling as evident by the three definitions I just provided; however, the general concept for each definition is the same. Racial profiling consists of the practice/strategy/tactic of targeting a person or people based primarily on their skin color, origin, religion, or place of birth because of stereotypes that are linked with these factors as opposed to any specific suspicion or evidence of criminal behavior.

Racial profiling has been one of the most debated policing strategies over the previous three decades. Despite the increased efforts to recruit racial and ethnic minority officers, improved diversity training at all levels, and an assortment of technological advancements in crime fighting tools such as Mobile Data Terminals, Geographical Information System (GIS), and Tag-Catchers racial profiling continues to be prevalent in underrepresented communities in America. It was important to investigate how racial

profiling impacted members of the African American community regarding their perception of the policing in American today to determine if it is an appropriate crime fighting strategy.

Racial profiling is not only a systematic, historical, and the lived experiences of African Americans, but is also the implicit bias perspective of whites who condone and rationalizes such behavior (Staples, 2011). According to (Ibe et al., 2012) multiple research studies revealed that black and Hispanic drivers represent 13.5 % of the motorists on New Jersey state highway's, but they represented 73.2 % of the motorists that were pulled over, and had their vehicles inspected by New Jersey State Patrol. To date there have been several research studies on racial profiling; however, few if any have been from the perspective of those who are subjected to this strategy. To comprehend how racial profiling has impacted African American adults, it was important that a qualitative phenomenological study be conducted to determine the effects of racial profiling on 7 members of this underrepresented population.

The intent of this phenomenological research study was to examine the lived experiences of a sample of 7 African American adults regarding what effect if any the debated policing strategy of racial profiling had on their behaviors, feelings, and attitudes regarding law enforcement officers in America. The goal of phenomenological research is to grasp the core of the peoples lived involvement of the phenomenon while discovering and describing the phenomenon (Yüksel & Yıldırım, 2015). After this phenomenological research study was concluded it provided findings to whether racial profiling was a suitable policing strategy for combatting crime in America today. I

anticipated that this research study would uncover vital information as to the appropriateness of racial profiling and would possibly provide policymakers with a deeper appreciation of Black people's insights regarding racial profiling and the trials and tribulations that must be endured. The results of this phenomenological research study also produced valuable resource for police administrators for the future, by making them mindful of the impact of this debated strategy and the need for different crime fighting strategies that do not involve racial profiling. The findings of this study have contributed insight as to how to mend the relationship involving members of both law enforcement and the Black community. In this chapter, I provided a review of the current literature regarding the history of racial profiling, the history of policing, police recruitment, women in the profession of policing, issues in policing, and the theoretical concept of the critical race theory.

Literature Search Strategy

I obtained the information contained in this review of the current literature on the subject matter of racial profiling through a variety of Walden University Library databases and search engines that included but were not limited to: Ebscohost, ProQuest Criminal Justice, Oxford Criminology Bibliographies, SAGE Premier, Political Science Complete, and Google Scholar. Current criminal justice, police, and law enforcement textbooks published by Cengage Learning, McGraw Hill Education, Oxford University Press, and Pearson Education were also used to obtain information for this study. The terms and phrases that I used to locate the information contained in this literature review included terms such as: *racial profiling, the origin of racial profiling, profiling, the slave*

patrol, police, policing, the history of police in the United States, women in policing, issues in policing, critical race theory, police brutality, justifiable homicide, police-involved shooting, recruitment in policing, diversity training, Texas Rangers, constables, watchmen, sheriff, marshal, police training, deadly force, proactive policing, biased-based policing multicultural policing, state police, municipal police, and *driving while black or brown.*

Critical Race Theory (CRT)

According to Chaney et al. (2013), CRT is a useful theoretical method when inspecting the circumstances faced by disregarded clusters in a hierarchal civilization. Therefore, the theoretical framework I selected for this research study was Bell and Freeman's CRT. CRT offers significant viewpoints on the landscape of race and racism in American culture and is a relatively new theoretical framework (Daniels, 2011). According to Mitchell and Stewart (2013), CRT has its origins in the arenas of anthropology, sociology, history, philosophy, and politics and emerged in the mid-1970s. They declared that one of the crucial hypotheses that supports CRT is that discrimination is more than just a single deed performed by one individual, but rather it is prevalent in American culture and engrained in its laws, traditions, and psychological scopes.

There are five areas of concentration when it comes to a critical race method that allows for powerful analysis of the experiences of subordinate clusters. The five principles of CRT are: (a) the importance of race and racism and their interconnectedness with other forms of reduction, (b) a questioning of the dominant belief system/status quo, (c) a commitment to social justice, (d) the centrality of experiential knowledge, and (e) a

multidisciplinary perspective (Chaney et al., 2013). CRT was ideal as the theoretical framework as it connected at the core with racial profiling with the apparent state of racism in the criminal justice system specifically law enforcement.

CRT evolved as an offspring of critical legal studies in the early 1970s and stressed the racialized features of the benefits of Whites, which were frequently sheltered and endorsed by the law (Price, 2010). Originally, CRT proposed that the experience of Black Americans established the example by which race and its compensation must be abstracted and endorsed (Capers, 2014). CRT scholars and contributors recognized White privilege as the introductory hierarchy of American society and questioned the result of civil rights era lawmaking as well as the primary approach to comprehending, and therefore, restoring the racialized discrimination in the United States that encompassed this specific legislation (Price, 2010).

CRT's primary objective is to fight against racism and cruelty in a world that is relentlessly unequal (Daniels, 2011). The CRT movement gained momentum on a national level after the progress from the civil rights movement in the late 1960s began to stall and things started to return to the status quo of the past (Daniels, 2011). CRT differed from the civil rights movement in that it did not just focus on the small gains in a systematic manner, but it questioned the bases of the liberal mandate to include the equality theory, legal reasoning, enlightenment rationalism, and neutral principles of constitutional law (Delgado & Stefancic, 2012).

According to Capers (2014), there is a continuing salience throughout the criminal justice system in this country when it comes to race. Police employ aggressive law

enforcement strategies, such as racial profiling, on the front end of the criminal justice

system, while applying little or insufficient police resources in other areas through the

lack of any enforcement at all (Capers, 2014). Race would appear to dominate a

significant part of what transpires between a suspect being placed under arrest and

sentencing, regarding charges that are sought and or plea deals (Capers, 2014). The front

end of the criminal justice system is not the only portion that is heavy with bias regarding

racial and ethnic minorities and unfair treatment but the back end as well. Sentencing

disparities which results in mass incarcerations still exists today. The mass incarceration

of Black and Brown people today is called the new Jim Crow by Mrs. Alexander Esq.,

who is an associate professor of law at The Ohio State University, and is best known for

the 2010 book titled *The New Jim Crow* (Capers, 2014).

Even though there is only one race in the world, which happens to be humans,

several different races have been created by the affluent and the powers to be with the

primary objective being to marginalize, degrade, and belittle people of color. CRT has

multiple objectives that I have identified in this section; however, it also has other

objectives including the rejection of legal liberalism, challenging racial hierarchy, and

progressive race consciousness (Capers, 2014). CRT identifies how race in the United

States matter regarding the way certain ethnicities are treated.

In this section, I explained why CRT was the most appropriate theoretical

foundation for this research study. The purpose or objectives of CRT is to show how

laws, the legal system, and the criminal justice system are biased and impartial against

people of color (Barton, Bonilla-Silva, Ray, Buckelew, & Freeman, 2010). CRT related

to this study in that I attempted to discover how racial profiling impacted African American's perception of the police in America. I attempted to discover if racial profiling is an appropriate policing strategy to combat crime, or if it contributes to the already tenuous relationship between the police and members of underrepresented communities.

CRT affords researchers a tremendous understanding of the deep-rooted issues when it comes to the subject matter of racial profiling. The problem may not indeed just be the policing philosophy in America today, but the problem could be embedded in the fabrics of the society and framework of this country. The results of this research study helped me to build upon what the creators of CRT, Bell, and Freeman were attempting to do when they developed this theory in the early 1970s and show that laws, the legal system, and the criminal justice system in this country are biased towards underrepresented groups such as African Americans. The findings of this research study provided significant feedback from adult members of the African American community on their perceptions of how effective racial profiling is as a crime fighting tool and whether they believed that their constitutional rights were violated because of racial profiling.

History of Racial Profiling

The history as to when racial profiling began can and could be debated as research on this subject matter has its roots in the Middle Ages. The strategy of profiling as it is known today was originally used during the Middle Ages when suspected nonconformist's beliefs were scrutinized (Ibe et al., 2012). It was not until the 19th

century that profiling was used in a methodical capacity by a police surgeon, Dr. Bond, in England.

Other researchers have suggested that racial profiling began as early as the 18th century with the creation of the slave patrol in the southern states to controlling Blacks by over policing them. A hierarchy strategy to maintain White supremacy was accomplished by the excessive policing of Blacks via the southern slave patrol in the mid-1700s, which many experts believe is how modern policing in America came to be (Gabbidon, Higgins, & Wilder-Bonner, 2012). From the very first time that Blacks stepped foot on American soil they have been subjected to racism, marginalization, and discrimination by the individuals that make and enforce the law (Chaney & Robertson, 2013).

In the early South, race became a substitution for criminality, via the delivery of aggressive law enforcement tactics to regulate clusters of imprisoned and free people of African lineage (Potter, 2013). The extensive incarceration of African Americans was at the focal point of the operation of the powers to be (Staples, 2011). Scholars have maintained that, 250 years after liberation, confinement and imprisonment continued to be at the origin of a mission to suppress racial minorities in America today (Staples, 2011). The extensive history of the use of imprisonment as a tool of racial supremacy muddles modern technique discussions surrounding criminalization, proactive policing, and uneven charging and sentencing decisions within marginal populations (Staples, 2011). Currently, neither the heritage of racial slavery nor the challenges posed by the tenacious links of Blackness with criminality have vanished (Henderson, 2016).

One of the first signs of racial profiling in modern law enforcement in the United States can be traced back to the Cincinnati Police Department in 1958. In 1958, the Cincinnati Police Department became one of the first to use field interrogation campaigns that placed an entire community under the control of the police (Filimon, 2015). These field interrogation campaigns consisted of what is described as a dragnet-like maneuver of indiscriminate approaching of members of these communities. The American Civil Liberties Union (ACLU) questioned this policing strategy at the time of its occurrence noting that it disproportionately affects minorities, the poor, and the homeless (Filimon, 2015).

Racial profiling began to gain nation media coverage in the late 1990s when a series of news articles highlighted the practices and the issues that were associated with the use of it. *Time Magazine* published an article in the late 90s titled, "DWB: Driving while Black," that reported allegations of racial profiling by the state police in Maryland and New Jersey. The article was one of the first to concentrate on the bias enforcement of traffic laws by the state police in these two (Warren & Farrell, 2009).

Civil trials in the states of New Jersey and Maryland also played a part in the birth of racial profiling as litigation regarding the controversial policing strategy has increased significantly (Novak, 2012). The primary factor with these civil trials was the disproportionately number of police-public encounters of racial minorities during traffic enforcement. Original accusations of racial profiling happened inside the framework of uneven interaction amid members of the community and members of law enforcement;

specifically, minorities were more probable to be detained by the police than their White complements (Novak, 2012).

Police departments across the nation have defended their strategies and tactics by taking the position that they are only attempting to protect the communities that they are paid to do so. Racial profiling or bias based policing is a tactic that afforded the police the opportunity to collect data on specific desired groups. The collection of data allowed command staff members of police departments the opportunity to review the number of traffic stops or field interview reports (FIRs) that were conducted on a daily, weekly, and even monthly basis for determining who police officers are stopping while on patrol. Command staff administrators are aided by the collection of statistical information from traffic stops conducted in their jurisdiction, as they revealed if there is an uneven amount of minority drivers pulled over and or searched by their officers and affords them the opportunity to address the issues immediately (Peak & Glensor, 2012).

There are police departments and police officers who do not agree on the appropriateness or effectiveness of racial profiling. However, society is being heard when it comes to this controversial policing strategy. Despite the exact number being unknown, there are several states that have adopted legislature regarding racial profiling; specifically, the requirement of data collection sheets being a requirement of the police departments (Peak et al., 2012). Several police associations and agencies like the International Association of Chiefs of Police (IACP) have created policy and prohibited the practice of racial profiling or biased based policing. A statement released by the leaders of the IACP stated that the strategy of police initiated enforcement based solely

on the person's ethnicity, gender, age, religion, race, or socioeconomic status was not only unethical but also illegal (Peak et al., 2012). To address this perceived policing issue there were multiple efforts to improve the training that police officers received regarding dealing with members of racially minority communities. One of the ICAP's stated objectives for 2009 was to encourage police departments across the country to participate in training programs that emphasized the appropriate treatment of members of the minority community when encountered by improving their diversity skills.

Black Supporters of Racial Profiling

Even though members of all ethnic groups found the policing strategy of racial profiling to be racists and discriminatory in nature there are some that found the strategy to be a useful policing tool to combat criminal activity. The fact concerning the previous statement that would surprise many people is that these supporters of racial profiling happened to be Black. A growing trend in the public debate about racial profiling is the opinion of several Blacks that are in support of the tactic to suppress crime, and who do not believe that it is a widespread issue in society (Gabbidon et al., 2012). Those Black supporters of racial profiling can be placed into three specific categories that include older Blacks, educated Blacks, and Black females. Prior research conducted on public opinion regarding crime in the Black community, and the apparent disproportionate representation of Blacks in the criminal justice system revealed some interesting results. These research studies uncovered that older members of the Black community believed that idleness, absence of parental guidance, insubordination, hanging around individuals with questionable characters, and illiteracy were the primary contributing factors for

Blacks being over represented in the criminal justice system as opposed to racial prejudice (Gabbidon et al., 2012).

Regarding the approval of racial profiling by more educated Blacks than those less educated, a Gallup poll results showed this to be just the case. The results of a Gallup poll revealed that Blacks that were more educated were less likely to disapprove of racial profiling as were those Blacks with less or no education. Multiple research studies have discovered that higher educated Blacks were more inclined to be in favor of profiling than their lower educated counterparts, and did not per se believe that racial profiling even existed but rather viewed it as a universal policing practice (Gabbidon et al., 2012). Other factors that are also said to have an impact on whether citizens agree or disagree with the strategy of racial profiling are race and socio-economic class.

Females represented the highest group of Blacks that support racial profiling. Researchers attribute the previous statement to the fact that Black females are fed up with being victims of crime, witnessing crime, and hearing about crime (Gabbidon et al., 2012). Black females are often subjected to violence or criminal behavior in their personal relationships, in their neighborhoods, and often in the workplace as well (Gabbidon, et al., 2012).

Finally, and possibly the most interesting as well as perplexing part of the demographic of those Black supporters of racial profiling is that most of them reside in the southern portion of the United States. Blacks in the southern part of the United States have had a long and tumultuous history of mistreatment and brutality regarding the police, and it is uncertain why some many Blacks who are in favor of this policing

strategy reside in the south (Gabbidon et al., 2012). Researchers suspected that it is possible that southern Blacks are more supportive of the police and thus supported their policing strategy as that of racial profiling as a way of showing deference to the police and avoiding confrontation in what is deemed a racist society.

History of Policing in the United States

The history of policing in the United States began with the night watch in the north, the slave patrol in the south, and the Texas Rangers in the west. The American system of policing developed from a combination of structures from England, France, and Spain (Gaines & Kappeler, 2015). Several of the issues that confronted society at the time had nothing to do with crime control, but rather focused on controlling certain classes that included slaves and Indians. A system of civil law enforcement that meticulously simulated the English model was implemented in the northern colonies at the beginning of the 17th century (Dempsey & Forst, 2016). The most influential law enforcement official in counties at that time was the sheriff. The sheriff had several duties that included but was not limited to collecting the taxes, supervising elections, and monitoring the legal process (Dempsey & Forst, 2016). Sheriffs were not paid a salary or wage for the many jobs that they performed, but instead were paid a fee for each arrest that they made. During this time, the sheriff did not patrol a specific area, but rather worked primarily out of an office.

In opposition to counties were cities, where the town marshal was the primary law enforcement official. The marshal was assisted in the performance of his duties by constables and night watchmen (Dempsey & Forst, 2016). The military occasional

performed the duties of the night watch. The first night watch was created by the city of Boston in 1631, with the position of constable being created three years afterwards.

In the southern portion of the United States the profession of policing got its start in a completely different manner than it did in the north. The origin of policing in the south is the slave patrol. Several members of academia and law enforcement historians both believe that the system of policing that is currently employed in America was conceived as an offspring of the southern slave patrol (Dempsey & Forst, 2016). The primary objective of these aforementioned slave patrols was social control. These slave patrols achieved their objective by enforcing preventive laws against slaves, apprehending slaves, and by protecting White people from slave uprisings.

Blacks came to the United States as slaves and often during that time attempted to escape captivity. Because of the previous statement voluntary groups were organized to ensure that slaves were captured in this event. These groups were known as the slave patrols. Southern slave patrols were comprised typically of clusters of 10 White men, and sometimes White females, which were not required to serve in the militia. The requirements for inclusion in these slave patrols varied from location to location, but in South Carolina it was clusters of 10 White men and sometimes White women who were not obligated to the militia (Turner et al., 2006).

Slave codes were created in the mid-1600s with Maryland and Virginia developing codes in the early 1660s. Slave codes defined the Black slave and their family as pieces of property who was indentured to their masters for life, and prohibited them from participating in several activities that Whites participated in. Slave owners

were permitted to regulate their property, slaves, with physical restraint and retribution (Dempsey & Forst, 2016). Southern police departments were created to enforce slave codes. Ensuring that the economic system of the south was not compromised was a top priority of these newly created southern police departments. Both colonial and state legislatures implemented slave codes. Those in positions of authority in the south recognized that slaves were valuable pieces of property, and that the slave patrol was a vital resource in preventing this valuable resource from running away or uprising.

In the western portion of the United States the origin of policing can be traced back to the Texas Rangers. The Texas Rangers were identified by many historians as the first state police department in the United States. The history of the Texas Rangers goes back to 1823, when Stephen F. Austin, who was known as the "Father of Texas", called for a small group of men to protect his new society (Gaines et al., 2015). In 1835, the "Corps of Rangers" was created by the council of Texas to provide protection for frontier settlers from Native Americans (Gaines et al., 2015). However, the Texas Rangers became infamous when the state of Texas decided to relocate the capital of the state from Houston to Austin. The area in Austin where the capital was to be relocated was on the holy mountains of the Comanche people. Several conflicts ensured between the two groups which resulted in the slaughtering of the Comanche people at the hands of the Texas Rangers (Gaines et al., 2015).

To fully comprehend why the relationship concerning African Americans and law enforcement in the United States is tense a person would only have to research the history of African Americans as a people in this country. African Americans are like

Latino/Hispanic Americans and Arab Americans in that their origins start in another part of the world, however; they are different in that they are the only minority group in the United States that did not ask to be here. Blacks were kidnapped by Whites, brought to America, and either sold or traded to Yankees (Shusta, Levine, Wong, Olson, & Harris, 2011). In several African American communities across the United States the police are viewed as the slave master trying to continuously oppress and enslave Black people by stereotyping, profiling, and discriminating against them. History is the root of several of the issues that exist between member of the African American community and members of the law enforcement community. The Civil War reconstruction era, the era of slavery, and the policy of using the military to catch and return runaway slaves all are contributing factors to the strained relationship between the two entities (Shusta et al., 2011).

Law enforcement policies are often written with discriminatory objectives which lead to the stereotyping, racial profiling, and police biases towards Blacks and other minority ethnic groups. Police practice should be uniform across the board regardless of the race of the person that police officer encounters. African Americans should be policed differently than they were in the past. Police officers need extensive diversity training regarding comprehending African Americans body language, unspoken facial gestures, Ebonics, history, traditions, habits, and culture in general. All people are not alike, and thus the same strategies to police them have proven to be extremely ineffective at best. Police departments that resemble the citizens that it serves and

protects could be an intricate piece in improving strained relationships between law enforcement and the members of racial minority communities.

Police Recruitment

One of the primary tasks that challenge police agencies across the nation is how to diversify their agencies. The recruitment of qualified racial minority candidates for the position of police officer was a long-standing initiative in law enforcement (Gustafson, 2013). Recruiting people who frequently found themselves or others that look like them at the focal point of an official law enforcement investigation was a challenging proposition to say the least. Racial minorities are frequently disheartened from pursuing careers in law enforcement because of issues that directly affect them such as racial profiling, police brutality and police corruption. The issue of police recruitment was problematic, thus a meeting involving the U.S. Department of Justice, the National Institute of Justice, and the RAND Corporation took place in 2012 to discuss this ever-growing concern (Peak, 2012). America is a nation that is comprised of multiple ethnicities and continues to change daily, and as a result law enforcement personnel must too continue to evolve to meet every changing need of the citizens that they are sworn to serve and protect.

Many police departments across the country attempted to attract qualified minority applicants by offering an assortment of incentives, but many experts believe that the successful recruitment of Blacks and racial minorities was significantly impacted by the community interaction and relationship with the police (Wilson, Wilson, Luthar & Bridges, 2013). Little to no information existed regarding what type of police

recruitment efforts truly occurred in racial minority communities. This left many to ask the question, did police recruitment programs reach members of the Black and racial minority community? Issues related to the effective recruitment, retention, and promotion of minority officers was directly linked to what was labelled institutional racism with many efforts being identified as nothing more than smoke screens for traditional old school practices (Wilson et al., 2013).

There is no simple solution regarding the quandary of how to successfully attract qualified racial minority candidates to become police officers. However, police recruiters have had moderate success in attracting minority candidates by focusing on people who are service oriented in nature such as teachers and social workers. According to a federally funded project called Hiring in the Spirit of Service (HSS) police recruitment should consist of an open awareness method that aimed to attract both individuals were educated and those that were service inclined in nature (Shusta et al., 2011). This method of recruitment aimed to attract people who probably never considered a career in policing, but discovered it very satisfying to assist the public. The type of qualified individuals that were being pursued included teachers, nurses, social workers, and counselors. These sorts of people were ideally appropriate for the profession as they worked well with others in the present crime fighting approaches of community oriented policing and problem oriented policing. Effective recruitment platforms significantly relied on the community that they targeted.

Everything was not bad in the region of the recruitment of minorities and women. There was a solid growth in the number of females that have turned into police

officers over the previous several decades. "Women now represent 11.3 % of sworn

personnel in municipal police agencies and 12.9 % of sworn personnel in county sheriff's

offices" (Peak, 2009, p. 369). As with the growth of women also came the increased

growth of racial minority officers in police departments and sheriff's offices. In 1987

minority officers represented only 14.5 % of sworn full time municipal police officers,

and only 13.4 % of sworn deputy sheriffs. However, in 2009 racial minorities

represented 23.6 % of sworn full time municipal police officers, and 18.8 % of deputy

sheriffs (Peak, 2009). Numerous developments during the early part of the 1970s headed

this progress in minority expansion in policing. Three prominent proceedings worth

mentioning include federal reports such as the U.S. Commission on Civil Rights, the U.S.

Supreme Court's ruling in *Griggs v. Duke Power Company* which expelled the use of

intelligence tests and other mock obstacles that were not job connected, and finally the

Equal Employment Opportunity Act of 1972 (Peak, 2009).

　　　　The benefits of hiring racial minority police officers are plentiful. The obvious

benefit is an improved relationship between the police and underrepresented racial

minority communities. Agencies mirroring the populations of the communities that they

serve and protect encompass police officers who comprehend the viewpoints of racial

minorities, and can interact with them more successfully (Gustafson, 2013). Police

officers should understand habits, rituals, and value systems of all members of the

communities that they are sworn to serve and protect, and not just the habits, rituals, and

value system of their own ethnicity. Reform must also come to the recruitment efforts of

police departments across the nation as the current philosophy and practice appeared to

be old and outdated. Police departments needed to make a conscious effort to employ the best candidates for the position of police officer. The time of recruiting and hiring all White males has come and gone. Police departments should reflect the populations that they serve and protect. The United States is known as the great melting pot because of all the different races and ethnicities that exist in this country. It is virtually impossible to build trust between the police and members of the minority community when little to none of the police officers looks like the citizens that they serve.

For police departments to become more diverse they had to be willing to go places to recruit where they did not typically go to recruit. One such place is to Historically Black Colleges and Universities or HBCUs. HBCUs were untapped resources full of qualified racial minority candidates for the position of police officer. Yes, job fairs were held throughout most major cities in the United States several times a year; however, if police departments were serious about creating diverse organizations they had to go to the source directly. These recruitment teams consisted of the best that the police department had to offer with all possible ethnicities, genders, and skill sets represented. When an individual can imagine themselves as something than they could eventually become it if so desired; however, it is virtually impossible to become something that an individual has never seen or imagined prior.

Police recruitment campaigns today were primarily delivered through advertisements in publications that are typically geared towards most the community or whites (Wilson et al., 2013). If a diverse police force was truly the objective of police departments across the United States as was claimed they must develop different

strategies to address the current situation. Police departments should reflect the communities that they serve as much as possible. Gone are the days of the all-white male police force. It is time for diverse police departments.

Women in Policing

The history of women in policing in the United States dates to the 1870s and the western territory as wives assisted their spouses who were elected sheriffs of their counties perform their official duties (Archbold & Schulz, 2012). Arrest powers were given to a small number of women at that time, but most worked in an unofficial capacity. Women typically performed duties that did not involve the apprehension or arrest of citizens at that time.

In the early 1800's women were motivated by a sense that women activists contributed a positive feminine approach to addressing society issues, and as a result women became involved in municipal policing in America (Archbold et al., 2012). Throughout the United States, women were being employed to safeguard and look after imprisoned females and adolescents. In 1893, the Chicago Police Department hired Mary Owens as a patrolman. Owens was a widow of an officer of the police department, and sometimes the department would employ widows as a type of death benefit for their husbands. Owens worked for the Chicago Police Department for thirty years, and aided with cases that involved females and adolescents. Mary Owens was the earliest female to obtain the legal authority to arrest (Horne, 2006).

On April 1, 1908 Lola Baldwin was sworn in as a detective by the city of Portland, Oregon to execute all the responsibilities that were associated to the position,

therefore making her the first female employed by a municipal police department to perform policing responsibilities (Horne, 2006). Notwithstanding the contributions of both Owens and Baldwin, neither of their roles with their respective police departments were viewed the same as their male counterparts.

During World War I and II the presence of women in law enforcement ebbed and flowed as their numbers increased as well as their visibility. However, that trend was short lived in most instances as the lack of finances impacted the number of women in law enforcement in a negative manner (Archbold et al, 2012). However, in the late 1960s women began to emerge from the shadows of their male counterparts once again as they assumed greater and different roles as not just specialist but working in the patrol sector as well. In the later portion of the 1960s females emerged from their male counterpart's shadows, and were no longer just serving in a specialist capacity but had evolved into becoming patrol officers. Sceptics of females in the profession were concerned for both their and their male coworker's safety (Archbold et al., 2012).

Women have faced an uphill battle regarding entering the field of policing since the very beginning. However, over the course of the past 35 years or so the proportion of women police officers has shown steady growth. The previous statement is partially true because of the elimination of height requirements in favor of the more subjective physical agility test, and oral panel interview which were both modified (Peak, 2012).

Women were not given an equal opportunity to enter the profession as many of the "old boy" network worked diligently to keep them out of the heavily male populated

profession. Another complaint regarding women on the police force was would they be able to withstand the inherent pressure and adversity that came with the job.

The advancement of women in policing and law enforcement did not really take off until the creation of the *Crime Control Act of 1973*, which prohibited federal law enforcement agencies from receiving federal funding if the agency was found to be discriminatory in their hiring practices (Archbold et al., 2012). Executive Order 11478, which was signed by President Nixon, also assisted women gain access into the law enforcement profession at the federal level. The previous Executive Order prohibited discrimination at the federal level because of race, gender, color, religion, age, national origin, or a handicap (Archbold et al., 2012).

The profession of policing/law enforcement is still today very much so a White male dominated field as it was from its inception in the mid-1800s (Archbold et al., 2012). Women started slowing with their entry into policing, but continued to make steady gains. "In 1970, far less than one percent of sworn police officers were women. By 1990, a little less than 11 percent of sworn police officers nationally were women. Currently, a little less than 12 percent of sworn police officers nationally are women" (Kern, & Lundman, 2012, p. 222).

Much like minority police officers, women struggled to break into the field of policing, and with being promoted or being selected for specialized units. The progression of women through the ranks in police agencies was increased at the same pace as the hiring at the patrol level. Statistics provided by the National Center for Women in Policing (2002) indicate that "Within large police agencies, sworn women

currently hold only 7.3 percent of top command positions (chiefs, assistant chiefs, commanders, and captains), 9.6 percent of supervisory positions (lieutenants and sergeants), and 13.5 percent of line operation positions (detectives and patrol officers)" (Archbold et al., 2012, p.701).

The future of women in the profession of policing is promising. Women and men compared similarly regarding to their skill set and attributes that are required to be a police officer. Research suggested that as more females entered this male dominated profession, and that their presence was less pronounced to their male counterparts (Archbold et al., 2012).

Issues in Policing

Police and members of the African American community have had a strained relationship that dates back prior to the creation of this nation. However, over the past 24 month a multitude of incidents involving the killing of unarmed African Americans by white police officers has put even more strain on an already tenuous situation. According to the group Mapping Police Violence, police nationally killed 346 Black people in 2015, of which 102 of them were unarmed. As of the writing of this section of this research study, 05/08/2017, the police killed 217 black people in 2016. Unarmed Black people were killed by the police at a rate of five times that of unarmed White people (www.mappingpoliceviolence.org). Of the 102 cases in 2015 that involved an unarmed Black people being killed by the police only 10 resulted in the police officer that was responsible being charged with a crime, and only two resulted in convictions of the police officer involved (www.mappingpoliceviolence.org). The following cases provide an

illustration of how encounters between the police and members of the African American community have resulted over the past 24 months.

Eric Garner

On July 17, 2014, the Eric Garner incident was captured on video by one of his friends that shows the 6' 2" 400lbs. Black man being confronted by police for allegedly selling unlicensed cigarettes. The video shows Garner denying the allegations and being argumentative with the police officers on scene. When Garner refuses to put his hands behind his back and to be arrested he is placed into a chokehold by Officer Daniel Pantaleo who comes up from behind him, and places his left arm around Garner's neck, bringing his right arm up below Garner's right arm. Garner raises his hands, falls backwards and with the assistance of three other police officers physically grabbing him falls to the ground. Officers continued to tell Garner to put his hands behind his back, but he continues to state that he can't breathe. After stating that "I can't breathe" 11 times Garner stops talking and dies a short time afterwards. No officers were indicted regarding Mr. Garner's death (Baker, Goodman, & Mueller, 2015).

Michael Brown

According to the U.S. Department of Justice's investigation into the circumstances that resulted in the death of Michael Brown, at approximately noon on Saturday, August 9, 2014, Officer Darren Wilson of the Ferguson Police Department shot and killed Mr. Brown, an unarmed 18-year-old Black man after a brief struggle between the two men. The encounter between Officer Wilson and Mr. Brown took place over a two-minute period on August 9, 2014 at around noon. Officer Wilson was on duty and

driving his department-issued Chevy Tahoe SUV westbound on Canfield Drive in Ferguson, Missouri when he observed Mr. Brown and his friend, walking eastbound in the middle of the street. Brown and his friend had just left Ferguson Market and Liquor where, at approximately 1153 hours, Brown allegedly stole several packages. When Officer Wilson approached Mr. Brown and his friend, and attempted to open his SUV door, which struck Mr. Brown, at which time Mr. Brown reached into Wilson's SUV through the open driver's window and punched and grabbed Wilson. Mr. Brown then grabbed Officer Wilson's weapon and they struggled to gain control of it. Officer Wilson got control of his service weapon and fired, striking Brown in the hand. Brown ran at least 180 feet away from the SUV, as verified by the location of bloodstains on the roadway, which DNA analysis confirms was Brown's blood. Brown then turned around and came back toward Wilson, falling to his death approximately 21.6 feet west of the blood in the roadway. Officer Wilson resigned from the Ferguson Police Department in the aftermath of this incident, but was not charged in the death of Mr. Brown (Buchanan, Fessenden, Lai, Park, Parlapiano, Tse, Wallance, Watkins, & Yourish, 2015).

Walter Scott

On April 14, 2015 a White police officer, Michael T. Slager, for the North Charleston Police Department in South Carolina shot and killed an unarmed Black man, Walter Scott in the back seven times. Officer Slager was charged with murder on Tuesday, April 15, 2016 after a video tape surfaced of him shooting and killing, Scott, who was unarmed at the time. Officer Slager had stopped the vehicle that Scott was operating for a traffic violation, at which time it was revealed that Scott had an

outstanding child support warrant which made him flee on foot. Officer Slager gave

chase and shoot the unarmed Scott in the back seven times and he immediately fell to his

death. Officer Slager said he had feared for his life because Scott had taken his Taser in a

fray after a traffic stop. A video that a bystander took of the incident; however, told a

different story. It shows Officer Slager firing eight times at Scott during a brief foot

chase. Officer Slager was charged with murder in this case (Schmidt & Apuzzo, 2015).

Samuel Dubose

On July 19,2015 University of Cincinnati Police Officer, Ray Tensing, shot

Samuel DuBose in the head during a traffic stop when DuBose failed to product his

driver's license to Officer Tensing. Officer Tensing stopped DuBose because his car

didn't have a front license plate. According to witnesses, DuBose's face appeared to be

"blown off". Even though Officer Tensing was wearing a body camera, he fabricated the

events of the incident claiming that he was in fear of his life as DuBose attempted to drag

him with his vehicle. Video evidence contradicted Officer Tensing's version of the

incident as he was later indicted and charged with the murder of Mr. DuBose. The

University of Cincinnati reached a settlement with DuBose's family for a reported sum of

$4.85 million and free tuition for all 13 of his children (Blow, 2015)

Sandra Bland

On July 10, 2015, Texas State Trooper Brian T. Encinia stopped the vehicle that

Sandra Bland was operating for failing to use her turn signal. Trooper Encinia's dash

camera shows that he and Ms. Bland involved in a heated conversation about the written

citation that she was being issued. Trooper Encinia asked Ms. Bland to put out the

cigarette that she was smoking while he was issuing her the citation, at which time she

advised him that it was her car and that she did not have to and was not going to put out

the cigarette. Trooper Encinia then tells Ms. Bland to exit her vehicle and she refuses.

Trooper Encinia reaches into Ms.Bland's car and attempts to physically remove her from

her car and tells her at that time that she is under arrest, but was unsuccessful. Trooper

Encinia then pulls his Taser out on Ms. Bland and yells at her, "I will light you up." Ms.

Bland exits her vehicle at that time. Trooper Encinia, Ms. Bland, and another state

trooper that responded to the scene as a backup officer are then heard but not scene by the

dash camera. Ms. Bland is heard saying, "You are about to break my wrist," and "I

cannot hear you smashed my head into the ground." On Monday, July 13, 2015, Ms.

Bland was found hanging from a plastic bag in her cell, and at 9:16 am was pronounced

dead by responding paramedics to the scene (Lal, Park, Buchanan, & Andrews, 2015).

Ms. Bland's family, friends, and the entire community found the information that

authorities provided regarding her death to be suspicious in nature. Why would a Black

female who just accepted a job working at her alma mater, Prairie View A&M

University, hang herself? The facts that were being reported just did not add up, and as a

result of an internal investigation Trooper Encinia was fired, indicted by a grand jury for

perjury in reference to the events that lead to him placing Ms. Bland under arrest, and the

Bland family received a cash settlement from Waller County, Texas for $1.9 million

despite the fact that they deny any wrongdoing in this case (Gerber, 2016).

Previous Research Studies on Racial Profiling

Several research studies were conducted over the past two decades on the subject matter of racial profiling. These research studies included dissertations whose perspectives were quantitative in nature and focused primarily on the actions of police officers in relation to pretextual traffic stops (Anders, 2013; McLaughlin, 2009; and Thompson, 2008). These studies objectives were to discover who drives in specific areas of the United States regarding race and ethnicity, and who the police stopped and searched in these areas. The goal in most cases was to determine whether racial profiling was a widespread issue in policing or just a few disgruntled motorists.

Other research studies approached the subject matter of racial profiling from a legal perspective (Boylan, 2008; Feder, 2012; and MacAlister, 2011). These previous studies examined whether racial profiling was criminal in nature and whether it violated those that were subjected to the policing strategy constitutional rights. Specifically, these studies scrutinized the relationship between racial profiling and the Fourth Amendment and the Fourteenth Amendment. "Racial profiling, or consideration of race by the police and law enforcement, is a subject that the courts have reviewed on several grounds, including whether such profiling constitutes a violation of the Fourth Amendment's prohibition against unreasonable search and seizure or the equal protection guaranteed of the Fourteenth Amendment" (Feder, 2012, p.1).

Several research studies were conducted on racial profiling from the perspective of how the policing strategy is employed as a method or technique of maintaining the status quo of the class structure system that has existed for decades with white people

positioned at the top (Fisher, Oddsson, & Wada, 2013; Hackney & Glaser, 2013; Kent & Carmichael, 2014; and Staples, 2011). These research studies focused on how police officer used racial profiling as a tool to over police underrepresented communities, and how arresting minorities and putting them into prison has become a very profitable business. "Racial profiling, then, has endured as a tool of white power, systematically activated and codified into law, and not merely a collection of individual offenses" (Staples, 2011, p. 32). According to the U.S. Census Bureau and the U.S. Department of Justice, the population in the United States represents 5% of the world's population; however, the United States represents 25% of the people incarcerated in the world. According to Staples (2011) the previous statement is true because of the suppression of poor blacks and Latinos in this country. More than 2 million Americans are behind bars, and this is a direct result of the increased incarceration of blacks and Latinos as a direct result of racial profiling (Staples, 2011).

This research study filled the gap in the literature from the perspective that it was a qualitative research method with a phenomenological research approach. The objective of this research study was to ascertain vital information of the lived experiences of Black adults that were subjected to racial profiling, and to discover how their experiences have impacted their viewpoint of the police. The purpose of this research study was to produce research proven evidence as to whether the policing strategy of racial profiling is appropriate today. The desired impact of this research study was to provide research evidence for policy makers regarding appropriate reform to take place in both policing and the criminal justice system as a whole.

Summary

Racial profiling was defined as the practice of targeting individuals for police or security detention based solely on their race or ethnicity in the belief that racially minority groups are more probable to engage in unlawful conduct (Feder, 2012). It was one of the most highly debated and controversial subject matter in American society today. The critical race theory provided a vital foundation for this research study as it clearly identifies laws, the legal system, and the entire criminal justice system in the United States as being racist and being discriminatory when it comes to African Americans. The history of policing in this country revealed significant light on several of the issues in policing today. Some would say that the objective of modern day policing has not changed since the creation of the slave patrols in the mid-1700s in Charleston, South Carolina. Chasing down and arresting Black people, keeping Blacks in their place, protecting the interest and social privilege of white people are all still evident today.

Police began using profiling to combat criminal activity in the middle ages. Other research has suggested that racial profiling began as early as the 17th century with the creation of the slave patrol in the southern states to control Blacks by over policing them. "Beginning with southern slave patrols in the 17th century, the evolution of American policing was predicated on maintaining a hierarchy of white racial dominance achieved through the excessive policing of Blacks" (Gabbidon et al., 2012, p. 424).

Police recruitment of minority and female officers are still areas of severe concern. While the number of minority police officers continues to slowly grow on a national level, policing as a profession continues to be a White male dominated

profession. The objective of police departments across the nation were the same, which was to build a more diverse police force that proportionately represented the demographic of the communities that they were sworn to serve and protect. The profession of policing was confronted with several challenging issues that included adequate funding, ample qualified applicants, and serving a contently evolving society.

Issues in policing have escalated over the past 24 months with the killing of multiple unarmed Blacks. Whether it was Eric Garner, Michael Brown, Samuel DuBose, Walter Scott, or Sandra Bland the list goes on and on as 346 Black people were killed by the police in America in 2015 with 102 of those victims being unarmed. Ten police officers that were involved in these cases were indicted and only two were convicted of a crime.

Several research studies were conducted that primarily concentrated on the perspective of the police department and how they fight crime, but few if any focused on the perspective of those that are subjected to this policing strategy. This research study was vital and significant as it afforded Black adult victims an opportunity to share how racial profiling has impacted their viewpoint of the police. Minorities are often disregarded when it comes to involvement in research such as this one which makes it extremely important to include underrepresented groups like African Americans.

In Chapter 3, I provided a description of the methodology of this research study on racial profiling. The research design was revealed, along with the way the participants for the research study were selected. Also, included in Chapter 3 was how the data for this research study were collected, analyzed, and verification of the findings occurred.

"Qualitative research contributes to social justice when researchers promote the following principles: equity, access, participation, and harmony for culturally diverse populations, those currently most at risk for acts of social injustice" (Lyons et al., 2013, p.10).

Chapter 3: Research Method

Introduction

The purpose of this qualitative, phenomenological research study was to examine, dissect, and scrutinize the lived experiences of 7 African American adults that have been subjected to the much-debated policing strategy of racial profiling. My desire with this research study was to ascertain what impact, if any, does racial profiling have on those that have been exposed to it regarding their demeanors, opinions, and outlooks concerning the police. The objective of phenomenological research is to reach the core of the individuals' lived experience of the phenomenon while discovering and defining the phenomenon (Yüksel et al., 2015). Another one of my desired outcomes with this qualitative, phenomenological research study was to determine whether racial profiling is an appropriate policing tactic for fighting crime in America today. I anticipated that this research study would result in the uncovering of vital information as to the appropriateness of racial profiling and that the findings could possibly provide policymakers with a clearer understanding of African Americans' perceptions regarding racial profiling and the issues and challenges that they have faced because of being exposed to it.

In this chapter, I discuss in detail the rationale for my selection of the chosen methodology, sampling strategy, the instrumentation, the research questions, as well as how I collected, organized, and interpreted the resulting data. Finally, in this chapter I also discuss ethical concerns surrounding the research study and how I addressed these issues.

Research Design and Rationale

Research Questions

The primary research question for this qualitative, phenomenological research study was: How does racial profiling impact African American's perception of the police? I also used the following two sub questions to assist in answering the primary research question:

1. How does your appearance in reference to the clothing that you wear influence the police service that you receive in your neighborhood?

2. What role does the neighborhood you reside in effect the type of police service that you receive?

Concept of the Study

The concept behind this research study was to identify 5 to 7 African American adults that had been exposed to racial profiling by the police at some point and time in their lives and to interview them to determine what type of impact, if any, the controversial policing strategy has had on them regarding their demeanors, opinions, and outlooks of the police. In this study, I examined, scrutinized, and dissected the phenomena of racial profiling and whether it helps or hinders police in their attempt to right crime in America, but specifically in the black community.

Research Tradition

The tradition that I selected for this research study was a qualitative research method. A qualitative research inquiry involves the narrative or storytelling perspective of a phenomenon as opposed to the analysis of statistical data as that of a quantitative

research inquiry (Cannella, 2015). According to Rudestam and Newton (2015),

qualitative research studies implement perspectives of sampling, instrumentation, and

data analysis that are often directly opposing to perspectives held by individuals

conducting more traditional inquiry. Qualitative research has evolved into a field that has

simplified, made evident, and networked with viewpoints that those groups of people that

have been customarily disregarded (Cannella, 2015). "Qualitative research has been

developed, used, and expanded, by those who would support diverse knowledge's and

ways of being, those who would stand for equity, and those who would be

transformative, using differing perspectives and definitions to increase justice—whether

social, economic, environmental, or otherwise" (Cannella, 2015, p. 594).

There are five different qualitative research inquiry designs that include narrative,

grounded theory, ethnography, case study, and a phenomenology (Rudestam et al., 2015).

In this research study, I employed a phenomenological design. According to Roberts

(2013), the true definition of phenomenology is derived from philosophy and providing a

framework for research that provides a humanistic perspective. The objective of a

phenomenology research inquiry is to describe a lived experience and in

phenomenological research, the emphasis is on recognizing how only those who have

experienced the phenomena can convey its impact to those who have not (Roberts, 2013).

According to Gee, Loewenthal, and Cayne (2013), it is important to note that a

phenomenological research approach affords a vital alternative from that of the

traditional cause-and-effect model of a quantitative research study and offers humanistic

subjectivity and finding of the meaning of experiences as lived. "By gaining a

description of the experience as lived, phenomenology aims to reveal the essential

meaning of the phenomenon under study instead of creating abstract theories about the

phenomenon through methods of quantification" (Gee et al, 2013, p. 52).

Design Rationale

My rationale for selecting a qualitative research method with a phenomenological

approach was that the time has come for the voices of underrepresented African

American adults to be heard regarding the policing strategy of racial profiling.

According to Yin (2016), a researcher might want to conduct a qualitative research study

if they are interested in comprehending how people survive in their real-world

surroundings. Numbers, statistics, or data that are collected does not always tell the

entire story of a phenomenon. A qualitative research inquiry affords the participants of

the study and opportunity to describe their lived experiences of the phenomena of racial

profiling and to tell how it has or has not impact their lives. According to Lyons et al.

(2013), qualitative research is generally thought of as the contextualized study of people,

populations, classifications, and theories through interviews, observations, and artifacts.

I also selected this specific research design because far too often underrepresented

groups, such as African Americans, are excluded and not included in meaningful research

studies. According to Lyons et al. (2013), underrepresented groups like African

Americans have been regularly omitted, categorized, and even abused historically in

reference studies. A qualitative research inquiry afforded those who rarely, if ever, get

the chance to have a voice regarding this controversial subject matter that has impacted

everyone in this country. To thoroughly comprehend the perspectives of those that have

been directly impacted by this phenomenon requires a different approach than that of traditional quantitative research inquiry. The results of this type of inquiry allowed me to gather evidence-based research which could be meaningful in the reform of not only policing, but the criminal justice system in this country.

Role of the Researcher

According to Patton (2015), a qualitative inquiry is personal and the researcher is used as the instrument that measures the data that are collected during the research study. The researcher selects to conduct a qualitative inquiry because the phenomenon being investigated is personal in nature (Patton, 2015). "Qualitative researchers and evaluators using a phenomenological inquiry framework should immerse themselves in its historical evolution" (Patton, 2015, p. 116). According to Yin (2016), an effective qualitative researcher must possess certain qualities as part of their personality to be efficient in the conducting of the study that include listening, asking good questions, knowing your topic of study, caring about your data, doing parallel tasks, and persevering. "Your goal is to set a high bar and to practice the attributes to an exemplary degree. Training, self-training, and emulating esteemed researchers who can serve as mentors or models all are ways of boosting your capabilities" (Yin, 2015, p. 27).

My role as the researcher in this study included but was not limited to being a good listener. I conducted semi structured interviews with 7 research participants, and it was important to be an attentive listener to collect all of the data they shared. Part of being a good listener is being observant (Yin, 2015). Recognizing a change in the

interviewee's disposition can go along in avoiding inadvertent harm that could be caused because of a line of questioning.

I had to ask good questions during the interview sessions to gather the necessary data. Avoiding meaningless questions that did not produce any significant information to the research study was important in reducing the length of each interview. "Without good questions, you risk collecting a lot of extraneous information while simultaneously missing some critical information" (Yin, 2015, p. 27). It was also important to ask open-ended questions during the interviews. Open-ended questions allow for the interviewee to tell their story in their own words without feeling like the interviewer is putting words in their mouth or misinterpreting what they are saying (Patton, 2015). "Open-ended questions and probes yield in-depth responses about people's experiences, perceptions, opinions, feelings, and knowledge" (Patton, 2015, p. 14).

In this study, I had to be an expert on the subject matter of racial profiling. This was important for several reasons as the interviewees may have questions about the subject matter and why it was important to conduct the research study in the first place. Knowing the topic of study authenticated my position as researcher with the participants. The researcher's background, experience, training, skills, interpersonal competence, aptitude for empathy, cross-cultural compassion, and how they, as a person, participate in fieldwork and examination ultimately strengthen the credibility of the results of the study (Patton, 2015).

I also had to care about the data that I collected. Ensuring that the data that are collected during a research study is vital because it keeps the integrity of the study intact.

Failing to care about the data that were collected could have caused unintentional harm to the participants of the study in ways such as financial, societal, and communal (Yin, 2016). Research data requires special attention be paid to its security as field notes cannot be replaced (Yin, 2016).

Researchers must be able to perform multiple tasks at the same time while conducting the research. There were times when I was required to perform two functions simultaneously to collect all the information being disseminated and to save valuable time. "The activities involved in doing qualitative research do not come in a neatly tied bundle. You will be continually challenged by having to do or attend to multiple tasks, not all within your direct control, at the same time" (Yin, 2016, p. 27).

My final role as the researcher in this study was to never give up and to persevere until the job was complete. Several different challenges confront the qualitative researcher as they are dealing with human researcher participants who at any given time can have an emergency that is out of the control of the researcher. The researcher will undoubtable at some point become frustrated and discouraged with the lack of cohesion with the qualitative process; however, must remember the possible significance of the research study and continue to push forward regardless.

Ethical Concerns

Whenever a researcher partakes in a research inquiry there are always multiple ethical concerns that must be considered prior to beginning a study. When a researcher plans to conduct a research inquiry that involves human beings, the risk of causing unintentional harm is always a possibility (Yin, 2016). The researcher must consider the

benefits of the research inquiry in comparison to the potential harm that it might cause

(Yin, 2016). Though there are some exceptions, most research studies that involve

human beings as participants will require the approval of an institutional review board

(IRB) prior to conducting research (Yin, 2016). Once the researcher has established that

the research inquiry is worthwhile and that the research methodology will have little to no

effect on the participates, then the researcher must make certain that every participate has

read, comprehended, and signed an informed consent form. The researcher must show

that there are no implied restrictions on a participant's decision to partake and that the

choice is voluntary (Yin, 2016). "Codes and consent refer in particular to informed

consent. This means that research subjects have the right to know that they are being

researched, the right to be informed about the nature of the research and the right to

withdraw at any time" (Silverman, 2011, p. 418). If a research participant at any point in

the research studies, even after originally volunteering to take part and signing the

consent form, changes their mind they must be allowed to withdraw from the research

study without retribution or retaliation of any sort. Conducting a research study with

participants that do not have the capability to comprehend what the nature of the study

consist of is unethical (Yin, 2016). The participants must understand the nature of the

study in whole, which includes any potential harm that maybe caused by the research

study (Berg, 2012). If the researcher is aware of any issues with a participant, they

should side on caution and not use that participant for that specific study (Yin, 2016).

Another area of concern regarding ethics is confidentiality. "Confidentiality

means we are obliged to protect the participants' identity, the place and the location of

the research" (Silverman, 2011, p. 418). It is of the utmost importance that all participants' identities be kept secret as participation in certain research studies could result in unintentional harm in the form of social exclusion, economic hardship, or community backlash if their true identities are not protected. This specific research study will use a system that will assign each participant both a number that will be linked to their identity as well as an alias to protect their identity and keep them autonomous from the study. Since I intent to use the Internet to conduct his interviews that becomes a new ethical concern. Throughout the previous decade, numerous areas of social scientific inquiry have profited by lengthening their data-collection tactics to include the Internet. For example, studies have achieved to take advantage of the physical scope accessible by the World-Wide Web, as well as the fact that information can theoretically be gathered at any hour of the day (Berg, 2012). It will be necessary to have a secure Internet connection to prevent the loss of vital personal information of the research participants. Surprisingly, research conducted via the Internet has proven to be a positive experience overall. The surprising factor regarding Internet research is not the number of egregious violations of ethical concerns, but rather the existence of so few (Berg, 2012). "Although problems have been identified and various solutions have been offered, concerns about the potential use and misuse of the Internet continue to move scholars toward finding ways to maintain ethical integrity in research when using the Internet as a research tool" (Berg, 2012, p. 88).

The final ethical concerns that need to be noted in this section are my previous career, retired police officer, and his ethnicity, African American. The reason the

previous statement needs to be mentioned as possible ethical concerns is because they

could cause unintentional biases when interpreting the data that will be collected during

the interviews that will be conducted. A researcher's own partialities, likings,

inclinations, and selections will trickle into the study. Such leakage will occur

throughout the duration of the study whether it is intentional or not (Yin, 2016). The

likings and inclinations of the researcher regarding what my beliefs on the subject matter,

and what the results of my study reveal could be in direct contrast to what one or several

of the research participant's interview findings are. I must be ethical and report what my

research findings are regardless of my personal beliefs on the subject matter. According

to Yin (2016) when conducting qualitative research situations can occur when the

researcher disregards an interviewee's results that appear to be of a suspicious nature.

Just because the participant's interview results differ from that of the researcher does not

mean that they are automatically suspicious in nature, and does not give the researcher to

authority to disregard or eliminate those participant's results. The only way to prevent

the previous ethical concerns from coming to fruition is for the researcher to have a set of

strong ethical standard. A researcher can accomplish high ethical standards by creating

rules prior to beginning his study that describe the conditions in which any data will later

be omitted. The researcher will than need to keep a watchful eye on the collection of data

and have the integrity to stick to pre-research study established rules (Yin, 2016).

Methodology

The population for this qualitative research study with a phenomenological

approach was 5 to 7 African American adults who believe that they have been subjected

to the policing strategy of racial profiling. "A *phenomenological* study usually involves identifying and locating participants who have experienced the phenomenon that is being explored" (Rudestam et al., 2015, p. 123). Qualitative research inquires typically entail smaller numbers of research participants in comparison to the larger populations that is usually associated with quantitative research studies. "For this research approach, small sample sizes are used. Smith et al. (2009) suggest that as the approach has evolved sample sizes have become smaller to focus on the individual's experiences" (Roberts, 2013, p. 213). According to Yin (2016) there is no customary method that a qualitative researcher should use in determining the number of research participants that should be included in the sample size of a qualitative inquiry. According to Patton (2015) no rules exist regarding sample size for a qualitative inquiry. The sample size will be determined by what the researcher is attempting to discover the reason for why the study is being conducted, and what will give credibility to the study and validate it to other researchers. According to Croston (2014) the sample size in interpretative phenomenological analysis is purposeful, homogenous, and has an average number of participants between 6 -15. The subject matter defines the characteristics of the homogenous sample. Participants represent a viewpoint, and not a population. Consequently, the findings of a study of this nature would provide understanding into the phenomena and would never declare generalizability. Smaller sample sizes can best meet the necessities of interpretative phenomenological analysis, while a larger sample size can overwhelm the researcher with data (Roberts, 2013). Other factors that should be considered by the researcher regarding sample size in a qualitative research inquiry include the amount of time that is needed to

complete the study coupled with the financial commitment that is involved in the complete of the proposal.

The sampling strategy that will be employed in this qualitative research study is purposive sampling. "When developing a purposive sample, researchers use their special knowledge or expertise about some group to select subjects who represent this population. In some instances, purposive samples are selected after field investigations on some group to ensure that certain types of individuals or persons displaying certain attributes are included in the study" (Berg, 2012, p. 51). I selected purposive sampling as my sampling strategy because I am specifically targeting African American adults 21years of age or older who identify themselves as having been subjected to the policing strategy of racial profiling. According to Berg (2012) despite the limitations of purposive sampling, which is the lack of wide generalizability, researchers often use it as it affords them the ability to analyze the lived experiences of small samples of individual that have experienced the phenomenon that is being studied. Researchers have discovered that purposive sampling secretes large amounts of useful and meaningful descriptions of what it is like to have lived through the phenomenon. Rudestam et al. (2015) states that, "The participants, if you will, are the experiential experts on the phenomenon being studied. This means that the sample probably would not be randomly drawn from a group of college sophomores or any other "convenience" sample. Rather, the researcher uses *criterion sampling,* selecting participants who closely match the criteria of the study" (p. 123).

To add credibility to this research study and establish its validity there was no specific limitations set regarding the participant's educational level, socioeconomic status, religious beliefs, sexual orientation, political affiliation, or gender. The only criteria that research participants of this study had to meet included the following: A 21 year of age or older, identify themselves as African American, and believe that they have be subjected to the policing strategy of racial profiling. According to Patton (2015) small samples which are comprehensive have delivered several of the most significant revolutions in the comprehension of the phenomenon that is being studied. The advantage of numerous incident studies will be incomplete if fewer than four cases are selected, but more than ten. Two or three incident studies do not provide sufficient knowledge from the participants and their experiences, while 15 or 30 incident studies provide more individuality and thus a saturation of data which can be challenging and difficult at best for researchers to interpret (Patton, 2015). I proposed between 5 to 7 research participants so that the data that were collected would be substantial enough to sufficiently scrutinize the phenomena that is being investigated without secreting too much data as that of a study with more than 15 participants would do, thus impeding my efforts to establish a meaningful knowledge of the data that has been assembled.

Research Participants

I used various social media outlets such as Facebook, LinkedIn, and Instagram to identify a minimum of 5 and a maximum of 7 research participants that meet my study's criteria of being 21 years or older, identifying themselves as African American, and believes that they have be subjected to the phenomena that is being studied which is

racial profiling. My strategy to locate research participants includes locating individuals from 4 geographical locations in the United States that includes the north, south, east, and west. Though I acknowledge that a qualitative research inquiry with a phenomenological approach does not produce generalizability regarding the phenomena that is being studied; however, it is still vital to obtain the perspective of individuals that have experienced racial profiling from different parts of the country in order to gain a deeper understanding of the phenomena as a whole entity and not just a specific region or area of the country.

The procedure that I am employing is to locate my participants for his study are as follows: first I am going to create a Facebook page specifically designed for the recruitment of research participants for my research study. The page was completely transparent and provided all of the vital information in reference to this research study such as the title of the study, *The Policing Strategy of Racial Profiling and it Impact on African Americans,* the criteria for being eligible to participate in the study (Identify themselves as African American, be an adults 21 years of age or older, believe that they have been subjected to racial profiling by the police); the fact that I am seeking 5 to 7 participants from different parts of the United States (north, south, east, and west); the fact that I am conducting one on one interviews with approximately 10 open ended questions over the Internet via Skype that will last approximately 45 minutes in length and that there will be a subsequent follow up interview or a debrief of each participant; the fact that each interview will be recorded; the fact that I am conducting this research inquiry as part of the completion of and in fulfillment of part of the requirements for my

Doctor of Philosophy in Criminal Justice degree; the fact that all participant's vital information such as name, what part of the country the live in, and responses to the interview questions will be kept completely confidential by me in my secured computers (desktop and laptop); the fact that each participant will be assigned both an alias name and a specific number that they will be referred to during the inquiry to protect their identity; and finally the fact that the data that is being collected will be organized, coded, scrutinized, and interpreted by me alone to form a deeper understanding of the phenomena from those who have lived through it. I am attempting to locate all my research participants via the Facebook page that I am going to create; however, if I am unable to locate my desired number of participants via this strategy I am going to seek any remaining participants using the same approach on LinkedIn and then Instagram if need be until I have at least 7 participants.

I am not compensating my research participants with monetary stipends; however, he will explain to each participant the opportunity they have to participate in a research inquiry that could have a significant impact in the development of new legislature regarding policing and the criminal justice system in America. "Qualitative researchers need to make efforts to include culturally diverse populations in research, and individuals within these communities should be consulted about their needs during development and preparation and be given opportunity to voice what they believe would be meaningful inquiry" (Lyons et al., 2013, p.16).

Once the I have identified my 5 to 7 researcher participants he will contact each of them via email to inform them that they have been selected to participate in my

research inquiry. I will than work in conjunction with each of the research participants to create an interview schedule that is conducive for both interviewer and interviewee. An interview schedule is necessary; however, I must be flexible and avoid asking too many questions as it could result in participants being less forthcoming in their replies (Roberts, 2013). Once I have contacted each participant and created an interview schedule that has been agreed upon by both entities it will be his responsibility to maintain the integrity of the schedule by being on time for each interview and adhering to the 45-minute format, but it is also important that I am   understanding and cooperative in regard to amending the interview schedule at the request of the interviewee if so required.

Instrumentation

In a qualitative research inquiry from a phenomenological approach I am   the instrument that will be used during the study to ask questions, listen, observe, and take notes. "The instrument of choice for the qualitative researcher is the human observer. Thus, qualitative researchers place particular emphasis on improving human observation and make no claims for the reliability and validity of the instrument in the rationalistic sense" (Rudestam et al., 2015, p. 127). According to Yin (2016) the research instrument is a tool for collecting information. In this research inquiry, I will use myself as the research tool that will gathering data. I will be conducting 5 to 7 ten question interviews over the Internet via Skype. I will ask each participant the same ten pre-interview composed questions to secrete meaningful data about the phenomena that is being studied. "In order to acquire information while interviewing, researchers must word questions so that they will provide the necessary data" (Berg, 2012, p. 121).

However, I will have the option or flexibility to alter the questions if necessary as each interview progresses. Some questions are generally prepared in advance by phenomenological researchers; however, these previous questions can be altered by the researcher during the interview if it is necessary to do so (Rudestam et al., 2015). Each interview in this research study will be recorded by myself, and I will take notes while the participant replies to each question. It is important that the researcher be more of a listener and less of a talker and let the interviewee open up about their lived experiences. According to Yin (2016) in order to conduct an effective qualitative research study interview the following interview techniques must be employed by the interviewer which are: speak in modest amounts (let the interviewee speak without interrupting), be nondirective (let the participant answer the question in their own words without input from the researcher), stay neutral (the researcher's viewpoint are not warranted during interviewing and should not be presented), maintain rapport (be mindful to avoid words or comments that could cause unintentional harm to the participants), consider an interview guide (used to list key words and keep the interviewer on task), and finally analyze when interviewing (use the information that has already been provided by the participant to ask follow up probing questions that will secrete even more meaningful data). Research questions are like instruments that afford the participants the opportunity to reflect on a lived experience. I would benefit greatly if the participants were comfortable and concentrated on the phenomenon that they lived through. I would want to ask questions such as how did you feel, what did you do, what did you think, how did you react, and what happened when the incident was over (Rudestam et al., 2015).

approximately 15 minutes in length. The purpose for these exit interviews is to reiterate to each participant how the information that was obtained by me will be used, and to answer any questions or to clarify any issues or concerns that research participants might still have.

Data Analysis

The data that were collected for this research study went through the process of being organized, evaluated, coded, scrutinized, and finally interpreted. I first established a viable system to organize the data that he will be collecting prior to gathering it. According to Berg (2012) the collection of qualitative data should be in a way a system of organizing, coding, and or arranging has been established prior to the collection of data has begun. The previous statement is vital because qualitative researchers mass a large amount of data during the data collection phase of the research study, and failure to have a plan in place prior to collecting the data can be extremely costly and jeopardize the study. "If you wait until data have actually been collected to consider how they are to be organized for analysis, serious problems may arise" (Berg, 2012, p. 54).

I used NVivo, a qualitative research software program that affords researchers the ability to input interviews and other qualitative data, to assist in the organizing, coding, sorting, and storing of the data that will be collect during this research study. According to Patton (2015) the challenge that qualitative researchers are confronted with is simplifying and comprehending the complexity of field notes and verbatim transcripts. The solution to secreting useful and meaningful data is to develop a feasible sorting or coding system which is the first stage in data analysis. The lack of a system for sorting

results in an anarchy type research atmosphere, one which disarray and muddle ensues. "Content analysis, then, involves identifying, coding, categorizing, classifying, and labeling the primary patterns in the data. This essentially means analyzing the core content of interviews and observations to determine what's significant" (Patton, 2015, p. 552).

The objective of this research study was to determine what impact if any does the policing strategy of racial profiling has on the viewpoint of African American towards the police in the United States. This objective can be achieved through the separation, sorting, and coding of the data into like sets or categories. According to Lyons et al. (2013) data analysis entails the process of organizing and categorizing information that result in patterns and connections that are documented in research for the explanation or implication building of the data. Thus, the data that I collect via Internet interviews was coded to establish common themes regarding each individual question. The previous statement allowed me to organize the enormous amount of data that I collected as well as afforded me the opportunity to analyze the data and draw conclusion from it. "Qualitative interviewing produces accounts that offer researchers a means of examining intertwined sets of findings: evidence of the nature of the phenomena under investigation, including the contexts and situations in which it emerges, as well as insights into the cultural frames people use to make sense of these experiences" (Silverman, 2011, p. 62). I was able to connect the data to the primary research question after I had analyzed it and formed a decisive conclusion as to the results of how if at all the policing strategy of racial profiling impacts African American perspective regarding the police. The data that I

collected will be kept secure and confidential on my all in one personal computer that is equipped with the internet security software Norton 360 which is password protected. I also printed out all interview transcripts and field notes/interview notes and keeping them secure in a locked file cabinet.

Issues of Trustworthiness

I established the credibility of my research study by triangulating the data that I collected. According to Patton (2015) the aim of a qualitative analysis is to make intelligence of the qualitative data that has been collected by discovering patterns, ascertaining themes, answering the chief questions surrounding the research study, and offering applicably noteworthy results. Therefore, the triangulation of the data means that the researcher will take the findings from one of his research participants and compare them with the findings of another and so on and so forth as a method of confirming the conclusions that he had drawn. According to Yin (2016) triangulation's goal is to seek a minimum of at least three methods of confirming or validating a technique, portion of information, or conclusion. I established credibility in my study by identifying the primary themes of each of the research participant's responses to each of the interview questions. If the themes that I have identified for the first participant is consistent with several if not all the other research participants it will add authenticity and validity to the results. According to Patton (2015) the triangulation of qualitative sources involves the examination of the uniformity of different data bases inside the same technique.

The previous paragraph identifies the internal validity of this research study as triangulation will be used by the researcher as the tool to establish credibility and validity in this research study; however, transferability will be used as an external validity tool to do the same. According to Yin (2016) transferability contains a faintly meeker assertion than might occur with logical simplification, as transferability willingly recognizes the distinctiveness of the limited circumstances in a personalize qualitative study. "A further feature of transferability suggests that the sought-after generalization may not be that of a conclusion but may rather be more like a working hypothesis" (Yin, 2016, p. 106). The researcher will extract specifically described themes from the research participant's data to establish credibility and validity to his findings. I will employ a strategy of selecting participants that are in different regions on the United States (north, south, east, and west) to achieve a variation of perspective of the phenomena that is being studied.

Upon completion of both internal and external validity strategies the final strategy that I implemented to authenticate the findings of the data that were collected and analyzed in this research study is for me to confirm what I have discovered. I achieved the confirmability of this research study by employing reflexivity principles. According to Patton (2015) the term reflexivity is intended to guide researchers to a specific type of reflection grounded in the thorough, realistic, and relational method of qualitative inquiry. I was reflexive and acknowledged that I am an African American man and I am a retired police officer so these two facts could have had an unintended bias as I organized, coded, examined, analyzed, scrutinized, and interpreted the data that were collected. I employed the strategy of documenting the entire research process step by

step, and examining and re-examining the data that he has collected throughout this study. The previous step will afford the researcher the opportunity to establish confirmability regarding identify any contradicting findings that may be identified.

I used triangulation, transferability, and confirmability to thoroughly establish the credibility and validity of this specific research study. It is vital to employ all three techniques as they all support the findings of the researcher as being legitimate, trustworthy, and reliable to the research community. Research studies that fail to thoroughly provide evidence of proper analysis, evaluation, examination, and scrutiny may not be recognized as credible in academia.

Ethical Procedures

Prior to conducting any research for this study, I followed the proper procedures and submit the first three chapters of this research study to the Institutional Review Board (IRB) along with a completed IRB application for consideration for approval. "With some exceptions, studies with human participants, qualitative or non-qualitative, require prior approval from an institutional review board (IRB) (Yin, 2016, p. 27). I successfully completed the National Institute of Health's (NIH) Protecting Human Subjects Research Participants training as instructed by Walden University's IRB application to gain a better understanding of the appropriate policies and procedure that he must follow in order to ensure the safety of all research participants.

There are several ethical issues that must be taken into consideration by a researcher who has a desire to conduct a research inquiry that involves using human subjects as participants. The first and primary concern is that no human subjects are

harmed or put in harm's way during or after the research inquiry. According to

Rudestam et al. (2015) ascertaining participant's fully informed consent and ensuring that

no harm comes to the human subject research participants are the two primary ethical

issues that pertain to using subjects in social research studies. I composed an inform

consent form that will have all of the vital details as they pertain to the research study that

includes the title, the purpose of the research study, who the researcher is, how the

research study will be conducted, the approximate amount of time each interview and

debriefing will take, and the how the data will be used by the researcher.

According to Patton (2015) other ethical issues for qualitative researchers to take

into consideration when conducting research over the internet include confidentiality,

intrusiveness, respect for privacy, sensitivity to vulnerability, and intellectual property

rights. I addressed the aforementioned ethical concerns by beginning with ascertaining a

signed informed consent form from each research participant, explaining every detail of

the study step by step to each participant and making certain that they fully understand

throughout from beginning to the end, and by assigning each participant an alias name

and a research participant number such as Participant-1, Participant-2, and so on and so

forth as to protect all participants from having their true identify revealed. Each research

participant will be advised by the researcher that at any time during the research inquiry

that they can change their mind and decide that they no longer want to be a participant

that they will be allowed to do so without any recourse of any kind. If a research

participant decides to discontinue with the inquiry the researcher will follow the

previously mentioned steps to recruit an additional participant to fill the void left by the absence of that participant.

I conducted a series of 7 semi-structured interviews that consisted of approximately 10 open ended questions that afforded me the opportunity to ask probing questions as each interview was being conducted. Each interviewee was e-mailed the list of interview questions prior to the beginning of the interview, and advised that the approximate time of each interview will be 45 minutes in length. The data that were collected was kept secure in my personal all in one home computer that is password protected by the Internet security software Norton 360. All the interview transcripts, field notes, and interview notes were printed and kept secure in a locked filed cabinet maintained by myself.

<div align="center">**Summary**</div>

The purpose of this qualitative, phenomenological research study was to examine; dissect; and scrutinize the lived experiences of 5 to 7 African American adults that have been subjected to the controversial policing strategy of racial profiling. The desire of this research study was to ascertain what impact if any does racial profiling has on those that have been exposed to it regarding their demeanors, opinions, and outlooks concerning the police. The objective of phenomenological research is to reach the core of the individuals lived experience of the phenomenon while discovering and defining the phenomenon (Yüksel et al., 2015). Qualitative research inquires normally entail smaller numbers of research participants in comparison to the larger populations that is usually associated with quantitative research studies. "For this research approach, small sample

sizes are used. Smith et al. (2009) suggest that as the approach has evolved sample sizes

have become smaller to focus on the individual's experiences" (Roberts, 2013, p. 213).

According to Yin (2016) there is no customary method that a qualitative researcher

should use in determining the number of research participants that should be included in

the sample size of a qualitative inquiry. I will use various social media outlets such as

Facebook, LinkedIn, and Instagram to locate a minimum of five and a maximum of seven

research participants that meet the study's criteria of being 21-years or older, identifying

themselves as African American, and believes that they have be subjected to the

phenomena that is being studied which is racial profiling. My strategy to locate research

participants includes locating individuals from four geographical locations in the United

States that includes the north, south, east, and west.

In a qualitative research inquiry from a phenomenological approach the researcher

is the instrument that will be used during the inquiry to ask questions, listen, observe, and

take notes. "The instrument of choice for the qualitative researcher is the human

observer. Thus, qualitative researchers place particular emphasis on improving human

observation and make no claims for the reliability and validity of the instrument in the

rationalistic sense" (Rudestam et al., 2015, p. 127).

According to Berg (2012) the collection of qualitative data should be in a way a

system of organizing, coding, and or arranging has been established prior to the

collection of data has begun. The previous is vital because qualitative researchers mass a

large amount of data during the data collection phase of the research study, and failure to

have a plan in place prior to collecting the data can be extremely costly and jeopardize

the study. "If you wait until data have actually been collected to consider how they are to be organized for analysis, serious problems may arise" (Berg, 2012, p. 54). The researcher will use NVivo, a qualitative research software program that affords researchers the ability to input interviews and other qualitative data, to assist in the organizing, coding, sorting, and storing of the data that will be collect during this research study.

Triangulation, transferability, and confirmability will be used by the researcher to thoroughly establish the credibility and validity of this specific research study. It is vital to employ all three techniques as they all support the findings of the researcher as being legitimate, trustworthy, and reliable to the research community. Research studies that fail to thoroughly provide evidence of proper analysis, evaluation, examination, and scrutiny may not be recognized as credible in academia.

Prior to conducting any research for this study, I followed the proper procedures and submitted the first three chapters of this study to the Institutional Review Board (IRB) along with a completed IRB application for consideration for approval. "With some exceptions, studies with human participants, qualitative or non-qualitative, require prior approval from an institutional review board (IRB) (Yin, 2016, p. 27). My IRB application was approved on April 24, 2017, Walden University's approval number 04-24-17-036610.

According to Patton (2015) other ethical issues for qualitative researchers to take into consideration when conducting research over the Internet include confidentiality, intrusiveness, respect for privacy, sensitivity to vulnerability, and intellectual property

rights. I addressed the previous ethical concerns by beginning with ascertaining a signed informed consent form from each research participant, explaining every detail of the study step by step to each participant and making certain that they fully understand throughout from beginning to the end, and by assigning each participant an alias name and a research participant number such as Participant-1, Participant-2, and so on and so forth as to protect all participants from having their true identify revealed.

In Chapter 4, I revealed the findings for each step of the research study that includes the demographic information of each participant; the number of participants that were selected to partake in the study; how the data were collected and recorded; categories, patterns, and the themes that I identified, the trustworthiness of the data collected; and the results of each research question and the data that supported my findings.

Chapter 4: Results

Introduction

The purpose of this phenomenological research study was to examine the lived experiences of a sample of 7 African American adults regarding how racial profiling has impacted their demeanors, opinions, and outlooks concerning the police. The goal of phenomenological research is to grasp the core of the individuals lived experience of the phenomenon while discovering and defining the phenomenon (Yüksel & Yıldırım, 2015). The primary research question for my research study was: How does racial profiling impact African American's perception of the police? The two sub questions I used to assist in answering the primary research question were: (a) How does your appearance in reference to the clothing that you wear influence the police service that you receive in your neighborhood? and (b)What role does the neighborhood you reside in effect the type of police service that you receive?

In this chapter, I will reveal the demographics of each of the research participants, the number of research participants, and the method that I used to collect this data. In Chapter 4, I will also discuss how the data were analyzed, the results of the analysis, and how the results have been identified as trustworthy. Finally, I will present a summary where I provide an answer to the primary and secondary research questions.

Setting

I used purposive sampling to collect data through in-depth, semi structured interviews with seven African American adults, 21 years of age or older who had been subjected to the police strategy of racial profiling. Interviews took place between April

30–May 3, 2017 via e-mail and Skype. There were no organizational conditions that influenced participants or their experience at the time of the study that may have influenced the interpretation of the study results.

Demographics

I located 10 African American adults that volunteered to be part of this research study. I screened the details of each volunteer's alleged case of racial profiling and discovered that per the definition of racial profiling that three of the volunteers were not subjected to the strategy. These three volunteers were not included in the final study or collection of data. The seven volunteers that were invited to participate in the research study consisted of the following characteristics: four men and three women; three possessed master degrees, one a bachelor's degree, and three high school diplomas; three were between the ages of 50–59, two were between the ages of 40–49, and two between the ages of 30–39 years of age; five were employed at the time of the study and two were unemployed; three were from the eastern portion of the United States, two were from the northern portion of the United States, one was from the west portion of the United States, and one from the south portion of the United States.

Data Collection

I served as the instrument for this research study as I used a self-developed interview questionnaire that took an average of 45 minutes for each participant to complete. Seven research participants participated in this research study. With the interview questions, I obtained the participant's viewpoint on (a) their encounter with the police, (b) how they felt after the encounter, (c) the type of neighborhood they were in

during the encounter, (d) the clothing they were wearing at the time of the encounter, (e)

the frequency of police activity in their community, (f) the type of police activity in their

community, (g) what stood out about their encounter with the police, (h) the impact the

encounter has had on their life, (I) the changes that they have made since the encounter,

(j) their current viewpoint of the police, and (k) their currently level of trust in the police

after their encounter.

I e-mailed each research participant a consent form, which advised participants of

the specifics of the research study. Upon receiving a reply from each participant that they

"consent" and agreed to participate in the research study, I e-mailed each of the

participants my interview questionnaire. Upon their completion of the interview

questionnaire, I then scheduled an interview time with each participant to take place via

Skype. All interviews were recorded using the Amolto call recorder for Skype. I

reviewed the recording with each participant upon completion of the interview for

accuracy of their responses. There were no variations in data collection from the plan in

Chapter 3, and there were no unusual circumstances in the data collection for this

research study.

Data Analysis

According to Patton (2015), the aim of a qualitative analysis is to make

intelligence of the qualitative data that has been collected by discovering patterns,

ascertaining themes, answering the chief questions surrounding the research study, and

offering applicably noteworthy results. I used NVivo to assist in the analysis of the data

that I collected via the interviews. According to Rudestam et. al (2015), NVivo affords

the qualitative researcher the ability to collect, organize, sort, code, and analyze content

obtained from multiple sources including interviews. I used data analysis steps that were

adapted by one of the founders of phenomenological research, Moustakas, to analyze

each interview that I conducted. My method for data analysis included the following

steps:

1. Reviewed each response made by the participant that described the encounter.

2. Made note of all relevant comments.

3. Disregarded all excess and/or overlapping comments, thus leaving only the

   relevant material.

4. Organized the relevant, unchanged material into themes.

5. Combined the themes into an explanation of the feel of the experience and

   supplemented the explanation with citations from the text.

6. Used various viewpoints of the participants to create an explanation of the

   erections of their experience.

7. Developed a written operational explanation of the denotations and cores of

   the participants' experience (Rudestam et al., 2015).

I did not find any discrepant cases with any of the interview data I collected

during the analysis portion of my dissertation. The themes that I identified with the help

of NVivo through word queries and word clouds included: (a) being treated like a

criminal, (b) fearing for my life, (c) being harassed by the police, and (d) lack of

confidence in the police. I will discuss each of the themes in the results section of this

chapter.

Evidence of Trustworthiness

I established the trustworthiness of the data that I collected and analyzed for my dissertation by means of credibility, transferability, dependability, and confirmability. Internally, I established credibility in my research study by identifying the primary themes, which were listed in the previous section, of each research participant's responses to each of the interview question. I identified my themes by examining and scrutinizing each research participant's responses with one another and identified the relevant content that was consistent with several, if not all, of the other research participants, which added authenticity and validity to the results.

According to Yin (2016), transferability contains a slightly milder claim than might occur with logical simplification, as transferability freely recognizes the distinctiveness of the limited circumstances in a personalize qualitative study. "A further feature of transferability suggests that the sought-after generalization may not be that of a conclusion but may rather be more like a working hypothesis" (Yin, 2016, p. 106). I extracted specifically-described themes from the research participant data to establish credibility and validate my findings. I employed a strategy of selecting participants that resided in different regions on the United States (north, south, east, and west) to achieve a variation of perspective of the phenomena that I have studied.

According to Yin (2016), triangulation's goal is to seek a minimum of at least three methods of verifying or authenticating a technique, portion of information, or conclusion. I established credibility in my research study by identifying the primary themes of each of the research participant's responses to each of the interview questions.

According to Patton (2015), the triangulation of qualitative sources involves the examination of the uniformity of different data centered inside the same technique.

Upon completion of both internal and external validity strategies, the final strategy that I implemented to authenticate my findings of the data that I collected and analyzed was to confirm what I had discovered. I achieved the confirmability of my research study by employing reflexivity principles. According to Patton (2015), the term *reflexivity* is intended to guide researchers to a specific type of reflection grounded in the thorough, realistic, and relational method of qualitative inquiry. I had to be reflexive and acknowledge that I am an African American man and that I am a retired police officer. These two facts could have had an unintended bias as I organized, coded, examined, analyzed, scrutinized, and interpreted the data that I collected. I employed the strategy of documenting the entire research process step-by-step and examining and reexamining the data that I collected throughout this research study. These steps afforded me the opportunity to establish confirmability regarding identifying any contradicting findings that I may have identified.

Results

After I reviewed each transcript of the participant's interview questionnaire, I identified four main themes. The four main themes that I identified were: (a) being treated like a criminal, (b) fearing for my life, (c) being harassed by the police, and (d) lack of confidence in the police. The following section will address how my results assisted in answering the primary research question along with the sub questions 1 and 2.

Primary Research Question

The primary research question for my study was: How does racial profiling impact African American's perception of the police? In response to the primary research question, I asked each participant how their encounter with the police made them feel afterwards, as well as what their current level of confidence in the police was on a scale of 1–10 with 1 being no confidence and 10 being complete confidence. Each participant shared the details of their encounter with the police when they were racially profiled. Most of the participants shared the common themes of being treated like a criminal, fearing for their lives, being harassed for no reason, and not having confidence in the police following the incident. Table 1 displays the number of occurrences of each theme in the participants' responses.

Table 1

The Impact of Being Racially Profiled by the Police

Themes	No. of occurrences ($N = 7$)	Percentage (%) of occurrences
Being treated like a criminal	7	100%
Fearing for their lives	4	57%
Being harassed	6	86%
Lack of confidence in police	5	72%

Theme 1: Being treated like a criminal. All seven of my research participants shared the belief that during their encounter with the police that they were spoken down to and treated like a criminal despite not having done anything wrong (See Table 1). Participant 1 shared with me that the Caucasian police officer that she encountered during her experience with racial profiling told her to, "Shut up and leave your purse in the car". Participant 2 shared with me that during his experience with the police that he was sitting on the front steps to his corner house with friends when they were confronted by the police. He stated that the police asked him, "Is this a drug house?" and "Are you guys drug dealers?". Participant 3 shared with me that he was walking a friend home and had a backpack on his back when the police drove by him and stopped. He stated that the police asked him what was in his backpack and he told them a PlayStation gaming system. Participant 3 continued that the Caucasian police officer searched his backpack without his permission, and stated, "You fit the description of a robber.". Participant 4

shared with me that the Caucasian police officer that stopped her did not advise her why he stopped her and that when she asked why she was being stopped that he threatened her stating, "If you don't be quiet I'll lock you up and tow your vehicle". Participant 5 shared that the police "chased me down like a criminal" and yelled and screamed at her for allegedly driving around a school bus. Participant 6 shared with me that the two Caucasian police officers that stopped him stated that he "looked dirty, like a drug dealer," and "You are driving a drug dealer's car". Participant 7 shared with me that when he asked the Caucasian police officers that stopped him why he was being stopped that they asked him, "Do you have any drugs or weapons in your vehicle?"

Theme 2: Fearing for their lives. Four of my seven research participants shared the beliefs that they were in fear of losing their life during their encounter with the police. Participant 1 shared with me that during her encounter with the police the Caucasian officer approached her with his weapon drawn pointing at her and stated, "shut up and put your hands on the trunk of your vehicle" (personal communication, April 28, 2017). Participant 3 shared with me that during his encounter with the police as they were conducting a field interview report with him checking his identification that the backup police officer had his weapon drawn and pointed at him until his driver's license and check for warrants came back negative. Participant 5 shared with me that when she was stopped by the police after a brief "chase" that both Caucasian officers jumped out of their patrol vehicles with their guns drawn and pointed at her. Participant 7 shared with me that during his encounter with the police that the two Caucasian officers threatened to physically pull him out of his vehicle for asking why they stopped him (personal

communication, May 1, 2017). Participants 2, 4, and 6 shared with me that they never felt in fear of losing their lives during their encounter with the police.

Theme 3: Being harassed. Participant 1 shared with me that she never felt during her encounter with the police that she was being harassed. The other six participants all shared similar experiences regarding being stopped by Caucasian police officers for no apparent or obvious reason. Participants 2 & 3 shared with me that they were sitting on the steps and walking respectfully when they were approached by the police for unknown reasons. Participant 2 stated to me that, "I was arrested for loitering in a drug free zone while sitting on my front steps" (personal communication, May 1, 2017. He went on to share with me that he has never used or sold drugs and that the fictitious charges were dismissed prior to going to court. Participant 3 shared with me that he was just walking down the street with a friend after just leaving his house when he encountered the police. He advised me that this was not the first time that he was stopped by the police for "Fitting the description" of a suspect. He wondered aloud during our interview whether "Fitting the description" was just another way police officers identified black men in his neighborhood (personal communication, April 25, 2017).

Theme 4: Lack of confidence in the police. Participants 6 & 7 both shared with me that they have always had the utmost respect and confidence in the police to be fair and impartial, and still feel the same exact way after their encounter with the police. Participants 1, 2, 3, 4, & 5 all shared with me that their confidence level in the police was much higher prior to their encounter with the police. The shared sentiment for these participants was that they were not treated with respect, they felt violated, and they felt

like they were less than a human being. When asked on a scale of 1 to 10 with 1 being no confidence and 10 being with complete confidence what was their perception of the police before and after their encounter with the police participants 1 and 2 both shared with me, "My confidence in the police was at a 7, but is now at a 3" (personal communication, April 28, & May 1, 2017). Participant 3 shared with me, "The experience impacted my life adversely because I have a negative perception of the law enforcement profession" (personal communication, April 25, 2017). Participant 4 shared with me that she had the utmost respect and confidence in the police prior to her encounter, but her level of confidence went from a 9 to a 5. Participant 5 shared with me that her confidence level in the police went from an 8 to a 3 after her encounter of racial profiling.

Sub question 1

How does your appearance in reference to the clothing that you wear influence the police service that you receive in your neighborhood? In response to sub question 1 an analysis of the transcript interviews revealed that six participants were wearing casual clothing, while participant #1 was wearing business attire. Also, important to mention in this section is that only two of the participants were not in a vehicle at the time of their encounter with the police, which means that it was not likely that the police could see what type of clothing that the participant was wearing prior to stopping them.

Sub question 2

What role does the neighborhood you reside in effect the type of police service that you receive? In response to sub question 2 an analysis of the transcript interviews

revealed that these incidents of racial profiling took place in the inner city on four occasions and in the suburbs on three occasions. According to Walker and Katz (2018) lower income and racial minorities neighborhoods are the biggest users of police services and order maintenance. Because of the previous statement, large numbers of police are typically assigned to minority neighborhoods (Walker et al., 2018).

Summary

The purpose of this qualitative phenomenological research study was to investigate the perception that five to seven African Americans adults had of the police after being subjected to racial profiling. One primary research question and two sub questions navigated this research study. Data collection came via semi structured Internet interviews that were conducted using Skype and Amolto call recorder for Skype. I used NVivo, a qualitative software program, to assist in the analysis of the data that he collected via the interviews that I conducted. According to Rudestam et. al (2015) NVivo affords the qualitative researcher the ability to collect, organize, sort, code, and analyze content obtained from multiple sources including interviews. I used data analysis steps that were adapted by one of the founding fathers of phenomenological research, Moustakas, to analyze each interview that I conducted. Four themes developed in answering the research questions.

The first theme that was developed in my study was feeling like a criminal. All seven research participants expressed that their encounter with the police left them feeling like they were a criminal and had broken the law. However, in fact none of the

seven research participants were arrested, issued a written citation, or charged with a crime during these incidents.

The second theme that was developed in my study was fearing for their lives. Four of the seven research participants expressed that they felt afraid during their encounter with the police and were in fear of losing their lives. Three participants advised me that the police officers had their weapons drawn and pointed at them at the time of the encounter. One participant advised me that the police threatened to extract him physically from his vehicle, which made him fear for his life. The remaining three research participants advised me that they never feared for their life during their encounter with the police.

The third theme that developed was in my study was being harassed by the police. Six of the seven research participants stated that they believed that the police stopped them for no apparent reason or for just cause and that they were being harassed. These six research participants advised me that their encounters with the police were not their first encounters with the police for no apparent reason other than the color of their skin. The one remaining research participant stated that he did not believe that they were being harassed by the police at the time of their encounter.

The fourth theme that was developed in my study was the lack of confidence in the police. This theme provided the most significant and relevant conclusion of my research study in assisting in answer the primary research question. Five of the seven research participants advised me that their level of confidence in the police had

diminished greatly because of being racially profiled, being disrespected, harassed, being treated like a criminal, and made to feel less than a human being.

The research suggested that the policing strategy of racial profiling has a negative impact on African American's perception of the police. Several of my research participants shared with me that they believe that there are several good police officers out there working hard to keep their community safe; however, they also shared that the traditional police officer (Caucasian male) who does not care for people that look different from him is the police officer that harasses, treats them less than a human being, and makes them fear for their lives.

In this chapter, I revealed the setting, demographics, data collection method, data analysis method, the evidence of trustworthiness, the results of data analysis, and a summary. In chapter 5, I revealed my interpretation of the findings, limitations of my study, my recommendations regarding future research on this subject matter, implications of social change for my research study, and a conclusion. The final chapter will also include a detailed summary of my entire dissertation.

Chapter 5: Discussion, Conclusions, and Recommendations

Introduction

The purpose for this qualitative phenomenological research study was to examine the lived experiences of a sample of seven African Americans, 21 years of age or older, regarding how racial profiling has impacted their demeanors, opinions, and outlooks concerning the police. The goal of phenomenological research is to grasp the core of the individuals lived experience of the phenomenon while discovering and defining the phenomenon (Yüksel et al., 2015). I used a combination of social media outlets, which included Facebook, LinkedIn, and Instagram, to identify 7 research participants (four men and three women) who had been racially profiled by the police for this research study. I interviewed participants via e-mail and Skype, using the Amolto recorder for Skype. I conducted my interviews April 25–May 2, 2017, and each interview took approximately 45 minutes to complete.

I conducted this qualitative phenomenological research study to fill the gap in the current literature on racial profiling by concentrating on the viewpoint of African American adults 21 years of age or older that had encountered police officers via the policing strategy of racial profiling. Over the last three decades, racial profiling research studies have been completed by a multitude of law enforcement agency in America (Withrow et al., 2012). The completion of this research study has resulted in crucial feedback in the form of qualitative information that can be scrutinized, examined, and dissected by policymakers to effectively and efficiently change current day crime fighting strategies regarding racial and ethnic minorities, explicitly African Americans.

Diminished clusters of people such as African Americans have been habitually absent,

characterized, and even harmed traditionally in research studies (Lyons et al., 2013).

With this research study, I ensured that the voice of the racial and ethnic minority

community is heard regarding racial profiling and what type of impact it has on this

underrepresented group.

According to Patton (2015), the aim of a qualitative analysis is to make

intelligence of the qualitative data that has been collected by discovering patterns,

ascertaining themes, answering the chief questions surrounding the research study, and

offering applicably noteworthy results. I used NVivo to assist in the analysis of the data

that I collected via the interviews that I conducted. According to Rudestam et. al (2015)

NVivo affords the qualitative researcher the ability to collect, organize, sort, code, and

analyze content obtained from multiple sources including interviews. I used data analysis

steps that were adapted by one of the founding fathers of phenomenological research,

Clark Moustakas, to analyze each interview that I conducted. I identified four themes

with the help of NVivo through word queries and word clouds. The four themes that I

identified include the following: (1) Being treated like a criminal, (2) Fearing for my life,

(3) Being harassed by the police, and (4) Lack of confidence in the police.

Interpretation of the Findings

To examine the perceptions of the police of 7 African Americans, 21 years of age

or older, after being racially profiled by the police, I designed this qualitative,

phenomenological research study to answer a primary research question and two sub

questions. The findings in this research study were interpreted using the theoretical

framework of Bell and Freeman's CRT that emerged in the mid-1970s, and that I discussed in detail in the literature review. In the following subsections, I will interpret the results aligned to the primary research question and the two sub questions.

Primary Research Question

The primary research question that I developed to guide this study was: How does racial profiling impact African Americans perception of the police? The results of the primary research question revealed that all the research participants believed that they were treated like criminals by the police during their incident that involved being racially profiled. In addition, the results revealed that most research participants suffered a diminished level of confidence in the police after their encounter. Most research participants also stated that they believed that they were harassed by the police and that they feared for their life during their encounter.

The findings from the primary research question can be attributed to Bell and Freeman's CRT. The African American adults that participated in this research study shared with me that they each have a certain level of respect for the police; however, during their encounters with Caucasian police officers they were treated like they were less than a human being. According to Mitchell et al. (2013), the origins of CRT came from the arenas of anthropology, sociology, history, philosophy, and politics. CRT developed as an extension of critical legal studies (Mitchell et al., 2013). According to Daniels (2011), CRT also functions from a set of beliefs that point out social arrangements, discriminations, and relations based on race as well as other areas of relegation. Four significant themes exist within CRT that include (a) that race and racism

are eternal, widespread, and forever matted in the American social material; (b) CRT seeks to challenge created beliefs of impartiality and racial sympathy and maintains that such ideas are protections for authoritative practices by governing groups in America; (c) CRT is dedicated to social righteousness and the extermination of racial suppression; and finally, (d) that CRT seeks to endorse the realistic knowledge of women and people of color as genuine and crucial to the considerate of dominated individuals (Burton et al., 2010). CRT was the ideal theoretical framework for this research study on the impact of racial profiling on African American as it got to the core of the issue. CRT assumes that racism is not just an isolated incident that involves different or opposing perspective of individuals; however, that it is widespread in American society, entrenched in the legal system, criminal justice system, cultural, and psychological domains as well (Mitchell et al., 2013).

Sub question 1

Sub question 1 of the study was: How does your appearance in reference to the clothing that you wear influence the police service that you receive in your neighborhood? The findings from Sub question 1 were disconfirmed because five of the seven research participants were driving at the time of the encounter with the police. The likelihood that the police officer could observe the type of clothing, whether it was casual or dress/business attire, the participants were wearing at the time of the traffic stop is unlikely. None of the research participants shared with me any information about comments that were made by the police that stopped them regarding their clothing. Also, when considering factors like clothing that a person is wearing at the time they encounter

the police it does not appear to matter. Consider the case of *Wilkins v Maryland, 1993*

where Robert Wilkins, a well-dressed African American attorney and graduate of

Harvard Law School, was stopped by a Maryland State Police trooper while traveling on

95 South in May of 1992 coming from a family funeral for allegedly speeding. Wilkens

was traveling home to Washington D.C. at the time of the stop with three family

members in the car (Walker et al., 2018). The police forced Wilkens and his family

members to stand in the rain while they waited for a drug K-9 to arrive at the scene

(Walker et al., 2018). No drugs were found and Wilkens was issued a speeding ticket

and sent on his way (Walker et al., 2018). In February of 1993, Wilkins and family filed

a case action law suit against the Maryland State Police for violating their civil rights by

racially profiling them, and this case ignited a national debate over racial profiling

(Walker et al., 2018). The two sides agreed on a financial settlement in January of 1995,

and Maryland State Police agreed to implement traffic stop data sheets and to stop

racially profiling motorists (Walker et al., 2018).

Sub question 2

Sub question 2 of the study was: What role does the neighborhood you reside in

effect the type of police service that you receive? The findings for Sub question 2 were

confirmed as most of the research participants shared that they resided in the inner city of

their state and that they observed police activity of a regular basis that included arrests,

traffic stops, and stop and frisks. According to Walker et al. (2018), lower income and

racial and ethnic minority neighborhoods are the biggest users of police services and

order maintenance. Because of this fact, large numbers of police are typically assigned to

racial and ethnic minority neighborhoods (Walker et al, 2018). The concentrated focus of police departments on inner city, lower income, mostly racial and ethnic minority neighborhoods means that the opportunity to be exposed to being racially profiled is greatly enhanced. As I stated in the previous chapter, most research participants believe that most police officers have good intentions; however, it is a small number of Caucasian police officers that appear to profile and harass African Americans for no apparent reason other than the color of their skin. According to Walker et al., research findings indicated that unconscious bias plays a significant role in policing. I am not saying that police activity including traffic stops, stop and frisk, and arrest does not occur in the suburbs because it does; however, it is just more prevalent in the inner cities in America.

Limitations of the Study

I identified several possible limitations to the trustworthiness of this study that arose during its completion. The first possible limitation was the findings being a generalization for all African American populations in this country regarding racial profiling. The findings of this research study should only be taken as a generalization for individuals whose demographics match that of the participants in this study. Secondly, the fact that I am a retired African American police officer must be mentioned. My personal opinions, feelings, and biases on this subject matter could have affected my ability to collect and analyze the data. I avoided this possibility by developing a research strategy that included using a variety of social media outlets to identify the first seven volunteers qualified participants, gaining their informed consent via e-mail, e-mailing

them an interview questionnaire, scheduling an interview time and date, interviewing

participants via Skype, and recording each interview via Amolto recorder for Skype.

NVivo was used to collect, organize, sort, code, and analyze my data. I identified

patterns and themes in my data as I analyzed it, and only reported those themes that were

identified. The final possible limitation to the trustworthiness of this research study was

the potential hidden agenda of the research participants. I was not personally a witness to

any of the encounters that were shared with me as the researcher, so there is always the

possibility that the research participant had a secret agenda that they did not mention to

me. Regarding each participant, I can verify that they all appeared to be African

American, were over the age of 21, and that the answers that were provided on their

interview questionnaire matched the information that was recorded and verified via the

handwritten notes that I took during each interview.

Recommendations

I offer three recommendations for future research resulting from this study. The

first recommendation is to conduct a qualitative phenomenological study that increases

the sample size from 7 to 14–16 research participants and changes the sampling strategy

from purposive sampling with African American adults as the target group to random

sampling where the criteria is just being subjected to racial profiling. This would allow

researchers to compare how different ethnicities are impacted by racial profiling. My

second recommendation is to conduct a research study that is a qualitative inquiry where

there are not age limits. This will allow researchers to determine if it is an age issue or

just an issue regardless of age. My final recommendation for future research resulting

from this study would be to conduct a qualitative research study that examined racial

profiling from the police officer's perspective. This would help the researcher develop a

better understanding of how the police see the communities that they police and provide

additional data that could help to bridge the gap between the police and the racial and

ethnic minority community.

Implications

The results of this research study have significant potential for positive social

change. The findings of this study will make those that engage in policing strategies like

racial profiling aware of how it impacts African Americans that are subjected to it. No

person should ever feel like they are less than a human being because of the way that

another human being treats them. The people that need to dissect, examine, and

scrutinized this scholarly research study are police administrators, policy makers,

members of academia, the media, and the public. The results of this research study could

result in the redesign of not only policing as it is currently practiced in this country, but

the entire criminal justice system. Racial profiling is not illegal in any of the 50 states in

this country and that needs to change. Stopping a vehicle or a person walking down the

street or sitting on their front steps for no apparent reason other than the color of their

skin is wrong, and the time has come for the reconstruction of policing in America. As I

stated previously in Chapter 2 in the literature review, many experts and historians

believe that modern day policing origins come from the slave patrols and that not much

has changed over the past 300 plus years in policing in this country (Potter, 2013). In this

research study, I focused on the policing strategy of racial profiling, so I did not address the court system or corrections in the United States.

During the conducting of my interviews I made note of certain questions and comments that were made by the participants regarding how to prevent encounters like the one that they had been subjected to from happening again. One of the sentiments that each participant shared was the necessity of recruiting more qualified candidates to be police officers. The participants shared with me that they thought that police departments should look like the communities that they serve, and not be the traditional all Caucasian male police officer. The benefit of a diverse police department is that officers would understand how to interact with different cultures and ethnicities that are different from their own. When most police departments consist of Caucasian heterosexual males it can be nearly impossible to interact effectively with people who are different in not only the color of their skin, but their sexual orientation, religious beliefs, political affiliations, educational background, and socioeconomic status. Police department recruitment efforts need to extend beyond the traditional strategies of college job fair at predominantly White institutions, but must specifically target minority communities that are fruitful with qualified candidates. Historically Black Colleges and Universities or HBCUs for short are a great starting point to identify qualified educated African American candidates for the position of police officer. A diverse police department has many benefits, but the most significant benefit is an opportunity to improve the relationship between the police and the minority community specifically the African American community. More diverse police departments are needed.

Another key point this research study brought to light is the necessity for cultural awareness that results in cultural competency for police departments in the United States. A police force that is more culturally competent is one that is also more effective, safer, and receptive to the needs of the members of the community that they serve (Blakemore, Barlow, & Padgett, 1995). Research over the past 30 years on the topic of cultural awareness and cultural competency reveals that despite its name two basic principles remain the same regarding policing. The first principle is that police officers are more effective social control agents when they can ascertain community support through better communication skills, and that police officers are less likely to be abusive and would be more receptive if they comprehended underrepresented groups (Blakemore et al., 1995). I know that some police departments do offer a variety of diversity training for their police officers, but not all do and that must change. Given the manner that most of my research participants were treated during their encounters with the police I believe that mandatory cultural awareness and competency training should be part of the entry level police academy, as well as in-service training for veteran police officers. A better culturally trained police officer will understand the damage that they are inflicting on human beings when they treat them in a less than human manner. Fearing for your life, being harassed, being treated like a criminal, and not having confidence in the police all have long term negative effects on those that have been subjected to this treatment but also those that have inflicted this treatment. If police officers understood the people in the communities that they are sworn to service and protect better many of these situations involving the use of deadly force could be prevented. Police officers are often afraid of

people who look different, act different, and have different customs and rituals then their own. Drawing your service issued weapon on a person with their hands in the air should never be your first opinion. Better trained police officers are needed.

Both sides of the racial profiling debate were presented in this research study. Proponents, including some African Americans, believe that racial profiling is an effective crime fighting strategy as it suppresses criminal activity in their neighborhood and they like that. Opponents, including some Caucasians, believe that racial profiling is a violation of a person's civil rights and liberties. Stopping a person for no other reason other than the color of their skin is wrong they say. Whichever side of the debate you may happen to fall on it is one thing that is evidently clear, and that is if the shooting of unarmed minorities needs to cease and something must change in policing in this country. The need to control crime appears to be a higher priority in this country than that of due process. It appears that African Americans are guilty until proven innocent instead of innocent until proven guilty like their Caucasian counterparts. This research study indicates that the time has come to establish both federal and state laws that prohibit racial profiling. Regardless of whether racial profiling may be effective in certain situations it is still inherently wrong to cause the type of harm that it causes on certain underrepresented groups like African Americans. Racial profiling legislation is needed.

Conclusion

To fully comprehend and address the highly-debated police strategy of racial profiling, it was necessary to ascertain the perspective of African Americans 21 years of age and older who were subjected to racial profiling. The research revealed in this

qualitative phenomenological research study support previous research finding in the literature, such as finding from Chaney et al., (2015), Staples (2011), and Withrow et al. (2011), who also reported that experiences with African American men and the police were less than favorable; racial profiling is not only a systematic, historical, and the lived experiences of African Americans, but is also the implicit bias perspective of whites who condone and rationalizes such behavior; and that police officers cannot use race as the only factor for conducting traffic stops, stop and frisks, and making arrests. Therefore, the shared accounts of these research participants are a new invaluable resource or tool for police administrators, policy makers, members of academia, the media, the public, and any other impacted and effected entities.

According to Chaney et al. (2015), African Americans began being marginalized by the police early in United States society. The origins of what is now known as racial profiling date back to the 19th century in England when Dr. Bond wrote the profile for the unknown British serial killer known as Jack the Ripper (Ibe et al., 2012). One of the first signs of racial profiling in modern law enforcement in the United States occurred with the Cincinnati Police Department in 1958. In 1958, the Cincinnati Police Department became one of the first to use field interrogation campaigns that placed an entire community under the control of the police (Filimon, 2015). These field interrogation campaigns consisted of what is described as a dragnet-like maneuver of indiscriminate approaching of members of these communities. The American Civil Liberties Union (ACLU) questioned this policing strategy at the time of its occurrence

noting that it disproportionately affects minorities, the poor, and the homeless (Filimon, 2015).

Several members of academia, police experts, and law enforcement historians believe that the system of policing that is currently employed in America was conceived as an offspring of the southern slave patrols (Dempsey et al., 2016). The primary objective of these slave patrols was social control. These slave patrols achieved their objective by enforcing preventive laws against slaves, apprehending slaves, and by protecting white people from slave uprisings. "Racial profiling, then, has endured as a tool of white power, systematically activated and codified into law, and not merely a collection of individual offenses" (Staples, 2011, p. 32). Based on the data collected and analyzed for this research study, the current literature available on racial profiling, and the events over the previous 24 months involving police officers shooting unarmed African Americans and several police departments nationwide having been identified as have members of the Ku Klux Klan (KKK) as part of their department it does not appear that much has changed during the past 400 plus years. The time for change has come. It appears that new legislation at every level outlawing the policing strategy of racial profiling is appropriate.

The results of this research study provide several possibilities for social change. The redesign or reconstruction of policing as it currently stands is one of the most obvious areas. Police departments need to employ the principles of cultural awareness and cultural competency with all sworn and nonsworn personnel. Research reveals that police officers are more effective social control agents when they can ascertain

community support through better communication skills, and that police officers are less likely to be abusive and would be more receptive if they comprehended underrepresented groups (Blakemore et al., 1995). The creation of new legislature regarding racial profiling is also a definite possibility. Law enforcement agencies at all levels including the federal, state, and local currently have policies that prohibit racial profiling; however, there are currently no federal or state laws that prohibit this strategy. The final possibility for social change that must be mentioned is in recruitment. To have an effective and efficient police department you must have a diverse one. Police departments must do a better job of recruiting the best of the best. These candidates for the position of police officer should include all races, ethnicities, genders, religions, socioeconomic background, sexual orientations, and political affiliations. This research study, specifically chapter two in the literature review section, clearly shows how non-diverse police department are confronted with new cultural challenges that they are not properly equipped to manage effectively. Police departments must look like the communities that they are sworn to protect and serve if they are to offer the best serve possible. It is no longer appropriate to hire only all White heterosexual males to be police officers. There must be a conscience effort made by police administrators to recruit qualified women, African American, and other ethnic minority candidates to be police officers. When police departments mirror the communities that they are sworn to serve and protect, positive social change can occur. Future research studies on racial profiling are required and appropriate to monitor the progress that policing makes on this subject matter. A quantitative research study could provide meaningful data regarding whom the police is

stopping now, why they are stopping them, and what are the outcome of the stops.

Future research studies could also provide meaningful insight into what type of policing

strategies are appropriate for modern day society in America.

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Appendix A: Invitation to Participate

Research Participant Invitation Letter

Date:

Name of Research Participant:

City/State of Residence of Participant:

Date of Birth of Participant:

Ethnicity of Participant:

Re: The Policing Strategy of Racial Profiling and its Impact on African Americans. Researcher: Derrick Jones.

Dear_____,

I am writing you to let you know about an opportunity to participate in a research study about racial profiling. This study is being conducted by Derrick Jones, a doctoral student, from Walden University. This study will involve being interviewed by the researcher by the internet via e-mail and Skype. The interview will take approximately 45-60 minutes to complete and includes a debriefing or follow-up interview at a later date and time that will take approximately 15 minutes to complete. This is a voluntary research study that you can withdraw from at any time without any advanced note or any retribution. You will not receive any financial or other form of compensation for participating in this study. You are receiving this letter as you responded to the Facebook page that the researcher created in regard to this specific study. Each participant's personal information along with their interview responses will be kept confidential by the researcher and will not be shared with anyone else without prior authorization from the participant.

Each voluntary for this research study will be notified via e-mail by the researcher if they have been selected to participate in the study or not. The researcher is seeking to recruit five to seven African American adults twenty-one years of age or older, from different parts of the United States, who believe that they have been subjected to the policing strategy of racial profiling. Please note that just because a potential participant meets the specific criteria does not mean that they are automatically included or obligated in any way to participate in this study.

If you would like any additional information about this study, please contact Derrick Jones via e-mail or phone at XXXXXXXX orXXXXXXXX. Thank you for all consideration given to this research opportunity.

Respectfully,

Derrick Jones, PhD (Candidate)

Walden University

Appendix B: Interview Questions

The Policing Strategy of Racial Profiling and its Impact on African Americans

Research Study Interview Questions

Instructions: Please answer the following questions as thoroughly as possible and to the best of your ability and recollection.

1. Describe your encounter with the police that lead you to believe that you were a victim of racial profiling? (Time of day, walking or driving, alone or with someone)

2. How did you feel when you were stopped by the police?

3. What type of neighborhood do you reside in? (Inner city, suburbs, rural area)

4. Describe the clothing you were wearing at the time you were stopped?

5. How often do you observe police activity in your neighborhood?

6. What type of police activity have you observed in your neighborhood? (Arrest, traffic stops, stop & frisk)

7. What aspects of your encounter with the police stand out in your mind?

8. How has this experience impacted your life?

9. What changes, if any, have you made in your life since your encounter with the police?

10. What is your current viewpoint of the police?

Probing Questions:

1. Describe the neighborhood/location you were in when the police stopped you?

2. Were you walking or driving at the time of your encounter with the police?

3. Were you alone or with someone when you stopped by the police and what were you doing at the time?

4. On a scale of 1-10, with 1 = none and 10 = complete, what is your current confidence level in the police after your experience?

Appendix C: NIH Certificate

Certificate of Completion

The National Institutes of Health (NIH) Office of Extramural Research certifies that **Derrick Jones** successfully completed the NIH Web-based training course "Protecting Human Research Participants".

Date of completion: 10/19/2016.

Certification Number: 2215844.