

**Department of Sociology  
Brescia University College  
Intersectionality in Policing (3388G), Section 530  
Winter 2021/2022**

In the event of a COVID-19 resurgence during the course that necessitates the course moving away from in-person delivery, course content may be delivered online either synchronously (i.e., at the times indicated in the timetable) or asynchronously (e.g., posted on OWL for students to view at their convenience). There may also be changes to any remaining assessments at the discretion of the course instructor. In the event of a COVID-19 resurgence, detailed information about the impact on this course will be communicated by the course instructor.

**Instructor:** Professor Bikos

**Email:** [levans8@uwo.ca](mailto:levans8@uwo.ca)

**Location:** In person

**Class time:** Tuesdays 8:30 -11:30am, Room 202

**Office Hours:** After class or by appointment

**Office:** In person, Zoom, Facetime, Phone call – whatever is most comfortable for you.

### **COURSE DESCRIPTION**

Policing in Canada remains, on average, approximately 88% white, 79% male-dominant, and largely heterosexual. This course aims to provide an in-depth understanding of the role of whiteness and patriarchy (and their intersections) in the internal environment of policing from an intersectional feminist perspective. This inquiry will highlight the progress and barriers for officers outside of the dominant group using academic literature, Canadian case studies, and a cross-national comparison. An examination of masculinities and the impact on the dominant group will also be included in our inquiry, asking the question: who benefits from the current system? Topics such as gender, ethno-racial identity, sexual orientation, police culture, organizational operations, work-life balance, workplace harassment and discrimination, mental health, identity formation and more will be explored. A focus on past, current, and possible mechanisms of transformation will be included in our inquiry.

**Prerequisite(s):** 1.0 from Sociology courses at the 1000 level or with permission of the instructor. Unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you may be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.

**Antirequisite:** Soc 3325F/G (Special Topics: Intersectionality and Policing, formerly Gender and Policing) offered at Kings University College, section 570.

## COURSE LEARNING OUTCOMES

By the end of this course the student should be able to:

1. Critically analyze the impact of modern policing (both operationally and culturally) on officers, both on and off-duty, through an intersectional lens.
2. Connect these impacts to public service e.g., women's interactions with law enforcement.
3. Analyze the complex relationship between identity, role conflict, and personal ethics specific to officers of various identities working in a white, heteronormative, male-dominated culture.
4. Apply relevant intersectional feminist and masculinity theories to the reported experiences of police officers.
5. Analyze the similarities and differences in police officers' reported experiences and their impacts.
6. Discuss potential solutions to remaining barriers through an analysis of multinational approaches to greater diversity and inclusion techniques in modern policing.

## Brescia Competencies

The Brescia Competencies are the building blocks of your Brescia experience. They help you to think critically and participate actively in society – attributes you will apply throughout your entire life. Regardless of what degree you choose, these skills, values, and abilities prepare you to lead with wisdom, justice, and compassion in a changing world. Throughout this course, students will work towards developing the following Brescia Competencies:

**Communication:** includes the articulation of one's ideas, developing informative and persuasive arguments in all forms of communication, understanding the communication context. Students will also develop interpersonal communication skills including working with others in groups, sharing opinions, resolving conflicts, offering ideas, listening to others, asking questions, and demonstrating effective nonverbal behaviours.

**Critical Thinking:** the ability to engage in thinking characterized by the rational, informed, independent, and open-minded exploration of issues, ideas, and events before accepting or formulating a conclusion.

**Inquiry and Analysis:** the ability to reach informed decisions by breaking down complex issues, exploring evidence, and describing relationships among persons, things, or events.

**Problem Solving:** the ability to create and execute a strategy to answer a question or achieve a goal. Includes being able to anticipate the consequence of a potential solution, select a strategy among several alternatives, and decide when an acceptable outcome has been reached.

**Self-Awareness and Development:** the ability to draw meaning, knowledge and value from honest and fair reflection and self-evaluation. Students are able to recognize their values and their impact on other and make a commitment to personal growth.

**Social Awareness and Engagement:** the ability “to understand and respond to the needs of others” (Daniel Goleman). To do so, students need to develop an understanding of the interrelationship between individual and society. They come to see how their actions influence, and are influenced by, other people, social institutions, and social structure. They appreciate the diverse standpoints and cultural experiences of others and attempt to see things from different perspectives. Socially aware and engaged students demonstrate knowledge of contemporary social problems and propose solutions for dealing with these issues. They have the ability to reflect on the impact they have on others. They are able to work with a diverse group of people in intercultural contexts to develop and implement social justice initiatives and enact positive social change.

**Valuing:** the ability to make decisions or choose actions based on the consistent application of moral principles and ethical codes. Students must also be able to understand the ideas informing one’s beliefs and be accountable for their actions.

## **Required Readings**

Due to the limited availability of Canadian content on the topics above in the form of a textbook, relevant academic journal articles, book chapters, government reports, and police-related gender audits will be provided via Owl. While there is a focus wherever possible on Canadian content, there is also U.S., U.K., and Australian works to provide a multinational approach.

## **Contact Information**

The best way to reach me is via email at [levans8@uwo.ca](mailto:levans8@uwo.ca). I will respond within 48 business hours (Monday to Friday, 9 am to 5pm).

## **Course Etiquette**

This course is designed as a seminar, discussion-based experience. All students are expected to engage in a respectful manner. This includes all interactions with peers, as well as communications with your professor both in class and on-line. We can have different opinions and lived experiences that mean we move through (and experience) the world in different ways. Participation is important in this class -- feel free to speak your mind, but harmful or disrespectful language/behaviour will be shut down immediately.

## **Copyright and Intellectual Property**

PowerPoint lecture slides and notes, lists of readings, in-class activities, assignment guidelines, and all other components of the course materials are typically the intellectual property of the instructor. Unauthorized reproduction through audio-recording, videorecording, photographing, sharing on social media, or posting on course-sharing websites is an infringement of copyright and is prohibited. Such action may be considered a Code of Conduct violation and lead to sanctions.

## **Method of Evaluation**

Your final grade for this course will be calculated as follows:

|                                  |     |
|----------------------------------|-----|
| Seminar (Ongoing)                | 30% |
| Paper Proposal (Due February 15) | 15% |
| Final Paper (Due March 29th)     | 40% |
| Participation (Ongoing)          | 15% |

*As per university rules, a 2000 and above essay course must contain written assignments that meet at least 2500 words and must be so structured that the student is required to demonstrate competence in essay writing to pass the course. Because this is an essay course, as per Senate Regulations, you must pass the essay component to pass the course. That is, the average mark for your written assignments must be at least 50%.*

### **Seminar**

In our first class, you will sign up to lead the class in one of the class readings and facilitate class discussion. Further instructions on the presentation format will be provided on Owl and in class.

### **Paper Proposal**

Midway through the course you will provide your final paper proposal for approval. The proposal will outline your topic, including your thesis, theory, and subcategories. You will also provide an annotated bibliography of three sources that relate to your topic. This allows me to give you feedback and direction. This step must be completed for you to receive permission to write the final essay. Detailed instructions will be provided on Owl and in class.

### **Final Paper**

Your final paper will be based on your proposal (if you want to deviate as you research more, reach out). Using applicable course readings based on your chosen topic and a minimum of fifteen sources (we will discuss expectations), you will write a research paper on your approved topic. Further details and instructions will be provided.

### **Course Outline**

A complete list of scheduled readings and other mediums will be posted on Owl. These weeks offer you a glimpse of broad topics to be covered. An intersectional lens will be our focus throughout the course. These weeks often intersect, and build off one another. Each week will have student-led seminars, supplemented by instructor teachings. Completion of class readings to the best of your ability is required to do well in this course.

## **Week of:**

September 9<sup>th</sup>: Introduction, choosing summary, course expectations and assignments

September 16<sup>th</sup>: Introduction to Critical Feminist, Critical Race, and Intersectional Theory

September 23<sup>rd</sup>: Queer Theory and Theories of Masculinity

September 30<sup>th</sup>: Police Culture and the “Ideal” Police Officer

October 7<sup>th</sup>: Ethno-racial, Gender, Sexual Orientation, Disability: Othering in Policing

October 14<sup>th</sup>: Overt and Covert Discrimination in Policing

October 21<sup>st</sup>: Structural Barriers to Inclusion (Note: Paper Proposal Due)

October 28<sup>th</sup>: Recruitment, Promotion, Retention of Diversity

November 4<sup>th</sup>: Reading Week

November 11<sup>th</sup>: The Impact of Internal “isms” on Marginalized Citizens

November 18<sup>th</sup>: Disruption

November 25<sup>th</sup>: Transformation: Reforms, Defunding, Abolition

December 2<sup>nd</sup>: Last Class

## **Western University Grading Rubric:**

A  $\geq$ 80% Excellent; exceeds expectations in all areas of evaluation

B 70-79% Very good work at this level of university; exceeds expectations in some areas, but not all areas, of evaluation

C 60-69% Satisfactory work; meets basic expectations at this level of university

D 50-59% Does not meet basic university expectations, but effort has been demonstrated

F  $\leq$ 49% Absolutely unsatisfactory for this level of university

## **Late Policy**

In the event you will be absent for class activities, assignments, and/or exams, documentation for medical or non-medical academic accommodation must be submitted directly to academic accommodations and not to the instructor. When a student requests academic accommodation (e.g., extension of a deadline, a makeup exam) for work representing 10% or more of the

student's overall grade in the course, it is the responsibility of the student to provide acceptable documentation to support a medical or compassionate claim. Appropriate academic accommodation will be determined by the Academic Advisor in consultation with the student's instructor, who will make the final decision. Please note that personal commitments (e.g., vacation flight bookings, work schedule) which conflict with a scheduled test, exam or course requirement are not grounds for academic accommodation.

Unless prior arrangements have been made at the instructor's discretion, a penalty of 5% per day (including weekends) will be applied to late assignments.

## **2021-22 BRESCIA UNIVERSITY COLLEGE ACADEMIC POLICIES AND REGULATIONS**

1. POLICY REGARDING ACADEMIC ACCOMMODATION The complete policy regarding Accommodation for Illness - Undergraduate Students can be found at [https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_12](https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_12) .

Students who have long-term or chronic medical conditions which may impede their ability to complete academic responsibilities should seek Academic Accommodation through Student Accessibility Services ([https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_10](https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_10) ).

Personal commitments (e.g., vacation flight bookings, work schedule) which conflict with a scheduled test, exam or course requirement are not grounds for academic accommodation.

Students who experience an illness or extenuating circumstance sufficiently severe to temporarily render them unable to meet academic requirements may submit a request for academic consideration through the following routes:

1. Submitting a Self-Reported Absence form provided that the conditions for submission are met;
2. For medical absences, submitting a Student Medical Certificate (SMC) signed by a licensed medical or mental health practitioner;
3. For non-medical absences, submitting appropriate documentation (e.g., obituary, police report, accident report, court order, etc.) to their Academic Advisor. Students are encouraged to contact their Academic Advisor to clarify what documentation is acceptable.

### **Requests for Academic Consideration Using the Self-Reported Absence Portal**

Students who experience an unexpected illness or injury or an extenuating circumstance of 48 hours or less that is sufficiently severe to render them unable to meet academic requirements should self-declare using the online Self-Reported Absence portal. This option should be used in situations where the student expects to resume academic responsibilities within 48 hours. Note that the excused absence includes all courses and academic requirements within the up to 48 hours, it is not intended to provide an excused absence from a single course while students fulfill their academic responsibilities in other courses during that time.

The following conditions are in place for self-reporting of medical or extenuating circumstances:

1. Students will be allowed a maximum of two self-reported absences between September and April and one self-reported absence between May and August;

2. The duration of the absence will be for a maximum of 48 hours from the time the Self-Reported Absence form is completed through the online portal, or from 8:30 am the following morning if the form is submitted after 4:30 pm;
3. The excused absence will terminate prior to the end of the 48 hour period if the student undertakes significant academic responsibilities (writes a test, submits a paper) during that time;
4. Self-reported absences will not be allowed for scheduled final examinations; midterm examinations scheduled during the December examination period; or for final lab examinations scheduled during the final week of term;
5. Self-report absences may not be used for assessments worth more than 30% of any course;
6. Any absences in excess of 48 hours will require students to present a Student Medical Certificate (SMC), or appropriate documentation;
7. Students must communicate with their instructors no later than 24 hours after the end of the period covered by the Self-Reported Absence form to clarify how they will fulfil the academic expectations they may have missed during the absence.

#### Request for Academic Consideration for a Medical Absence

When a student requests academic accommodation (e.g., extension of a deadline, a makeup exam) for work representing 10% or more of the student's overall grade in the course, it is the responsibility of the student to provide acceptable documentation to support a medical or compassionate claim. All such

requests for academic accommodation must be made through an Academic Advisor and include supporting documentation.

Academic accommodation for illness will be granted only if the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete their academic responsibilities. Minor ailments typically treated by over-the-counter medications will not normally be accommodated.

The following conditions apply for students seeking academic accommodation on medical grounds:

1. Students must submit their Student Medical Certificate (SMC) along with a request for relief specifying the nature of the accommodation being requested no later than two business days after the date specified for resuming responsibilities. An SMC can be downloaded from [http://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/medicalform.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf) ;
2. In cases where there might be an extended absence or serious issue, students should submit their documentation promptly and consult their Academic Advisor for advice during their recovery period;



3. Whenever possible, students who require academic accommodation should provide notification and documentation in advance of due dates, scheduled tests or examinations, and other academic requirements;

4. Students must communicate with their instructors no later than 24 hours after the end of the period covered by the SMC to clarify how they will fulfil the academic expectations they may have missed during the absence;

5. Appropriate academic accommodation will be determined by the Dean's Office/Academic Advisor in consultation with the course instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements, arranging Special Exams (make-ups), re-weighting course requirements, or granting late withdrawal without academic penalty. The full policy on requesting accommodation due to illness can be viewed at:  
[http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_12](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_12)

## 2. ACADEMIC CONCERNS

If you feel that you have a medical or personal challenge that is interfering with your work, contact your instructor and Academic Advisor as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. Retroactive requests for academic accommodation on medical or compassionate grounds are not normally considered.

If you think that you are too far behind to catch up or that your work load is not manageable, you should consult your Academic Advisor ([https://www.brescia.uwo.ca/enrolment\\_services/academic\\_advising/index.php](https://www.brescia.uwo.ca/enrolment_services/academic_advising/index.php) ). If you consider reducing your workload by dropping one or more courses, this must be done by the appropriate deadlines; please refer to <http://brescia.uwo.ca/academics/registrar-services/> or the list of official sessional dates in the Academic Calendar (<http://www.westerncalendar.uwo.ca/SessionalDates.cfm?SelectedCalendar=Live&ArchiveID=>).

You should consult with the course instructor and the Academic Advisor who can help you consider alternatives to dropping one or more courses. Note that dropping a course may affect OSAP eligibility and/or Entrance Scholarship eligibility.

## 3. ABSENCES

**Short Absences:** If you miss a class due to a minor illness or other problems, check your course outline for information regarding attendance requirements and make sure you are not missing a test or assignment. Cover any readings and arrange to borrow notes from a classmate. Contact the course instructor if you have any questions.

Please note that for asynchronous online courses, attendance or participation requirements may be different than for synchronous or in-person courses.

Extended Absences: If you have an extended absence, you should contact the course instructor and an Academic Advisor. Your course instructor and Academic Advisor can discuss ways for you to catch up on missed work, and arrange academic accommodations if appropriate and warranted.

It is important to note that the Academic Dean may refuse permission to write the final examination in a course if the student has failed to maintain satisfactory academic standing throughout the year or for too frequent absence from the class or laboratory ([http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=5&SelectedCalendar=Live&ArchiveID=#SubHeading\\_68](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=5&SelectedCalendar=Live&ArchiveID=#SubHeading_68) ).

#### 4. SCHOLASTIC OFFENCES

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence at: [http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_20](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_20).

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences. Note that such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. Students are advised to consult the section on Scholastic Discipline for Undergraduate Students in the Academic Calendar.

If you are in doubt about whether what you are doing is inappropriate or not, consult your instructor, the Academic Dean's Office, or the Registrar. A claim that "you didn't know it was wrong" is not accepted as an excuse.

The penalties for a student guilty of a scholastic offence (including plagiarism) include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

#### Plagiarism:

Students must write their essays and assignments in their own words. Whenever students take an idea or a passage from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major academic offence.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system.

Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

#### Computer-marked Tests/exams:

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating. Software currently in use to score computer-marked multiple-choice tests and exams performs a similarity review as part of standard exam analysis.

### 5. PROCEDURES FOR APPEALING ACADEMIC EVALUATIONS

All appeals of a grade must be directed first to the course instructor. If the student is not satisfied with the decision of the course instructor, a written appeal is to be sent to the School Chair. If the response of the Chair is considered unsatisfactory to the student, they may then submit a written appeal to the Office of the Dean. If the student is not satisfied with the decision of the Dean, they may appeal to the Senate Review Board Academic (SRBA), if there are sufficient grounds for the appeal and if the matter falls

within the jurisdiction of the SRBA. For information on academic appeals consult your Academic Advisor or see the Student Academic Appeals – Undergraduate in the Academic Calendar

[http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_14](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_14).

Note that final course marks are not official until the Academic Dean has reviewed and signed the final grade report for the course. If course marks deviate from acceptable and appropriate standards, the Academic Dean may require grades to be adjusted to align them with accepted grading practices.

### 6. PREREQUISITES

Unless you have either the prerequisites for a course or written Special Permission from the Dean to enroll in it, you will be removed from the course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisite(s).

### 7. SUPPORT

#### Support Services

The Brescia University College Registrar's website, with a link to Academic Advisors, is at <http://brescia.uwo.ca/academics/registrar-services/>. Students can access supports through Brescia's Student Life Centre (<http://brescia.uwo.ca/life/student-life/>) and Learning Skills Services at Western (<https://www.uwo.ca/sdc/learning/>)

## Mental Health and Wellness

Students may experience a range of issues that can cause barriers to your learning, such as increased anxiety, feeling overwhelmed, feeling down or lost, difficulty concentrating and/or lack of motivation. Services are available to assist you with addressing these and other concerns you may be experiencing. You can obtain information about how to obtain help for yourself or others through Health & Wellness at Brescia

([https://brescia.uwo.ca/student\\_life/health\\_and\\_wellness/index.php](https://brescia.uwo.ca/student_life/health_and_wellness/index.php) ) and Health and Wellness at Western, [http://uwo.ca/health/mental\\_wellbeing/index.html](http://uwo.ca/health/mental_wellbeing/index.html).

## Sexual Violence

All members of the Brescia University College community have a right to work and study in an environment that is free from any form of sexual violence. Brescia University College recognizes that the prevention of, and response to, Sexual Violence is of particular importance in the university environment. Sexual Violence is strictly prohibited and unacceptable and will not be tolerated. Brescia is committed to preventing Sexual Violence and creating a safe space for anyone in the Brescia community who has experienced Sexual Violence.

If you or someone you know has experienced any form of Sexual Violence, you may access resources at [https://brescia.uwo.ca/safe\\_campus/sexual\\_violence/index.php](https://brescia.uwo.ca/safe_campus/sexual_violence/index.php) .