



**SYLLABUS-**  
**MULTICULCURALISM in CJ**  
**2025\_FALL\_12328\_CJ\_4368**  
**Type: Online**  
**Start Date: 08/25/2025 End Date: 12/10/2025**

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## **COURSE MATERIALS**

*The following course materials are required:*

**Shusta, Robert M., and Levine, Deena R., 2021. *Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society (7th ed.)*. Upper Saddle River, NJ: Pearson. ISBN-13: 978-0134849188.**

American Psychological Association (October 2019), Publication Manual of the American Psychological Association, 7th Edition, <https://apastyle.apa.org/products/publicationmanual-7th-edition-spiral>

Additional material (e.g. extra readings, videos, etc.) will be posted on Blackboard throughout the semester.

## **COURSE DESCRIPTION**

This course is intended to introduce you to the topic of Multiculturalism in American Criminal Justice System. More specifically, the course provides extensive information about the issues and variety of challenges associated with cultural diversity and its impact on law enforcement in America. During the course the students will gain knowledge about the impact of diversity on law enforcement, concepts of stereotyping, prejudice, role of police department leadership in providing a workplace environment that is inclusive of all employees, and other topics related to multiculturalism in law enforcement. It provides practical information and insight to prepare officers for culturally sensitive policing. The content explores the pervasive influences of culture, race, ethnicity, gender and sexual orientation in the workplace and in multicultural communities.

## **COURSE LEARNING OBJECTIVES**

By the end of this course, students will be able to:

1. **Explain** the role of multiculturalism in shaping the American criminal justice system.
2. **Identify and analyze** challenges related to cultural diversity in law enforcement practices and policies.
3. **Examine** the effects of stereotyping, prejudice, and bias on decision-making within criminal justice agencies.
4. **Evaluate** the role of police leadership in creating inclusive and equitable workplace environments.
5. **Demonstrate** an understanding of how race, ethnicity, gender, and sexual orientation influence interactions between law enforcement and diverse communities.
6. **Apply** culturally sensitive approaches to policing and community engagement.
7. **Assess** strategies for improving cultural competence within criminal justice organizations.
8. **Develop** practical insights for fostering trust and cooperation in multicultural communities.

## **SRSU Library Services**

The Bryan Wildenthal Memorial Library at Sul Ross State University provides free resources and services for the entire SRSU community, including books, articles, and online databases accessible at [www.library.sulross.edu](http://www.library.sulross.edu). Off-campus access requires your LoboID and password. A photo ID is required to check out physical materials. Librarians are available for assistance via email ([srsulibrary@sulross.edu](mailto:srsulibrary@sulross.edu)), phone (432-837-8123), or in person.

For RGC students: You also have access to the Southwest Texas Junior College (SWTJC) Libraries located in Uvalde, Del Rio, and Eagle Pass. These libraries provide additional space and resources, as well as access to online materials via [library.swtjc.edu](http://library.swtjc.edu). Moreover, they serve as pickup locations for InterLibrary Loan (ILL) services from the Alpine campus. Logging into your Sul Ross Blackboard account connects you directly to the library webpage, where you can explore online databases and access articles on the reading list. Please note, the syllabus is subject to updates. Regularly check course announcements for changes. The instructor reserves the right to modify the syllabus as necessary.

## **Student Learning Outcomes**

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**CJ-GRAD-SLO 1:** The student will be able to analyze the function and decision making of the court systems of the United States, including the ability to assess the impact the impact of court rulings, in particular those of the Supreme Court.

**CJ-GRAD-SLO 2:** Student will be able to identify and apply criminological theories and competing theory arguments.

**CJ-GRAD-SLO 3:** Student will be able to develop a working knowledge of the process and application of the methods of scientific research, including the ability to critique a piece of research based on its methodology and develop the ability to apply research to Criminal Justice and Homeland Security policy.

## **MARKETABLE SKILLS:**

This course is designed also to help the students build various marketable skills to use in their in careers Criminal Justice-related professions. Specifically, in this course, the following marketable skills, which are some of the most important skills for such careers, will be emphasized during this course:

**MS 1-** Written Communication Skills

**MS 2-** Critical Thinking and Observation

**MS 3-** Multicultural Understanding.

**MS 4-** Accessing Resources with Crime Data and the most current updates of legal codes and procedures.

**MS 5-** Teamwork and Working Collaboratively

**MS 6-** Analyzing Factors Contributing to Crime

## **Course Policies and Guidelines**

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### **Technology Requirements**

- ✓ This course uses **Blackboard** extensively. Students should check it regularly for
- ✓ Announcements
- ✓ Assignments
- ✓ Grades
- ✓ Course materials

**Key Blackboard tools:** email, discussion boards, Grade Center, SafeAssign, and external links.

### **You will need:**

Basic computer skills (email with attachments, internet browsing, Word or similar software)

A reliable computer with stable internet access

A current web browser capable of streaming and downloading materials  
Blackboard access using your LoboID and password  
**Help:** Tutorials and support are available on the Blackboard support page.

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### **Participation Policy**

Even though this is a fully online course, **active participation is required**. Begin by completing the non-graded **“Introduction” discussion post**.

Students are expected to:

- ✓ Log into Blackboard regularly
- ✓ Complete all assignments and exams by their posted due dates
- ✓ Contact the instructor via email with any questions

**Tip:** Consistent engagement is key to success in this course.

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### **Attendance Policy**

Attendance and engagement are mandatory. Students may be dropped with an “F” for **excessive non-participation**, defined as:

More than **3 weeks of inactivity** in a long semester

More than **1 week** in a summer session

More than **3 days** in a midwinter session

**Inactivity includes:**

- ✗ Not logging into Blackboard
- ✗ Failing to submit assignments
- ✗ Not participating in required activities
- ✗ Not communicating with the instructor
- ✗ Not following participation guidelines in the syllabus

Students must follow academic integrity rules and treat all campus resources professionally. **Check your SRSU email regularly**, as official communications are sent there.

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### **Late Assignment Policy**

All coursework must be submitted by the stated deadlines. Late work is generally **not accepted**, as due dates are provided at the beginning of the term.

**Exceptions** are allowed only for documented, university-recognized reasons (e.g., illness, family emergency, military assignment). Documentation must be submitted promptly.

**Reminder:** Review the syllabus regularly and stay informed of all deadlines.

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### **Academic Integrity**

Students must uphold the highest standards of honesty, as outlined in the Sul Ross Student Code of Conduct. Academic dishonesty including cheating, plagiarism, collusion, fabrication, or falsification of records, will not be tolerated.

Definitions:

- Cheating: Using unauthorized materials or assistance during exams, altering records, or obtaining answers dishonestly
- Plagiarism: Submitting someone else’s work, ideas, or words as your own without proper citation
- Collusion: Assisting or being complicit in another student’s academic dishonesty

**Note:** Using AI tools like ChatGPT is prohibited unless explicitly allowed for a specific assignment. Violations may result in penalties from a failing grade on the assignment to failure of the course and may lead to further disciplinary action.

Maintaining academic integrity protects both the value of your education and the credibility of the university.

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### **APA Style**

All written assignments must follow the American Psychological Association (APA) Seventh Edition formatting and style guide.

Students must:

- Properly cite all external sources
- Follow APA guidelines for in-text citations, references, and formatting

Failure to cite sources correctly constitutes plagiarism and violates course academic honesty standards.

Resources:

- Purdue OWL APA Guide:  
[https://owl.purdue.edu/owl/research\\_and\\_citation/apa\\_style/apa\\_style\\_introduction.html](https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html)

### **Student Support Services**

Sul Ross State University offers various programs to help students succeed, including advising, counseling, mentoring, tutoring, supplemental instruction, and writing assistance. For a complete list of services, visit Student Support Services at <https://www.sulross.edu/section/311/student-support-services>. For more information, contact SSS at (432) 837-9118 or visit Ferguson Hall, Room 105.

**Counseling Services:** Sul Ross students have access to nine free counseling sessions through TimelyCare. For 24/7 support, visit TimelyCare/SRSU. In-person counseling is also available in Ferguson Hall, Room 112 (Alpine campus), and via telehealth for remote and RGC students.

### **Students with Special Needs - Americans with Disabilities Act as Amended (ADAAA)**

Sul Ross State University (SRSU) is committed to equal access in compliance with Americans with Disabilities Act of 1973. It is SRSU policy to provide reasonable accommodations to students with documented disabilities. It is the student's responsibility to initiate a request each semester for each class. Alpine students seeking accessibility/accommodations services must contact Mary Schwartz Grisham, M.Ed., LPC, SRSU's Accessibility Services Coordinator at 432-837-8203, or email [mschwartz@sulross.edu](mailto:mschwartz@sulross.edu). The office is located on the first floor of Ferguson Hall # 112, and the mailing address is P.O. Box C-122, SRSU, Alpine. Texas, 79832.

### **Departmental Undergraduate Program Marketable Skills**

*(Aligned with Texas Higher Education Coordinating Board – 60x30TX Plan)*

The 60x30TX initiative aims for 60% of Texans aged 25–34 to hold a degree or credential by 2030. One key component of this goal is that all graduates from public institutions in Texas will complete academic programs with clearly defined marketable skills—competencies valued by employers that support career readiness and lifelong employability.

Marketable skills include both technical and soft skills—often referred to as “employability” or “transferable” skills—developed through coursework, research, internships, and co-curricular activities.

Graduates of the Homeland Security and Criminal Justice Undergraduate Programs at Sul Ross State University will demonstrate the following marketable skills:

1. Effective Verbal and Written Communication
2. Data Literacy and Quantitative Analysis Skills
3. Critical Thinking and Observational Abilities
4. Teamwork and Collaborative Work Practices
5. Cultural Competency and Multicultural Understanding
6. Analytical Skills in Crime Causation and Prevention
7. Knowledge of Legal Codes, Procedures, and Public Safety Protocols

These skills prepare students for diverse roles in law enforcement, homeland security, public service, and justice-related professions.

### **Course Evaluation**

#### **Reaction Papers (150 pts each)**

- Weekly, based on readings.
- 1 page, 1.5 spacing, 12pt Times New Roman.
- Focus: perspective, analysis, connections; not summaries.
- Due: Sundays, 11:00 PM (CT).

#### **Weekly Quizzes (150 pts each)**

- Posted Mondays 9:00 PM, due Sundays 11:00 PM.
- 10 pts each; covers key concepts from readings.

#### **Midterm Exam (100 pts) – Annotated Bibliography**

- 10–12 scholarly sources.
- Each annotation: author, purpose, findings, evidence, comparison, relevance, methods.
- Intro paragraph: topic and significance.
- 300–400 words per annotation (excluding citation).
- Counts as Midterm Exam grade.

#### **Final Paper (100 pts)**

- Topic: social deviance and crime.
- Length: 10–15 pages (body), plus title page, TOC, abstract, references, appendices.
- Double-spaced, 12pt Times New Roman, 1-inch margins, APA 7th Edition.
- At least 10 scholarly sources (5 new, not covered in class).
- Submission: **Final Paper\_2025\_SUMM\_30282\_CJ\_5328\_FirstName\_LastName** via Blackboard Message.

### **Submission Process – 3 Stages**

1. Topic Proposal / Introduction
2. Annotated Bibliography (Midterm)
3. Final Paper Submission

Check Blackboard course calendar for all deadlines.

### **Grading:**

- Final Paper is 100 pts, largest component of course grade. Plan and research early.

### **Guidelines for Reaction Paper:**

- Focus on the assigned readings for the week. If multiple readings are assigned, you may choose one for your paper.
- A Reaction Paper is **not a summary**. It should reflect:
  - Your perspective
  - Analysis and critique of the ideas presented
  - Connections to course themes or real-world applications

**Due Date:** Every **Sunday at 11:00 PM (CT)** unless otherwise noted.

### Explanation for Midterm Exam

The Midterm Exam consists of an **Annotated Bibliography Assignment**, which will form part of the literature foundation for your Final Paper.

#### Requirements:

- Include **10–12 scholarly sources**
  - Sources must be **scholarly, scientific, peer-reviewed journal articles**
    - Government or expert reports are the only exceptions
    - Web articles, popular magazines, and newspapers (e.g., NYT, Time, Newsweek) will **not** receive credit unless reprinted in a peer-reviewed journal
  - Articles should reflect scientific research and use **appropriate research methods**
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#### Grading Criteria for Final Paper:

- Clear thesis and argument
  - Depth of analysis and application of sociological concepts
  - Proper use of APA formatting and citations
  - Quality and relevance of sources
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#### For Each Source, Your Annotation Should Address the Following:

1. **Author(s):** Who wrote the article?
  2. **Purpose:** What was the author's purpose in writing this piece?
  3. **Major Findings:** What are the key assertions or findings of the article?
  4. **Evidence:** How does the author support these findings?
  5. **Comparison:** How does this source compare or contrast with another source in your bibliography?
  6. **Relevance:** How does this source contribute to your understanding of your chosen Final Paper topic?
  7. **Research Methods:** What research methods were used in this study?
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#### Final / Research Paper (100 Points)

Your **Final Paper** will focus on a topic related to **Social Deviance and Crime**, in keeping with the overall focus of this course. You may select any element of white-collar crime to explore in depth, including but not limited to:

- **Policy responses**
- **Causes and contributing factors**
- **Theoretical explanations**
- **Impacts and scope**
- **Types of white-collar crime**
- **Industries and areas affected**
- **Offender techniques**
- **Detection and investigation methods**
- **Sentencing practices**
- **Landmark cases**

A **sample paper** will be posted on **Blackboard** to provide guidance on proper formatting and structure. You will write a final paper on one of the transnational crimes covered in chapters 4-13. The paper should.

- be 10 to 15 pages (this is the body of your paper excluding everything else)
- include these parts: Title page (1 page), Table of Contents (1 page), Abstract (1 page), Body of the paper - one of the transnational crimes covered in chapters 4-13 (10+ pages), References (1 page), Appendices (if any) (see APA Manual for formatting guidelines),

- be typed, double-spaced, 1-inch margins, 12-point Calibri font,
- include **at least five scholarly citations** other than the ones we covered in the class (not website articles, Wikipedia, news agencies, magazines, etc.), and
- be written according to APA formatting and citation style. Save and attach your final paper using the following naming format exactly:

**Final Paper\_2025\_SUMM\_30282\_CJ\_5328\_FirstName\_LastName**

**Please attach your Final Paper and submit it to me using Blackboard Module, ensuring you put the same name of your Final Paper as explained above.**

## Grading

### Grading Components

Assessment	Points
Reaction Papers (15 x 10 points)	140
Weekly Quizzes (15 x 10 points)	140
Midterm Exam Annotated Bibliography	100
Final Paper	120
Total Possible Points	500

### Course Grade Scale

Letter Grade	Points Range
A	500 – 460
B	459 – 420
C	419 – 380
D	379 – 340
F	339 & below

## Course Schedule

This course schedule is subject to change as needed to meet the needs of the course. Students will be notified of adjustments when they are made. Also, any additional reading materials, resources and other information will be posted on Blackboard. Students will be notified of how to access this information by the instructor. **\*\*\*All times are in central time. Syllabus is subject to updates and changes by announcement, always look to the course announcements and reminders for updates.\*\*\***

### Weekly Tentative Course Schedule

Week	Dates	Topics	Assignments
1	August 25-31	<b>Course Introduction &amp; Requirements</b> Semester Project Guidelines	Chapter 1 <b>Quiz # 1</b>
2	September 1-7 <b>Sep 1<sup>st</sup>, Labor Day</b> <b>No class</b>	Multicultural Communities: Challenges for Law Enforcement	Chapter 2 <b>Quiz # 2</b>

3	September 8-14	The Changing Law Enforcement Agency: A Microcosm of Society	Chapter 3 Quiz # 3
4	September 15-21	Multicultural Representation in Law Enforcement: Recruitment, Retention, and Promotion <b>SUBMISSION of RESEARCH TOPIC</b>	Chapter 4 Quiz # 4
5	September 22-28	Cross-Cultural Communication for Law Enforcement	Chapter 5 Quiz # 5
6	Sep 29-Oct 5	Law Enforcement Contact with Asian/Pacific Americans	Chapter 6 Quiz # 6
7	October 6-12	Law Enforcement Contact with African Americans	Chapter 7 Quiz # 7
8	October 13-19 October 17, <b>Final Day for Midterm Exam</b>	<b>MIDTERM EXAM ANNOTATED BIBLIOGRAPHY</b>	Chapter 8 Quiz # 8
9	October 20-26	Law Enforcement Contact with Latino/Hispanic Americans	Chapter 9 Quiz # 9
10	October 27- Nov 2	<b>Law Enforcement Contact with Arab Americans and other Middle Eastern Groups</b>	Chapter 10 Quiz # 10
11	November 3-9	Law Enforcement Contact with Arab Americans and Native Americans.	Chapter 11 Quiz # 11
12	November 10-16	Law Enforcement Contact with Special Groups (gangs, homeless, Human trafficking victims, and mentally ill)	Chapter 12 Quiz # 12
13	November 17-23	<b>Hate Crimes</b>	Chapter 13 Quiz # 13
14	November 24-Nov 30 <b>Thanksgiving Day Holiday (11 / 26-28)</b>	<b><i>November 25<sup>th</sup>, the last day before Thanksgiving.</i></b>	Chapter 14 Quiz # 14
15	December 1-7 <b>December 4</b>	Racial Profiling <b>Last Class Day before Finals FINAL PAPER SUBMISSION</b>	Chapter 15 Quiz # 15

#### End of Course Evaluations

Student evaluations of faculty are administered online at the end of each term/session for all courses with five or more students. Students will receive an email containing a link to a survey for each course in which they are enrolled. All responses are anonymous.