

closed-door fraternity such as law enforcement will not be an easy task. The committee must have representatives within the established culture who will help set the ethical tone as well as reinforce the message and spirit of the curriculum proposal (Koepsell, 2006).



The proposal committee must have representatives from the Black Law Enforcement Association, Irish Brotherhood of the Badge, as well as active members of the Hispanic Bar association. These organizations represent a large portion of the working ethnic groups within the criminal justice system. Having key allies who will communicate the proposal changes to their members is critical for success of this project (Mallory & Thomas, 2003).



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