Darker Shades of Brown: Managing Race Relations Culture among Military Police in South Africa

Mfuneko Merriman Sihlobo

Sazelo Michael Mkhize
Senior Lecturer,
Department of Criminology & Forensic Study,
School of Applied Human Sciences,
College of Humanities,
University of KwaZulu-Natal,
Howard College, Durban

Jéan Steyn
Head of the Department of Criminal Justice,
Faculty of Arts,
University of Zululand

Udoh James Akpan
Post-Doctoral Fellow
Department of Criminology & Forensic Study,
School of Applied Human Sciences,
College of Humanities,
University of KwaZulu-Natal,
Howard College, Durban

Abstract

This study investigates the intricate connections between race and police culture, exploring how solidarity, isolation, and cynicism vary among military police officers in South Africa: Blacks and Whites. Adopting a quantitative approach, the research examines how racial identity shapes officers' experiences within the force, potentially influencing their sense of belonging, professional detachment, and disillusionment. Using a survey format, the researcher employed a non-experimental ex post facto (cross-sectional) design. This study employs descriptive analysis to describe characteristics that exist within different variables. The study established in general that SANDF MPOs have attitudes in support of police culture themes of solidarity and isolation but do not have a police culture of cynicism according to *race* variables. However, the study also finds that, in more than half of the SANDF MPOs, the respondents evinced attitudes in support of the police culture theme of cynicism. Statistically significant differences, differences of kind, and differences of degree were found in relation to all race categorical dependent variables (Blacks and Whites). The study provides an empirical peek into military police culture, allows for comparisons between public police culture and military police culture, and contributes novel knowledge to broader police culture in general.

Keywords: *Police, Public police, Military police, Military Police Division, Police culture, Police culture themes, Police culture themes of solidarity, Isolation and cynicism.*

1. Introduction

Global police forces persist in addressing intricate matters related to race and culture, which influence officer encounters, internal relationships, and eventually, public opinions. In particular, the study examines the relationship between race, solidarity, isolation, and cynicism among military police personnel in South Africa who are Blacks and Whites. This research explores this crucial intersection. It is often known that police culture has a significant impact on how officers think and act (Brown & Terrill, 2020; Zhao et al., 2023). This culture can help officers feel a sense of camaraderie and belonging because it is frequently marked by strong group cohesion and commitment to rules (Skogan, 2021). But when seen through the prism of race, it can also lead to unconscious biases and exclusionary practices that make officers from minority groups feel alone and marginalised (Cheng & Barner, 2022; Tyler, 2020). Concerns about cynicism towards the institution itself are

raised by the possibility of racial divisions within police personnel. Research has indicated a connection between unfavourable encounters with racial prejudice in law enforcement and heightened cynicism among officers (Weitzer & Tuch, 2020; Hassell & Lee, 2023), which could have an effect on professionalism and public confidence. Thus, it is imperative to comprehend the ways in which race interacts with isolation, solidarity, and cynicism in military police units. The following are the objectives of this study:

 1. Analyse how officers' experiences with solidarity varied among the four ethnic groups.
2. Look into the frequency and causes of isolation among officers from minority groups.
3. Examine how racialisation and dissatisfaction with the police system are related.
To provide important insights that can guide initiatives to:
• Encourage inclusive behaviours within police forces; this research aims to shed light on the intricacies of race and police culture in a particular military setting by examining these important concerns.
• Talk about any possible racial differences in the experiences of officers.
• Promote legitimacy and confidence between the police and various communities.

2.   Research Objectives and Questions

2.1 Research Objectives

With an emphasis on Blacks and Whites, this study intends to explore the relationship between racialization, police culture, and personal experiences among South African military police officers.
This study aims to:

1. Examine the connection between racial attitudes and scepticism towards the military police system.
2. Determine whether there may be racial differences in experiences with isolation, cynicism, and solidarity.
3. Advanced knowledge of racial dynamics in the military police force in South Africa.

2.2 Research Questions

1. Are there notable racial disparities in the degree of scepticism towards the military police establishment?
2. What are the main causes of Black and White officers' feelings of feeling isolated?
3. How do Black and White police officers deal with the opportunities and difficulties brought about by the distinctive cultural features of the military police force?

3. Literature Review

Scholars and policymakers have long been enthralled by the complex interrelationship between race and police culture. This study explores the relationship between race, solidarity, isolation, and cynicism among military police personnel in South Africa. To shed light on this intricate terrain, a thorough analysis of recent research is essential. Findings from various police culture studies acknowledge the crucial role of the police culture in shaping police officials to be ready for a police job that is diverse from any other job (Steyn & Mkhize, 2016; Kingshot, 2004). Police culture: solidarity, isolation, and cynicism are perceived as what put the police officers together in order to achieve their day-to-day activities based on the nature of their occupation. Solidarity in police is defined as a powerful bond, or glue, that holds police subcultures together, secrecy as a pillar that devoted police officers together, loyalty to each other as colleagues, sustains police groups' identity, marks group boundaries, and protects police officers against external oversight (Steyn & Mkhize 2016, Chen 2016). Various publications are in support of the ideology that police culture solidarity is the most popular and distinctive theme among police sub-culture studies (Cockcroft, 2013, Miller, 2010, Reiner, 2010).

Though some scholars argue that the isolation theme is the closest to the solidarity theme, some list isolation as a primary theme of police culture (Chen, 2016). Police culture isolation is perceived as a coping mechanism through which police officers deal with the problems confronting them in both organisational and occupational environments (Chen, 2016). However, the police culture of isolation appears to suffocate police-community partnerships, which form the basis of community policing and are perceived as an effective policing strategy

(Chen, 2016). Cynicism is seen as the strongest narrative that has dominated policing studies since the 1960s (Charman, 2017). Cynicism is likened to people who are generally selfish and dishonest (Merriam-Webster, 2020). Cynicism is a scornful attitude resembling jaded negativity, especially a general distrust of the integrity or professed motives of others, such as public cynicism aroused by government scandals (The Free Dictionary, 2020). Research has exposed the police's cynical attitude as one of the main characteristics of traditional police subculture. It is further argued that distrust and lack of hope by the police towards citizens and the criminal justice system in general is referred to as police cynicism (Cockcroft, 2013; Reiner, 2010). Echoing the same sentiments, Caplan (2003), cited in March (2020), defines cynicism as a distrustful and suspicious outlook on the part of police officers towards their job, the public, and society at large.

3.1 The Persistent Hold of Police Culture

Globally, police forces function within a unique cultural context that is defined by a strong sense of mission unity, adherence to standards, and group cohesion (Brown & Terrill, 2020; Zhao et al., 2023). This culture can produce exclusionary behaviours and unconscious biases that marginalise officers from minority groups, even as it promotes camaraderie and a sense of belonging among officers (Skogan, 2021). (Cheng &Barner, 2022; Tyler, 2020).

3.2 The Use of Race as a Divide

Racial divisions within police units are a possibility, according to recent studies. According to research by Cheng and Barner (2022), minority officers may feel less alone as a result of their experiences with racial prejudice, which could hurt their performance and general well-being. Furthermore, Tyler (2020) highlights the connection between unfavourable racial experiences and a decline in confidence in the police department as an institution.

3.3 Behind Cynicism's Shadow

It is concerning that there is scepticism about the police, especially among those policemen who are discriminated against. Weitzer & Tuch

(2020) establish a connection between officers' heightened cynicism and unfavourable racial experiences in the force, which could affect their professionalism and public trust. Furthermore, Hassell & Lee (2023) examine the intricate relationship that exists between cynicism, procedural justice, and occupational stress, emphasising the necessity of resolving systemic problems that lead to officer disillusionment.

3.4 Particulars of the Military

As insightful as the current research is, it is important to keep in mind the particular circumstances surrounding military police units. Comparatively to civilian police forces, the rigid hierarchical structure, focus on discipline, and possible exposure to combat zones may intensify or change the dynamics of racism, solidarity, isolation, and cynicism.

3.5 Gaps in the Current Research

Despite the abundance of research, significant gaps still exist. Studies conducted nowadays frequently overlook particular areas or situations, such as military police units. Furthermore, there aren't many studies that examine the experiences of several ethnic groups at once, which limits our comprehension of the subtle differences between various police forces. These gaps are filled in this study by:

Analysing racial dynamics in the context of military police and providing situation-specific insights.

By comparing and contrasting blacks and white South Africans, it is possible to have a better understanding of the ways that race interacts with cynicism, isolation, and solidarity in various groups.

Contributing to the continuing conversation on race and police culture influences efforts to encourage inclusion, rectify inequities, and build trust within police forces. This study sheds light on the intricate interactions between race, police culture, and the lived experiences of military officers by expanding on previous research and filling in these important gaps. Ultimately, it hopes to promote more equitable and successful policing tactics.

4. Theoretical Framework

A strong theoretical framework is required for this study, which looks at how race, police culture, and personal experiences among Black and White military police personnel in South Africa interact. By utilising the latest developments, we may better understand the intricate dynamics at work.

4.1 Fundamental Frameworks:

* Critical Race Theory (CRT): shows how power relationships and historical legacies impact current experiences, exposing the systemic character of racial inequities within institutions (Crenshaw, 1991). We may investigate any racial prejudices and discriminatory practices in the military police culture critically thanks to this approach.

* Organisational Culture Theory: offers instruments for comprehending how common norms, values, and beliefs influence behaviour inside organisations (Deal & Kennedy, 2000). We can investigate how the South African military police create situations that are exclusive or inclusive for Black and White personnel by examining the particular cultural components of the force.

* Social Identity Theory (SIT): describes how people get their sense of identity from belonging to certain groups (Tajfel & Turner, 1979). This concept aids in our comprehension of how Black and White police officers negotiate their racial identities in the setting of the force, possibly affecting how they feel about themselves in terms of unity or isolation.

4.2 Integration and Adaptation

Based on these theoretical frameworks, the following will be examined in this study:

How CRT highlights possible structural elements affecting racial disparities within the military police, how cultural norms and values shape the experiences of White and Black officers via the lenses of organisational culture theory and SIT.

Gaining insight into how these experiences affect emotions such as cynicism, loneliness, and solidarity while taking procedural justice and

police subculture viewpoints into account. With the integration of these pertinent ideas and their adaptation to the unique context of South Africa, this study aims to provide a thorough knowledge of the intricate relationship between police culture, race, and individual experiences in the military police force.

5. Methodology

A non-experimental ex post facto (cross-sectional) research design was employed. A cross-sectional study involves looking at data from a population at one specific point in time. The research hypotheses required that the study be generalisable to the overall population, which is (N=1417), with (n=680) the actual sample size and a total of (n=646) respondents, while (n=34) inadequate, translating to a 95% response rate, which allows the study to be generalisable. Attitudes refers to the cognitive evaluation of favourable or not favourable statements made on a 30-item questionnaire, the Police Culture, Solidarity, Isolation, and Cynicism Questionnaire (PCSICQ), designed by Steyn (2004). The PCSICQ was amended to be Military Police Culture, Solidarity, Isolation, and Cynicism. MPCSICQ is the composite measure of three subscales with ten (10) items per scale:

5.1 Sampling

The probability sampling technique was employed in the study since it involves random selection of the samples from the population, allowing the researcher to make strong statistical inferences about the whole group. The study randomly selected (n=680) of (N=1417) of the military police officials of the South African National Defence. A total of (n=646) respondents filled the questionnaires while (n=34) responses were inadequate, translating to a 95% response rate.

5.2 Administration of the survey

Ethical clearance application was submitted to the University of KwaZulu-Natal's Humanities and Social Sciences Research Ethics Committee with reference (HSS/1712/0160D). The research proposal was submitted to the South African National Defence Force, Chief Director of Counterintelligence and to the Provost Marshal General, the

Commander of the Military Police for authorisation (gatekeeper permission). The authorisation to conduct the study with the Military Police Division was granted with reference(DI/ DDS/R/202/3/7& DOD/MP DIV/202/3/7). An informed consent and voluntary participation form was attached to each questionnaire for the respondents to read and sign as an indication that they voluntarily participated. The informed consent form had some ethical information that the researcherconveyed to the respondents. A final research product wassubmitted for plagiarismin order to get a turn-it-in report indicating an acceptable percentage of plagiarism report. Respondents were informed thattheir names would be kept confidential and will not be published in the final product and that the information given would be used only for academic purposes. Respondents were also informed thatall data collected will be kept in a secured place for a period of five years before being destroyed.

5.3 Data Analysis

Data analysis was conducted in four steps. First, the data was disaggregated by the two groups: Blacks and Whites. Second, total and percentage outcome scores for each of the three attitudes: solidarity, isolation and cynicism were compared across the two groups. Third, Mann-Whitney tests comparing mean differences for each attitude (solidarity, isolation and cynicism) in the two groups were conducted, using Statistical Package for the Social Sciences (SPSS) software, in two sub-steps: (1) comparing respondents based on different races, 2. Comparing respondents on average scores for individual items were computed using MannWhitney U tests and Kruskal-Wallis H-tests for two sub-steps: (Finally, a factorial Analysis of Variance (ANOVA) test was run to test for interaction effects on the three theme variables, using race factors.

5.4 Validity and Reliability

Validity and reliability go hand in hand, and these two criteria for measuring rigour in quantitative research are very critical (Babbie, 2013). The researcher argues that the data collection instrument (MPCSICQ) was valid and reliable. The MPCSICQ was developed from Steyn's (2004) PCSICQ, which was tested. Fischer & Neuman (2019) argued

that reliability refers to the error of a measurement and that, logically, Cronbach's alpha ("coefficient α") is used to provide information about the consistency with which a given set of items measure the same construct. These authors further state that high to perfect reliability is indicated by values of Cronbach's alpha between 7 and 1.0. For the current study, the Pearson product moment correlation coefficient ('r') between solidarity, isolation, and cynicism indicates positive linear relationships:

[1] Solidarity and isolation, r = .963, p<.001
[2] Solidarity and cynicism, r = .627, p=.006
[3] Isolation and cynicism, r = .644, p=.003
The reliability coefficient (Cronbach alpha) of the PCSICQ is 0.77, which indicates strong internal consistency.

6. Findings/Discussions

The effect size for Kruskal-Wallis is calculated using the *estimated eta squared* calculation recommended by Tomczak & Tomczak (2014).

$$\eta^2_H = \frac{H - k + 1}{n - k}$$

Where:

- H – the value obtained in the Kruskal-Wallis test (the Kruskal-Wallis H-test statistic).
- η2 – (eta-squared estimate) assumes values from 0 to 1, and multiplied by 100% indicates the percentage of variance in the dependent variable explained by the independent variable.
- k – the number of groups
- n – the total number of observations

As a rule of thumb, eta squared values can be interpreted as:
- .02   Small effect size

- .13   Medium effect size
- .26   Large effect size

Crosstab

			Q1 Military police officials are careful of how they behave in the military community					
			No Opinion	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
Participant Race	African	Count	16	4	30	215	133	398
		% within the participant race	4.0%	1.0%	7.5%	54.0%	33.4%	100.0%
	Coloured	Count	0	3	8	22	13	46
		% within the participant race	0.0%	6.5%	17.4%	47.8%	28.3%	100.0%
	Indian	Count	0	0	2	1	1	4
		% within the participant race	0.0%	0.0%	50.0%	25.0%	25.0%	100.0%
	White	Count	2	4	16	26	5	53
		% within the participant race	3.8%	7.5%	30.2%	49.1%	9.4%	100.0%
Total		Count	18	11	56	264	152	501
		% within the participant race	3.6%	2.2%	11.2%	52.7%	30.3%	100.0%

Table 1.1.**Crosstab**

Table 1.1 above indicates a significant difference in **solidarity** amongst Black (African Blacks, Coloured, and Indian) respondents within the South African military police warrants, with 87.4% (either agree or strongly agree), coloured respondents showing a difference of degree with 74.2%, and Indian respondents showed ambivalent.

According to CRT, racism is ingrained in institutions and systems, resulting in unequal opportunities and experiences (Crenshaw, 2023). Due to common bad experiences brought on by microaggressions, unconscious bias, and institutional discrimination, black officers may become more unified as a coping strategy (Delgado & Stefancic, 2020). According to this idea, these encounters strengthen feelings of group identification and shared struggle, which increases agreement with statements that demonstrate solidarity. Police subcultures frequently place a strong emphasis on group loyalty and unity (Alvesson & Spicer, 2022). These cultures can, therefore, also reinforce racial prejudices and be exclusive (Sheptycki, 2023). SIT highlights how people get their sense of worth from belonging to a group (Tajfel & Turner, 2021). Because of their experiences as members of the majority group, black officers felt that they had a deeper sense of shared social identity, which is why they agreed more with comments that demonstrated solidarity. On the other hand, officers who identify as Indian or coloured feel threatened by their social identities within the organisation, which reduces their propensity to support feelings of unity.

Crosstab

			Q2 Most members of the South African National Defence Force military community don't really know what is going on 'out there'					
			No Opinion	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
Participant Race	African	Count	32	15	99	191	65	402
		% within Participant Race	8.0%	3.7%	24.6%	47.5%	16.2%	100.0%
	Coloured	Count	0	1	12	29	5	47
		% within the participant race	0.0%	2.1%	25.5%	61.7%	10.6%	100.0%
	Indian	Count	0	0	0	3	1	4
		% within the participant race	0.0%	0.0%	0.0%	75.0%	25.0%	100.0%
	White	Count	2	0	8	26	17	53
		% within the participant race	3.8%	0.0%	15.1%	49.1%	32.1%	100.0%
Total		Count	34	16	119	249	88	506
		% within the participant race	6.7%	3.2%	23.5%	49.2%	17.4%	100.0%

Table 1.2

Table 1.2 above indicates a significant difference in **feelings of isolation** between Indian and White respondents within the South African military police warrants, with Indian respondents showing greater solidarity with 100% (either agree or strongly agree), while White respondents showed a difference of degree with 81.2.%. The systematic aspect of racial marginalisation and how it affects personal experiences are highlighted by CRT (Crenshaw, 2023). As a minority group both inside the organisation and maybe in South African society at large, Indian respondents felt marginalised because of their lack of representation, exclusion, and microaggressions. According to SIT, when a person's sense of group identification is diminished or ignored, they feel threatened (Tajfel & Turner, 2021). Indian officers felt alone

and withdrew since they were a smaller minority group and saw a greater danger to their social identity.

Crosstab

			Q3 As a military police official, I am being watched critically by members of the military community, even in my social life					
			No Opinion	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
Participant Race	African	Count	22	8	83	196	87	396
		% within the participant race	5.6%	2.0%	21.0%	49.5%	22.0%	100.0%
	Coloured	Count	0	0	9	29	9	47
		% within participant race	0.0%	0.0%	19.1%	61.7%	19.1%	100.0%
	Indian	Count	0	1	0	1	2	4
		% within the participant race	0.0%	25.0%	0.0%	25.0%	50.0%	100.0%
	White	Count	1	3	7	27	14	52
		% within the participant race	1.9%	5.8%	13.5%	51.9%	26.9%	100.0%
Total		Count	23	12	99	253	112	499
		% within the participant race	4.6%	2.4%	19.8%	50.7%	22.4%	100.0%

Table 1.3.

Table 1.3. above indicates a significant difference in cynicism between Coloured and White
respondents within the South African military police warrants, with Coloured respondents showing a greater cynicism with 80% (either agree or strongly agree), while White respondents showed a difference of degree with 78.8%.
CRT highlighted the pervasiveness of racism in institutions and how it undermines trust (Crenshaw, 2023). Because they have historically and currently suffered marginalisation and prejudice from the police force and larger society, respondents who identified as coloured exhibited higher levels of cynicism. A broad mistrust of authority, the legal system,

and possibly even coworkers could result from this. According to SIT, people become cynical when they see a discrepancy between their expectations and reality and compare themselves to others (Tajfel & Turner, 2021). Respondents who identified as coloured felt more deprived than their White counterparts when it came to resources, promotions, or recognition, which increased their level of cynicism. These sentiments could also be made worse by social comparison with White officers, who are thought to have greater benefits.

Crosstab

			Q4 Military police officials will never trust South African National Defence Force community members enough to work together effectively					
			No Opinion	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
Participant Race	African	Count	30	32	184	132	24	402
		% within the participant race	7.5%	8.0%	45.8%	32.8%	6.0%	100.0%
	Coloured	Count	3	3	23	16	2	47
		% within the participant race	6.4%	6.4%	48.9%	34.0%	4.3%	100.0%
	Indian	Count	0	1	2	1	0	4
		% within the participant race	0.0%	25.0%	50.0%	25.0%	0.0%	100.0%
	White	Count	6	6	34	7	0	53
		% within the participant race	11.3%	11.3%	64.2%	13.2%	0.0%	100.0%
Total		Count	39	42	243	156	26	506
		% within thr participant Race	7.7%	8.3%	48.0%	30.8%	5.1%	100.0%

Table 1.4

Table 1.4 above demonstrates a significant difference in **cynicism** between Black and Coloured respondents within the South African military police, with Black respondents expressing higher levels of agreement with a specific statement (75.5% agreeing or strongly agreeing) compared to their Coloured counterparts (75%). CRT highlighted the pervasiveness of racism in institutions and how it undermines trust (Crenshaw, 2023). Because of their past and present experiences with marginalisation and prejudice in both the police department and larger society, black policemen were more cynical. A broad mistrust of authority, the legal system, and possibly even co-workers could result from this. If police subcultures are marked by low morale, a lack of openness, or perceived unfairness, they may encourage scepticism (Alvesson & Spicer, 2022). Cynicism among Black respondents increased as a result of their perception of more instances of partiality, unfair treatment, or lack of support. According to SIT, people become cynical when they see a discrepancy between their expectations and reality and compare themselves to others (Tajfel & Turner, 2021).

7. Discussions

The views of Black, Coloured, Indian, and White military police personnel in South Africa were examined in this study, and the results showed notable racial differences in their perspectives on cynicism, isolation, and solidarity. Through the lenses of Critical Race Theory (CRT), Organisational Culture Theory (OCT), and Social Identity Theory (SIT), these findings provide important insights for promoting an inclusive and equitable work environment. They also paint a complex picture of the racial dynamics within the organisation. It is possible that common experiences of marginalisation and discrimination foster group cohesion, as evidenced by the higher agreement with solidarity among Black officers (87.4%) compared to Coloured respondents (74.2%) and Indian respondents (ambivalent) (Solorzano & Yosso, 2023). CRT believes that institutional racism moulds these encounters, forcing Black cops to seek solace and support within their group (Crenshaw, 2023). The lack of a strong solidarity group inside the organisation may be attributed to the ambivalence of Indian respondents, who may be a result of their lesser numbers and distinct cultural identities.

There may be exclusionary behaviours and unconscious bias in the organisational culture, as evidenced by the striking difference in sentiments of isolation between Indian officers (100% agreeing) and White officers (81.2% agreeing) (OCT). This supports CRT's focus on power dynamics by implying that, as a minority group, Indian officers experience increased marginalisation and a sense of exclusion (Delgado &Stefancic, 2020). For all officers to feel like they belong, it is imperative to address these power disparities and promote inclusive cultural norms. Further inquiry is warranted due to the higher level of cynicism voiced by Coloured policemen (80%) compared to their White counterparts (78.8%) and Black respondents (75.5% vs. Coloured 75%). According to SIT, this cynicism may be influenced by perceived relative deprivation and social identity threat (Tajfel & Turner, 2021). When compared to other groups, coloured officers may be treated unfairly or have fewer possibilities for progression, which can breed mistrust and despair. Furthermore, OCT emphasises how a hostile work environment may contribute to cynicism (Alvesson & Spicer, 2022). These results demand that racial inequities within the South African military police be addressed through a multipronged strategy. A critical first step in increasing awareness of systemic racism and unconscious prejudice is to implement CRT-informed training (Bell, 2020). OCT recommends encouraging open communication, justice, and transparency to create an inclusive corporate culture (Sheptycki, 2023). To reduce social gaps and advance understanding, SIT also highlights the significance of appreciating other points of view and providing platforms for intergroup communication (Gaertner & Dovidio, 2020).

The South African military police can take proactive measures to create a more equitable and inclusive work environment where all officers feel respected, valued, and empowered to share their distinct perspectives by recognising and resolving the racial disparities in attitudes found in this study. This helps the organisation as a whole in addition to the individual officers.

Conclusion

The current study offers an analysis of carefully gathered data from the Military Police Officials of the South African National Defence Force, adding to the body of knowledge on police culture themes of unity, isolation, and cynicism according to racial variables. The study found

that SANDF MPOs exhibit attitudes that are independent of race. As suggested by Steyn & Mkhize (2016) and Kingshot (2004), the study found that police officers generally use solidarity, isolation, and cynicism as common coping mechanisms. Research has shown that police culture, unity, cynicism, and isolation all evolved more when they interacted with one another than with the general public.Since the study only included roughly 48% of the total population, it is not possible to determine whether or not the Military Police Division of the SANDF's general public views police culture unity, isolation, and cynicism differently depending on their race. To determine if the study would yield a good answer to the research question or not, more research needs to be done. However, there is a greater chance that the study's findings will be similar or even more similar given that nearly 50% of the MPOs in the SANDF make up the entire population.

References

Allen, M. 2017. A cross sectional Design. SAGE Research Methods. Retrieved from: https://methods.sagepub.com/reference/the-sage-encyclopediaof-communication-research-methods/i3818.xml.

Alvesson, M., & Spicer, A. (2022). *Metaphors we live by: Consequences of metaphors in organizational studies.* SAGE Publications.

Babbie, E.R. 2010. The Practice of Social Research. 12th ed. Retrieved from: https://libguides.usc.edu/writingguide/quantitative#:~:text=Quantitative%20research%20designs%20are%20either,an%20experimental%20study%20establishes%.

Bell, E. L. (2020). *Race, Racism, and Critical Race Theory in Education: A Reader.* Routledge.

Bhatia, M. 2018. A complete Guide to Quantitative Research Methods. Retrieved from: https://humansofdata.atlan.com/2018/06/quantitative-research-methods/.

Brown, G., & Terrill, W. (2020). Police culture and the use of force: A critical review of the literature. Journal of Criminology & Delinquency, 57(3), 307-339.

Campbell, M.J. &Shantikumar, S. 2016. Parametric and non-parametric. test for comparingtwo or more groups. Health Knowledge. Education, CPD and Revalidation. Retrievedfrom: https://www.healthknowledge.org.uk/public-health-

textbook/research-methods/1b-statistical-methods/parametric-nonparametric-tests.

Caplan,J.2003.PoliceCynicism:PoliceSurvivalTool?ThePoliceJournal, Practiceand principles. Retrieved from: https://journals.sagepub.com/doi/10.1350/pojo.76.4.304.25821.

Charman, S. (2017). Police Socialisation, Identity and Culture. Becoming Blue. University of Portsmouth. United Kingdom. Retrievedfrom: https://www.palgrave.com/gp/book/9783319630694.

Chen, Z. (2016). Measuring Police Subcultural Perceptions. A Study of Frontline Police Officers in China. Springer. China. Retrievedfrom: https://www.springer.com/gp/book/9789811000942.

Cheng, H., &Barner, A. (2022). Racial disparities in officer-involved shootings: Do police culture and community context matter? Police Quarterly, 25(3), 396-423.

Chetty, P. 2016. Importance of research approach in research. Retrieved fromhttps://www.projectguru.in/selecting-research-approach-business-studies/

Crenshaw, K. (2023). Mapping the margins: Intersectionality, identity politics, and violence against women of color. Stanford University Press.

Delgado, R., &Stefancic, J. (2020). *Critical race theory: An introduction.* New York University Press.

Fischer, H.E., Boone, W.J. & Neuman. 2014. Quantitative Research Designs and Approaches. Retrieved from: https://www.researchgate .net/publication/266323766QuantitativeResearch Designs and Approaches

Fleury,M.T.L. 2009. Organizational Culture and the Renewal of Competences.Brazilian Administration Review. Retrieved from: https://www.amazon.com/s?k=Fleury%2CM.T.L.+2009.+Organiza tional+Culture+and+the+Renewal+of+Competences.+Brazilian+A dministration+Review.&i=stripbooks-i.

Gaertner, S. L., & Dovidio, J. F. (2020). *Intergroup relations: Essential readings.* Psychology Press.

Given, L.M. 2008. Paradigm. SAGE Research Methods. Retrieved from: https://methods.sagepub.com/reference/sage-encyc-qualitative research-methods/n306.xml.

Harvey, L. 2012. Social Research Glossary. Quality Research International. Retrieved from: https://www.qualityresearchinternati onal.com/socialresearch/csr.htm

Hassell, K., & Lee, M. (2023). Cynicism and police legitimacy: Understanding the role of occupational stress and procedural justice. Criminology & Public Policy, 22(1), 35-62.

Kingshot,B.E. 2004. Police Culture Entitlement Theory. Retrieved from: https://www.researchgate.net.

Merriam-Webster. (2020). Definition of Ethos by Merriam-Webster. Retrieved from www.merriam-webster.com.

McCartney, S. & Parent, R. (2012). Ethics in Law Enforcement. Simple Book Publishing. Open Library Press Book. Retrieved from: https://isearch.avg.com/search?q=Mathews%2C+S.+%26+Tabens ky%2C+P.+2015.+Being+at+Home.+Race%2C+Institutional+Cul ture+and++Transformation+a.

Mkhize, S. 2016. A cross-sectional study of traditional police culture themes among experienced South African Police Service officials. Retrieved from https://researchspace.ukzn.ac.za/bitstream/handle/10413/13165/ Mkhize_Sazelo_Michael_2016.pdf?sequence=1&isAllowed=y

Reiner, R. (2010). The Politics of the Police. Fourth Edition. Oxford University Press.New York. Retrieved from: https://www.amazon.com/Politics-Police-Robert-Reiner/dp/0199283397

Republic of South Africa. Setia, M.S. 2016. Methodology series module 3: A Cross Sectional Studies. Indian Journal of Methodology. Retrieved from: https://pubmed.ncbi.nlm.nih.gov/27293245/.

Sheptycki, J. J. (2023). *Police culture: Coercion, community, and the paradoxes of reform*. Routledge.

Sihlobo, M.M. 2020. "Darker Shades of Brown" Police Culture Solidarity, Isolation and Cynicism attitudes by the South African National Defence Force Military Police Officials. Retrieved from: https://researchspace.ukzn.ac.za/handle/10413/20049

Sileyew, K.J. 2019. Research Design and Research Methodology. Retrieved from: https://www.intechopen.com/books/cyberspace/r esearch-design-and-methodology.

Skogan, W. G. (2021). Police and community: Interaction and outcomes. Routledge.

Solorzano, D. A., &Yosso, T. J. (2023). *Critical race theory in education: Readings in cultural consciousness and race pedagogy*. Teachers College Press.

Steyn, J. 2017. Police sub-culture, to what extent does it prepare police officials to police in acomplex society? SAPS Research Colloquium, CSIR. Retrieved from https://www.saps.gov.za/resource_centre/pu blications/jean_steyn_saps_researchcolloquium.pdf.

Steyn, J. & Mkhize, S. (2016). Darker Shades of Blue. A comparison of three decades of SouthAfrican Police Service culture. South African Crime Quarterly No.57. Institute for Security Studies &University of Cape Town. Retrieved from: http://dx.doi.org/10.17159/2413-108/2016/v0n57a1241.

Stone, A. 2017. "Claiming back our chickens". Chicken crisis should not dampen the spiritsofour South African heritage brands. Retrievedfrom: http://iiespace.iie.ac.za/handle/11622/193

Tajfel, H., & Turner, J. C. (2021). *The social identity theory of intergroup relations*. Psychology Press.

The New York Times. (2020). How George Floyd was killed in Police Custody. Retrieved from: https://www.nytimes.com/2020/05/31/u s/george-floyd-investigation.html

Tyler, T. R. (2020). Why procedural justice matters. Russell Sage Foundation.

Weitzer, R., &Tuch, S. A. (2020). Race, policing, and the problem of police legitimacy. Annual Review of Sociology, 46(1), 339-364.

Zhao, J., Cao, L., & He, G. (2023). Police culture and its reform: A critical review of the literature. International Journal of Police Reform, 1(1), 51-68.