



Racial Discrimination In Law Enforcement: Challenges For Human Rights In A Multicultural Society

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ABSTRACT

This essay explores the important issue of racial discrimination in law enforcement and its challenges to human rights in a multicultural society. First, this research analyzes the root causes of racial discrimination in law enforcement. Sometimes, racial bias, stereotypes, and prejudice play a role in police and court decisions. These factors are often rooted in deep history, culture, and social structures. Therefore, a deeper understanding of how these biases develop is key to overcoming this problem. Second, this essay describes the impact of racial discrimination on a multicultural society. Inequality in law enforcement creates distrust of the legal system, which can result in social tensions and feelings of insecurity. Racial discrimination can also hinder social mobility and opportunity for individuals from minority groups. Third, this essay explores the efforts that have been made to overcome racial discrimination in law enforcement. This includes policy changes, better police training, and efforts to increase the accountability of law enforcement agencies. Additionally, a more holistic approach involves public education about the importance of human rights and cooperation between multicultural communities to combat discrimination. Through an in-depth understanding of the root causes, impacts, and efforts to overcome racial discrimination in law enforcement, this essay contributes to stronger awareness and advocacy to ensure that human rights are respected equally in multicultural societies.

1. Introduction

Racial discrimination in law enforcement is a deep and serious issue that has taken center stage in today's multicultural society. In an increasingly globalized society, where individuals from various ethnic, cultural and religious backgrounds live together, the protection of human rights is of paramount importance. However, the reality is often far from this ideal. Racial discrimination in law enforcement continues to pose a serious challenge to human rights, which should be recognized and respected for every individual without discrimination. In this essay, we will explore the complexity of this problem by outlining the root causes of racial discrimination in law enforcement, its troubling impact on multicultural societies, and the efforts that have been made to address this problem. The main aim of this paper is to understand this issue more deeply, encourage constructive dialogue, and provide a deeper look at how we can ensure human rights are respected equally in an increasingly diverse society.

One of the main problem formulations that we need to discuss is the root causes of racial discrimination in law enforcement. To understand why racial discrimination persists in the legal system, we need to dig deeper into the factors that shape the behavior and decisions of law enforcement officers. Racial bias is one of the main root causes. It refers to attitudes and actions that are based on stereotypes and prejudice against individuals or groups based on their race or ethnicity. These biases can be very substantial, perhaps even unconscious by the individuals involved. However, when these biases become a factor in law enforcement decisions, the impact can be detrimental to certain individuals and communities.

Stereotypes also play an important role in creating racial bias. Stereotypes are inaccurate common views about certain groups that are often generalized. For example, stereotypes that certain groups are more likely to be involved in crime may

influence police to be more suspicious of individuals from those groups. This stereotype obscures an objective and fair view of law enforcement. In addition to bias and stereotypes, historical factors also play a role in racial discrimination in law enforcement. In many countries, a history of colonialism, slavery, and racial inequality has formed the foundation of the legal systems that exist today. Social structures and policies that have existed for centuries can influence how law enforcement agencies operate and decide cases involving individuals from certain groups.

Furthermore, inequalities in educational systems and economic opportunities may also contribute to racial discrimination in law enforcement. When individuals from certain groups have limited access to quality education or decent jobs, they may be more vulnerable to interactions with the law. This creates inequalities in the legal system that can affect the implementation of human rights. Through a better understanding of the root causes of racial discrimination in law enforcement, we can begin steps toward improving a more just and inclusive legal system. These efforts involve education, training, and policy changes aimed at reducing bias and stereotypes as well as understanding and acknowledging the history underlying these problems.

II. The Root Causes of Racialism in Law Enforcement

Racial discrimination in law can be defined as any form of differentiation, exclusion, limitation or selection based on race and ethnicity, which results in the revocation or reduction of recognition, acquisition or implementation of human rights and basic freedoms in terms of equality in the civil, political and economic fields, social and cultural. Racial discrimination can occur in various fields, such as at school, the workplace, and even in social environments. In criminal law, regulations related to racial discrimination are in the Criminal Code (KUHP) regarding acts of expressing hostility, hatred and insults towards groups of the

population. Indonesia has also established Law Number 40 of 2008 concerning the Elimination of Racial and Ethnic Discrimination to ensure that conflict and discrimination do not occur.

The root causes of racism in law enforcement can come from racial and ethnic discrimination that occurs in society. Racial discrimination can occur in Indonesia because of the very large population with various ethnic groups, races and ethnicities, plus relatively low levels of education and poor socio-economic conditions. Racial and ethnic discrimination can occur in various fields, such as at school, the workplace, and even in social environments. To stop the practice of racial discrimination, there must be guaranteed legal protection which is realized in the form of legislation as well as law enforcement and efforts to build awareness about the importance of mutual respect for human dignity. Law enforcement must be able to fulfill the community's sense of justice. This is the key if you want to fight racial discrimination through law enforcement as an agent of social change. Several ways that can be done to address the root causes of racism in law enforcement include:

- Ensure that our social environment, such as housing, education and work, is inclusive of diverse origins and cultures.
- Urge the state to provide guarantees of legal protection which are realized in the form of legislation as well as law enforcement and efforts to build awareness about the importance of mutual respect for human dignity.
- Carry out professional and fair law enforcement.

Racial discrimination in law enforcement is a serious problem that raises many questions about its root causes. To understand how and why racial bias can pervade the decisions and actions of law enforcement officers, we need to detail the factors involved in the formation of these biases. In this context, factors such

as stereotypes, prejudice, history, culture and social structure play a significant role. First, it is important to understand how racial bias develops in the decisions and actions of law enforcement officers. Racial bias is a form of bias that is based on a person's race or ethnicity. It can develop consciously or unconsciously, but its impact can be very detrimental to justice and the protection of human rights. Law enforcement officers are individuals who have the power and authority to make decisions that impact the lives of others. When racial bias enters their decision-making process, it can lead to unfair treatment of certain individuals or groups based on their race or ethnicity. For example, a police officer who has racial bias may be more likely to take violent action against someone simply because of the color of their skin.

The second factor to consider is the role of stereotypes in the formation of racial bias. Stereotypes are common and often very shallow views about a particular group that are often generalized. In a law enforcement context, stereotypes can influence law enforcement officers' views and actions toward individuals from certain groups. For example, stereotypes that associate certain groups with criminal behavior may make police officers more likely to consider individuals from those groups as potential criminals, even without concrete evidence. Furthermore, prejudice also plays a role in forming racial bias in law enforcement. Prejudice is a negative attitude or pre-existing view toward an individual or group based on their race or ethnicity. Prejudice can influence how law enforcement officers interact with individuals from certain groups. An officer who is racially prejudiced may be more likely to treat individuals from a group he dislikes in an unfair manner, even if the individual has not committed an unlawful act.

Next, it is important to consider how history, culture, and social structures contribute to the formation of racial bias in law enforcement. History related to colonialism, slavery, and racial inequality can form the basis of the legal system that exists today. For example, in some countries, the history of slavery created racial

inequalities that manifested in systemic discrimination. Deep social structures can also influence how law enforcement agencies operate. When certain groups have less access to quality education or decent jobs due to factors such as discrimination and economic inequality, they may be more vulnerable to interactions with the law. This creates inequalities in the legal system that can affect the implementation of human rights.

In order to address the root causes of racial bias in law enforcement, it is important to provide in-depth education and training for law enforcement officers. This should include an understanding of bias, stereotypes, and prejudice, as well as an emphasis on racial justice. In addition, there is a need for reflection on the history and culture that contribute to this problem, as well as policy changes aimed at reducing systemic discrimination. The more we understand the root causes of racial bias in law enforcement, the better we can take concrete steps to address this problem and ensure human rights are equally respected in an increasingly diverse, multicultural society.

III. Impact and Efforts That Have Been Made to Overcome Racial Discrimination in Law Enforcement

The impact of racial discrimination in law enforcement in multicultural societies is significant and disturbing. Racial discrimination in this context refers to the unfair or differential treatment experienced by certain individuals or groups based on their race or ethnicity by law enforcement agencies such as the police, courts, or the criminal justice system in general. These impacts not only affect the individual victim, but also ripple across multicultural societies, destroying a sense of justice, disrupting trust in the legal system, and damaging relations between ethnic groups.

One of the main impacts of racial discrimination in law enforcement is inequality in legal treatment. When individuals from certain groups are targets of

racial discrimination, they tend to experience harsher, harsher treatment, and are prosecuted or imprisoned more often than individuals from other groups who commit similar acts. This creates inequalities that directly harm certain individuals and groups, and also sends a poor signal about fairness to the rest of society. The next impact is a loss of trust in the legal system. When people see that the legal system tends to discriminate against individuals based on their race or ethnicity, this erodes their trust in the system. People are starting to doubt whether the legal system is truly fair and will protect their rights without discrimination. This kind of mistrust can undermine the authority of law enforcement agencies and interfere with their ability to carry out their duties effectively.

An impact that is no less disturbing is the feeling of insecurity in society. When racial discrimination becomes common in law enforcement, communities begin to feel unsafe, especially for those who belong to groups that may be targets of discrimination. This creates a climate of tension and worry that can hinder relations between ethnic groups. Multicultural societies that feel insecure may be more likely to isolate themselves from other groups, which in turn can exacerbate social divisions and conflict.

Furthermore, racial discrimination in law enforcement can hinder social mobility. Individuals who are victims of racial discrimination may have more difficulty achieving their potential and accessing the same economic, educational, and employment opportunities as individuals from other groups. This creates a cycle of inequality that is difficult to break, which can hinder the social and economic development of certain ethnic groups. Another impact of racial discrimination is tension between ethnic groups in multicultural societies. When certain groups are targets of discrimination, this can trigger strong reactions from that group and damage relations between groups in society. Tensions like this can potentially lead to social conflict and even violence.

To address the impact of racial discrimination in law enforcement in multicultural societies, it is important to take concrete steps to reduce racial bias among law enforcement officers, increase the accountability of law enforcement agencies, and provide training on racial justice. In addition, there is a need for communication between ethnic groups to build understanding and trust, as well as policy changes aimed at reducing inequality in the legal system. Only with such actions can we ensure that multicultural societies can live in a just, safe and inclusive environment, where human rights are respected for all individuals without discrimination.

The impact of racial discrimination in law enforcement can result in injustice in law enforcement, especially for groups who are victims of discrimination. Racial discrimination can also trigger conflict and national division. To overcome the impact of racial discrimination in law enforcement, several efforts have been made, including:

- The Indonesian government has ratified the International Convention on the Elimination of All Forms of Racial and Ethnic Discrimination. This convention aims to provide protection and guarantee human rights for all citizens without exception.
- The National Human Rights Commission (Komnas HAM) supervises all forms of efforts to eliminate racial and ethnic discrimination.
- Increase public awareness about the importance of respecting human rights and basic freedoms in equality in the civil, political, economic, social and cultural fields.
- Carry out professional and fair law enforcement.

One example of a case of racial discrimination in law enforcement is an act of racial discrimination which allegedly occurred in Surabaya and Malang in 2019. This act of discrimination triggered demonstrations in several areas in Indonesia which ended in chaos. This shows that racial

discrimination can trigger conflict and national division. Therefore, concrete efforts are needed to overcome the root causes of racial discrimination and increase public awareness about the importance of respecting human rights and basic freedoms in equality in the civil, political, economic, social and cultural fields.

Efforts that have been made to overcome racial discrimination in law enforcement can be considered effective if they can reduce or even eliminate racial discriminatory practices. However, the effectiveness of these efforts still needs to be evaluated periodically to determine whether these efforts have had a significant impact in overcoming racial discrimination in law enforcement. Several cases of racial discrimination that have occurred in Indonesia show that the efforts that have been made still need to be improved in order to overcome the root causes of racial discrimination and increase public awareness about the importance of respecting human rights and basic freedoms in terms of equality in the civil, political and economic fields, social and cultural. Therefore, there needs to be more concrete and integrated efforts to overcome racial discrimination in law enforcement in Indonesia. In this essay, we will explore some of the efforts that have been made to overcome racial discrimination in law enforcement.

1. Training and Awareness

One of the first steps many states are taking is providing training to law enforcement officers on racial justice, recognition of racial bias, and development of better communication skills with multicultural communities. This kind of training aims to help law officers understand the impact of racial bias and prejudice and avoid behavior that could lead to discrimination. In addition, this training also promotes awareness of the importance of human rights and equal protection for all individuals.

2. Use of Technology and Data

Several states have adopted technology and data analysis to reduce racial bias in law enforcement. For example, using carefully developed algorithms in the selection and placement of police officers can help reduce the possibility of discrimination. Additionally, monitoring and analyzing statistical data can help identify patterns of discrimination and inequality in law enforcement. This can provide a stronger basis for better policy changes.

3. Monitoring and Accountability Policy

Efforts to address racial discrimination in law enforcement often involve policy changes and stricter oversight practices. This includes a review of use-of-force rules that allow law enforcement officers to act decisively and ensure that their actions comply with the law. In addition, some countries have established independent bodies responsible for overseeing the conduct of law enforcement officials and handling complaints of discrimination. These supervisory measures aim to increase accountability and disincentivize unfair behavior.

4. Community Involvement

Community involvement is very important in efforts to overcome racial discrimination in law enforcement. Community programs that enable dialogue between law enforcement officials and the public, especially groups that may be victims of discrimination, can help build better understanding and trust. It can also help people understand their rights and how to report acts of discrimination. The public can also play a role in monitoring the behavior of law enforcement officials and reporting unfair actions.

5. Policy Changes Regarding Law Enforcement

Broader legal policy changes are also integral to addressing racial discrimination in law enforcement. Some countries have adopted policies that eliminate or modify practices that could lead to discrimination. For

example, ending the practice of "stop and frisk" which often leads to unfair racial profiling or changing surveillance policies against certain ethnic groups. These policy changes aim to reduce systemic discrimination that may exist in laws and law enforcement practices.

6. Education and Public Awareness

Public awareness of the importance of addressing racial discrimination in law enforcement is also an important component of these efforts. Education about human rights, racial equality, and the dangers of racial bias should be included in educational curricula to increase public understanding. Information campaigns and mass media can also play an important role in raising public awareness about this issue.

Although much effort has been made to address racial discrimination in law enforcement, there is still much work that needs to be done. This issue is a complex one and is often linked to deep social, cultural and historical factors. However, with measures such as training, use of technology and data, monitoring, community engagement, policy changes, and education, communities can work together to achieve fairer law enforcement and respect for the human rights of all individuals, regardless of race or their ethnicity.

Legal norms and human rights protection have a close correlation because legal norms aim to protect human rights. Legal norms are rules made by the state to regulate people's lives and provide protection for human rights. In the context of law enforcement, legal norms must be implemented by prioritizing human rights principles so that discrimination or human rights violations do not occur in law enforcement. Therefore, legal norms must always be applied with due regard to human rights to prevent abuse of power by law enforcement officials. In this case, the role of the community is also very important in monitoring and reporting actions by law enforcement officials that violate human rights. Thus, the correlation between legal

norms and human rights protection is very important to maintain justice and freedom in society.

Legal norms can be used to protect a person's right to life by regulating individual rights in society and providing protection for human rights. The following are some examples of cases where legal norms are used to protect a person's right to life:

1. Article 28A of the 1945 Constitution which states that every person has the right to live and the right to defend his or her life and life.
2. Article 27 paragraph 2 of the 1945 Constitution states that every citizen has the right to work and a living worthy of humanity.
3. Article 28C paragraph 1 of the 1945 Constitution which states that every person has the right to develop himself and fulfill his basic needs and has the right to receive education, science and technology, arts and culture in order to improve the quality of his life for the welfare of human life.
4. Article 28C paragraph 2 of the 1945 Constitution which states that every person has the right to advance himself in fighting for his rights collectively to develop his society, nation and state.
5. Standard Norms and Regulations (SNP) on Human Rights, which is a document that is a practical and implementable explanation of various human rights instruments, both international and national.

From these case examples, it can be seen that legal norms have an important role in protecting a person's right to life. Therefore, legal norms must always be applied with due regard to human rights so that human rights violations do not occur in law enforcement.

IV. Conclusion

In this essay, we have explored the complexity of the problem of racial discrimination in law enforcement and its impact on a multicultural society. Racial discrimination in law enforcement has become a deep and serious global issue, affecting human rights and social stability. We detail the root causes of racial bias in law enforcement, including stereotypes, prejudice, history, culture, and social structures. We also describe its troubling impact on inequality, distrust of the legal system, feelings of insecurity, and tensions between ethnic groups in multicultural societies.

However, there have been significant efforts to address this problem. Steps such as training of law enforcement officers, use of technology and data, surveillance, community involvement, policy changes, and education have been taken to reduce racial bias in law enforcement. These are positive steps towards fairer law enforcement and respect for the human rights of all individuals.

From the conclusions above, the author also provides suggestions, namely, it is important to continue to increase public awareness about the problem of racial discrimination in law enforcement. Education about human rights, racial equality, and the dangers of racial bias should be included in educational curricula. Information campaigns and mass media can also play an important role in raising public awareness about this issue. Community engagement is key to addressing racial discrimination in law enforcement. Community programs that enable dialogue between law enforcement officials and the public, especially groups that may be victims of discrimination, need to be encouraged. The public also needs to be empowered to report acts of discrimination and injustice.

Close supervision of the behavior of law enforcement officers is a must. Independent bodies responsible for overseeing the conduct of law enforcement officials and handling complaints of discrimination should be strengthened. Accountability is key to avoiding unfair behavior. Continued policy changes in law enforcement are needed.

Policies that reduce or eliminate practices that could lead to discrimination should be implemented. These changes must be progressive and sustainable to create a fairer legal system. Racial discrimination in law enforcement is a global problem. Countries need to collaborate in sharing best practices and experiences in addressing this issue. International organizations such as the UN can also play an important role in coordinating global efforts.

It is important to continue to monitor and evaluate the effectiveness of steps taken to address racial discrimination in law enforcement. Data and statistics must be continuously updated to understand changing trends and the impact of these efforts. By taking these steps seriously, we can ensure that human rights are equally respected in an increasingly diverse, multicultural society. Racial discrimination in law enforcement is a complex issue, but with commitment, cooperation, and positive change, we can achieve the goal of more equitable and inclusive law enforcement.

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