

## IMPLICIT BIAS

SANTA ROSA POLICE DEPARTMENT | 3330

CCN: \_\_\_\_\_ | POST Certification II | Reimbursement Plan N/A | 4 hours

### **COURSE GOAL:**

The course will provide the student with the minimum topics of understanding Implicit Bias and the impact it has on policing. The intent of the course is to improve the student's knowledge of potential internal bias when interacting with the community and impact this can make on decision making or the perception of decision making. The course consists of facilitated discussion, case study analysis, and scenarios for in-service personnel.

### **IMPLICIT BIAS**

#### **Minimum Topics/Exercises:**

- a. Definition of Implicit Bias
- b. Source Impacts on Implicit Bias
- c. Implicit Bias and Impact on Law Enforcement

#### **COURSE OBJECTIVES:**

The student will:

1. Demonstrate knowledge of the definition of Implicit Bias.
2. Understand the historical impact of Implicit Bias within the community.
3. Understand the impact of Implicit Bias on community and police relations today.
4. Demonstrate ways to combat Implicit Bias in decision making.

***Minimum standards of performance shall be tested by an instructor observing the trainee during their participation in facilitated discussions, case study analysis, and scenarios. If the trainee does not meet minimum standards, as established by the presenter, remediation will be provided until the standard is met.***

#### **I. INTRODUCTION/ORIENTATION**

##### **A. Introduction, Registration and Orientation**

1. Instructor/student introductions
2. Registration/rosters

##### **B. Course Goals and Objectives**

1. Demonstrate knowledge of Implicit Bias
2. Understand historical impact of implicit bias and the community
3. Understand police and community relations and implicit bias
4. Understand how to prevent implicit bias from influencing decision making

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### II. IMPLICIT BIAS DEFINED

#### A. What is Implicit Bias

##### 1. Define Implicit Bias Group Exercise

- a. Students work in groups to discuss their own definition of Implicit Bias
  - 1) Each student defines Implicit Bias personally and discusses with the group
  - 2) Students are expected to participate and learn if their perception of Implicit Bias is correct or misinformed
- b. Understand and Discuss How Implicit Bias Is Formed
  - 1) Media
  - 2) Training
  - 3) Friends
  - 4) Family
- c. Research for Implicit Bias
  - 1) Examining Case Studies of Implicit Bias

### III. HISTORICAL IMPACT OF IMPLICIT BIAS

#### A. History of Police Community Relations

1. Within the United States
  - a. Current events?
    - 1) Nationwide vs Local (is there a difference?)
  - b. Backlash toward any side (blue lives matter vs black lives matter)
2. Around the world/various cultures
3. What about authority in general

#### B. Current Police and Community Relations

1. Officers' response to certain communities
  - a. Law enforcement friendly/not friendly
2. Community response to officers
  - a. Juveniles and adults

#### C. Media Response/Coverage

1. Officer and community bias towards Media
2. Media Bias towards officers and community

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### **IV. COMBATING IMPLICIT BIAS**

- A. Do We Even Want To “Combat” Implicit Bias
  - 1. Why?
    - a. What is there to gain? As officers? As people?
  - 2. Building and Re-building Relationships
    - a. Constant process
    - b. A Sustained effort
  
- B. How do we acknowledge and cope with Implicit Bias
  - 1. Recognition when it is present
    - a. Prior to arrival thought process
    - b. Based on your own experience
    - c. Potential bias of community toward officers
  - 2. Understanding historical events and their impact
    - 1) Both local and nationwide
    - 2) Historical and current
    - 3) Average citizen viewpoint
  - 3. Close the deal
    - a. Slowing down
    - b. Explaining
    - c. Officer Safety

### **Recommended Topics for Learning Activities, Facilitated Discussions, and Scenarios**

- Case Studies
- Scholarly Research Articles
- Hands on Implicit Bias activities
- Historical research topics
- Personal experience positive/negative