

Bias-Free Policing

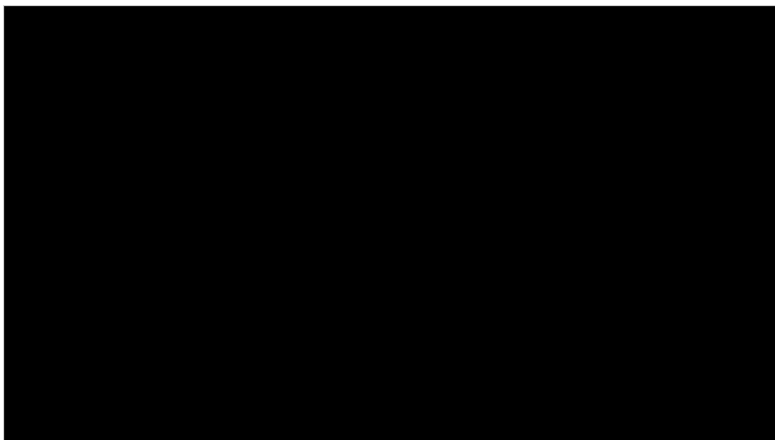
1. PPT

1.1 WELCOME



Notes:

1.2 Message From Cleveland Police Chief Calvin D. Williams



Notes:

1.3 Learning Objectives

Learning Objectives

At the end of this course, student officers will be able to:



Objective 1
Explain the difference between explicit bias and implicit bias


Objective 2
Assess implicit bias in themselves and apply techniques to avoid allowing implicit bias to infect their work

Objective 3
Explain procedural justice principles and apply them in their daily work

Objective 4
List the LEAPS techniques for communication and apply them in their daily work

Notes:

1.4 General Police Order Review



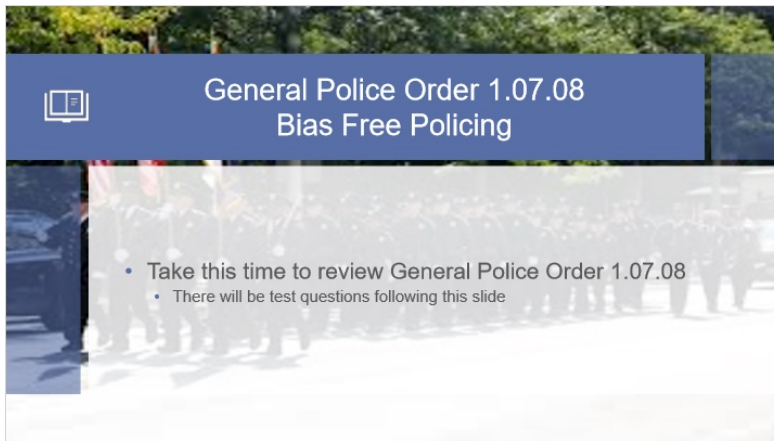
General Police Order 1.07.08 Bias Free Policing

- Take this time to review General Police Order 1.07.08
 - There will be test questions following this slide

General Police Order 1.07.08 has been added to the resource tab

Notes:

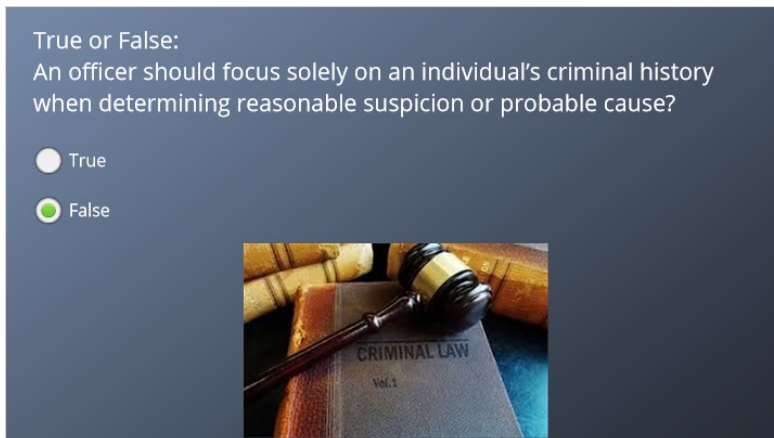
1.5 General Police Order 1.07.08



Notes:

1.6 Question #1

(True/False, 0 points, unlimited attempts permitted)



Correct	Choice
	True
X	False

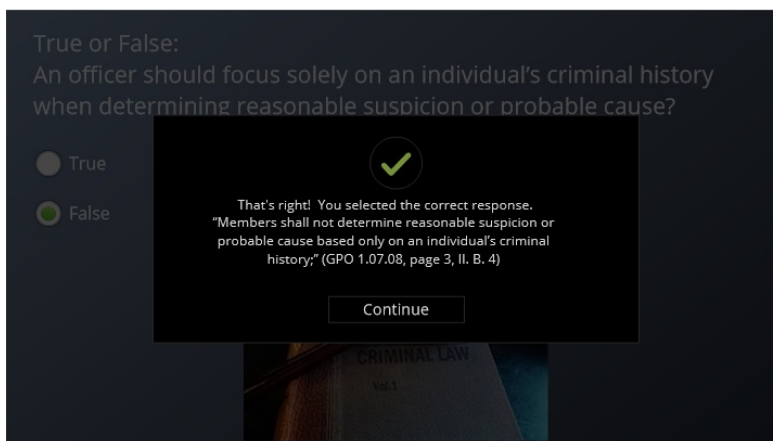
Feedback when correct:

That's right! You selected the correct response. "Members shall not determine reasonable suspicion or probable cause based only on an individual's criminal history;" (GPO 1.07.08, page 3, II. B. 4)

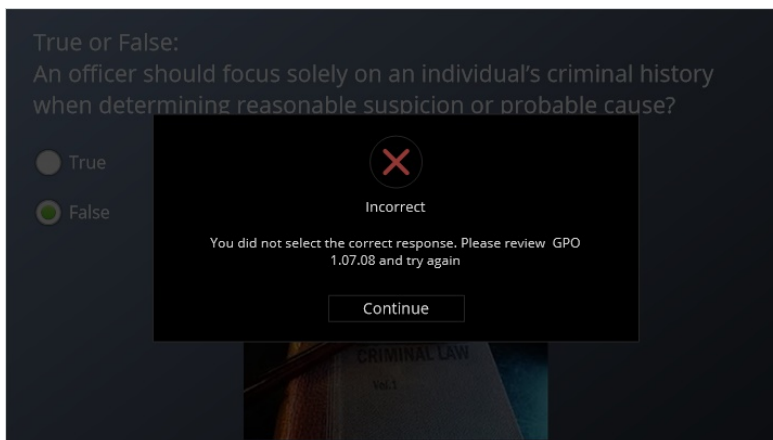
Feedback when incorrect:

You did not select the correct response. Please review GPO 1.07.08 and try again

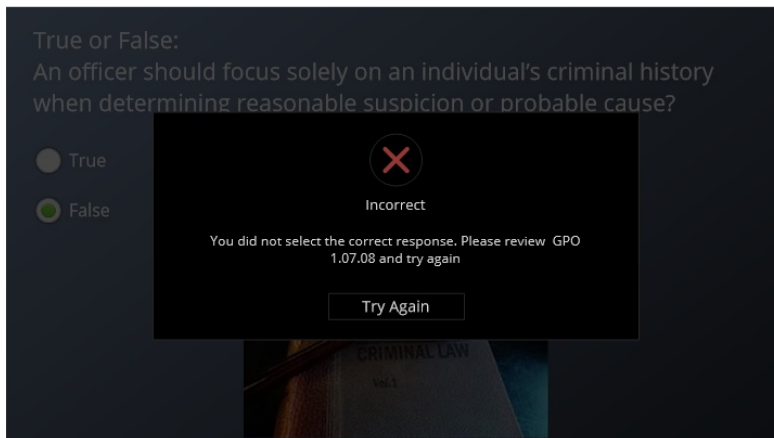
Correct (Slide Layer)



Incorrect (Slide Layer)

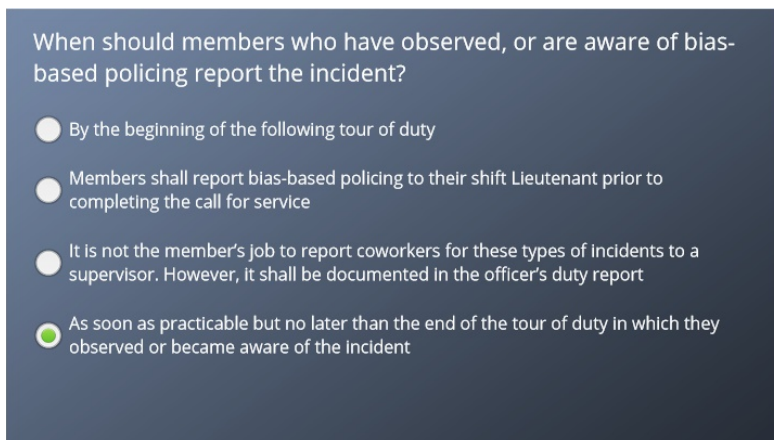


Try Again (Slide Layer)



1.7 Question #2

(Multiple Choice, 0 points, unlimited attempts permitted)



Correct	Choice
	By the beginning of the following tour of duty
	Members shall report bias-based policing to their shift Lieutenant prior to completing the call for service
	It is not the member's job to report coworkers for these types of incidents to a supervisor. However, it shall be documented in the officer's duty report

X	As soon as practicable but no later than the end of the tour of duty in which they observed or became aware of the incident
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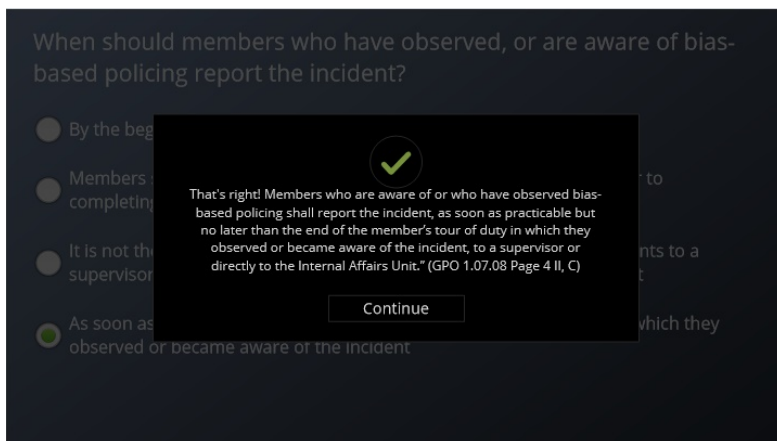
Feedback when correct:

That's right! Members who are aware of or who have observed bias-based policing shall report the incident, as soon as practicable but no later than the end of the member's tour of duty in which they observed or became aware of the incident, to a supervisor or directly to the Internal Affairs Unit." (GPO 1.07.08 Page 4 II, C)

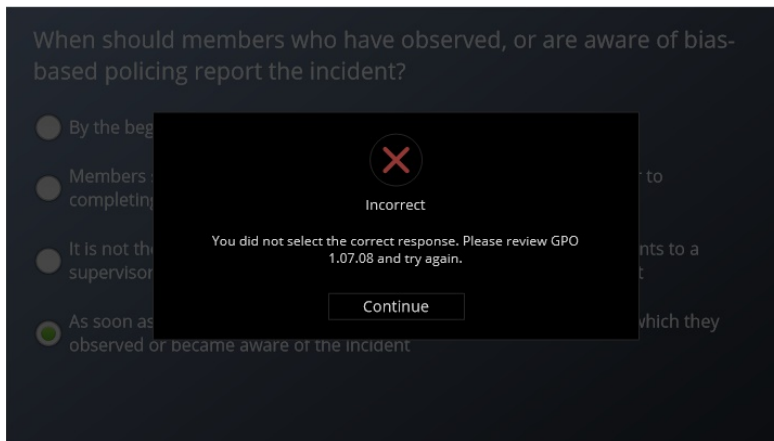
Feedback when incorrect:

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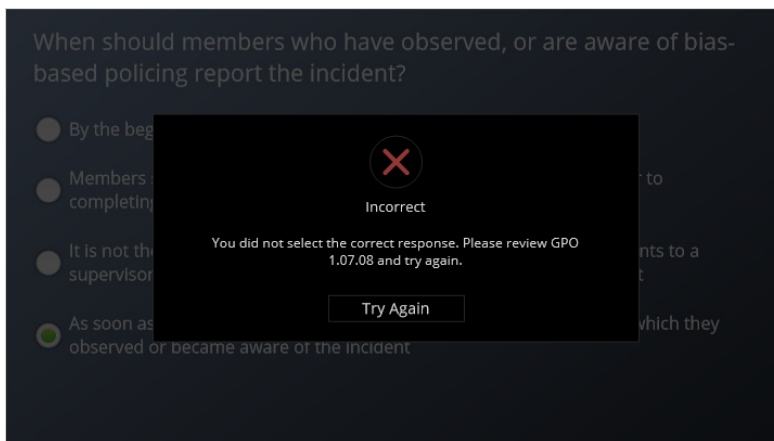
Correct (Slide Layer)



Incorrect (Slide Layer)



Try Again (Slide Layer)



1.8 Question #3

(Multiple Choice, 0 points, unlimited attempts permitted)

Some examples of interacting with the public using the principles of procedural justice include all of the following except

- ☒ Give only the information that the individuals need to know. Do not provide a member's name, rank, or badge number if asked in order to protect yourself.
- ☐ Ensuring that detentions are no longer in duration than is lawfully necessary
- ☐ When safe and feasible, slow situations down and gather more information in order to minimize any possible effects of implicit or unintentional bias
- ☐ Wherever time and circumstances permit, explaining what the member is doing and why

Correct	Choice
X	Give only the information that the individuals need to know. Do not provide a member's name, rank, or badge number if asked in order to protect yourself.
	Ensuring that detentions are no longer in duration than is lawfully necessary
	When safe and feasible, slow situations down and gather more information in order to minimize any possible effects of implicit or unintentional bias
	Wherever time and circumstances permit, explaining what the member is doing and why

Feedback when correct:

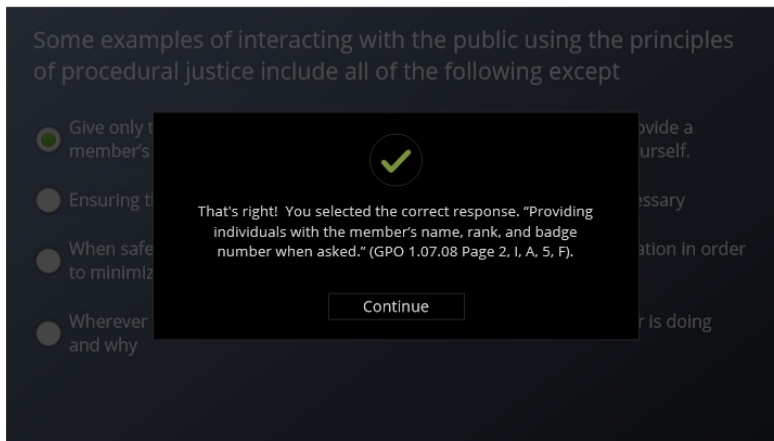
That's right! You selected the correct response. "Providing individuals with the member's name, rank, and badge number when asked." (GPO 1.07.08 Page 2, I, A, 5, F).

Feedback when incorrect:

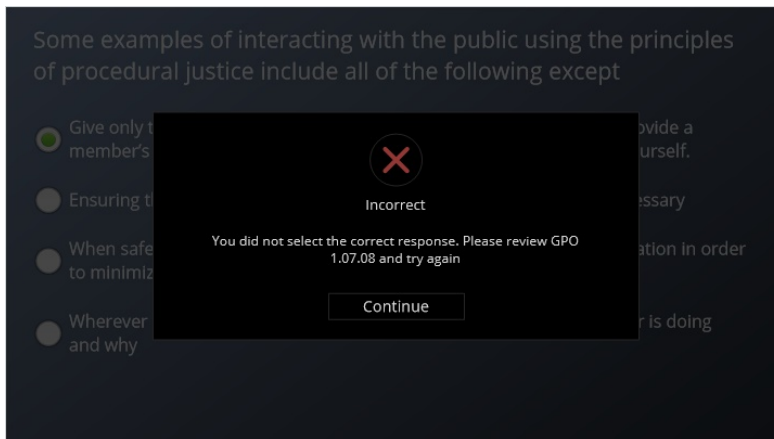
You did not select the correct response. Please review GPO 1.07.08 and try again

Notes:

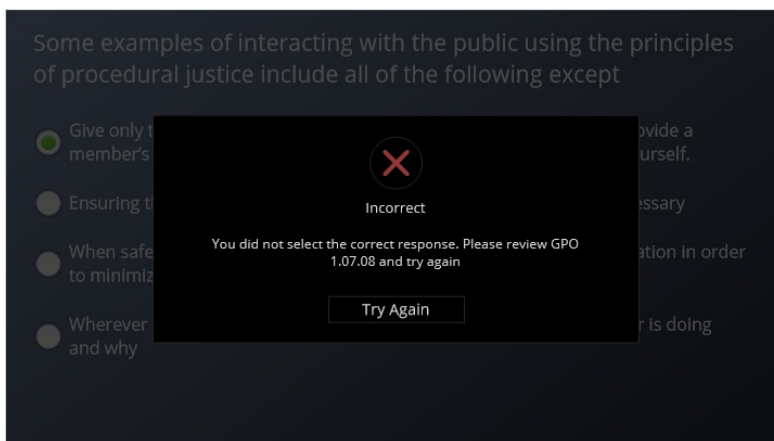
Correct (Slide Layer)



Incorrect (Slide Layer)



Try Again (Slide Layer)



1.9 What is Bias?

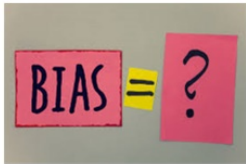


1.10 Implicit v Explicit



1.11 Optional Exercise

<https://implicit.harvard.edu/implicit/education.html>




Optional

Implicit
Association
Test

1.12 The key

Accept that you, like everyone else, has implicit bias.

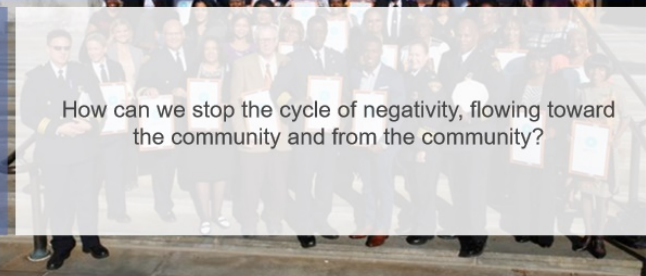


The challenge is to identify your implicit biases and guard against acting on them.

That is the key to our policy. Don't act on implicit bias!

1.13 The people we encounter also may be acting on their implicit bias

The people we encounter also may be acting on their implicit bias



How can we stop the cycle of negativity, flowing toward the community and from the community?

1.14 Case Study

Case Study

Facts: An individual in the Tremont neighborhood robbed a convenience store using a small handgun.

1.15 Case Study Follow Up


Case Study Follow Up

Convenience store robbery+

Handgun+

(Tremont neighborhood)=

Young, minority group, male



1.16 Exercise

Exercise

Identify two negative implicit biases that you carry around with you.

1.17 Question #4

(Multiple Choice, 0 points, unlimited attempts permitted)

How does General Police Order 1.07.08 define implicit bias?

- ☐ The attitudes and beliefs we have about a person or group on a conscious level
- ☐ Prejudice in favor of or against one thing, person or group compared with another, in a way to be considered to be unfair
- ☐ When a CDP member takes a law enforcement action or makes a decision to provide or not provide police services, and that action or decision is motivated by discrimination on the basis of an individual's demographic category
- ☒ Attitudes that affect understanding, actions, and decisions in an unconscious and unintentional manner

Correct	Choice
	The attitudes and beliefs we have about a person or group on a conscious level
	Prejudice in favor of or against one thing, person or group compared with another, in a way to be considered to be unfair
	When a CDP member takes a law enforcement action or makes a decision to provide or not provide police services, and that action or decision is motivated by discrimination on the basis of an individual's demographic category
X	Attitudes that affect understanding, actions, and decisions in an unconscious and unintentional manner

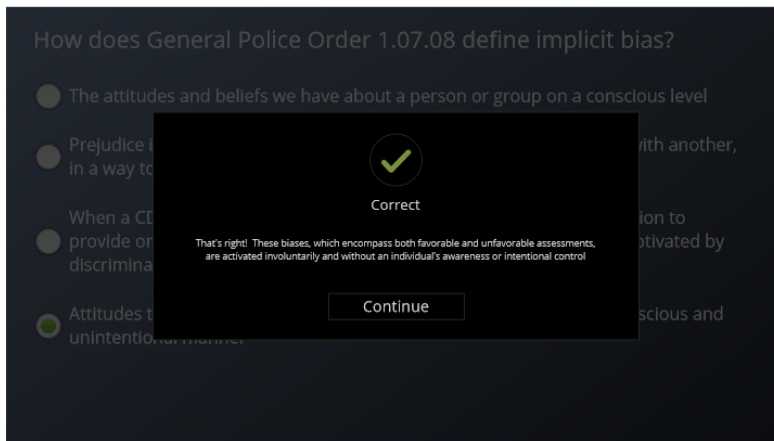
Feedback when correct:

That's right! These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control

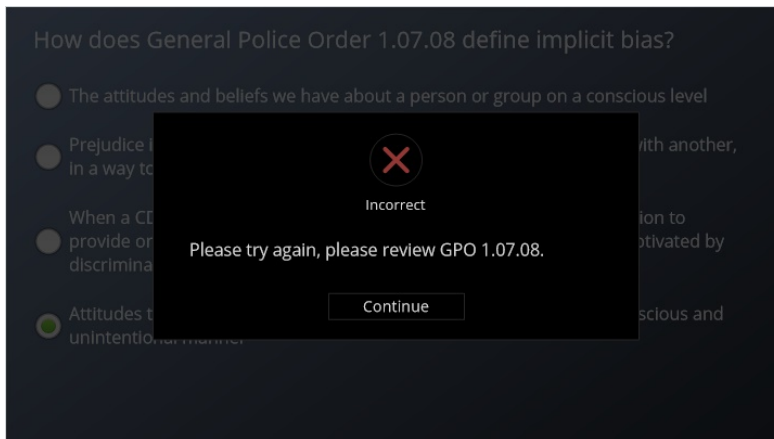
Feedback when incorrect:

Please try again, please review GPO 1.07.08.

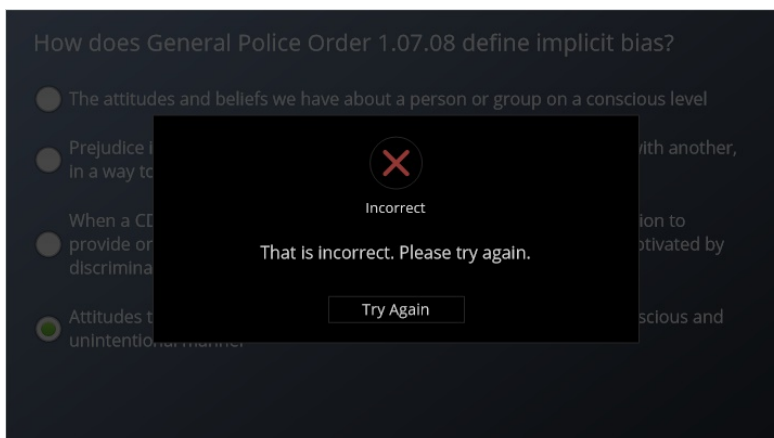
Correct (Slide Layer)



Incorrect (Slide Layer)



Try Again (Slide Layer)



1.18 When is the Risk the Highest that our Implicit Bias will Result in us Taking Action

When is the Risk the Highest that our Implicit Bias will Result in us Taking Action

- Being mentally taxed or in a bad mood
- Feeling threatened
- No or little experience
- Multitasking or making quick decisions



1.19 Question #5

(Multiple Choice, 0 points, unlimited attempts permitted)

Slowing things down is where we are going as a department and profession. What is another term for slowing things down?

- ☒ De-escalation
- ☐ De-minimis Force
- ☐ Passive Resistance
- ☐ Verbal Confrontation

Correct	Choice
X	De-escalation
	De-minimis Force
	Passive Resistance
	Verbal Confrontation

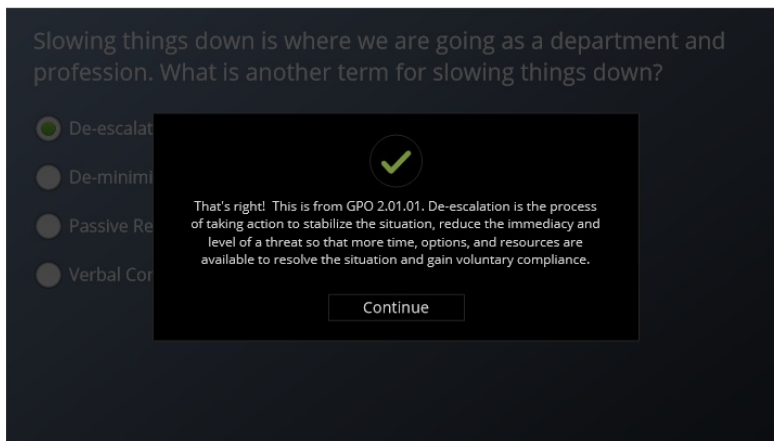
Feedback when correct:

That's right! This is from GPO 2.01.01. De-escalation is the process of taking action to stabilize the situation, reduce the immediacy and level of a threat so that more time, options, and resources are available to resolve the situation and gain voluntary compliance.

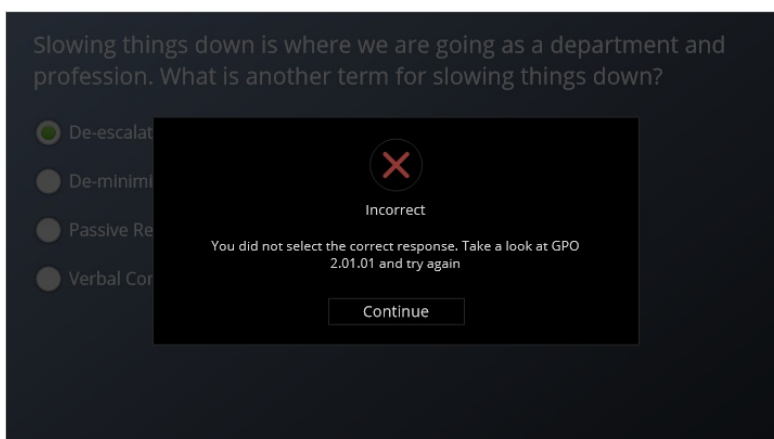
Feedback when incorrect:

You did not select the correct response. Take a look at GPO 2.01.01 and try again

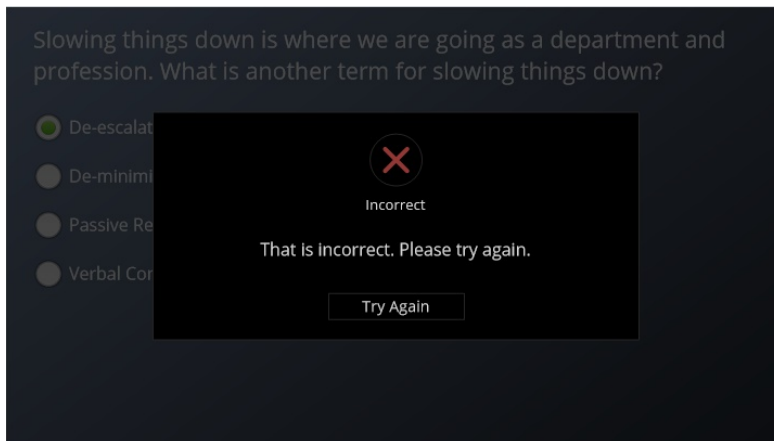
Correct (Slide Layer)



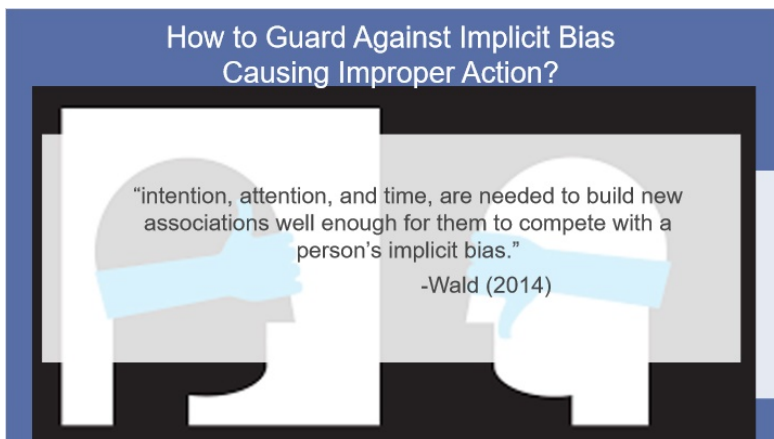
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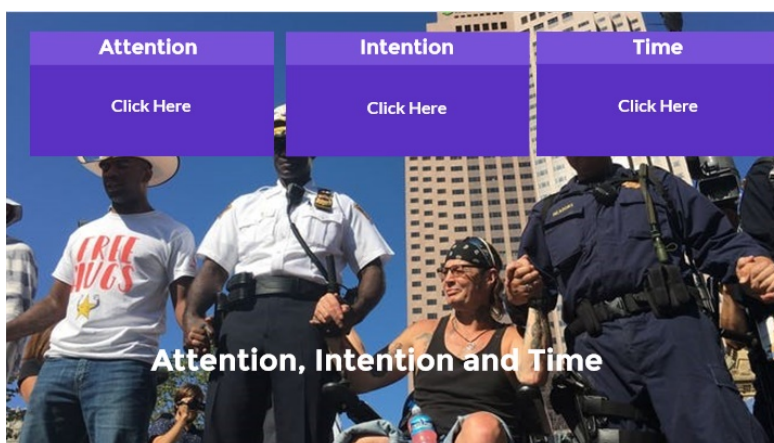
Try Again (Slide Layer)



1.20 How to Guard Against Implicit Bias Causing Improper Action?

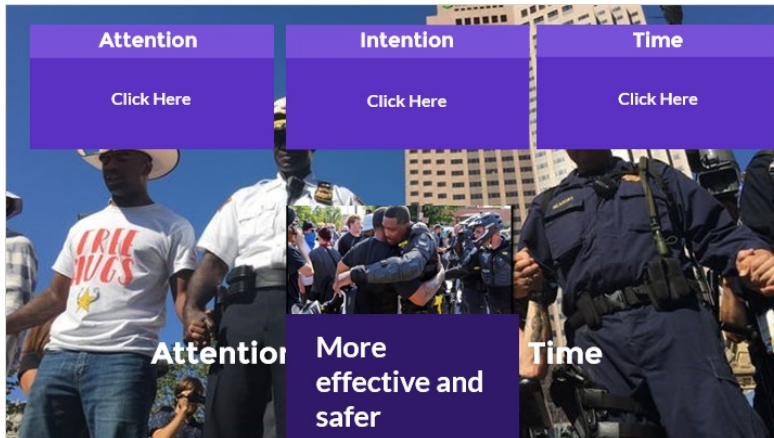


1.21 Attention, Intention and Time

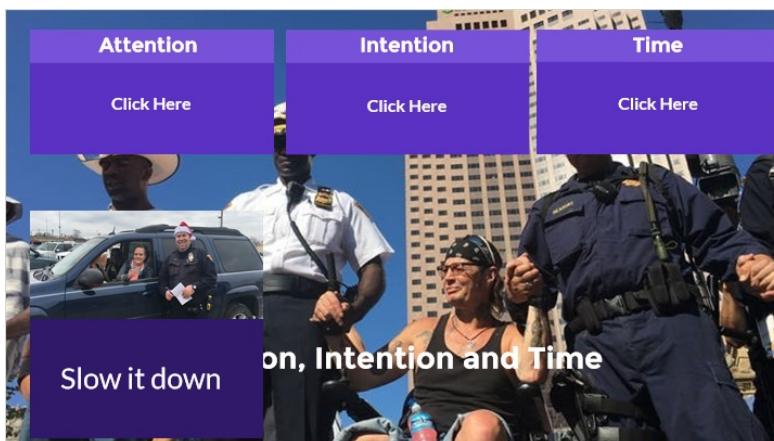


Notes:

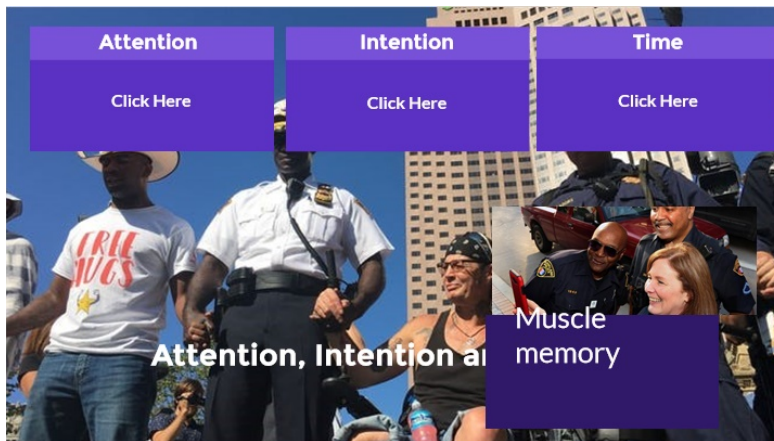
Tab 01 (Slide Layer)



Tab 02 (Slide Layer)



Tab 03 (Slide Layer)





1.22 Protecting Yourself

What can you do in your daily life to start protecting yourself from implicit bias?

Implicit Bias

One way to begin working on your implicit bias is to take a different approach to situations. *After the audio plays, click on each icon for more information*





Tab 01 (Slide Layer)

What can you do in your daily life to start protecting yourself from implicit bias?


Accept that all humans have bias

If we don't accept this, it will be impossible to overcome




Tab 02 (Slide Layer)

What can you do in your daily life to start protecting yourself from implicit bias?



Slow down
Be deliberate with your thoughts and actions



Tab 03 (Slide Layer)

What can you do in your daily life to start protecting yourself from implicit bias?




Pay attention to your thoughts and actions
Once you recognize what bias you may have, you can learn to correct them




Tab 04 (Slide Layer)

What can you do in your daily life to start protecting yourself from implicit bias?




Focus
Focus on seeing people as individual people, not members of groups or sub-groups

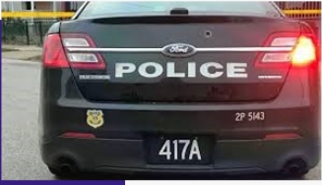


Tab 05 (Slide Layer)

What can you do in your daily life to start protecting yourself from implicit bias?



Empathy
Put yourself in someone else's shoes



1.23 Did You Know?


Did You Know?



1.24 Procedural Justice

Four Pillars of Procedural Justice

VOICE
Give the person a voice in the interaction.





RESPECTFUL
Be professional and respectful in all interactions


Trustworthiness
Use a fair and transparent process

Neutrality
Be fair and impartial in decision making

RESPECT









1.25 Have you ever been subject to a procedurally unjust event?

Have you ever been subject to a procedurally unjust event?	
	<ul style="list-style-type: none">➤ Have you felt that you were passed over for a job?➤ Have you ever felt that you earned and deserved, but did not get?➤ Even if you are disappointed, you will accept the decision if you feel you have a voice

1.26 Legitimacy



1.27 Legitimacy in the Eyes of the Public

Legitimacy in the Eyes of the Public	
	

1.28 Legitimacy in the Eyes of the Public that Make us More Effective


Legitimacy in the Eyes of the Public that Make us More Effective

Trust in the Police

- Belief that the police are fair
- Belief that police are honest
- Belief that police are effective
- Belief that police contribute to a system



1.29 Untitled Slide




Video

1.30 LEAPS Communication Principles


LEAPS Communication Principles

L	• listen
E	• empathise
A	• ask
P	• paraphrase
S	• summarise


1.31 Listen




Listen




1.32 Empathize




Empathize




1.33 Ask




Ask



1.34 Paraphrase



Summarize



1.35 Which approach do you think is more likely to result in a productive conversation?

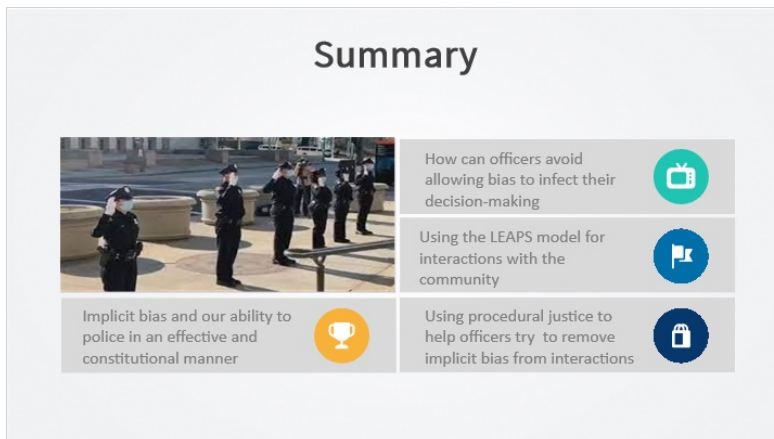
Which approach do you think is more likely to result in a productive conversation?

Video

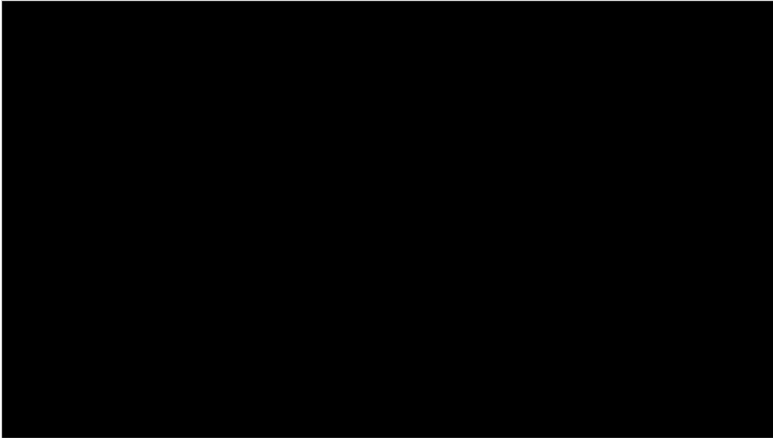
1.36 Which approach do you think is more likely to result in a productive conversation?



1.37 Summary

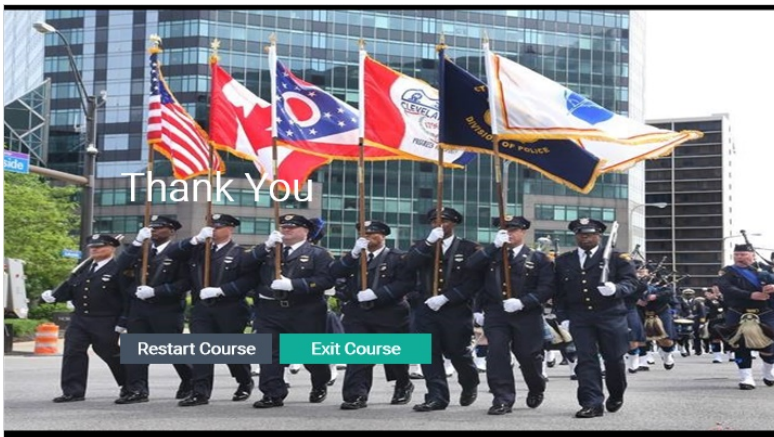


1.38 Closing Remarks



Notes:

1.39 Closing



Notes: