Statement of Purpose: The purpose of this course is for peace officers to understand the concepts of implicit bias and de-escalation in order to adequately interact with the community that they police. At the conclusion of this course of instruction, the student will be able to: define implicit bias and de-escalation, recognize implicit bias within him or herself as well as others, understand the definitions of commonly used terms in anti-police rhetoric, objectively look at different viewpoints of contemporary policework, and understand the de-escalation General Order.

I. Cultural Competency & Implicit Bias
   a. Learning Objective: Peace officers face bias constantly in their interaction with members of the community. This must be considered when communicating during calls for service, consensual contacts, and in enforcement situations.
   b. History – Chief Hahn

II. Implicit Bias
   a. View through lens of:
      i. How I make decisions
      ii. What I have control over
   b. Introduction
      i. Critical Decision-Making Model
      ii. Mental Health Unit / Instructors
      iii. Connections to Material
         1. Cultural Competency
         2. TacCom
         3. Procedural Justice
         4. De-escalation
         5. Peer Intervention
   c. Cognitive Bias and Perception
      i. Priming
         1. Definition
         2. Example - Background
         3. Class Exercise – Greenhouse
      ii. Types of Cognitive Bias
         1. Anchoring Bias
         2. Overconfidence
         3. Ostrich Bias
         4. Outcome Bias
         5. Availability Heuristic Bias
         6. Bandwagon Effect
         7. Confirmation Bias
         8. Selective Perception
      iii. Perceptions Exercise

III. Implicit Bias
   a. Introspection
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i. How was I raised
   ii. What do I read, take in?
   iii. With whom do I surround myself

b. IB Definition

c. Previous classes, IB Review
   i. Peace Officer’s Role
      ii. Be better, stronger, faster…unsullied
      iii. Swore an oath
   iv. SPD Survey
      v. Experiences with IB (class interactive)
         1. Experiences
         2. Misinformation

d. Understanding this narrative