

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #19

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|--------------------|------------|--------------------------|---|-------------------------|--|
| DISCUSSED BY SCPRC | | APPROVED AND IMPLEMENTED | X | PENDING FURTHER REVIEW | |
| RECEIVED BY SPD | 12/31/2018 | APPROVED AND PENDING | | SPD UNABLE TO IMPLEMENT | |
| RETURNED TO SCPRC | 05/31/2023 | PARTIAL IMPLEMENTATION | | DENIED | |

SCPRC RECOMMENDATION

Bias-free training

Changes to Existing Policy(s): Require additional annual current bias-free training to all officers.

RECOMMENDATION RATIONALE

Social psychological research has facilitated the understanding of bias and prejudice, thereby helping law enforcement leaders design interventions to produce bias-free policing.

Social psychologists originally thought there was just one form of prejudice; now labeled "explicit bias." With explicit bias, individuals link groups (e.g., groups based on gender, race/ethnicity, sexual orientation) to negative stereotypes. Those stereotypes impact the person's perceptions and behavior, producing discriminatory behavior that is deliberate. Racism is an example of explicit bias. Social psychologists later discovered "implicit bias" as a second way that bias might manifest. Through implicit bias, individuals link groups to stereotypes, but it is not necessarily expressed in outward hostility toward those groups. As with explicit bias, stereotypes can impact perceptions and behavior, producing discriminatory behavior. A key difference, however, is that individuals are not consciously aware of implicit biases. Implicit biases can manifest in people who, at the conscious level, reject biases, stereotypes, and prejudice. The discovery of implicit bias showed that even well-intentioned people have biases that impact their perceptions and behavior. Modern training on this topic is geared toward implicit bias awareness and is a key component of an agency's efforts to produce fair and bias-free policing.

SPD RESPONSE

The department began presenting the Racial Profiling Update in 2014. Since then, per POST, we have presented the course every five years.

In 2016, SPD presented procedural justice and fair and impartial policing during annual Continued Professional Training (CPT).

In 2020, SPD sent approximately 30 sworn personnel to the American Leadership Forum.

<https://www.alf-mvc.org/>

In 2021, Chief of Police Daniel Hahn (ret.) presented a course regarding Cultural Competency/Historical Bias and "How We Got Here" to each sworn member of the department at CPT. The course was taught during strategic communications, which contained portions dedicated to implicit bias.

In 2022, strategic communications were instructed during CPT.

SPD's procedural justice course is POST certified and is currently being recertified for presentation during the racial profiling update for CPT 2024.

OTHER CITY DEPARTMENTS

N/A

APPENDIX

N/A