

	<p style="text-align: center;"><i>Silver State Consulting Group LLC</i></p> <p style="text-align: center;"><b>Policing in Black &amp; White: Implicit Bias &amp; Racial Profiling</b></p> <p style="text-align: center;"><b>OUTLINE OF INSTRUCTION (v1.1)</b></p>
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**COURSE TITLE:** Policing in Black & White: Implicit Bias & Racial Profiling

**I. COURSE INTRODUCTION**

Bias-based policing occurs when an officer makes decisions or acts based upon his or her own personal or societal biases or stereotypes, rather than relying on facts and observed behaviors. This program discusses in-depth understanding of bias and how to combat it and racial profiling.

**II. PROGRAM STRUCTURE**

Students will be provided with the materials, theories, educational foundation, and a development plan which will allow them to better succeed in personal/professional endeavors. Students will be expected to engage in interactive discussions and practical exercises as a part of this course.

**III. PROGRAM EXPECTATIONS**

Theoretical casework and practical exercises are designed to help students absorb what they learn. There are brief practical exercises developed to test attendees on their critical thinking and absorption of the course material.

Students will gain the greatest benefit from this course by keeping an open mind and taking the time to carefully consider the ideas presented.

A minimum score of 70% or better is required to receive credit for the training. Upon successful completion of the material and associated quiz, a completion certificate will be provided to attendees showing the total number of hours obtained through the training course.

**IV. ELEMENTS OF INSTRUCTION**

- Instructional goal:

Course will be a combination of presentation, discussion, and practical exercise. For students to meet the course objectives and successfully receive credit for attendance, activities include class participation, case studies and practical exercises.

- Instructional Objectives:

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- Objective #1** Understand and effectively communicate the science of implicit bias and its impact on what we perceive, see and what we do;
- Objective #2** Address the concept of racial profiling and the implication bias plays in this practice;
- Objective #3** Understand and effectively communicate how fair & impartial policing leads to effective policing;
- Objective #4** Provide tools to assist attendees with recognizing their conscious and implicit biases, and how to implement unbiased behavioral responses.

## V. INSTRUCTOR BIOGRAPHY

Robert Woolsey's background includes over two decades of law enforcement experience, half of which were spent as a manager, both as a Lieutenant with the City of Las Vegas and as Chief of the Boulder City Marshal's Office. Over the course of his career, Robert worked assignments in patrol, criminal intelligence, internal affairs, background investigations, court security, warrant service, media relations, and emergency management before his retirement in 2019. Robert has advanced degrees in Public Administration and Organizational Leadership and is a graduate of the Staff and Command College at Northwestern University.

Robert designs and delivers a multitude of training programs for both law enforcement and private industry and is a regular speaker at conference events and for Society of Human Resource Management (SHRM) chapters. He was an adjunct faculty member for the University of Phoenix and has conducted consulting work for professional organizations throughout the United States and Canada.

## VI. COURSE OUTLINE

- I. Understanding Human Bias
  - a. Fundamental Concepts of Human Bias
    - i. Heuristics
      1. Familiarity Heuristic
      2. Fundamental Attribution Error
      3. Representative Heuristic
    - ii. Bounded Rationality
      1. Satisficing
  - b. Understanding Implicit Bias
    - i. Defined
    - ii. Bias Susceptibilities

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1. Patterns
  2. Shortcuts
  3. Social Conditioning
- iii. Implicit Association Test (IAT)
- II. Racial Profiling: Race-Crime Association
    - a. Race-Crime Association
      - i. Racial Profiling Defined
        1. Institutional Racism
        2. Discrimination
      - ii. The Stanford Open Policing Project
      - iii. Causes of Profiling
        1. Familiarity Heuristic
        2. Fundamental Attribution Error
        3. Representativeness Heuristic
- III. Addressing the Impact of Bias & Profiling on Policing
  - a. Impact on Communities
    - i. American Psychological Association (AMA) Findings
      1. "Victim Effects"
        - a. Post-Traumatic Stress Disorder (PTSD)
        - b. Race-Related Threats
        - c. Paranoia
    - ii. National Institute of Justice (NIJ) & US Commission on Civil Rights Findings
      1. Impact Beyond Individual
        - a. Families
        - b. Friends
        - c. Classmates
        - d. Neighbors
    - iii. Cato Institute Findings
      1. Fear of Violence
    - iv. Pew Research Poll Findings
      1. Overt Racism
  - b. Threats to Law Enforcement Legitimacy
    - i. Legitimacy Threats
      1. Mistrust
      2. Unwillingness to Engage

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- ii. Areas of Enhancement
  - 1. Training
  - 2. Policy Changes
  - 3. Procedural Justice

IV. Producing Fair, Impartial and Effective Policing

- a. Developing Skills & Tactics to Reduce Bias in Policing
  - i. Training
    - 1. Role of Implicit Bias & Racial Profiling Training
    - 2. Statistical Outcomes
  - ii. Policy Changes
    - 1. Listening Sessions
    - 2. Leadership Involvement
    - 3. Consistency
- b. Procedural Justice
  - i. Four Components
    - 1. Fairness
    - 2. Transparency
    - 3. Voice
    - 4. Impartiality

V. Questions/Answers

**VI. WORKS CITED**

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