

MANAGING BIAS STRATEGIES FOR LAW ENFORCEMENT

Training Outline

Managing Bias Strategies for Law Enforcement (MB) is a training course designed for law enforcement, provided by CNA's Center for Justice Research and Innovation and funded by the Office of Community Oriented Policing Services (COPS Office). The *Managing Bias Strategies* training course offers practical, evidence-based strategies for law enforcement professionals that minimize harm and promote fairness, equity, and respect among officers and the communities they serve. This training introduces a series of tools and practices designed to enhance law enforcement's professional capacity to reduce the impact of biases in their own lives, in their organization, and in their interactions with the community.

During the training, participants will deepen their understanding of relevant key terms and concepts; identify assumptions, perceptions, and perspectives related to identity, culture, and discrimination; and discuss how these concepts intersect with their policing practices. The training provides a conceptual framework and equips participants with tools to enhance interpersonal and community relationships.

COURSE OBJECTIVES

The intended outcome for this course is for participants to demonstrate the ability to recognize and manage biases. Law enforcement professionals who participate in the *Managing Bias Strategies* training will be able to:

- Explain key concepts such as identity, culture, stereotyping, bias, and prejudice and their relevance to law enforcement practices.
- Understand how psychological and physiological processes can affect biases in thought and action and how to minimize the negative effect of cognitive processes.
- Discuss how individual and collective identity impacts law enforcement culture and community perceptions of law enforcement.
- Develop skills to mitigate biases and to minimize harm and promote fairness, equity, and respect.

COURSE AGENDA

1. Module One: Foundations of Bias (1 hour, 50 minutes)

- a. Opening Activities
 - i. Voluntary Baseline Evaluation Survey by Washington University in St. Louis
 - ii. Introductions Of Facilitators and Participants
 - iii. Ice Breaker Activity
 - iv. Introduction to the *Managing Bias Strategies* Training
 1. Course Objectives
 2. Benefits Of Bias Training for Law Enforcement
 3. Expectations And Norms for Training Environment
 4. Basic Premises of *Managing Bias Strategies*
 5. General Training Agenda Overview
- b. Identity Formation
 - i. Personal Identity as An Iceberg Discussion
- c. What Is Bias
 - i. Defining Bias Terms:
 1. Explicit Bias and Implicit Bias



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- 2. Prejudice, Stereotypes, and Discrimination
 - 3. Discussion: How Bias is Seen within Law Enforcement Settings
 - ii. Power Of Language in Discussions of Bias, Identity, And Community
 - 1. Person-First Language
 - 2. Culturally Informed and Non-stigmatizing Language
 - d. Spotting Bias Activity
 - e. Module 2 Closing
- 2. Module Two: Psychology of Bias (1 hour, 50 minutes)**
- a. The Paper Activity
 - b. Schemas
 - i. Introduction to How the Brain Organizes Information for Quick Assessment and Decision-Making
 - ii. Introduction To Schemas and Examples of Schemas Relevant for Law Enforcement:
 - 1. Role Or Event Schemas
 - 2. Personal Or Trait Schemas
 - 3. Self Schemas
 - 4. Object Schemas
 - c. Cognitive Biases
 - i. Contributing Factors:
 - 1. Reduced Capacity, Individual Motivations or Beliefs, Social Pressure, Cognitive Shortcuts
 - 2. Information Overload, Ambiguity, Speed, Memory
 - ii. Six Examples of Cognitive Shortcuts Relevant to Law Enforcement
 - 1. Anchoring Bias and Mitigation Techniques
 - 2. Availability Bias and Mitigation Techniques
 - 3. Confirmation Bias and Mitigation Techniques
 - 4. Fundamental Attribution Error and Mitigation Techniques
 - 5. Negativity Bias and Mitigation Techniques
 - 6. Representative Bias and Mitigation Techniques
 - iii. Cognitive Bias Examples Activity
 - d. Stress And Biases
 - i. How Stress Impacts Cognitive Functioning, Assessment, Memory, and Decision-Making
 - ii. Fight Or Flight Response
 - 1. Amygdala Hijack
 - 2. Tunnel Vision
 - 3. Long-Term Stress Impacts
 - iii. Stress And Bias Risk
 - iv. Strategies To Mitigate Bias in Stressful Events
 - v. Strategies To Improve Long-Term Resiliency
 - e. Module 2 Closing
- 3. Lunch Break (Recommended 1 hour)**
- 4. Module Three: Organizational Culture and Biases (1 hour, 50 minutes)**



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- a. Organizational Culture
 - i. Components Of Organizational Culture
 - ii. Formation Of Organizational Culture
 - iii. Factors That Influence Law Enforcement Culture
 - iv. Culture And Mission in Law Enforcement Organizations
 - b. Combatting Organizational Bias
 - i. Peer Intervention and Support
 - ii. Strategies to Address or Prevent Bias within Groups or Relationships
 - c. Module 3 Closing
- 5. Module Four: Community Engagement and Biases (1 hour, 50 minutes)**
- a. Community Perceptions of Law Enforcement Activity and Discussion
 - b. History And Trauma in Community Relations
 - i. Vicarious and Intergenerational Trauma Impacts in Communities and Law Enforcement
 - ii. Historical Reflections on Law Enforcement and Community Interactions
 - c. Foundations of Trust
 - d. Community Engagement
 - i. Community Engagement to Improve Understanding, Trust, and Collaboration
 - ii. Community Engagement to Reduce Biases
 - e. Module Four Closing
 - i. Personal Reflection and Planning
 - ii. Voluntary Post Training Evaluation by Washington University in St. Louis



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