



IMPLICIT-BIAS TRAINING FOR CRIMINAL JUSTICE PROFESSIONALS

A SCIENCE-BASED PERSPECTIVE

FAIR AND IMPARTIAL POLICING®
www.fipolicing.com



IMPLICIT-BIAS TRAINING FOR CRIMINAL JUSTICE PROFESSIONALS

For nearly 15 years Fair and Impartial Policing, LLC (FIP) has been the #1 provider of implicit-bias training for law enforcement in North America. FIP now offers implicit-bias training programs for other criminal justice professionals, including **prosecutors; investigators; probation, parole and pre-trial** officers; juvenile justice professionals; and **Parole Boards**. Each course is based on FIP's well established and highly respected Core Training Content, which helps participants to:

- ▶ Understand that even well-intentioned people have biases,
- ▶ Understand how implicit biases impact our perceptions and behaviors, and
- ▶ Use tools to reduce and manage his/her biases.

For those holding a supervisory position within a criminal justice agency, the FIP Core Training Content also addresses the critical role of supervisors and helps them to:

- ▶ Identify subordinate behavior that may be biased—including those well-meaning staff members whose biased behavior may not be consciously produced,
- ▶ Intervene with staff members to thwart biased behavior, and
- ▶ Consider how bias might manifest in their own operational and managerial decision-making.

FIP's training for executives covers all the above content, and also helps these leaders identify mechanisms that can be adopted to reduce the risk of biases in decision-making in their agency.

Each professional audience receives a customized curriculum to reflect their unique daily work responsibilities. This is accomplished by incorporating relevant scientific studies, engaging exercises, and practical scenarios that emphasize real-life application of concepts and skills for each audience. Courses are also tailored to the position an individual holds within their respective agency (i.e., line-level, supervisor, executive). This ensures operational customization and a valuable training experience for all participants.



COMMENTS FROM ATTENDEES

- *"The exercises done during the training have opened my eyes to applying what we learned to the process of my work."*
- *"Great job! Favorite training course I've gotten at [agency]."*
- *"Great course, highly recommend."*
- *"Every time [I'm] out in the field I will be more conscious of my implicit/unconscious biases and work to manage my bias."*
- *"I was very apprehensive about attending this training. The instructor was excellent and made it a very informative and pleasurable experience."*
- *"The entire training is very useful since we work with a diverse group of co-workers and the training can also be used in our personal life."*
- *"Extremely well thought through to be thought-provoking without making people defensive."*
- *"Excellent material and presentation."*



COURSES FOR PROSECUTORS

► PROSECUTOR

This is a 5-hour training with a maximum of 30 participants per class. Prosecutors are introduced to FIP's Core Training Content and experience a course that incorporates relevant scientific research, examples that reflect realistic work conditions, and scenarios that are based on real-life situations and/or cases. Participants explore how implicit biases impact prosecutorial decision-making and case strategies.

**This course is also appropriate for paralegal staff and victim services.*

► PROSECUTOR SUPERVISORS

This is a 5-hour training with a maximum of 30 participants per class. Supervisors are introduced to key portions of FIP's Core Training Content and experience a course specifically for supervisors. Participants learn how to identify subordinates who may be acting in a biased manner (even those well-meaning prosecutors whose biased behavior may not be consciously produced), how to respond to attorneys who exhibit biased behaviors, and how to identify whether bias might be manifesting in one's own behavior.

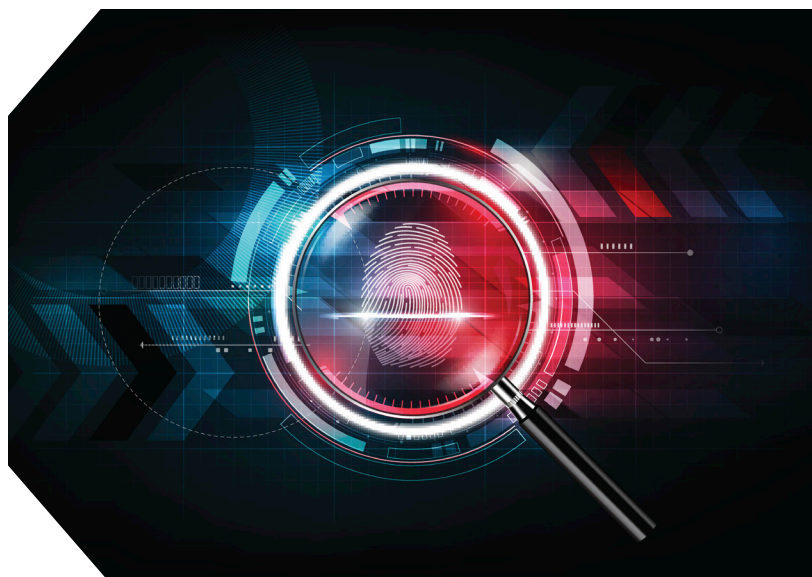
COURSES FOR INVESTIGATORS

► INVESTIGATOR

This is a 4-hour training with a maximum of 30 participants per class. Investigators are introduced to FIP's Core Training Content. Exercises and scenarios are presented that reflect realistic experiences of investigators. Participants also learn how fair and impartial investigations are in the best interest of the agency and the community.

► INVESTIGATOR SUPERVISORS

This is a 5-hour training with a maximum of 30 participants per class. It includes key portions of FIP's Core Training Content that is also provided in the investigator's course for line-level personnel. In addition, this course incorporates content specifically for supervisors, including how to identify subordinates who may be acting in a biased manner (even those well-meaning investigators whose biased behavior may not be consciously produced), how to respond to investigators who exhibit biased behaviors, and how to identify whether bias might be manifesting in a supervisor's own behavior. Supervisors work through group exercises and scenarios.



COURSES FOR JUVENILE JUSTICE PROFESSIONALS

► SWORN OFFICERS

This is an 8-hour training with a maximum of 30 participants per class and is intended for sworn officers supporting the juvenile justice system (e.g., corrections, probation, parole). Officers are introduced to FIP's Core Training Content and work through group exercises and scenarios that reflect realistic experiences of juvenile justice officers. Participants learn how fair and impartial justice produces safe, effective, and just outcomes for juveniles, the agency, and the community.

► CIVILIAN PERSONNEL

This is a 4-hour training with a maximum of 30 participants per class. Intended for non-sworn professionals serving the juvenile justice system (e.g., victim advocates, detention employees, service providers), this course introduces participants to FIP's Core Training Content and focuses on how fair and impartial decision-making leads to more accurate, effective, and just advocacy and outcomes. This course is appropriate for supervisory staff with content on how to identify subordinates who may be acting in a biased manner (even those well-meaning staff whose biased behavior may not be consciously produced), how to respond when subordinates exhibit biased behaviors, and how to identify whether bias might be manifesting in a supervisor's own behavior. Participants will be grouped with colleagues within their departments to work through group exercises and scenarios.

► EXECUTIVE PERSONNEL

Appropriate for both sworn and civilian personnel, this course is led as a working group in which agency leaders focus on fostering and supporting a culture of fair and impartial justice. In addition to key portions of FIP's Core Training Content, participants discuss agency-wide policies and practices, including (but not limited to) hiring and recruitment practices, supervision and accountability, and measurement. Participants leave this training having identified elements for an action plan for the agency. To learn more and schedule a training, email Mary Hoerig, COO, at mhoerig@fipolicing.com.





COURSES FOR PROBATION, PAROLE AND PRE-TRIAL OFFICERS

► OFFICERS

This is a 6-hour training with a maximum of 30 participants per class. Officers are introduced to FIP's Core Training Content. Group exercises and scenarios are presented that reflect realistic experiences for probation, parole and/or pre-trial officers. Participants learn how fair and impartial policing produces safe, effective and just outcomes for clients, the agency and the community.

► SUPERVISORS

This is a 6-hour training with a maximum of 30 participants per class. It includes key portions of FIP's Core Training Content that is also provided in the course for line-level officers. In addition, this course incorporates content specifically for supervisors, including how to identify subordinates who may be acting in a biased manner (even those well-meaning officers whose biased behavior may not be consciously produced), how to respond to officers who exhibit biased behaviors, and how to identify whether bias might be manifesting in a supervisor's own behavior. Group exercises and scenarios based on real incidents or cases are included.

► EXECUTIVE PERSONNEL

This class is led as a working group with agency leaders focusing on fostering and supporting a culture of fair and impartial policing. In addition to key portions of FIP's Core Training Content, participants discuss agency-wide policies and practices, including (but not limited to) hiring and recruitment practices, supervision and accountability, and measurement. Participants leave this training having identified elements for an action plan for the agency. To learn more and schedule a training, email Mary Hoerig, COO, at mhoerig@fipolicing.com.



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