



IMPLICIT-BIAS TRAINING FOR GOVERNMENT AGENCIES

A SCIENCE-BASED PERSPECTIVE

FAIR AND IMPARTIAL POLICING®
www.fipolicing.com

EVEN WELL-INTENTIONED GOVERNMENT EMPLOYEES HAVE BIASES

Our government agencies have a responsibility to deliver services to all community members fairly and impartially. We expect this impartiality from all government workers, whether they are in the governor's or mayor's office, members of county or city councils, or workers delivering critical services to the community every day via public works, emergency management, libraries, rec centers, and beyond.

Yet, like all organizations, even the best governmental agencies, because they hire humans, will have biased decision-making and behavior. We know this because the modern science of bias shows that all humans have implicit biases. These implicit biases can affect the perceptions and behavior of even well-intentioned people outside of their conscious awareness.

IMPLICIT BIAS TRAINING FOR YOUR GOVERNMENT AGENCY

Fair and Impartial Policing (FIP) has been providing implicit bias training for law enforcement professionals for over a decade. Due to popular demand, we developed curricula customized for city, county and state government agencies.

This training for government agencies is grounded in the well-established and highly regarded FIP core content, which includes:

- ▶ The science of implicit bias.
- ▶ How bias might manifest in one's daily work.
- ▶ The consequences of biased behavior on the part of government employees.
- ▶ Skills to reduce and manage biases.

We ensure that the curriculum is relevant to the day-to-day work of the trainees. The tailored examples and applications highlight for the audience the types of decisions they make every day that are most vulnerable to human biases.



COMMENTS FROM PARTICIPANTS

- *"I found it useful (to learn) that all biases are part of the human equation and not inherently bad. The tools for managing and reducing them were extremely helpful."*
- *"By far the most informative training class [I've] taken."*
- *"[This training] will help me make more accurate and informed decisions."*
- *"I cannot find any portion of the training that was not useful."*
- *"All portions were very helpful to help me understand the actual meaning and impact of implicit biases on my personal and professional life! Truly inspiring and very informative."*
- *"I thought this training would be very antagonistic but it was open and the discussion was comfortable."*
- *"Great course! Very helpful and interesting. Should be offered globally."*

COURSES FOR GOVERNMENT AGENCIES

▶ TRAINING FOR FRONT-LINE PERSONNEL

This 4-hour training helps participants to:

- ▶ Understand that even well-intentioned people have biases,
- ▶ Understand how implicit biases affect our perceptions and behaviors, and
- ▶ Use tools to reduce and manage their biases.

▶ TRAINING FOR SUPERVISORS/MANAGERS

This 4-hour course curriculum customized for government-agency supervisors/managers addresses the content listed above, but also helps these important leaders to supervise and manage to promote impartial decisions and behavior on the part of their subordinates. Supervisors learn to:

- ▶ Identify subordinate behavior that may be biased—including on the part of well-meaning staff members whose biased behavior may not be consciously produced,
- ▶ Intervene with staff members to thwart biased behavior,
- ▶ Identify how bias might manifest in their own operational and managerial decision-making, and
- ▶ Understand the role policies and practices have in reducing the risk of biased decision-making.

▶ TRAINING FOR EXECUTIVE LEADERSHIP

This 4-hour course is led as a working group in which agency leaders focus on fostering and supporting a culture of fair and impartial government. 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, accountability, and measurement. Participants leave this training having identified elements for an action plan for the agency.





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