



IMPLICIT-BIAS TRAINING FOR FIRE AND EMS PROFESSIONALS

A SCIENCE-BASED PERSPECTIVE

FAIR AND IMPARTIAL POLICING®
www.fipolicing.com

IMPLICIT-BIAS TRAINING FOR FIRE AND EMS PROFESSIONALS

Fair and Impartial Policing (FIP) has been providing implicit-bias training for nearly 15 years and is the #1 provider of implicit-bias training for law enforcement in North America. Our Fire/EMS implicit-bias training program grew out of a demand from other city agencies — seeking a high-quality implicit bias training program that addressed the daily job responsibilities of their personnel. Training participants provide very strong reviews of our program citing excellent content and trainers as well as a curriculum that successfully reduces the very understandable resistance some trainees bring into a course on “bias.”

FIP's curriculum is based on the scientific concepts of modern implicit bias research and how they apply to the daily work of Fire/EMS professionals. FIP's core content, the foundation of all of our training courses, includes the following:

- ▶ The science of implicit bias.
- ▶ How bias might manifest in the daily work of first responders.
- ▶ The consequences of biases impacting on first responders.
- ▶ Skills to reduce and manage biases.

Building on this core content, FIP's Fire/EMS training program incorporates relevant scientific studies, engaging exercises and practical scenarios that emphasize real-life application of concepts and skills. FIP's courses are also tailored to the various levels within an agency (e.g., line-level personnel, first-line supervisors, management and leadership) to ensure operational customization and a valuable training experience for all trainees.



COMMENTS FROM PARTICIPANTS

- *“[This training] will not only help me as a care provider but as a leader”*
- *“Great reminder to use these principles during investigations”*
- *“Very eye opening”*
- *“I will be more aware of the cause and impacts of personal biases”*
- *“This type of training helps me reevaluate my thought process with my interaction with the community”*
- *“I think this will allow people to challenge themselves and different point of views”*
- *“I think this is an excellent program and hope to see it continue”*
- *“Good job presenting a difficult topic in an engaging and nonthreatening manner”*
- *“The course gave me some insight on where my biases come from”*



FIRE/EMS COURSES

▶ LINE-LEVEL PERSONNEL

This course introduces firefighters and EMT's to the modern science of bias, including research that has shown even well-intentioned people have biases and having biases is normal to human functioning. Biases are often implicit or unconscious and can impact perceptions and behavior, both within and outside of their professional duties. Participants learn how to recognize implicit biases and implement skills to reduce and manage their biases.

Course Options:

- ▶ In-person Class (4-hours)
- ▶ **NEW** eLearning Course (3-hours)

▶ FIRST-LINE SUPERVISOR

This 4-hour course for first-line supervisors (e.g., lieutenants, paramedics) incorporates the science and skills from the line-level course while focusing on the leadership role of first-line supervisors. This training for Fire and EMS agencies helps supervisors identify and respond to their subordinates' (and others') potentially biased behavior, including those subordinates who may not be consciously aware of their biases. This course also challenges first-line supervisors to examine how implicit biases may be impacting their own behaviors.

▶ MANAGEMENT AND LEADERSHIP PERSONNEL

This 4-hour course is for those in management or leadership positions in Fire Departments or EMS agencies (e.g., captains, deputy chiefs, directors, fire chief). Participants will be introduced to FIP's core content and elements from the first-line supervisor course. Additionally, these leaders will explore (a) how they can provide an environment that supports impartial behavior and (b) policies and practices that minimize the likelihood of biased behavior.

▶ CIVILIAN

This 4-hour course is appropriate for both line-level and first-line supervisory personnel who support fire departments and EMS agencies. This course provides FIP's core content with tailored examples and scenarios for these individuals.

▶ ADDITIONAL COURSES AVAILABLE FOR FIRE/EMS AGENCIES:

- ▶ Community members







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