



IMPLICIT-BIAS TRAINING FOR SHERIFFS' AGENCIES

A SCIENCE-BASED PERSPECTIVE

FAIR AND IMPARTIAL POLICING®
www.fipolicing.com

IMPLICIT-BIAS TRAINING FOR SHERIFFS' AGENCIES

Since 2008, Fair and Impartial Policing (FIP) has been the #1 provider of implicit-bias-awareness training for law enforcement professionals in North America.

The FIP program is founded on the modern scientific research of bias which guides the development of all of our courses. Each FIP course includes our core content:

- ▶ **The nature of (and scientific evidence for) implicit biases,**
- ▶ **How implicit biases can impact a person in his/her professional capacity,**
- ▶ **The consequences of biased decisions/behavior, and**
- ▶ **Skills to reduce and manage implicit biases.**

FIP is known for our expertise in providing customized training content to our clients. Our courses reflect the nature of a person's work and differentiates according to the 'level' at which a person serves within their agency (e.g., line-level, first-line supervisor, mid-manager and command). For sheriffs' agencies, FIP has developed course options to effectively engage the various roles of deputies and officers. FIP offers sheriffs' agencies courses with content tailored for the following groups:

- ▶ Law Enforcement
- ▶ Corrections
- ▶ Hybrid (a combination of law enforcement and corrections content)

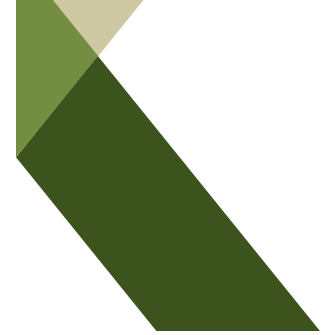
This allows for a customized and valuable training experience for participants.

FIP courses receive very strong reviews because our trainers are current or retired sworn law enforcement, our curriculum is successful at reducing the very understandable resistance that trainees bring into a course on "biased policing," the curriculum conveys scientific concepts in an engaging and accessible manner, and we emphasize real-life application of concepts and skills.

COMMENTS FROM ATTENDEES

- *"The material was presented in a way that caused me to have an open mind, it's good to look at things from another perspective"*
- *"Extensive studies [were] broken down to a level where they were easier to understand"*
- *"The exercises done during the training have opened my eyes to applying what we learned to the process of my work"*
- *"I will be more thoughtful of some biases I didn't consider before. Some examples were mind opening"*
- *"This was the best bias training I've attended. The real-life examples, instead of repetition of dry formulas, made it relatable and interesting"*
- *"All aspects of the training had some relevance to our work or personal life"*
- *"Extremely well thought through to be thought-provoking without making people defensive"*
- *"I found the whole thing to be useful and relevant. It was extremely informative and well-done"*





OUR COURSE SELECTIONS

► LINE-LEVEL OFFICERS

This 8-hour training introduces sheriffs' deputies and corrections officers 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 decisions. Deputies and officers learn how to recognize implicit biases and implement skills to reduce and manage biases. Participants also learn how fair and impartial law enforcement strengthens their agency as well as their relationship with their communities.

Sheriffs' agencies may choose a curriculum focused on law enforcement, corrections or a combination of both (hybrid).

► FIRST-LINE SUPERVISOR

This 8-hour training incorporates the foundational science and skills from the Line-Level Officer curriculum while focusing on the leadership role of First-Line Supervisors. The training addresses how supervisors can identify and respond to subordinates who may be acting in a biased manner, including well-meaning officers whose biased behavior may not be consciously produced. Also, this course challenges supervisors to examine how implicit biases may be impacting their own behaviors. First-Line Supervisors are also provided guidance in how to speak internally and externally about bias in law enforcement and how their agency is committed to fair and impartial law enforcement.

Sheriffs' agencies may choose a curriculum focused on law enforcement, corrections or a combination of both (hybrid).

► MID-MANAGERS

This 8-hour training is for officers above the rank of first-line supervisor and below what the agency considers their "command staff" (e.g., lieutenants and captains). This training incorporates content from the First-Line Supervisor course and the Command Course. Participants are introduced to the science of bias, how to identify and manage their own implicit biases, and how to identify and intervene with subordinates who are exhibiting biased behaviors, even those who are not consciously aware of their biases. Mid-mangers are provided guidance on how to speak to individuals (e.g., officers and community members) and groups (e.g., the media, community groups) about bias in law enforcement. This course also introduces participants to the elements of a comprehensive agency strategy to produce fair and impartial law enforcement.

► COMMAND-LEVEL PERSONNEL

This 1.5-day training is for the agency executive and his/her command-level staff. Alternatively, this training may be held with both command-level personnel and community leaders. This training covers the science of bias and its implications for law enforcement, including the benefit of implementing a comprehensive program to facilitate fair and impartial law enforcement. A comprehensive program encompasses assessments of and reform in anti-biased policing policies, recruitment and hiring, training, supervision and accountability, operations, leadership, measurement, and outreach to diverse communities. Participants exit this training with the elements of an action plan for strengthening the agency's efforts to promote fair and impartial law enforcement.

► CIVILIAN PERSONNEL

This 4-hour training is for non-sworn civilian and professional personnel working within a law enforcement agency. Appropriate for both line-level and supervisory personnel, this course introduces participants to the science of bias, including that even well-intentioned people have biases, having biases is normal to human functioning, and how biases can impact our perceptions and decisions. Participants learn how to identify implicit biases and implement skills to reduce and manage biases. Participants in a supervisory position within the agency will also be provided guidance on how to identify and respond to subordinates who may be acting in a biased manner, and challenge how they think about how bias might manifest in their own behavior.

► ADDITIONAL COURSES AVAILABLE FOR SHERIFFS' AGENCIES:

- Investigators
- Community members






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