

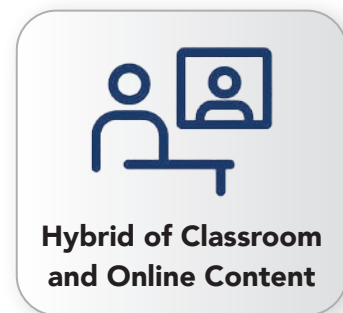


Fair and Impartial Policing

Booster 2.0 Training

Booster 2.0 is FIP's most recent addition to our training catalog for police agencies. This training reinforces key concepts covered in previous FIP curricula, including how implicit bias might affect even well-intentioned police personnel. This innovative training also advances the conversation about implicit bias and policing in new and sophisticated ways with the introduction of new scientific concepts, applications, and modes of delivery. This product is for any agency that has provided at least the FIP basic course to personnel.

Booster 2.0 is offered in three formats:



FIP is proud to continue our commitment to providing law enforcement agencies with high quality, scientifically grounded implicit bias awareness training aimed at making police more safe, effective, and just.

Classroom Training (3 hours)

This course briefly reviews key FIP concepts introduced in our Basic classes but importantly, builds upon the material presented in previous curricula. This course includes advanced scientific concepts and fresh applications to day-to-day law enforcement activities. New studies highlight, for instance, how biases might affect witnesses to a crime and several studies show how biases linked to socio-economic status can affect police. The section on skills explores cognitive processes that guide human behavior and reviews and adds to officers' repertoire of mechanisms they can use to reduce and manage biases.

Booster 2.0 classroom training is led by FIP's highly respected and experienced national instructors and is developed for adult learners who like to engage with the material and apply it to their day-to-day experiences. Trainees can expect discussions, exercises, polling, and videos. Among the several animated vignettes is a series that requires the trainees to apply their agency's biased policing policy to a real-life set of facts.

Online Training (Series 1 & Series 2)

FIP partnered with an award-winning e-learning company to produce a series of smart, engaging, and versatile online mini-courses. Multiple methods are used to present the material and engage the online learner, including:

- **a law enforcement host**
- **whiteboard**
- **animated vignettes**
- **knowledge, application & opinion questions**
- **exercises, including those where the learner applies the course content to multi-part animated vignettes**

Online mini courses may be completed on any device (e.g., desktop computer, tablet, phone) at any time 24/7. Courses can be paused and completed at a later time. Each course has a knowledge-check quiz at the end. Agencies have the option of uploading a SCORM compliant file to their LMS, or courses may be accessed via an FIP-sponsored web-based platform for agencies that do not have an LMS. Course completions are tracked on both platforms.



Series 1: Courses 1–7

These seven 15-minute courses correspond to the classroom training, described above. Three courses cover the science of implicit bias, and another four courses cover the skills. As above, this course includes advanced scientific concepts and new applications to law enforcement. It includes new studies and gives officers new skills for managing their biases. Agencies will select between two policy course options to ensure that the coverage matches the content of their agency's biased-policing policy.

Series 2: Courses 8–13

Series 2 courses are intended to follow the Booster 2.0 Classroom Training OR the Booster 2.0 Online Series 1.¹ The six 15-minute stand-alone courses consist of four standard courses and two add-on (optional) courses. They offer targeted training on a variety of topics, including:

¹ For agencies wishing to deliver implicit bias training annually, Series 2 may be delivered a year after the Classroom or Series 1 training.



How biased law enforcement can make officers ineffective and unsafe:

Through videos and written testimonials FIP trainers share their stories about how acting on biases made them or their colleagues unsafe or ineffective.



The negative consequences for community members of biased law enforcement:

Scientific studies are interspersed with true-to-life stories to convey how biased police behaviors can have significant impacts and consequences for the most vulnerable of community members.



Application of science and skills using animated vignettes:

Several vignettes and interactive exercises allow the trainee to apply the course concepts, including skills, to real-life law enforcement situations.



The science underlying encounters between police and young Black males:

Presents the social-psychological science that corresponds to the risk factors linked to escalation that may occur when police interact with young Black males, especially those from disadvantaged neighborhoods.



[Optional] The role of first-line supervisors: First-line supervisors are provided with information and skills to effectively “supervise to promote impartial policing.”



[Optional] Respecting diversity and promoting inclusion with a law enforcement agency:

The “business case” for having diverse personnel in a police agency is presented while addressing potential push-back regarding reverse discrimination against majority groups. Identifies internal behaviors that produce cohesive and productive teams.

For more information or to sign up for Booster 2.0, please reach out to mhoerig@fipolicing.com.



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