



Tactical Perception

Implicit Bias: The Science of Justice



Center For
POLICING EQUITY
LEADERSHIP IN EQUITY THROUGH EXCELLENCE IN RESEARCH



Housekeeping:

- ❖ Please silence your cell phones
- ❖ Breaks given throughout
- ❖ Lunch is typically around 1130 hours
- ❖ Have an open mind
- ❖ This is a judgment-free zone
- ❖ Everyone has something to offer
- ❖ What is said in this room stays in this room



Objectives:

- Make law enforcement and communities safer
- Increase public trust and legitimacy of law enforcement
- Enhance officers' ability to achieve our personal and professional goals
- Use evidence-based policing to achieve all of the above





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Why are we here today?



- You have a voice -



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Introduction:

According to a research study at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself, but the word as a whole.



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

So what does this mean?

Our brains take shortcuts to read the Cambridge passage

- What other shortcuts does it take?
- What does this have to do with our jobs?
- Our brains usually get it right
- These responses can be helpful (**Fire = Hot = Do Not Touch**)
- Sometimes our brains don't get it right and we fall into a traps
- Those traps put us at risk
- How we respond in a trap put us at risk
- (**Domestic Victim = Female = Not Threatening**)





How does this relate to PJ1?

- Give people a **VOICE** (listen)
 - **NEUTRALITY** (be fair)
 - **RESPECTFUL** treatment (be respectful)
 - **TRUSTWORTHINESS** (comes from a fair and transparent process)
- **Explain the reason for the decision(s) or action(s)**





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

☆ Peter, Paul, and Mary sing _____ →



Folk

☆ Comedians tell _____ →



Jokes

☆ If you have no money, you are _____ →



Broke

☆ Wire in a wheel, is a _____ →



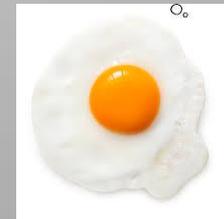
Spoke

☆ What comes out of a lit cigarette? _____ →



Smoke

☆ White part of an egg is the _____ →



Albumen



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

This training is about...

Awareness of the factors that go into human decision making, and how we can make better choices when we are conscious of the biases and stereotypes that exist in the world.





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

10

This training is **NOT** about your character:

1. We all have biases that affect our perception
2. Many are subconscious
3. Some may be contrary to our self-image
4. This is the fact of the human brain





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

11

It is about Situations: Situations Matter

- You're late for work. Why?
 - Reality: your alarm went off and you hit snooze 5 times,
 - you went through the Starbucks and the line was long,
 - you forgot your gym bag and had to go back home to grab it
 - Justification:
 - What you tell your supervisor: car trouble, traffic, parking, kids...
- WHY? Reality is- people lie when:
 - They have motivation
 - The consequences will be slight
 - They believe they'll get away with it
- Who does this? **EVERYONE**





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias



- . What are your values?
- . What if something happened that made you act inconsistently with your values?
- . Would you want to change that?

Situations matter more than character.

- . They matter so much that they can make you behave in ways that are inconsistent with who you think you are (e.g. being late to work).
- . **How can behavioral science help?**



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

13

Traps Defined

Traps are situations that trigger mental reactions which influence behaviors. (Identity Trap)

These behaviors are unrelated to the nature of one's character or conscious intentions

Identity traps are divided into fast traps and slow traps.





Procedural Justice and Police Legitimacy

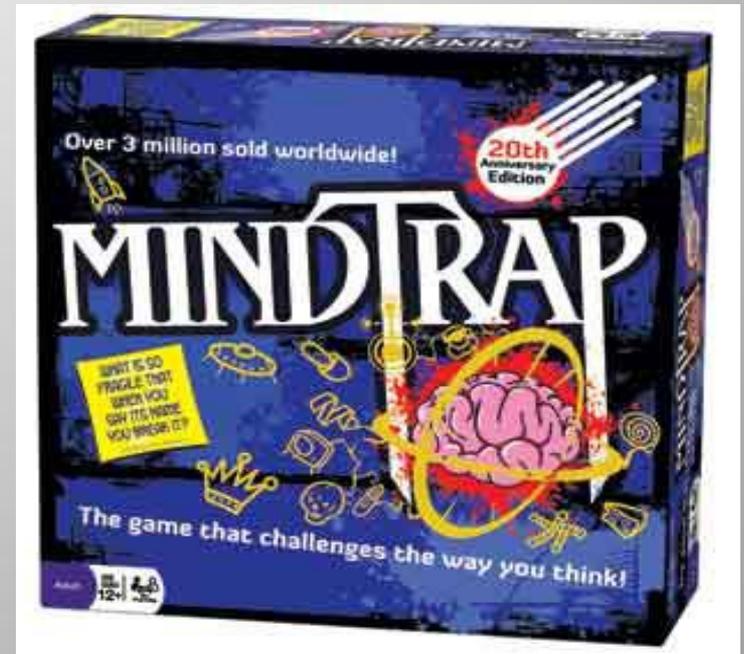
Understanding Neutrality, Race and Implicit Bias

14

FAST TRAPS

Shortcuts in the Brain

Fast Traps: Over-reliance
on implicit biases





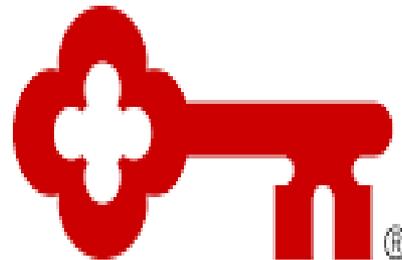
Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

15

Subconscious Conclusions

- Think of branding: Can you name these brands?
- Were you born knowing this? If not, how did you learn?





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

16

Implicit Association:

- A cognitive link between two concepts that is automatic.
- When one concept is primed (made salient), the other becomes more accessible, without conscious deliberation.
- For example, if I say “bread” to you, you probably automatically think of “butter.





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Implicit Association Test



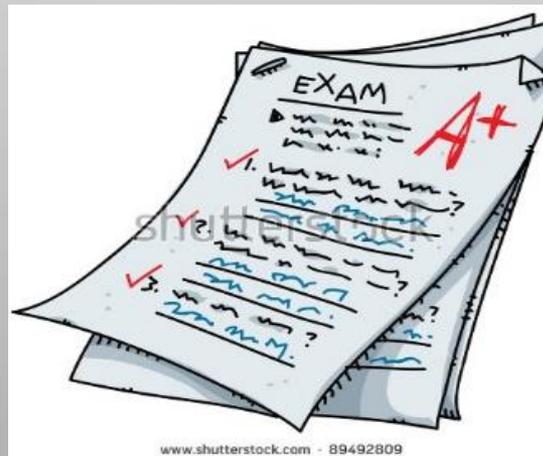
IA Test.mp4



Procedural Justice and Police Legitimacy
Understanding Neutrality, Race and Implicit Bias

Implicit Association Test: Harvard University

<https://implicit.harvard.edu/implicit/takeatest.html>





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

19

BREAK

Myth:

*It's a waste of time to try to mitigate my implicit biases.
They don't impact anyone anyway.*

Busted:

Implicit biases have huge implications; thus it is important to identify your own biases and then actively engage in de-biasing techniques to address them.





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

20

Implicit Bias

- Some implicit associations relate to social groups, such as race or gender.
- When these associations are relatively positive or negative toward different groups, they constitute bias.





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Observation Game



Pilot
Nurse
CEO

Teacher



Flight Attendant



Doctor
Librarian
Lawyer





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

22

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



1



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias



Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

24

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



3



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

25

4

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer

5





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias



Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer

6

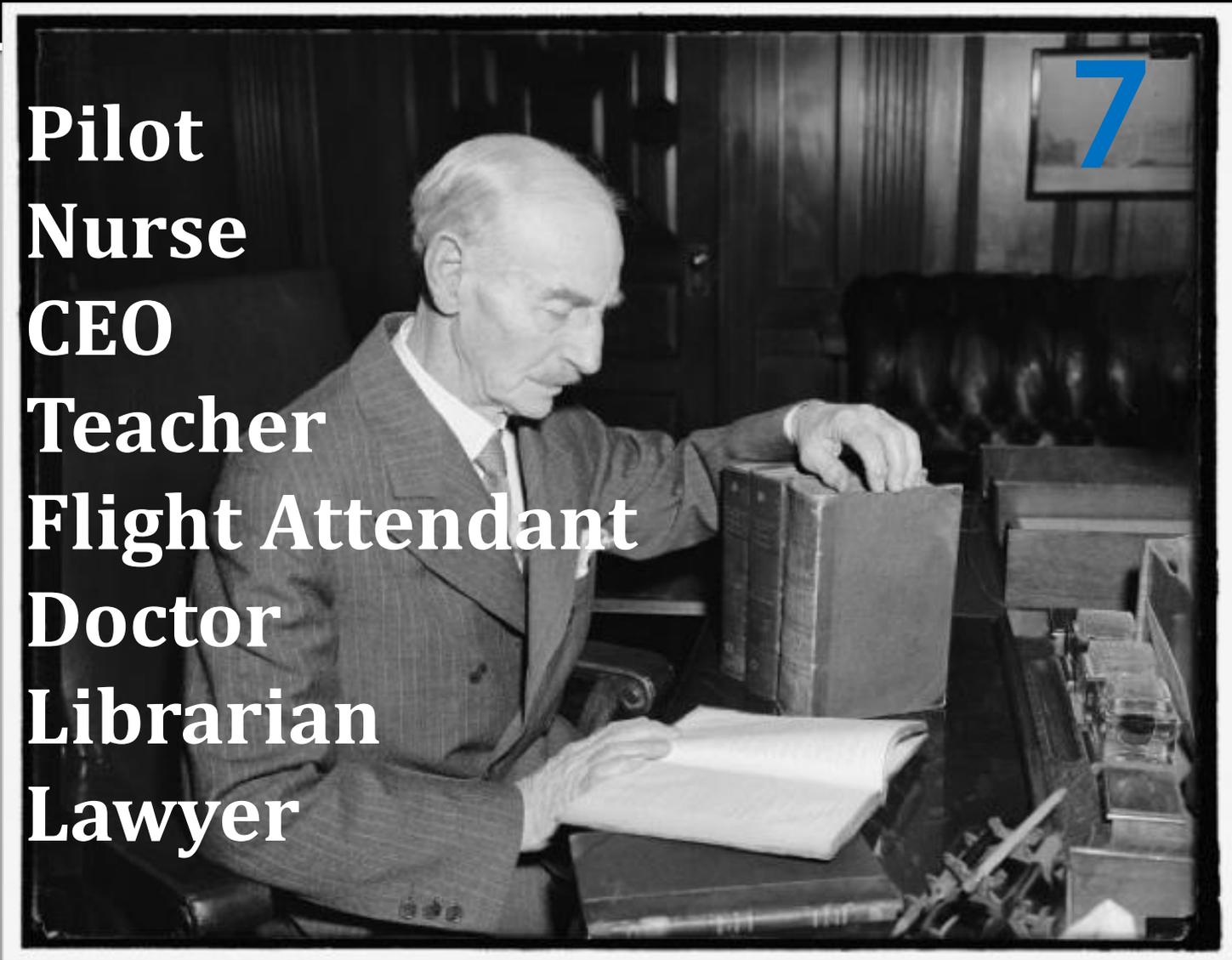


Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

7

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

29

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



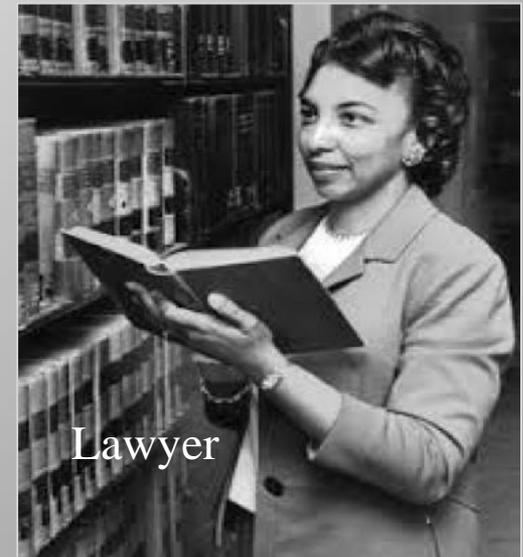
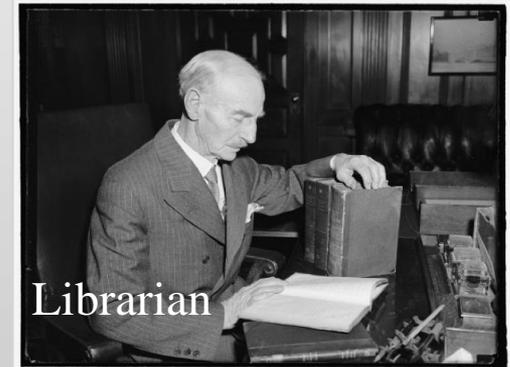
8



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Evaluation

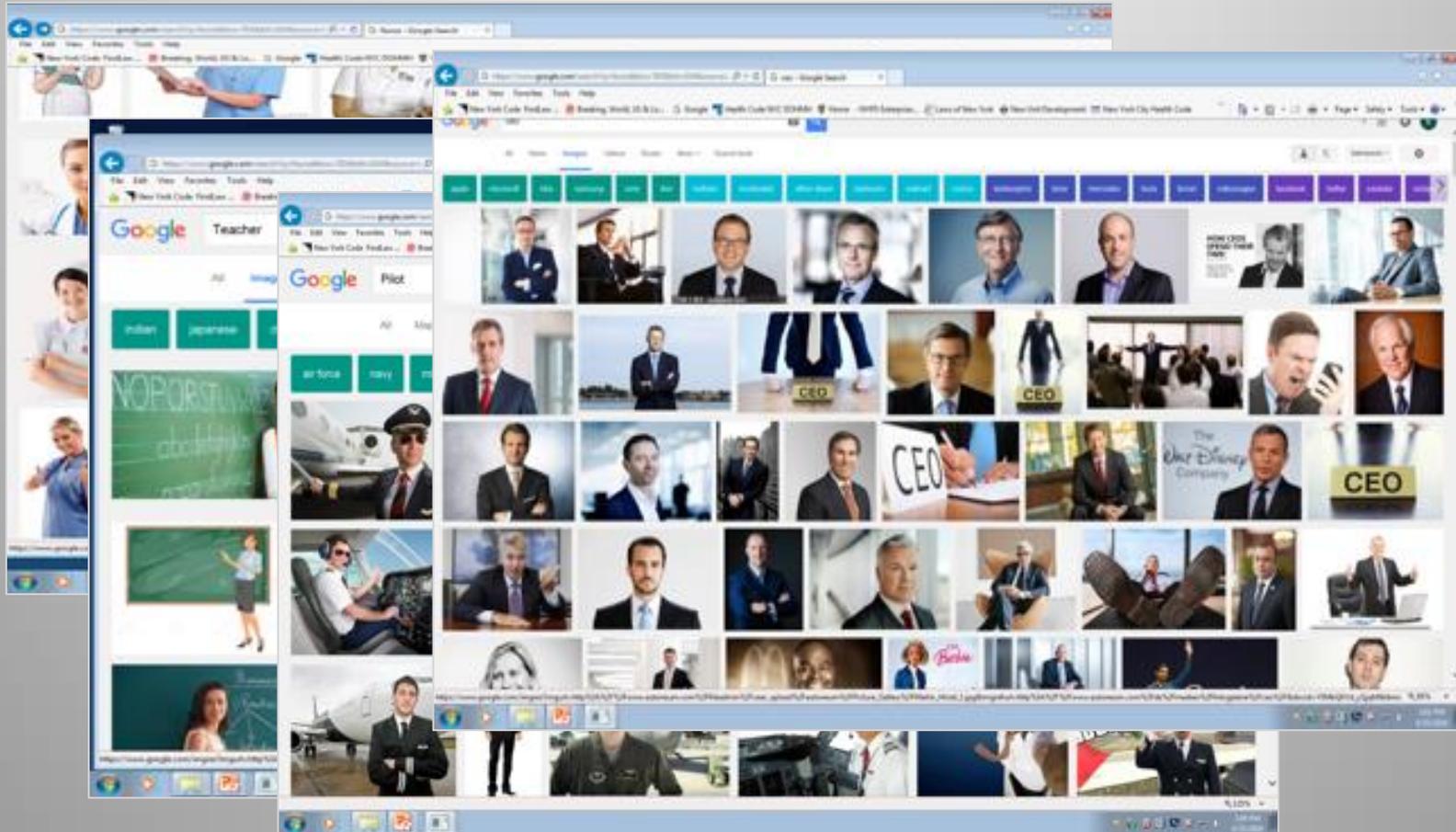




Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Permeation of Stereotypes

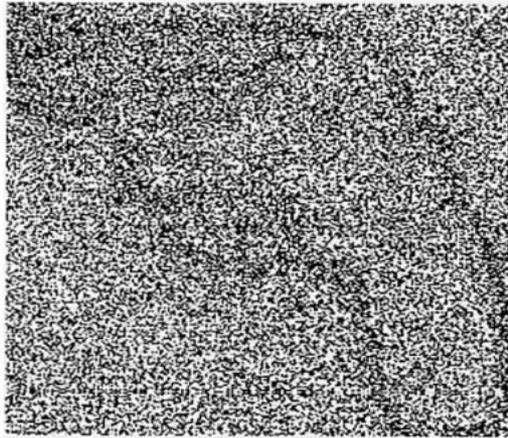




Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Black/Crime Association



Frame 1

Frame 20

Frame 41

Figure 1. A sample of stimuli used for Study 1. Participants were presented with 41 frames of a continuum displaying an image that initially was severely degraded (e.g., Frame 1), became less degraded (e.g., Frame 20), and finally contained no degradation at all (e.g., Frame 41).



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Jennifer Eberhardt:

How deeply rooted biases affect how police enforce the law.





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

34

“I’m a minority, so none of this applies to me.”

- Everyone develops implicit associations about others based on characteristics like race, skin tone, income, sex and other physical attributes
- Biases are learned; we start learning them from the time we are born
 - All of the things we see and hear contribute to these biases
 - We probably aren’t aware of most of what we are absorbing

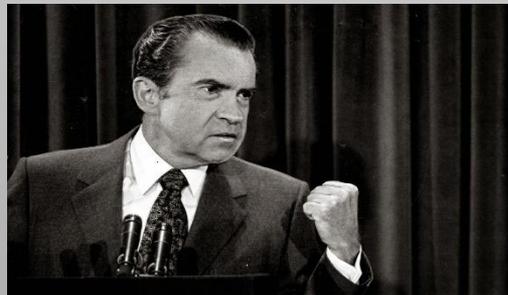


Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Historical Context for Fast Traps:

“The Nixon campaign in 1968, and the Nixon White House after that, had two enemies: the antiwar left and black people...We knew we couldn't make it illegal to be either against the war or black, but by getting the public to associate the hippies with marijuana and blacks with heroin, and then criminalizing both heavily, we could disrupt those communities. We could arrest their leaders, raid their homes, break up their meetings, and vilify them night after night on the evening news. Did we know we were lying about the drugs? Of course we did.” - John D. Ehrlichman, Nixon's domestic policy chief, in Dan Baum, “Legalize It,” in Harper Magazine, (April 2016)





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

- **Stereotypes** – ideas or associations/ overgeneralizations that connect group membership and traits about that group
- **Prejudice**- the belief that a stereotype or overgeneralization is true and/or you have a strong feeling about a particular group
- **Discrimination**- the behavior, acting in line with the stereotype or prejudice; differential treatment based on group membership that is objectionable

Biased- Based Policing

- Providing or denial of police services based on a person's race, ethnicity, national origin, age, gender, gender expression or identity, sexual orientation, disability, religion, or limited English proficiency.
- Bias-based policing includes racial profiling, bias in policing practices, and other types of discriminatory policing.
- It also encompasses law enforcement action, or inaction, that has a discriminatory effect as well as a discriminatory intent.

Bias-based policing ultimately is what we want to eliminate from CDP. It can result from explicit bias or outright prejudice that has no place whatsoever in CDP. But as we are going to talk about further, bias-based policing can also result from implicit bias or assumptions that can be difficult to identify and manage.

Biased-Based Policing (Cont'd)

- Bias-based policing violates the Fourteenth Amendment of the United States Constitution.
- The Equal Protection Clause of the Fourteenth Amendment states that “No state . . . shall deny to any person within its jurisdiction the equal protection of the laws.”



Bias-based Policing Continued...

If you act upon stereotypes, intentionally or unintentionally, you are likely to make two kinds of mistakes:

- First, you might fail to catch someone who had committed a crime because they do not fit your stereotype.
- Second, you might detain or arrest someone who is innocent because they do fit your stereotype.

It impacts public safety by eroding trust with minority communities. It diminishes public legitimacy in the Division of Police.

Furthermore, it is explicitly prohibited by CDP policy (see GPO 1.07.08).





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

40

Stereotypes are just true.

- Stereotypes – ideas or associations/overgeneralizations that connect group membership and traits about that group
- There is usually historical context behind stereotypes

Asian American students being smarter is just true.

- Historical context e.g. model minority and selective immigrations
- Exceptions





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Stereotype

“Stereotyping is normal human cognition. Police are normal humans. So police stereotype. Policing is not a normal job - it’s a particularly taxing position so they cannot make the same errors the rest of us can.” -Jack Glaser

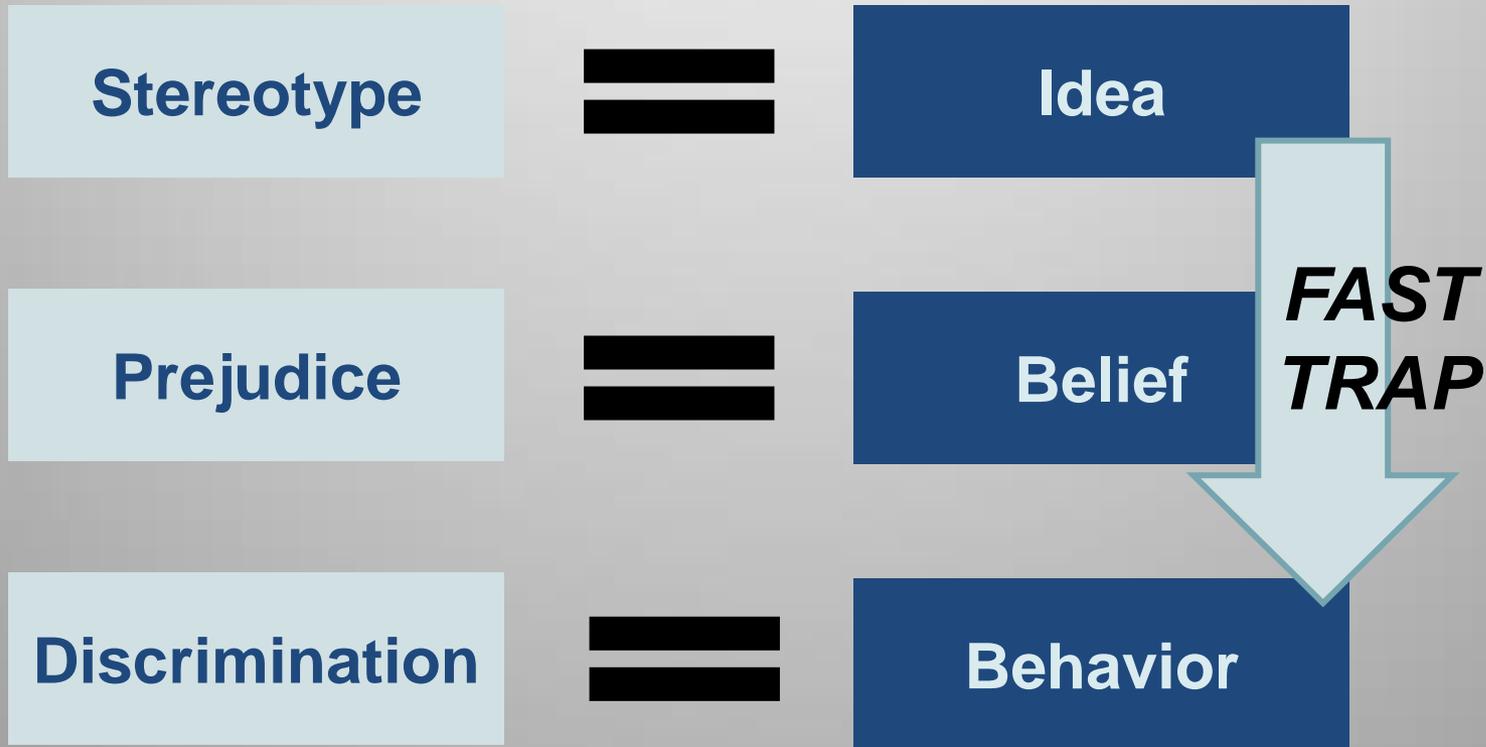




Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Stereotypes → Behavior





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

43

Can prejudice ever be a good thing?



Paul Bloom.mp4



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

BREAK

Myth:

Implicit Bias is nothing more than beliefs people choose not to tell others. They hide their real belief.

Busted:

Implicit biases are activated involuntarily and beyond our awareness or control. Implicit bias is concerned with unconscious cognition that influences understanding, actions, and decisions.....





Ultimate Attribution Error

Tendency to place undue emphasis on internal characteristics to explain out group member's bad behavior rather than the situational factor

- Example: I'm patrol, member mgmt does not greet me in the hall bc they are evil pencil pushers

We are more likely to give situational causes for in-group members' negative behavior

- Example: I'm patrol and fellow patrol officer does not greet me in the hall bc they had a long hard day, preoccupied with personal stuff

The opposite is true for positive behavior

- Example: I'm patrol, fellow patrol greets me bc they are good and honorable and respectful humans



What is racism?

Racism is a **system** of distributing power that privileges one/some racial groupings over others.

Calling someone a racist is an indictment of their character and an acknowledgment of systemic discrimination.



Situations that create fast traps:

Situations that can lead to an over-reliance on implicit biases such as:

- Being mentally taxed
- Being in a bad mood
- Feeling threatened
 - Being a novice
- Making quick decisions
 - Multitasking



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

48

Situations: Where are they?

- Difficult to see the role of situations
- Situations are often invisible e.g. outside pressures, time constraints, etc.
- Example: The Alex Trebek Effect





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

49

BREAK

Myth:

I am black; I can't have bias against black people.

Busted:

Researchers have discovered that many Americans, regardless of race, display a pro-White/anti-Black bias on the IAT. This occurs because implicit biases are robust and pervasive affecting all individuals

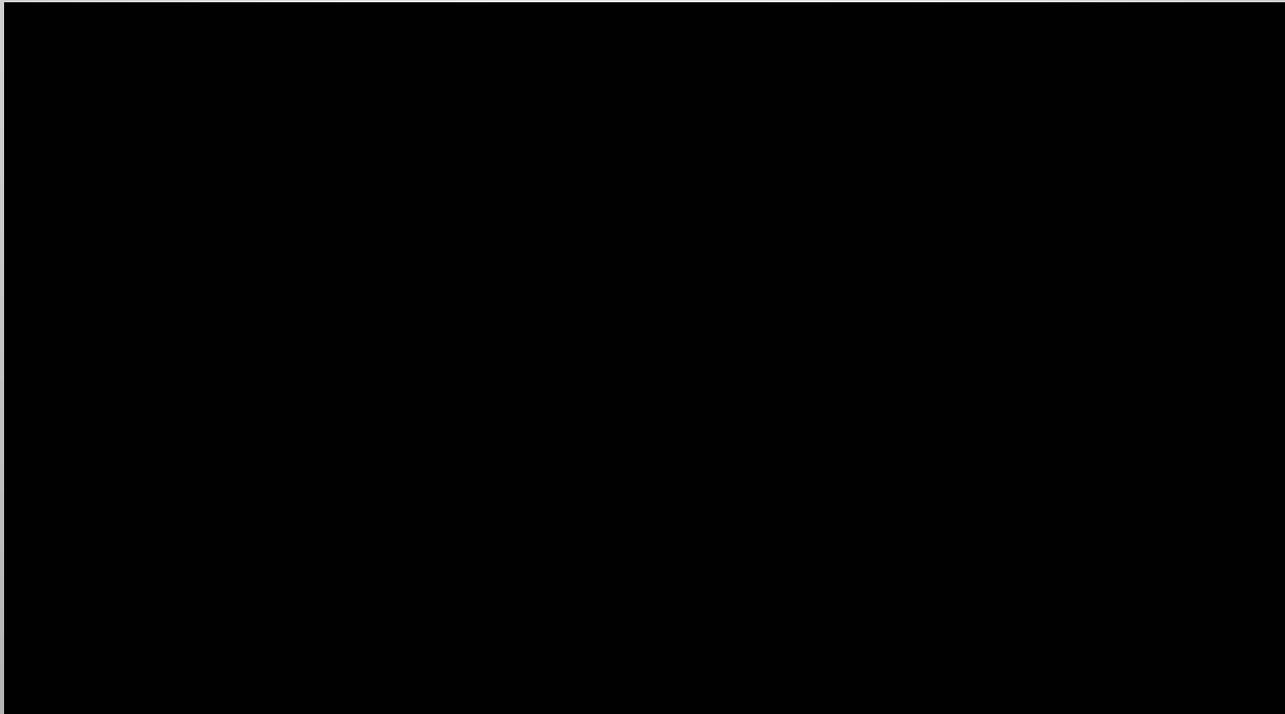




Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Fast Trap Game



Monkey Business.mp4



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

51

Small Group Exercise:

EXAMPLES OF FAST TRAPS

Come up with an example of your own of a fast trap that is:
**healthy, positive, negative, funny, universal or
police related.**

- what situations make these traps?
- what implicit associations are at play?
- how could you avoid this?





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

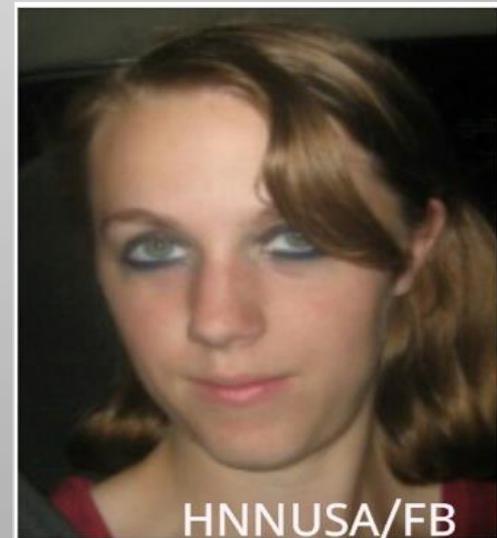
52

**“My first priority is to go home safe.
This training jeopardizes that.”**

- Gut instincts or hunches are often a product of training
- This training is intended to enhance your gut - not undermine it.



Podcast.mp4





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

53

Avoiding a fast trap:





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Can you identify the threat?





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

What do you see?



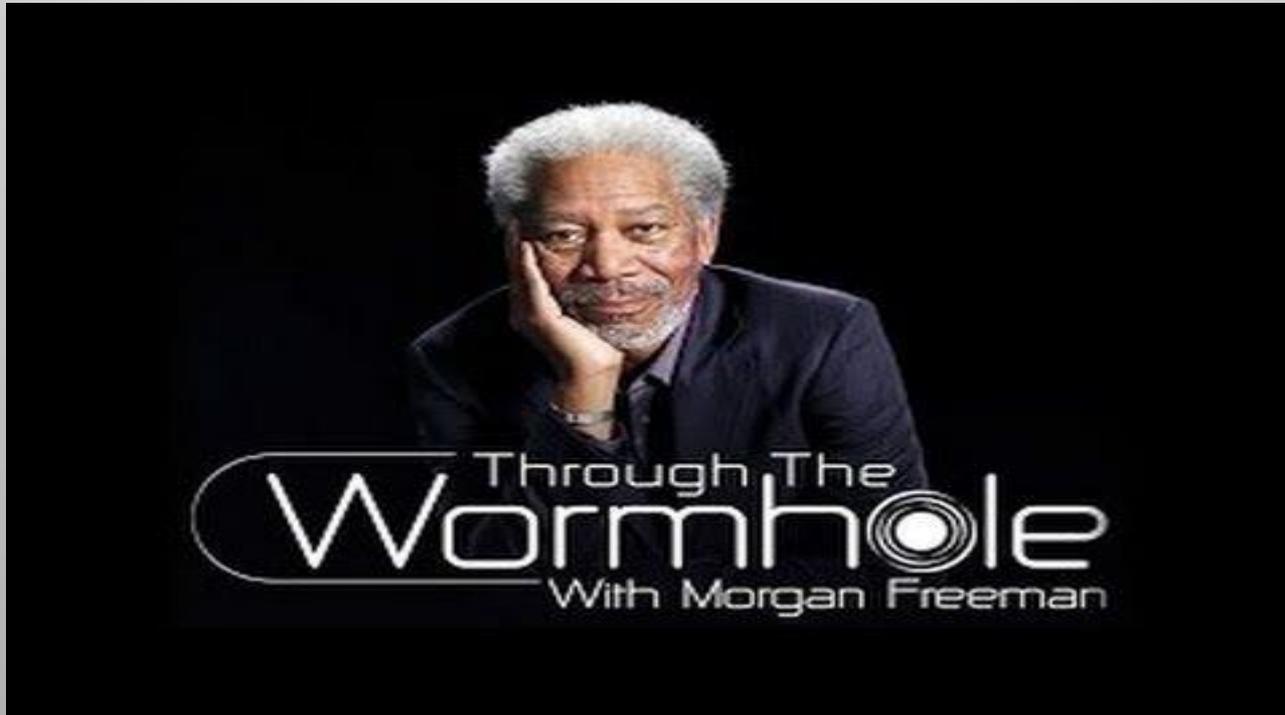


Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

56

Through the Worm Hole



Wormhole.mp4



Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

Josh Correll Study

Correll's latest experiments involved urban police officers. Overall, they've proved quicker and more accurate than ordinary citizens. "They make very few mistakes," Correll says, "which is reassuring." But they aren't free of bias.

Officers showed the same susceptibility to stereotypes as civilians. "When they see a target that contradicts the stereotype," a black person without a gun or an armed white person, "they hesitate," he says. "They wait a couple of extra milliseconds, but they don't make the wrong decision."

Police training teaches control and discipline, making officers' mistakes rarer. But reducing errors is "as good as it gets," he says, "unless we can change all the cultural stereotypes in the country."





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

58

What we are asking?

Engage in self-reflection when appropriate.

- **What are the factors that lead me to think of someone as a suspect, offender?**
- **Are there any stereotypes that could influence that decision?**
- **How might those stereotypes interfere with your ability to do your job or endanger officer and public safety?**





Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias

59

BREAK

Myth:

I'm careful so I don't make these types of mistakes.

Busted:

The problem is that we don't get feedback on the errors, because we don't do these kinds of "tests" on ourselves!! So we don't KNOW when we're doing it.

