

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



Slow Traps

When Identities Matter





Slow Traps

Slow traps can happen when:

1. Our identity is salient or important in a particular situation, and
2. Our abilities to manage other people's perceptions of ourselves are low, and
3. Failure to validate our identity could lead to changes in behavior which might have negative consequences

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Slow Traps

We're more likely to fall into a slow trap when we are:

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



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Slow Traps

- Slow traps can be adaptive, too
- If someone is mouthing off to you, what happens to your ability to control a small group?
- If you demonstrate that there will be consequences for disrespect, you are often safer in your immediate environment



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Slow Trap: White men can't dance.

Awareness of stereotype about your group may influence your behavior.



Dennis Miller White Man Can't Dance.mp4

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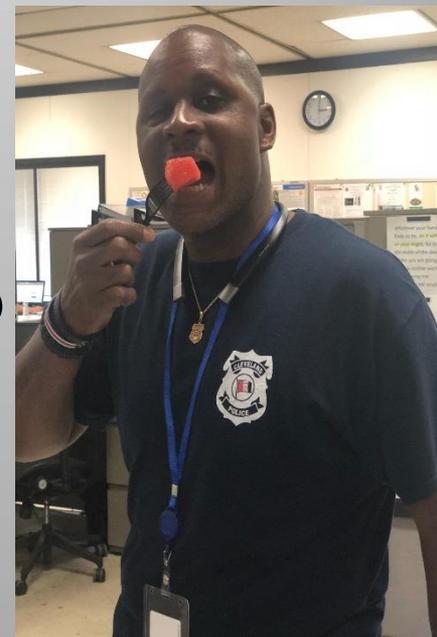


Stereotype Threat

Stereotype threat is the sense of threat that can arise when one knows that he or she can possibly be judged or treated negatively on the basis of a negative stereotype about one's group.

Requires:

- An individual to feel strongly identified w/ a group
- The individual believes s/he is being evaluated
- Self-concept is connected to that evaluation



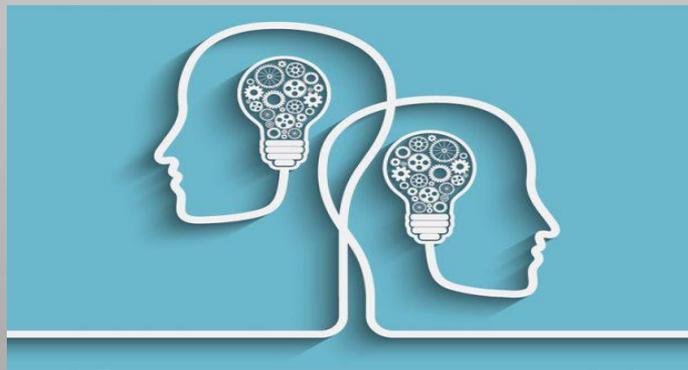
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Small Group Exercise: Examples of Slow Traps

- Which identities are important to you?
- In which situations might those be threatened?
- How could that impact your behavior?



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Dave Chappelle



Dave Chappelle - Why black people hang out with white dudes.mp4

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Authority Threat

“Contempt of Cop”

- What Types of Authority do cops have?
- Legitimate - Formal
- Expert – Proficiency
- Referent - Influence
- Coercive - Power



Authority Threat.mp4

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Sandra Bland



Sandra Bland Short.wmv

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BREAK

- **Myth:** I am not biased! I have diverse friends and I believe in equal treatment.
- **Busted:** Actually we all have implicit bias.
 - Research shows that all individuals are susceptible to harnessing implicit associations about others based on characteristics like race, skin tone, income, sex and even attributes like weight.
 - They can affect our behavior toward others, even if we want to treat all people equally

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Defusing Traps

What we are NOT asking:

1. Stop using your instincts
2. Stop using your experience
3. Stop using your knowledge
4. Put yourself at risk to spare someone's feelings



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What we **ARE** asking:

Engage in self reflection **when appropriate** *and* prepare for the trap

1. What are the factors that lead me to think of someone as a suspect?

2. Are there any stereotypes that could inform that decision?



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“If implicit biases are unconscious then there’s nothing I can do about them.”

Awareness has been shown to actually reduce the impact of implicit bias on behavior

Slow down: reduce the situational factors



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What are our professional goals in policing?

- Maintain social order.
- Prevent crime, stop crime. In fair and impartial way.
- Ensure constitutional rights are protected.
- Secure safety, effectiveness, and support.
- Serve and protect the public.
- Generate and hold public trust.



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What are our personal goals in policing?

- Go home safe
- Limit or get no complaints
- Don't get sued
- Have fun every day at work
- Get promoted
- Don't get fired
- Retire
- Live long and prosper



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How do traps interfere with all of these goals?

- Go home safe

Traps lead to  Errors in Identifying Danger

- Limit or no complaints

Traps lead to  Increased Complaints

- Don't get sued

Traps lead to  Increased Risk for Law Suits

- Have fun every day at work

Traps lead to  Negative interactions and negative self-concept

- Get promoted

Traps can  Get in the way of good police work

- Don't get fired

Traps lead to  Community anger and reduce officer satisfaction

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Reducing the Influence of Identity Traps

- Change the situation
- Slow down
- Get help from outside the situation
- Actively seek out counter stereotypes



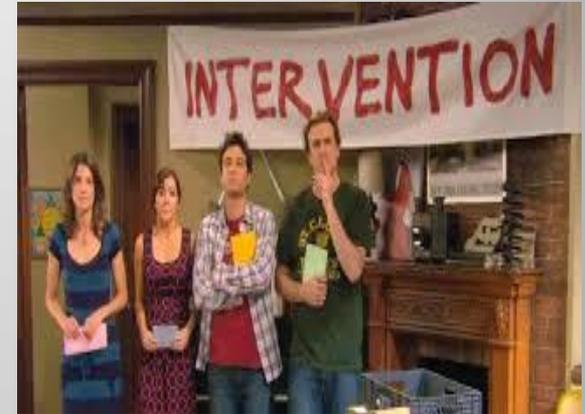
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Interventions

- Awareness
- Stereotype Replacement
 - Be mindful of stereotypes
 - Actively locate counter-stereotypes
- See the individual
- Increase opportunities for interactions with other races, cultures, ethnicities, etc.
 - What groups of people are you the least exposed to?
 - How can you find ways to meaningfully interact with those groups that is mutually beneficial?



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Interventions

- Slow things down (when practical)
- Practice procedural justice
 - Listen
 - Neutrality, be fair
 - Be respectful
 - Be transparent, develop trust
- Look for chances to de-escalate
- Fight cynicism
 - Don't take it personal
- Intervene
- Accountability – hold each other accountable

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Neutrality: What does it look like?

- Decision-making that is neutral
 - The officer exhibits neutral feelings toward the person
- Unbiased decision-making
 - Decision is not based on personal biases e.g. race, gender, community, sexual orientation
- Consistency
 - Decision is applied equally to all
- Transparency
 - Explains the process





BREAK

- Myth: Miller is not as handsome as he says.
- Busted: Actually he is more handsome than he says. He's quite the modest individual.

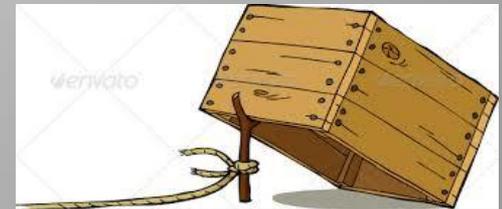
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Group Exercise

- **Provide one non-policing scenario where there are fast and slow traps:**
 - identify traps, state how to defuse them for someone else
- **Provide one different non-policing scenarios where there are fast and slow traps:**
 - identify traps, state how to defuse them for yourself
- **Last, provide one policing-specific scenarios with fast and slow traps:**
 - identify traps and how to defuse them for a partner and how to disarm them for themselves



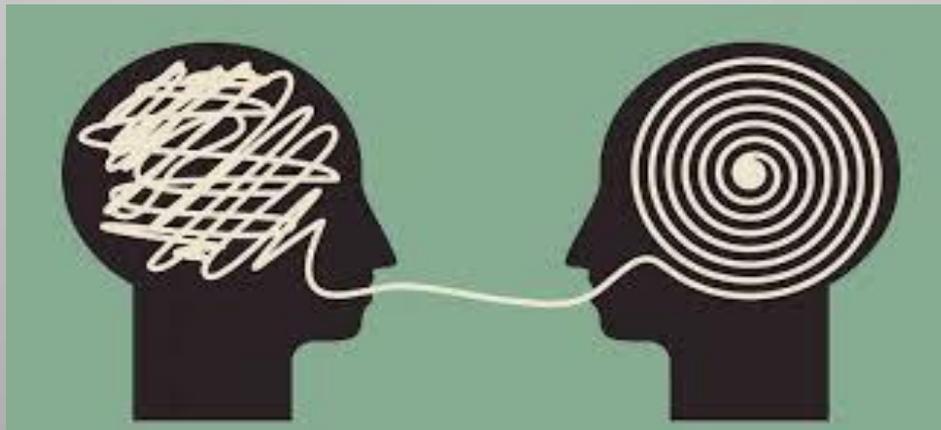
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When can you defuse?

- Where are there opportunities to defuse traps in law enforcement?
- Where does it fit in your day?



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Fast Traps and Slow Traps Together



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Reducing the Influence of Identity Traps



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Thank You