



Cleveland Division of Police IN-SERVICE TRAINING 2018



Procedural Justice and Police Legitimacy (PJ1)



National
Initiative for
Building
Community
TRUST &
JUSTICE

Housekeeping:

- Keep your cell phones on silent
- Have an open mind
- Participation is encouraged
- Be respectful of other's opinions
- Everyone has something to offer





Welcome!

Thank you for being here



Policeman - By. Paul Harvey (Tribute to our Police Officers).mp4



Objectives:

- Understand and employ Bias-Free Policing
- Provide officers with tools to combat implicit bias
- Provide officers with a basic understanding of the new Bias-Free Policing policy





The Interactive Nature between Legitimacy, Procedural Justice, and Goals in Policing



Procedural Justice and Police Legitimacy



Definitions:

Legitimacy: The public view the police as entitled to exercise authority in order to maintain social order, manage conflicts, and solve problems in the community.

Procedural Justice: The procedures used by police officers where citizens are treated fairly and with proper respect as human beings.





Procedural Justice Leads to Legitimacy:

- When police officers give citizens a voice (listen) and are objective and respectful, police officers gain the trust of the citizenry.
- The procedural justice process of fairness and respect leads citizens to view the police as legitimate and trustworthy.



Procedural Justice and Police Legitimacy



Why Are We Here?

When utilizing procedural justice and gaining legitimacy, police officers reap many benefits:

- Increased safety
- Lowered stress levels
- Fewer complaints
- Greater cooperation from citizens
- Voluntary compliance
- Reduced crime





What are our goals in policing?

- Maintain social order.
- Prevent crime, stop crime (to be fair and impartial).
- Ensure constitutional rights.
- Secure safety, effectiveness, and support.
- Serve and protect the public.
- Generate and hold public trust.

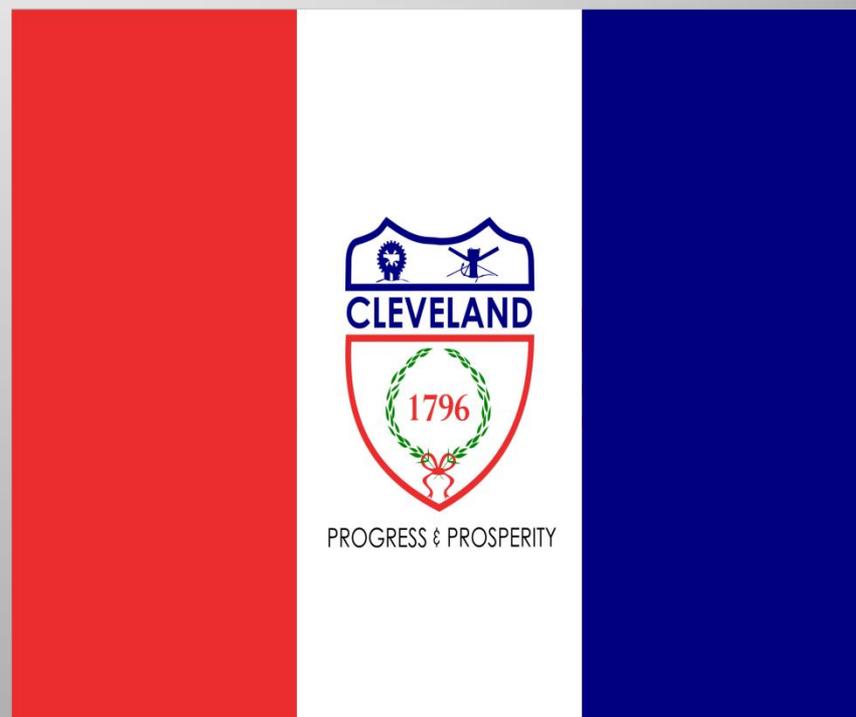


Procedural Justice and Police Legitimacy



Cleveland Division of Police Mission Statement

The mission of the Cleveland Division of Police is to serve as guardians of the Cleveland community. Guided by the Constitution, we shall enforce the law, maintain order, and protect the lives, property, and rights of all people. We shall carry out our duties with a reverence for human life and in partnership with members of the community through professionalism, respect, integrity, dedication and excellence in policing.



Procedural Justice and Police Legitimacy



Law Enforcement Stressors



Street

Time



Untrust
Control
Less-
Emotional

See

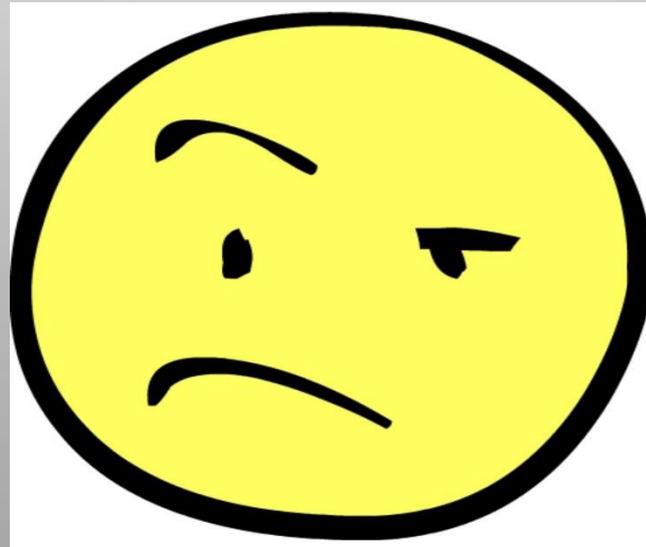
See

Department

Family
#1 Priority



Cynicism



CYNICISM



Sobol (2010) found that:

“Officers become cynical when they encounter citizens who do not cooperate and when they see the criminal justice system fail to remedy deviance” (p. 482).

CYNICISM



This addresses that fact that officers become cynical when they perceive systemic functions in the criminal justice system that tend to invalidate their hard work, and when offenders do not receive the punishment or rehabilitation that the judiciary was set up to administer.

CYNICISM



Cynicism starts to set in when the officer begins to feel that they have little to no control in policing.

They use terms and phrases such as:

- “We are handcuffed!”
- “We can't be the police anymore!”
- "No one listens to us anymore!"

EFFECTS OF CYNICISM



Decreased work performance is a sign that an officer or group of officers have lost the emotional battle that comes with being a police officer.



“Us” vs. “Them”:

“Real World”
for police= 3-
6% of the
population

In reality, 94-97%
of the population
Is law abiding



Expectations Exercise:

- What does the community EXPECT/want from police officers? (Group 1)
- What do police officers EXPECT/want from the community? (Group 2)

Expectations Exercise - Group 1:

What does the community expect...

- Service, protection
 - Peace keeper
- Lawfulness
 - Enforce laws
 - Exemplary behavior
- Fairness
 - Impartial process
 - Unbiased policing
- Partnership
 - Respect
 - To solve problems
- Trust





Expectations Exercise - Group 2 :

What do police officers expect...

- Acceptance of our authority
- Compliance with:
 - The law
 - Orders
- Cooperation
- Information
- Responsibility
- Respect
- Trust





How Can the Community and Police Work Together to Fight Crime?

Can the police fight crime without the community?

Legitimacy and procedural justice lead to the community helping the police.





Why Do People Obey the Law?

- Deterrence
 - Expensive
 - Must follow through with punishment
- It is the right thing to do.
- Police have the right to tell citizens what to do.
 - (public trust and legitimacy)

Research shows overwhelmingly
that the latter two are true!



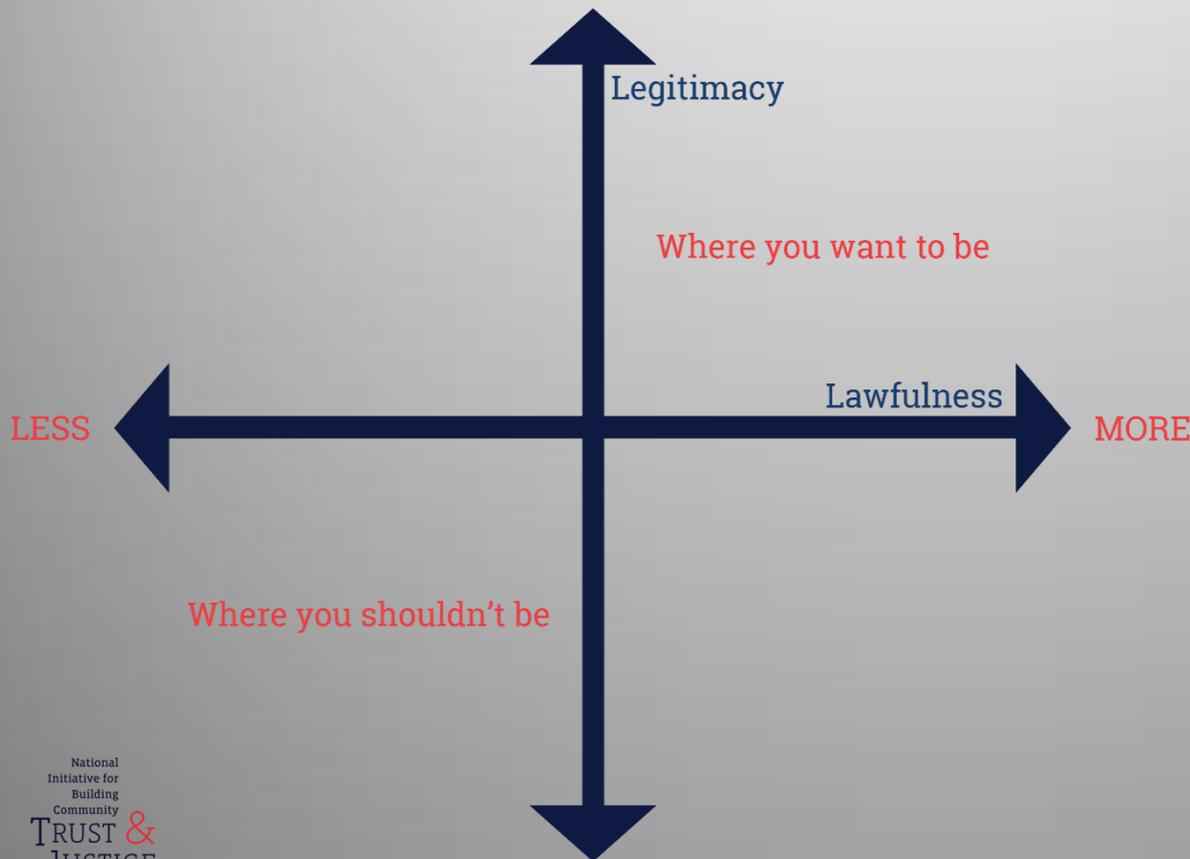
Legitimacy:

- How do we gain it?
- The four principles of procedural justice:
 - **Voice** (listen)
 - **Neutrality** (be fair)
 - **Respectful treatment** (be respectful)
 - **Trustworthiness** (fair and transparent process)





Lawfulness vs. Legitimacy: Are Police Actions Lawful and Legitimate?



People are more concerned with how they are treated by the officer than they are about the outcome of the stop. They look for clues that the officer made a decision fairly and without bias.



Procedural Justice- VOICE:

Quality of decision-making...**Voice**

- Allowing the participant to voice their point of view or offer an explanation
 - Active listening by the officer
 - Allow them to talk
- Having a voice makes people feel that they are a part of the process and that they have input in the decision, even if it does not impact the decision.

Voice Contributes to Officer Safety:

- People want to be **heard** and **understood**.
- **Non-verbal** communication is just as important as verbal.
- The subject's **perception** is what counts; don't argue.
- **It's not about you**; it's more about values, feelings, and experiences.
- Emotions are universal, experiences are not.
- With every story, there is an emotion.

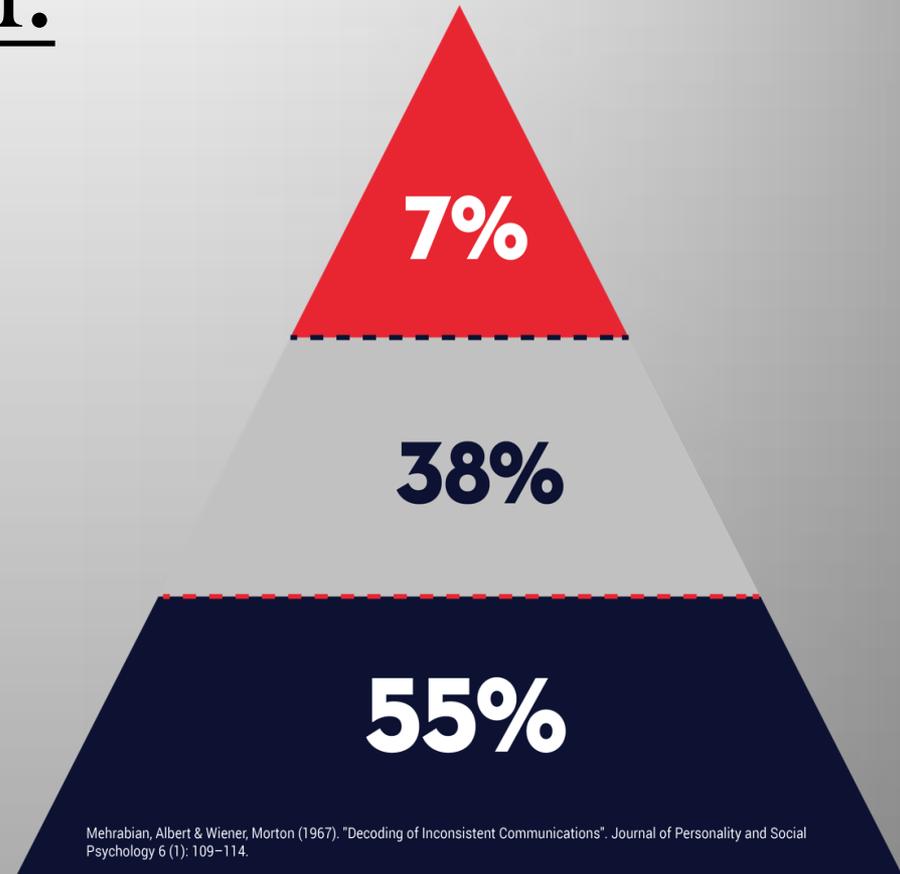




Voice Breakdown:

Under stress, non-verbal communication becomes dominant:

- **Verbal** communication accounts for **7 percent** of information communicated
- **Tone and volume** account for **38 percent** of information communicated
- **Body language** accounts for **55 percent** of information communicated.



Mehrabian, Albert & Wiener, Morton (1967). "Decoding of Inconsistent Communications". Journal of Personality and Social Psychology 6 (1): 109-114.



Labeling Exercise:





Quality of Decision-Making: NEUTRALITY

- Employ decision-making that is “neutral”.
 - Exhibits neutral feelings toward the person through non-verbal cues. (Ask yourself: What message am I sending?)
 - Follow unbiased decision-making.
- The decision is not based on personal bias.
- Make consistent and transparent decisions.
 - Apply the decision equally and to all.
- Allows people to see the decision has been neutral.
- Explain why a person has been stopped; explain the process (transparency).



Quality of Treatment: RESPECT AND DIGNITY

- Respect for the person; respect for one's rights
- Treating a person with dignity validates him/her them as a human being.
- Showing empathy to the importance they he/she places on the issue involving the police shows respect.



Quality treatment results in voluntary compliance!



Quality of Treatment Leads to TRUSTWORTHINESS:

- Listen to people.
- Consider their side of the argument.
- Take their needs and concerns into account (benevolence).
- Explain the decision/action.
 - This demonstrates that you have listened to them and considered their needs and concerns.
 - In doing so, you gain legitimacy for yourself and the Department.

Doing what is right gains compliance!



SCENARIO # 1



J.T. Video bob marley.MP4



J.T Video CSU.MP4



J.T. Video Hoodie.MP4

Policing encounters are evaluated by:



- Gauging transparencies about the reasons for the police encounter
- Explaining in advance what will happen during the police encounter
- Giving the citizen a voice during the encounter (even if it has no bearing on the result of the encounter)
- Providing high quality interpersonal treatment that raises the possibility that a citizen will conclude that the officers' decisions are fact-based as opposed to arbitrary



Dragnet 2.mp4



Historical and Generational Effects of Policing



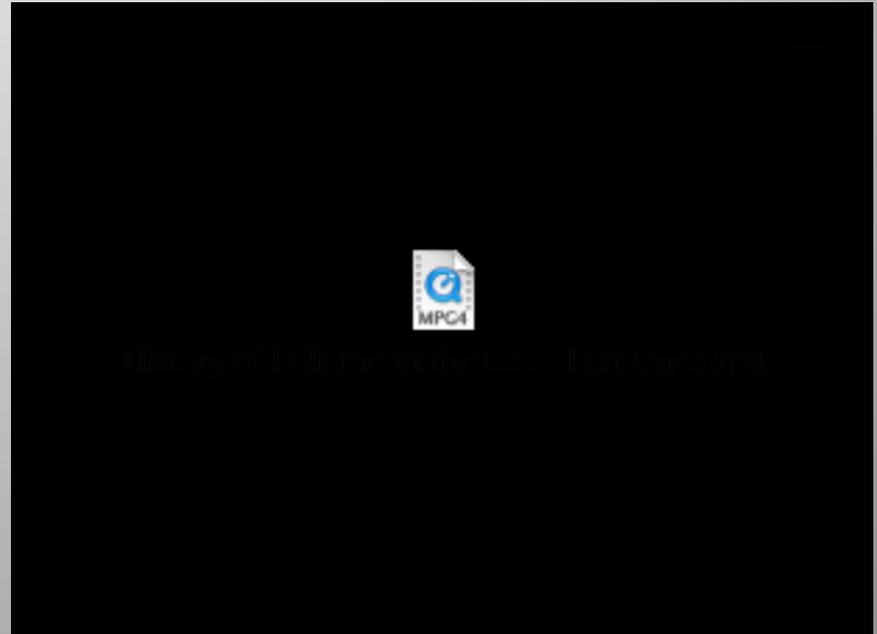


Historical Effects - Video

A Brief History of Policing in the United States

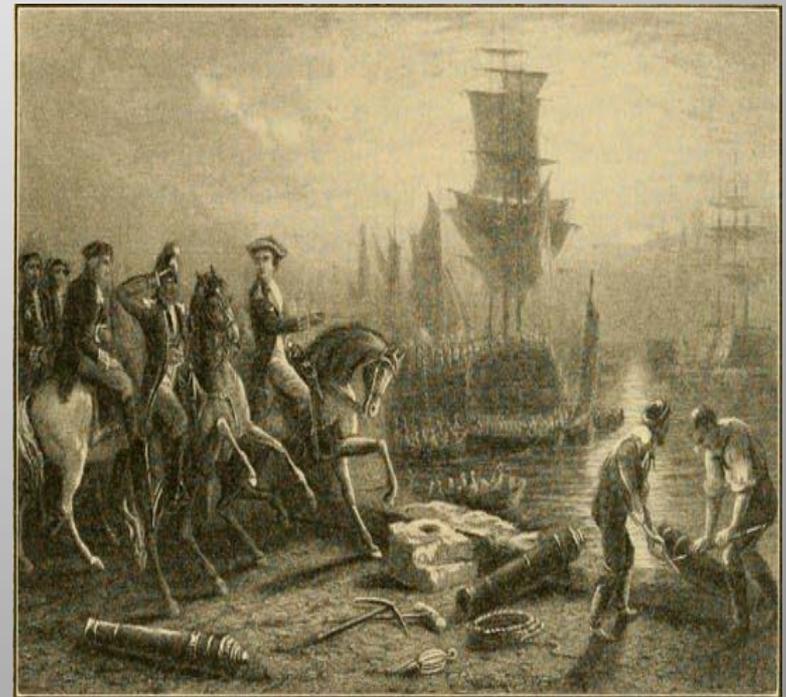
By Bonnie Bucqueroux

What role does the
history of policing play in
how the community
views police legitimacy?



How Did We Get Here?

- The Fugitive Slave Act of 1793 was a federal law that was written with the intention of enforcing Article 4, Section 2 of the United States Constitution.
- It declared that all runaway slaves were, upon capture, to be returned to their masters, even if they were captured in free states.





Expectations and Legitimacy





Community Bank Account

- Are we making deposits or withdrawals?
- What is the impact of a withdrawal to YOU? The Department? The community?
- What impact does our policing have on future generations?
- Procedural justice is a deposit!





Deposit or Withdrawal? – Video

Traffic stop video (part 1)



traffic stop 1.mp4



Deposit or Withdrawal? – Video

Traffic stop video (part 2)



DATA COLLECTION



- Data collected will be Use of Force data
- Crisis Intervention Team (CIT)
- Community and Problem Oriented Policing (CPOP)
 - Investigatory Stops
 - Injury Investigations
 - Search and Seizure

2017 DATA COLLECTION



- 237 U.O.F. incidents involving 516 officers
- CDP reported 314,963 calls last year
- 6 deadly force incidents
- Arrests/CFS $18086/314963=5.7\%$
- UOF/Arrests $237/18086= 1.3\%$

DATA COLLECTION (Cont'd)



- UOF Incidents compared to CFS
($237/314963=0.08\%$)
- Use of deadly force incidents 6
($6/237=2.5\%$ of all uses of force incidents)
- Use of deadly force incidents compared to arrests
($6/18086=0.03317\%$)
- Use of deadly force incidents compared to CFS ($6/314963=0.0019$)



Tactical Perception

Implicit Bias: The Science of Justice





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 _____ →



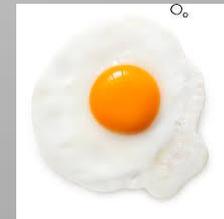
Spoke

☆ What comes out of a lit cigarette? _____ →



Smoke

☆ White part of an egg is the _____ →



Albumen

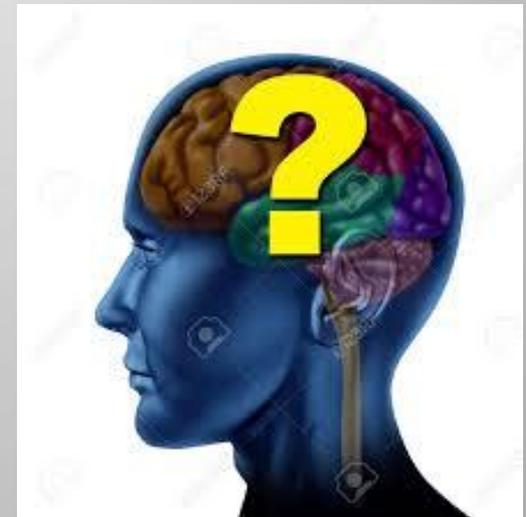


Procedural Justice and Police Legitimacy

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.





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Understanding Neutrality, Race and Implicit Bias

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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





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Understanding Neutrality, Race and Implicit Bias

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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**





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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?**



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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.





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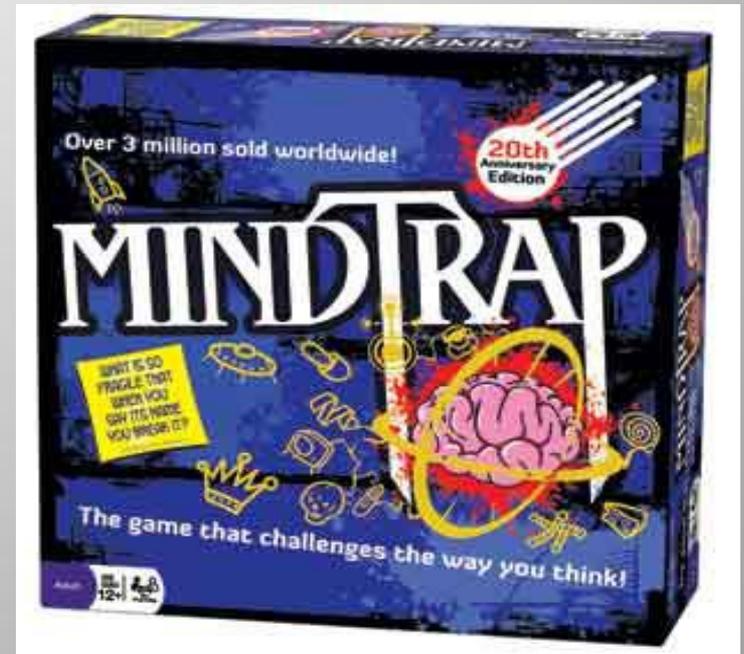
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FAST TRAPS

Shortcuts in the Brain

Fast Traps: Over-reliance
on implicit biases





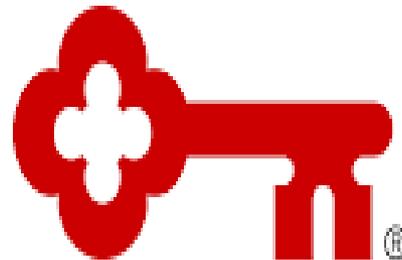
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Subconscious Conclusions

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





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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.





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Implicit Association Test



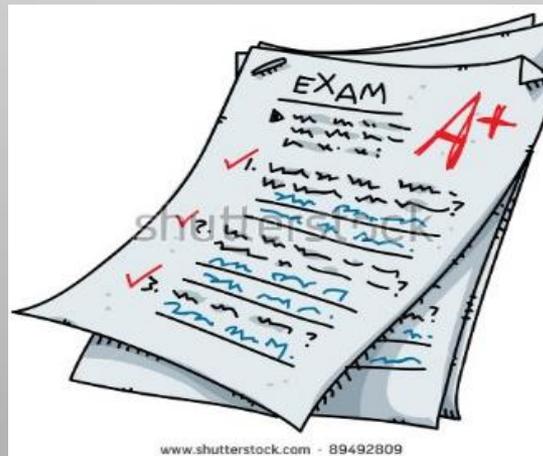
IA Test.mp4



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Implicit Association Test: Harvard University

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





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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.





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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.





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Understanding Neutrality, Race and Implicit Bias

Observation Game



Pilot
Nurse
CEO

Teacher



Flight Attendant



Doctor
Librarian
Lawyer





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Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



1



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Lawyer



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Doctor
Librarian
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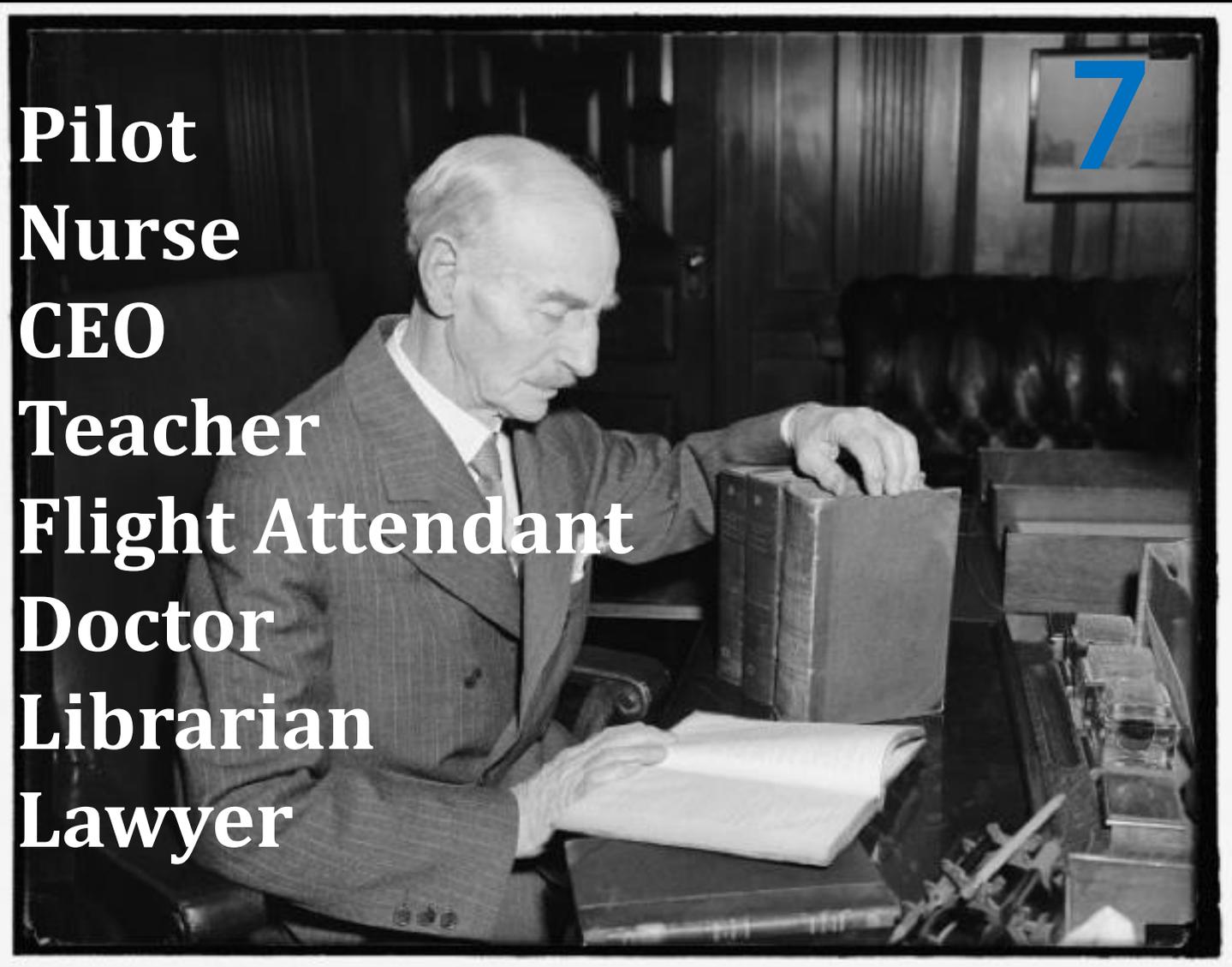


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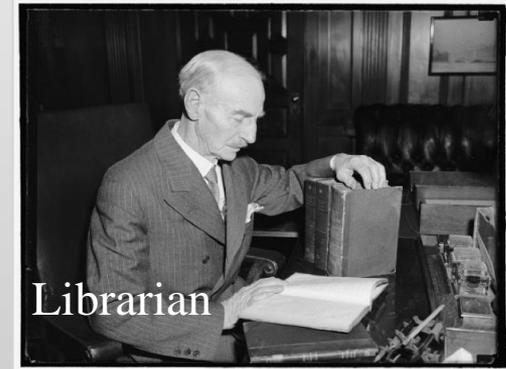
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Evaluation





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Understanding Neutrality, Race and Implicit Bias

Permeation of Stereotypes

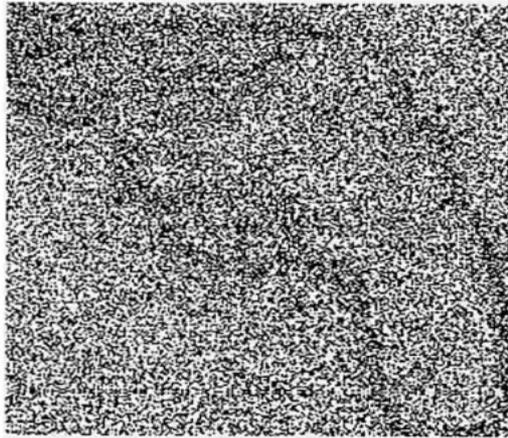




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Understanding Neutrality, Race and Implicit Bias

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).



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Understanding Neutrality, Race and Implicit Bias

Jennifer Eberhardt:

How deeply rooted biases affect how police enforce the law.





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Understanding Neutrality, Race and Implicit Bias

“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

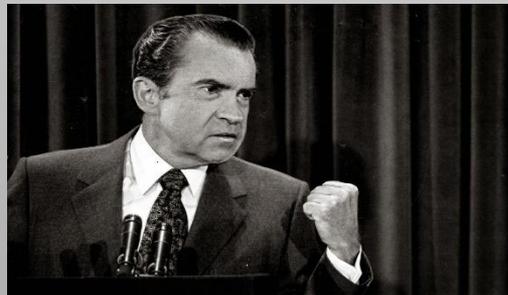


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Historical Context for Fast Traps:

“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).





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Understanding Neutrality, Race and Implicit Bias

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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





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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

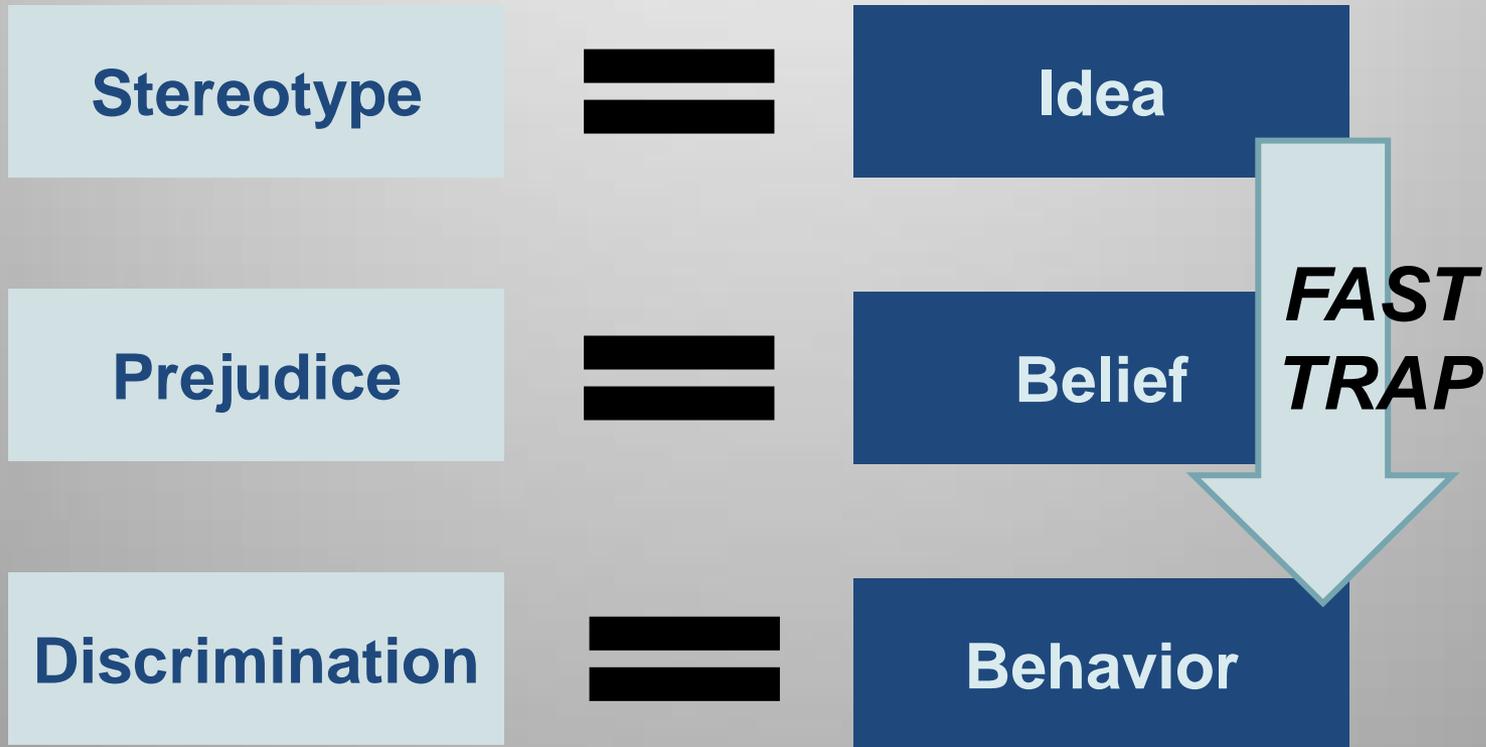




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Understanding Neutrality, Race and Implicit Bias

Stereotypes → Behavior





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Understanding Neutrality, Race and Implicit Bias

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Can prejudice ever be a good thing?



Paul Bloom.mp4



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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



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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





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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

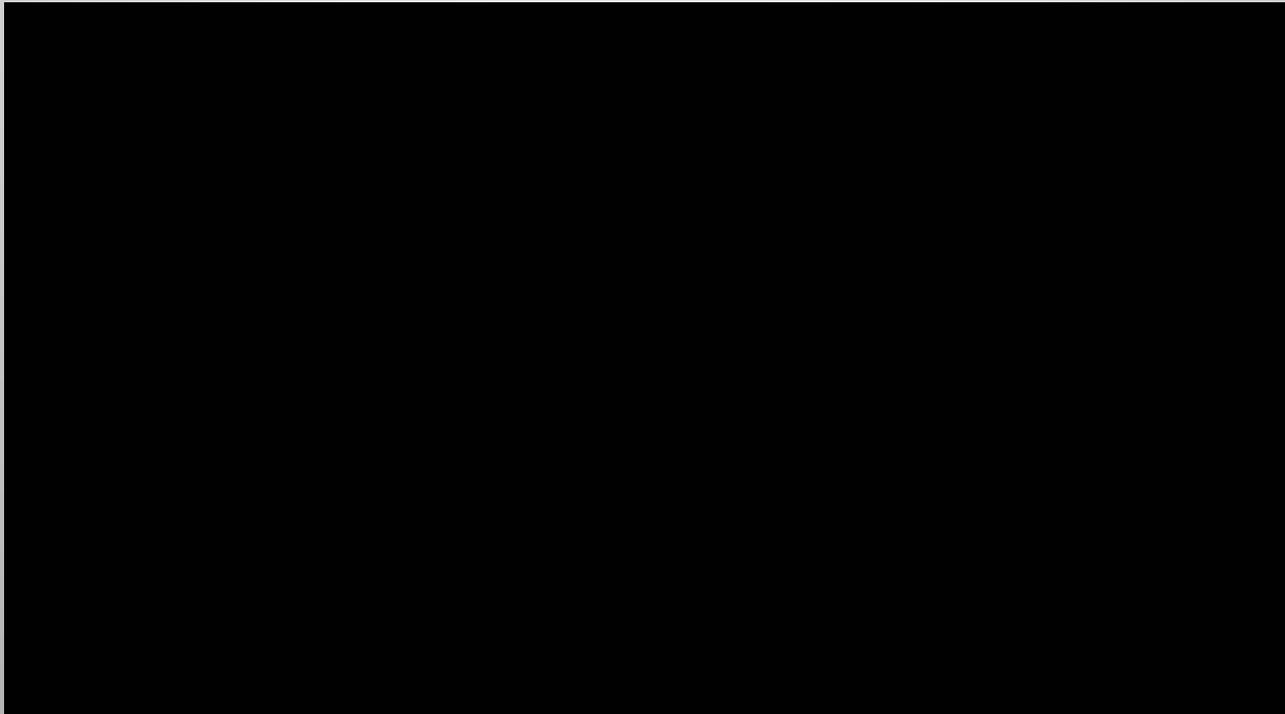




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Understanding Neutrality, Race and Implicit Bias

Fast Trap Game



Monkey Business.mp4



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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?





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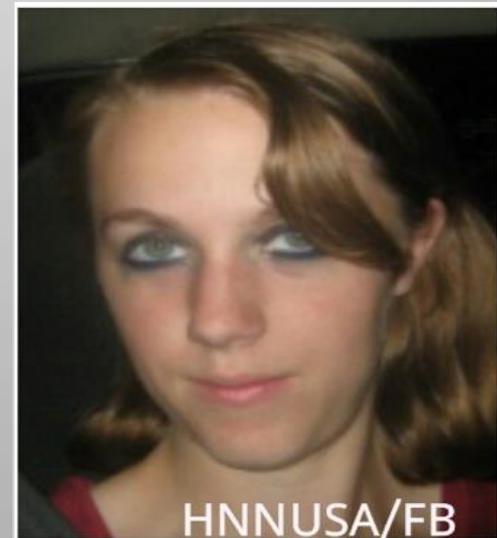
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**“My first priority is to go home safe.
This training jeopardizes that.”**

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



Podcast.mp4





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Avoiding a fast trap:





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Can you identify the threat?





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What do you see?



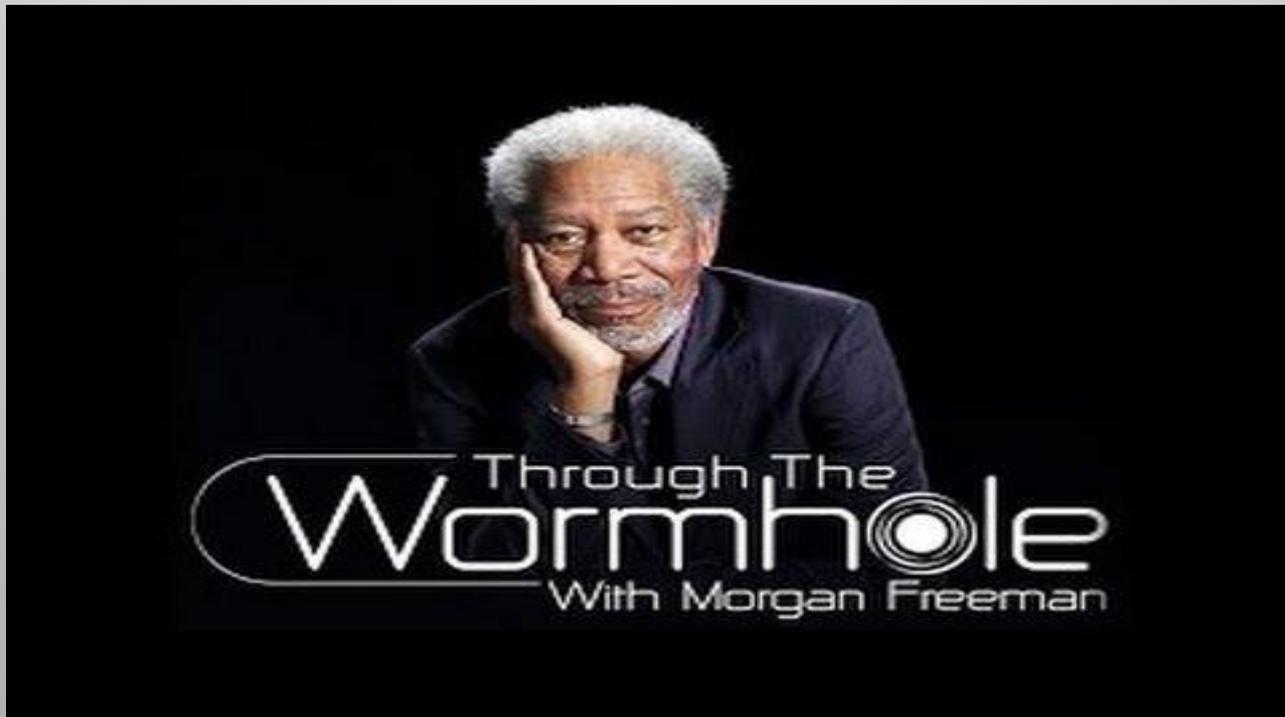


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Through the Worm Hole



Wormhole.mp4



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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."





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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?**





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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.



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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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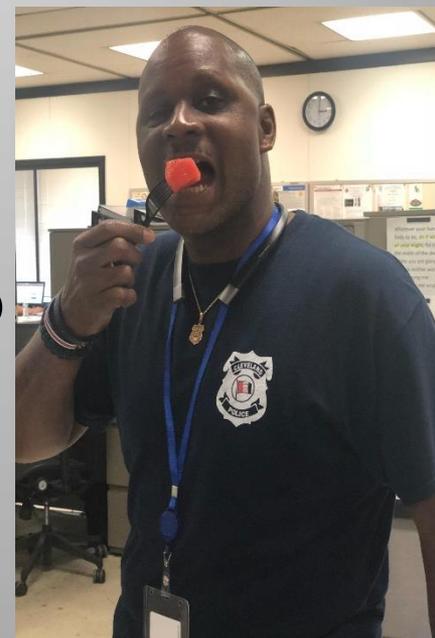


Stereotype Threat

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



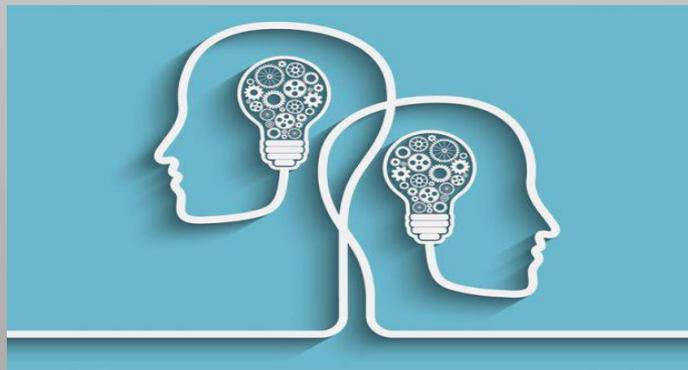
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Small Group Exercise: Examples of Slow Traps

- 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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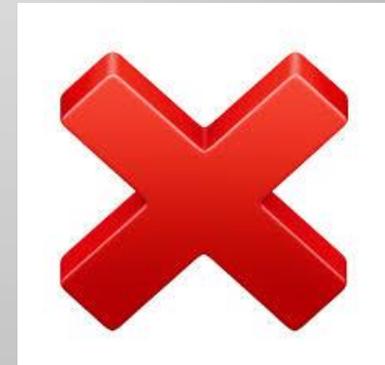
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Defusing Traps

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



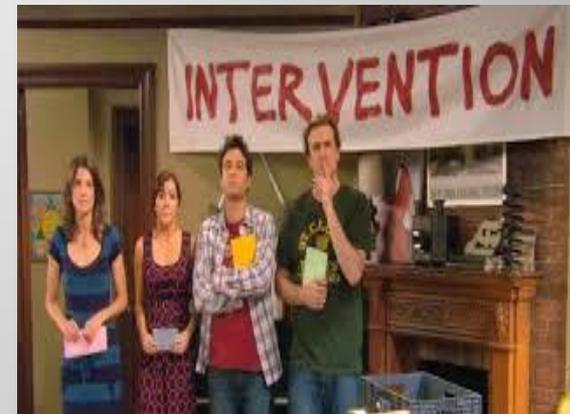
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Interventions

- 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.

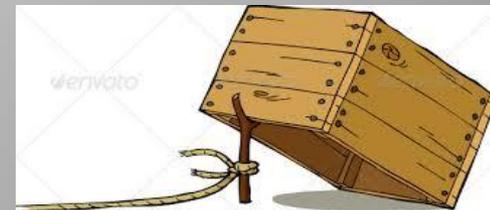
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Group Exercise

- **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



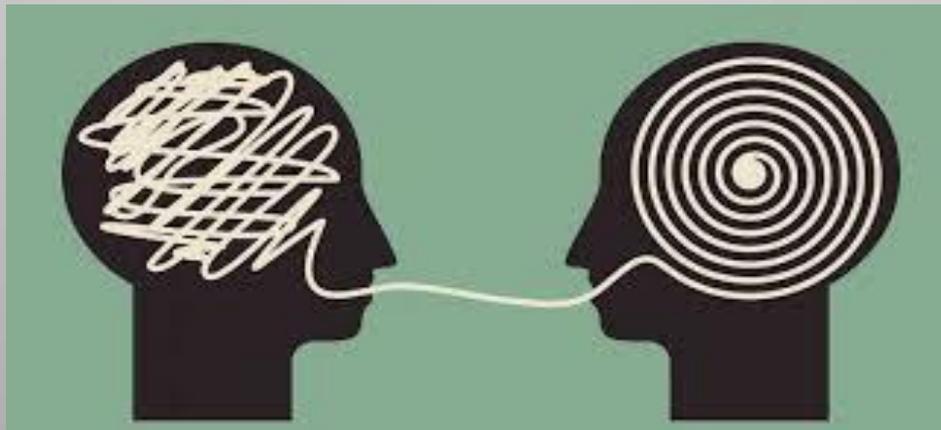
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When can you defuse?

- 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