

Tools for Tolerance® for Law Enforcement and Criminal Justice Professionals



Professional
Development
Programs of the



History

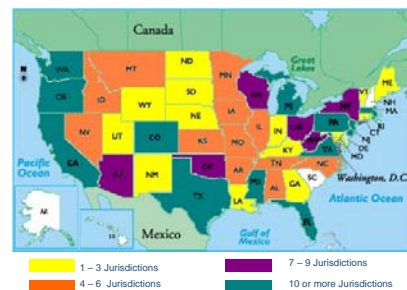
- Starting in 1995
- Continuing education programs serving front line professionals
- Law Enforcement on the vanguard
- To date, over 120,000 criminal justice professionals served nationwide



Overall Goal of Programs

The goal of the Tools for Tolerance® programs are to assist criminal justice professionals, as front-line service providers, explore the evolving role of the criminal justice system in a rapidly changing, increasingly diverse and complex society.

Jurisdictions Served



Yolo County District Attorney

Implicit Bias Training

Guidelines for Discussion



- Use "I" statements
- Speak one at a time
- Avoid "political correctness"
- Speak to your comfort level
- Additions?



Lunch Date



Lady in the Hat



Man in Suit and Sunglasses



Man Behind the Counter



Man with the Salad

Branding
alphabet



Explicit Bias

refers to the attitudes and beliefs we have about a person or group on a conscious level.

Implicit Bias:

Research. Reality. Reflections.

Goals:

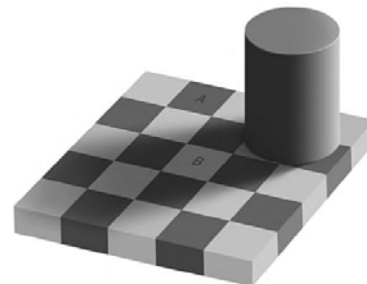
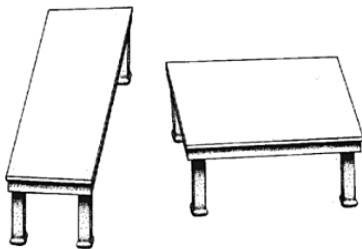
- Enhance understanding of new research on implicit bias and what it means for our work
- Explore interventions and solutions for bias reduction

How is this training different?

- *This is not about your character or personal beliefs.*
- *Designed to empower and protect you from human psychological universal tendencies.*



Example: The Good Samaritan Study



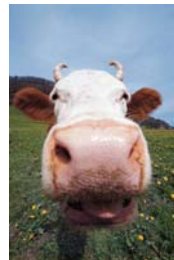
What does this mean...

- *The shortcut turns out to be the wrong way...*
- *We didn't make the shortcuts...*

Fast Traps

- Say SILK five times fast out loud.
- Spell SILK out loud three times fast.
- What do adult cows drink?

Mind Magic



- If you said, "milk" you fell into the implicit cognition trap.
- Adult cows provide milk, not drink it! Because "silk" rhymes with milk and our brains commonly associate milk with cows, we are much more likely to blurt out the wrong answer.

**Blnaekt
Bde
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S _ _ _ P

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|----------|----------|---------|
| • Scalp | • Shrimp | • Stomp |
| • Scamp | • Syrup | • Stoop |
| • Scoop | • Skimp | • Strap |
| • Scrap | • Slump | • Strip |
| • Scrimp | • Slurp | • Stump |
| • Setup | • Snoop | • Swamp |
| • Sharp | • Stamp | • Sweep |
| • Sheep | • Steep | • Swoop |

Fast Traps

- Beyond rhyming associations, implicit cognitions can include mental links between places, people and behaviors.
- If we say, "Disneyland," for example, you might automatically think of "Mickey Mouse."
- Mickey Mouse doesn't rhyme with Disneyland, like in the last example, but we have learned to associate the two.

The Myth of Intention

Unconscious bias is different from prejudice as we understand it...
"it describes any situation where people's actions are at odds with their intentions".

-Shankar Vedantam

Implicit bias does not mean you are racist, it means you've been paying attention to the world around you.

-Philip Attiba Goff

Conscious Brain / Thinking Slow

Hidden Brain / Thinking Fast

"Shorthand for a range of influences that manipulate us without our awareness."

- Shankar Vedantam

What makes Implicit Biases more likely to influence behavior?

• **Morning people...**

• **Relational stress.**

In this test, you will see items that represent **African American children**, **European American children**, **pleasant words**, and **unpleasant words**. As each item appears, you will be asked to make responses on the left or right side as quickly as possible. For touch devices, responses are made by tapping colored areas on the left and right. For keyboards, key presses are used to make responses.



Speed is important: work as quickly as you can. Your results will not be accurate if you go too slow. If you make a mistake, you will see a red X and should rapidly make the other response to correct the error.

I am ready to begin the test

"Because of the rapid accumulation of research using the Race IAT in the last decade, two important findings are now established. First we now know that automatic White preference is pervasive in American society- almost 75% of those who take the Race IAT on the internet or in lab studies reveal automatic white preference... Second the automatic White preference expressed on the Race IAT is now established as signaling discriminatory behavior. It predicts discriminatory behavior even among research participants who earnestly (and, we believe, honestly) espouse egalitarian beliefs."

- Banaji and Greenwald

Malcolm Gladwell in an interview with Oprah:

"I took it for the first time, and it told me that I had a moderate preference for White people... I was biased- slightly biased-against Black people, toward White people, which horrified me because my mom's Jamaican... the person in my life who I love more than almost anyone else is Black, and here I was taking a test, which said, frankly, I wasn't too crazy about Black people, you know? So I did what anyone else would do: I took the test again! Maybe it was an error right? Same result... and it was this creepy, dispiriting, devastating moment."

Implicit Bias

Thoughts and feelings are "implicit" if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people.

Thus, "implicit bias" is having attitudes towards people or associating stereotypes with them without conscious knowledge.

Slow Traps:

*What they are
and why they matter*

Stereotype
Threat

Stereotype Threat

- When we are worried that our performance or behavior might confirm a negative stereotype about our group, and that worrying makes us perform badly.
- There is a behavioral difference when we are aware of a stereotype about our own group and we are comfortable with it, and when we are not.



whistling vivaldi

how stereotypes affect us
and what we can do

CLAUDE M. STEELE

"This is an informed history of the first nation's true state of being."
—WILLIAM G. BROWN

Stereotype Threat

Like a self-fulfilling prophecy. When we worry that our behavior may confirm stereotypes about a group we belong to, our attention splits between the task at hand and our anxieties, often causing us to behave in ways that confirm the very stereotypes at the root of our anxieties.

Racial Anxiety

"Because our society considers racism or bias immoral, the fear of being thought racist or biased can be quite powerful. This anxiety has been shown to reduce the cognitive functioning of Whites with high implicit bias levels after they have interacted with a person of color (Trawalter, Richeson, Shelton, 2009).

"In his work with police departments across the country, Professor Philip Atiba Goff has found that anxiety about appearing racist has a greater correlation with the excessive use of force than either explicit or implicit bias."

- Transforming Perception: Black Men and Boys

Racial anxiety

refers to the heightened levels of stress and emotion that we confront when interacting with people of other races.

People of color experience concern that they will be the subject of discrimination and hostility. White people, meanwhile, worry that they will be assumed to be racist.

How to expose unconscious bias, overcome it, and avoid unintended discrimination.....

"If the conscious mind is the pilot and the hidden brain is the autopilot function on a plane, the pilot can always overrule the autopilot, *except when the pilot is not paying attention.*"

-Shankar Vedantam

Interventions and Solutions.....

- Stop and think
- Stress reduction
- Alternative mental exercises / Priming
- Increase exposure to positive images
- Increase exposure to counter-stereotypical images
- "Walk Toward your discomfort" - Verna Myers
- Procedural Justice



"Stop trying to be Good. Be real."
It's not about perfection. It's about connection."

- Verna Myers

Possible Pitfalls:

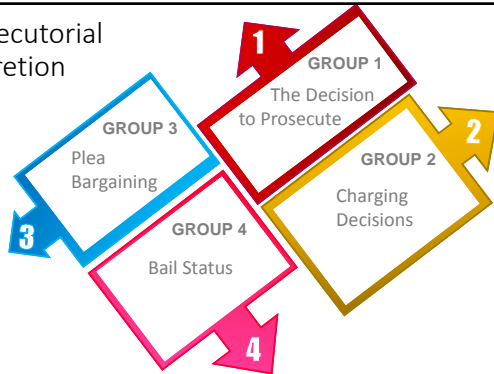
- ✓ Structural racism and discrimination persists
- ✓ Making more excuses.....

IMPACT

Role of Prosecutors

- Prosecutors occupy a central role in American criminal justice.
- They represent the public in the solemn process of holding accountable those who violate society's rules.

Prosecutorial Discretion



PROCEDURAL JUSTICE

Why is Procedural Justice Important?

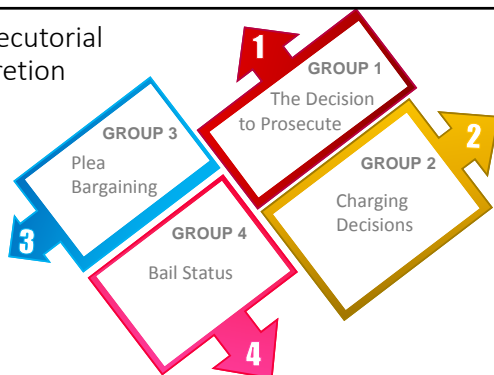
- Procedural justice can improve a sense of *control* over decision-making process and outcomes.
- For example, when people receive the opportunity to have a voice they are more likely to believe they have more influence and that they can convince authorities to give them better outcomes.



Try and remember

- Procedural justice is an optimal strategy to help build trust between the community and law enforcement.
- Though it may seem to come at the expense of deterrence, research shows that the opposite is true. Namely, procedural justice makes citizens more likely to obey the law and encourages them to cooperate with the police.
- Importantly, research shows that it is all about how people think about the police. Therefore it's not about hiding behind policies or acting based on protocols; it is about appearing fair in the eyes of the specific people you interact with.

Prosecutorial Discretion



You don't have to be a bigot to engage in behavior that is discriminatory!

- Module Recap:
 - Fast and slow traps can trigger implicit biases that we often do not know we have.
 - Procedural Justice can help mitigate negative effects of identity traps.
- **Racial disparities do not need to come from racist intentions.**
- **Gender disparities do not need to come from sexist intentions.**
- **Many disparities and behaviors do not come from our intentions at all.**

Your Responsibility

- Go home, think about this training and ask yourself:
 - What human psychological universals have I made before?
 - What can I do when I fall into a trap the next time?
 - How can I create new habits and/or policies based off the training?
- Good luck and thank you
for making our communities
the best they can be!

