



Implicit Bias: Understanding its Impact on Actions & Decisions

Implicit Bias is a very misinterpreted term. Often used to describe unconscious racism, implicit biases are, in actuality, much more than a singularly held prejudice. They are much more complex in scope. They are possessed by all human beings, and they exist for a purpose. The key questions regarding biases we hold unconsciously are: Why do we have them? Where do they come from? What are mine? And perhaps most importantly: Are they helpful or maladaptive when it comes to assessing, deciding and behaving during interactions with others?

In this program we discuss these questions and much more. We look at all biases, whether implicit or explicit, and examine whether we have any that are illicit in nature, particularly as they relate to race and cultural diversity. Biases that could cause officers to unconsciously view certain people as inherently dangerous resulting in inaccurate assessments, flawed decisions, unprofessional behavior and unnecessary uses of force.

We address topics that include, but are not limited to the following:

- **The Current State of Law Enforcement & Community Relations**
- **Diversity in Law Enforcement**
- **The Psychology of Bias and its Real World Impact**
- **Examine the Relationship Between the Unconscious & Implicit Bias**
- **Bias Awareness for Successful Interactions**
- **Illicit Racial Bias and Decision Making**
- **Complete Communication: The most important skill we possess**
- **Force Mitigation Opportunities**
- **Affecting Organizational Change: It Starts at the Top**

This one day course is designed for officers of all ranks and assignments, and focuses on presenting students with simple yet realistic and effective techniques that will assist in overcoming maladaptive bias, utilize productive bias, and improve verbal and nonverbal communication skills *immediately*.

How to view this training:

This online course will run through Webex, if you would like to see if your computer is compatible with the Webex app, [click here](#) to download it to your PC or Mac. If your computer does not allow access for the Webex download, that is ok, you can access it from your web browser, there will just be some features you can't use. If you'd like to test the web browser, [click here](#) and choose 'join from your browser' on the bottom of the screen after you put in your email.