

# MODULE 5:

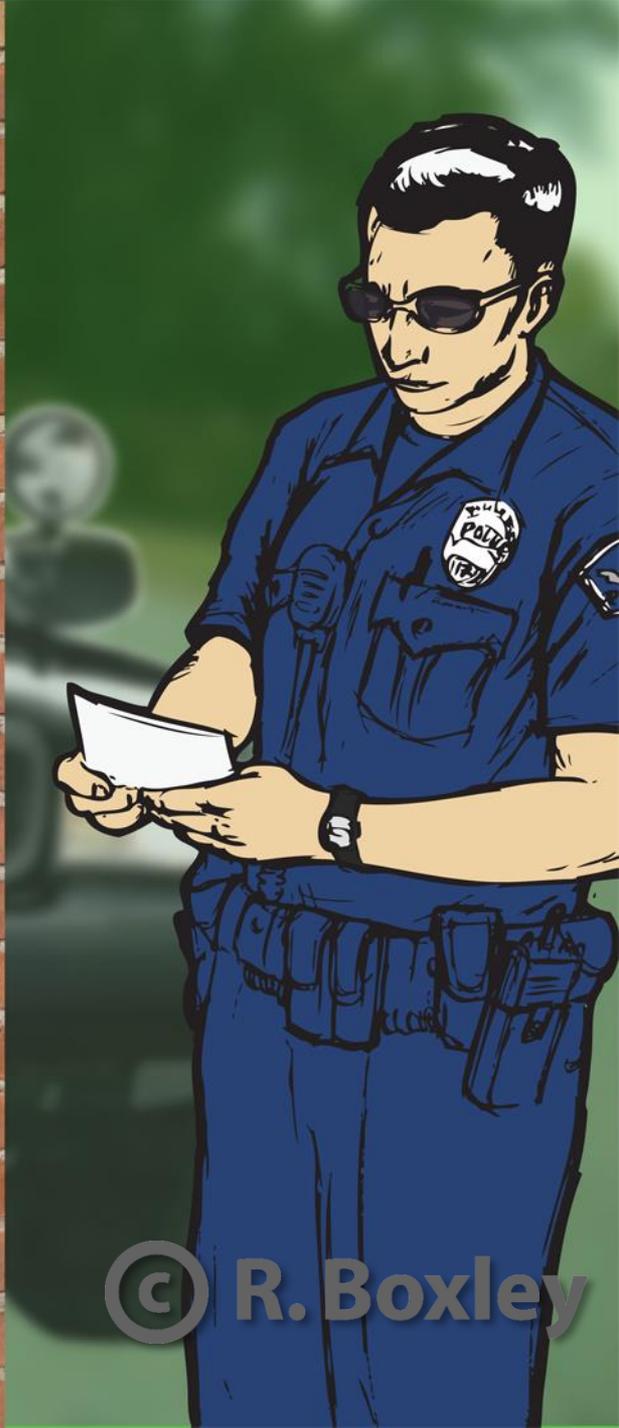
# IMPLICIT BIAS



© R. Boxley



**I**  
**M**  
**P**  
**L**  
**I**  
**B** **C**  
**I** **I**  
**A** **T**  
**S**



# Module Objectives

- **Definition**
- **Sources**
- **Examples**
- **Interventions**

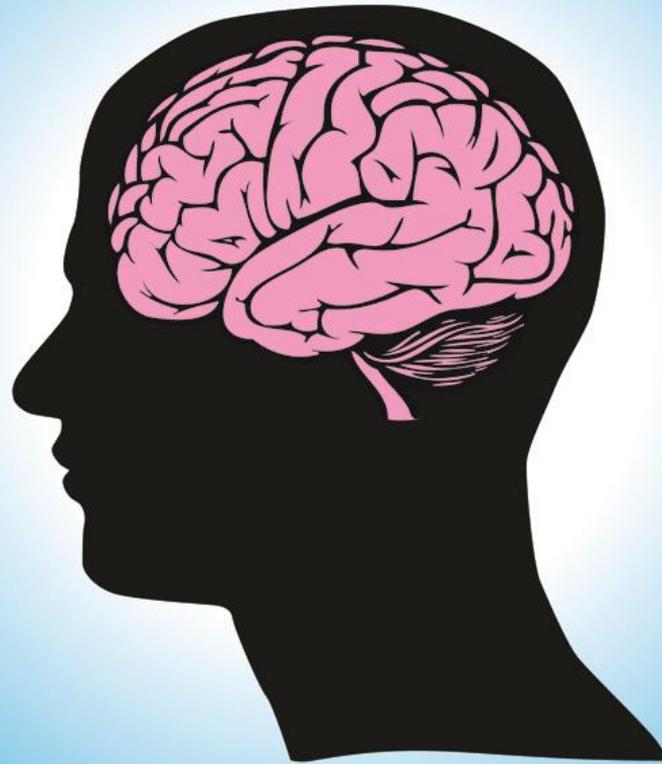
# WHAT IS IMPLICIT BIAS?

# Definition

## Implicit Bias

**Thoughts or feelings about people that we are unaware of and can influence our own and others' actions.**

# The Human Brain





# People

**SMART**

**QUIET**

**DIRTY**

**WELFARE**

**ILLEGAL**

**HARD WORKING**

**STUPID**

**SUPERIOR**

**ANGRY**

**DANGEROUS**



**CLANNISH**

**GEEKY**

**HONEST**

**DRUG DEALER**

**GARDENER**

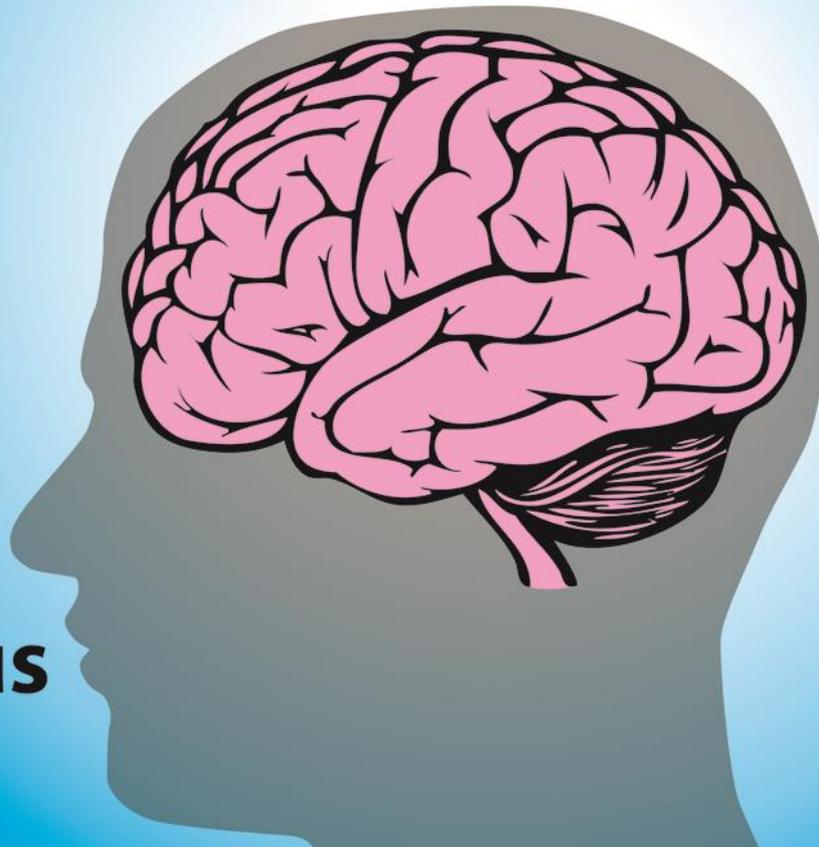
**LAZY**

**SNEAKY**

# Packaged

**Innocent  
Clean  
Superior  
Rich  
Beautiful**

**Stupid  
Criminal  
Dangerous  
Athletic  
Angry**



**Smart  
Quiet  
Clannish  
Bad Driver  
Geeky**

**Illegal  
Dirty  
Hardworker  
Gardener  
Sneaky**

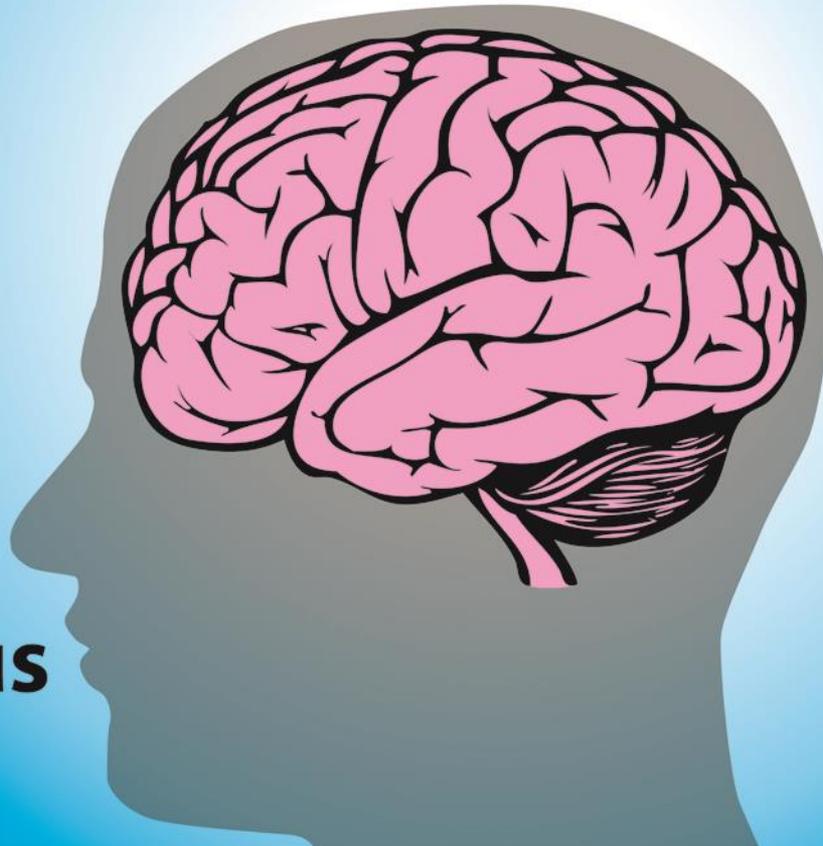
# Labeled

## WHITE

Innocent  
Clean  
Superior  
Rich  
Beautiful

## BLACK

Stupid  
Criminal  
Dangerous  
Athletic  
Angry



## ASIAN

Smart  
Quiet  
Clannish  
Bad Driver  
Geeky

## LATINO

Illegal  
Dirty  
Hardworker  
Gardener  
Sneaky



# INATTENTIONAL BLINDNESS

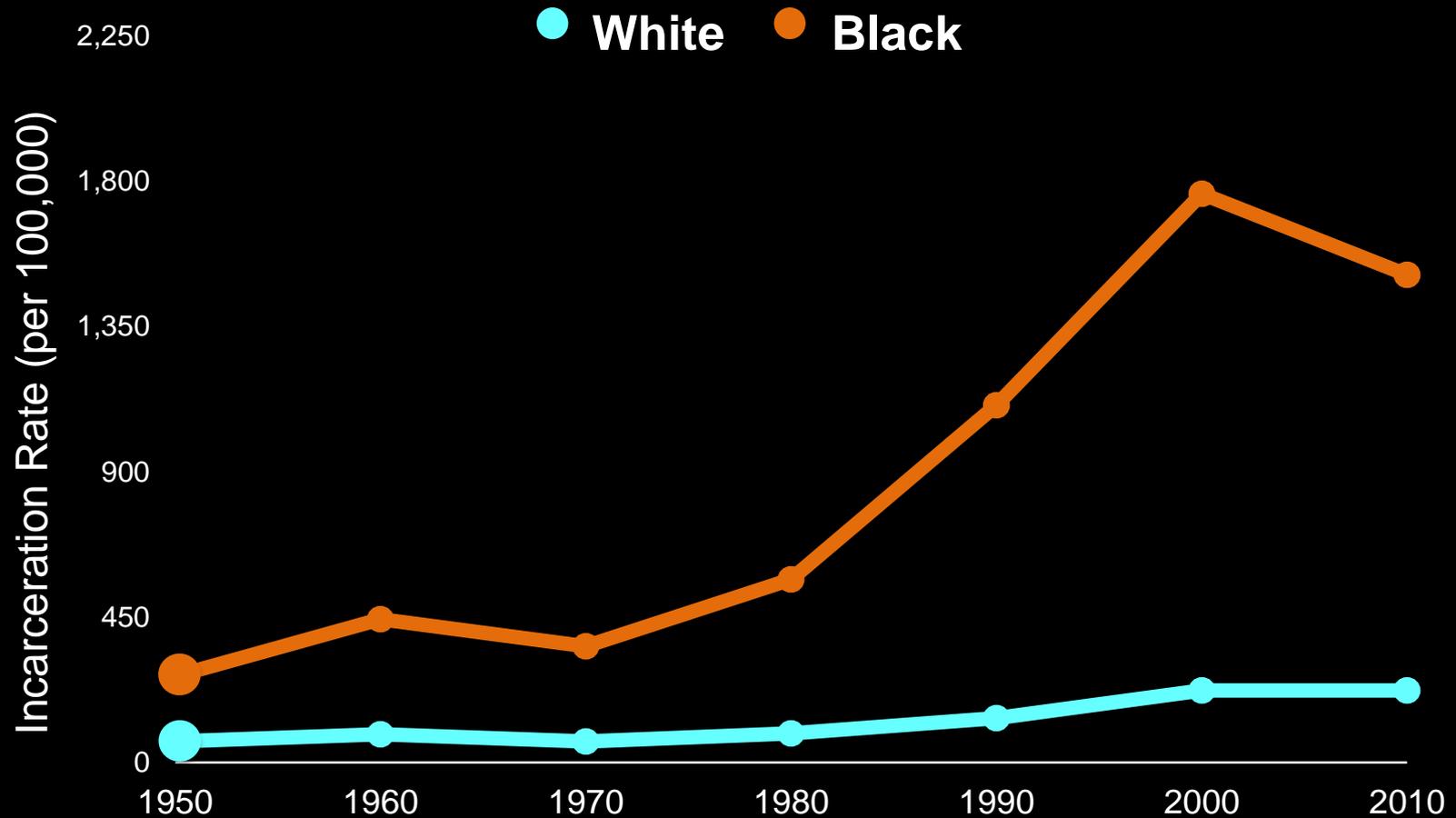




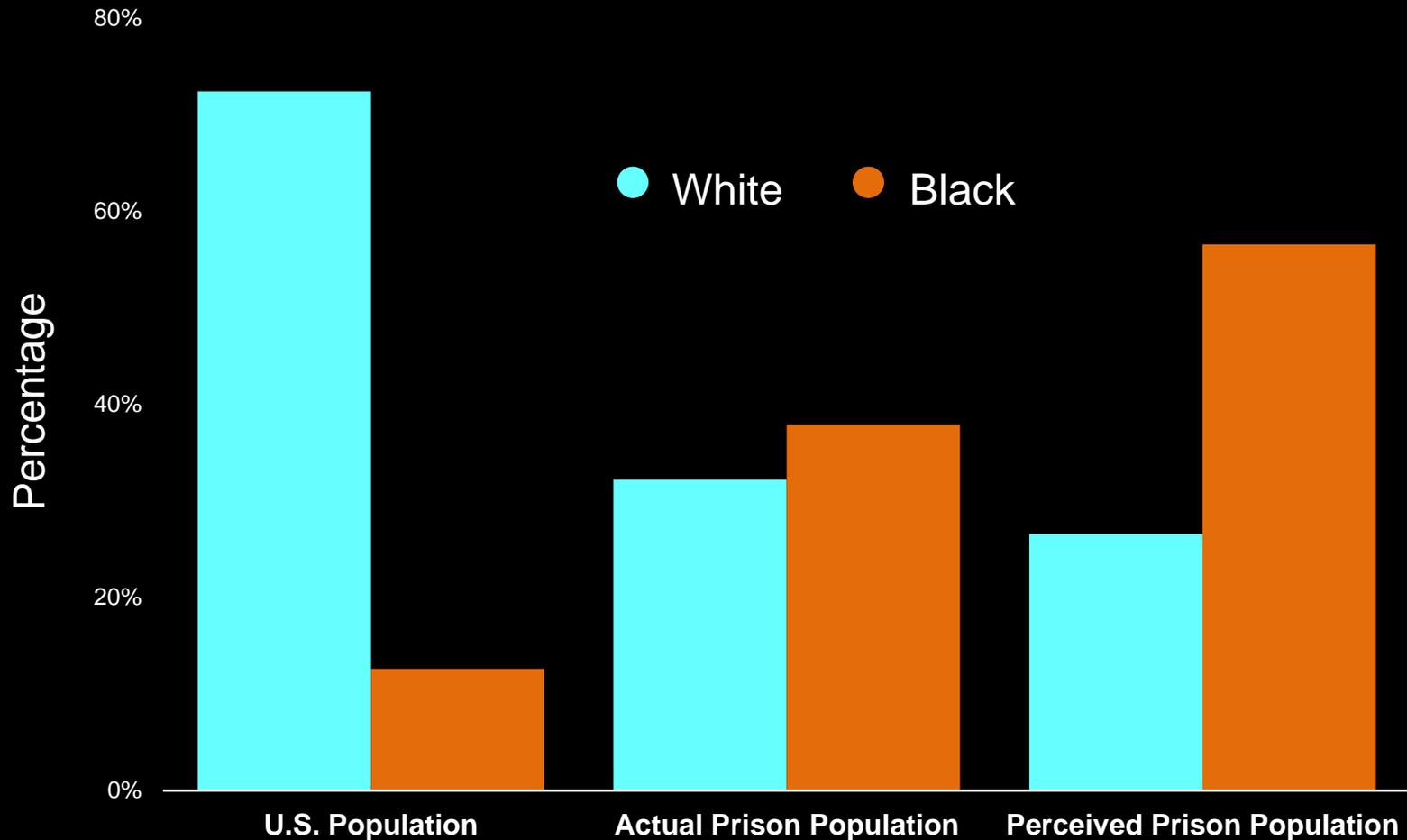
ADL Archives

**WHERE  
DOES IT  
COME  
FROM?**

# Rates of Imprisonment 1950 - 2010



# Imprisonment Data 1950 - 2010



U.S. Census Bureau. (2011). Overview of race and hispanic origin: 2010. Washington, DC: K. R. Humes, N. A. Jones, & R. R. Ramirez; U.S. Department of Justice. (2012). Prisoners in 2010. Washington, DC: P. Guerino, P. M. Harrison, & W. J. Sabol







MARCEL JONES  
WANTED IN SEATTLE



Black Male Suspect Wanted

#BRAND #ACTIVATION #??? WATCH NOW

Getting "activated" by the #brands of SXSW







# HOW DOES IT AFFECT US?

# What We See

# Face Priming

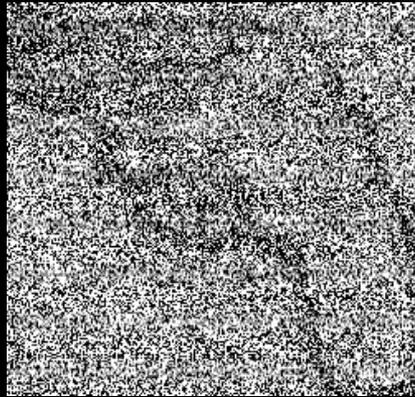


# Face Priming (slow motion)



# Levels of Degradation

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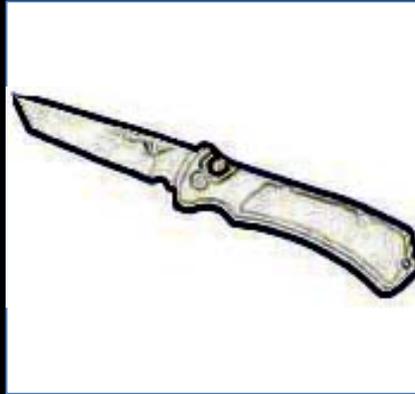


Frame 45

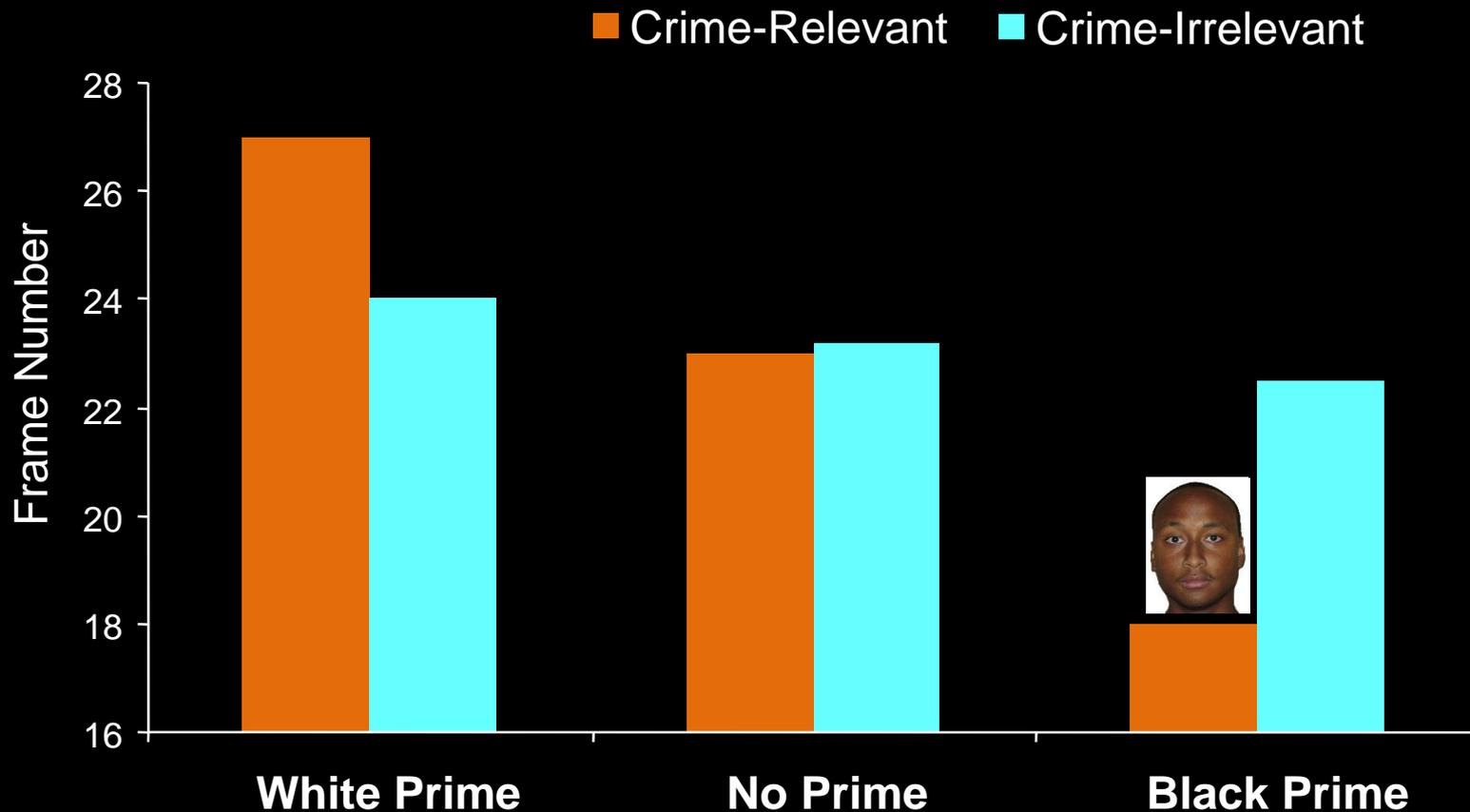
# Crime Object



# Crime Object



# Object Detection



# What **we** do

















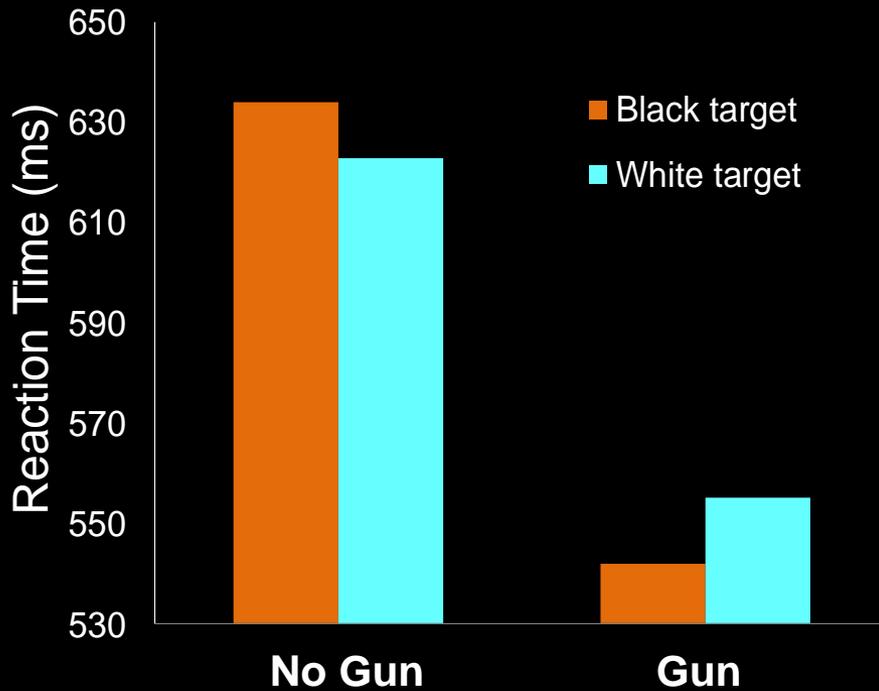




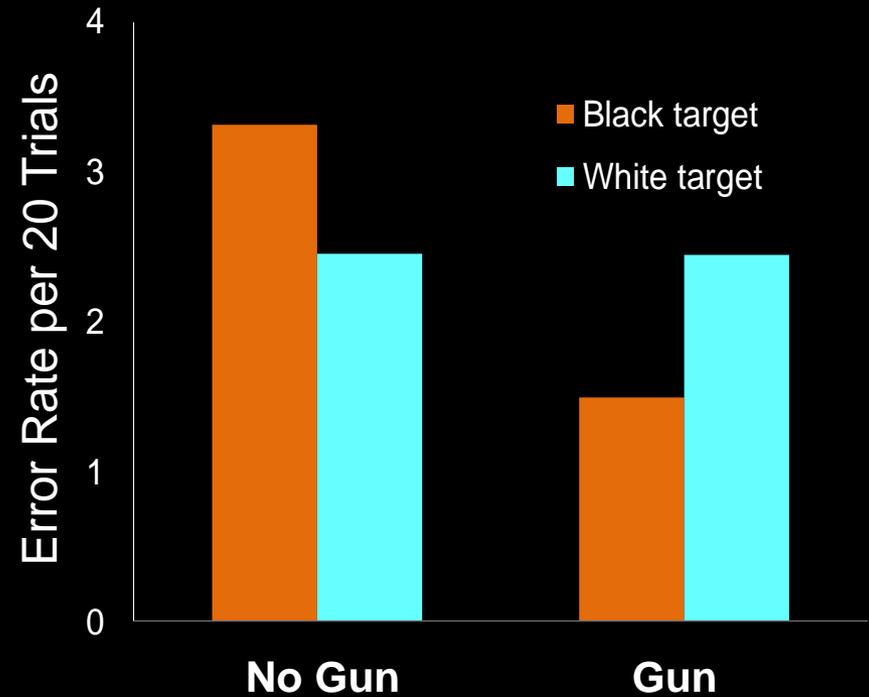


# Shoot/Don't Shoot

## Reaction Times



## Error Rates



# Where we look

# Crime Priming (slow motion)



# Where We Look



# How we interpret **behavior**

# The Bicycle Thief



# Race in Motion

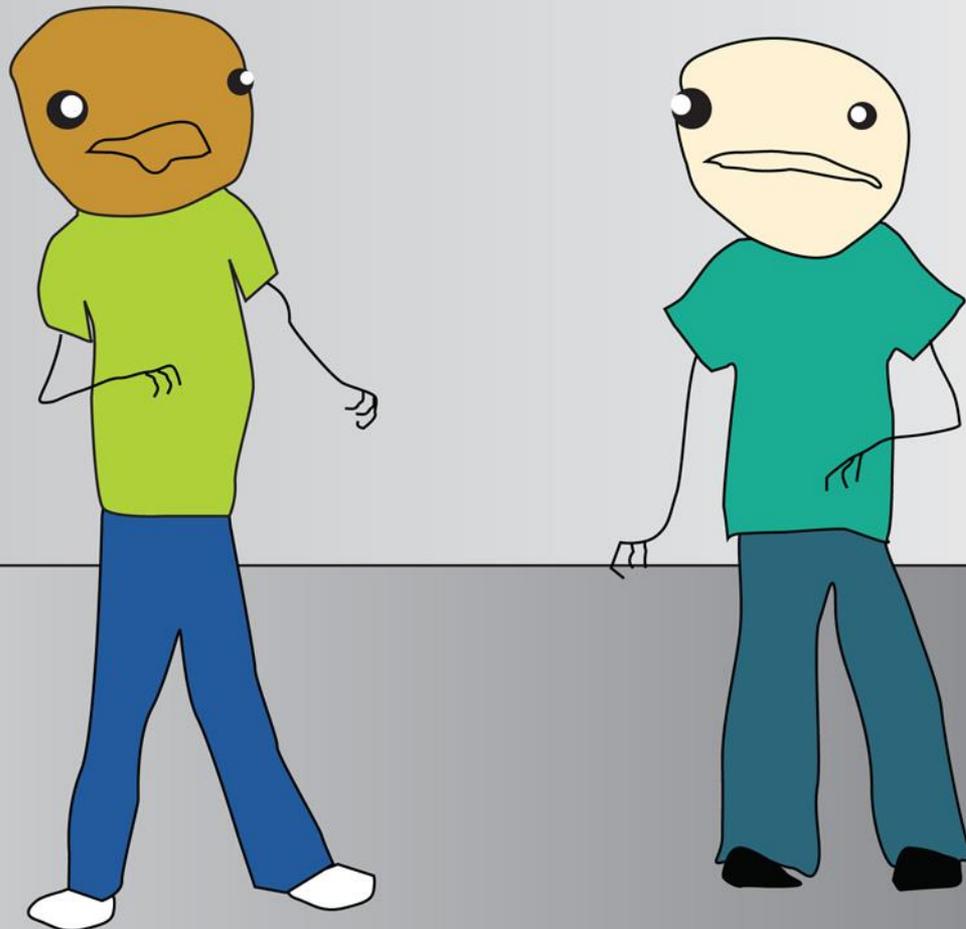


# Race in Motion



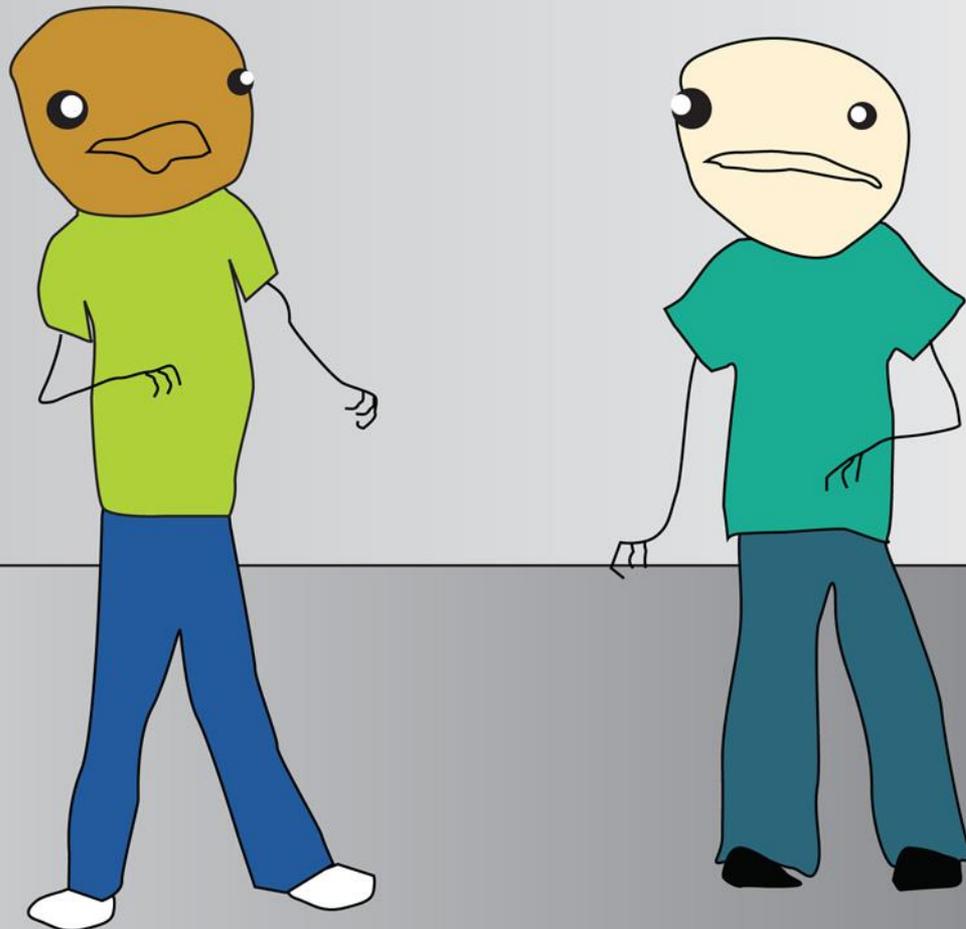
# How we interact

# Awkward Interaction

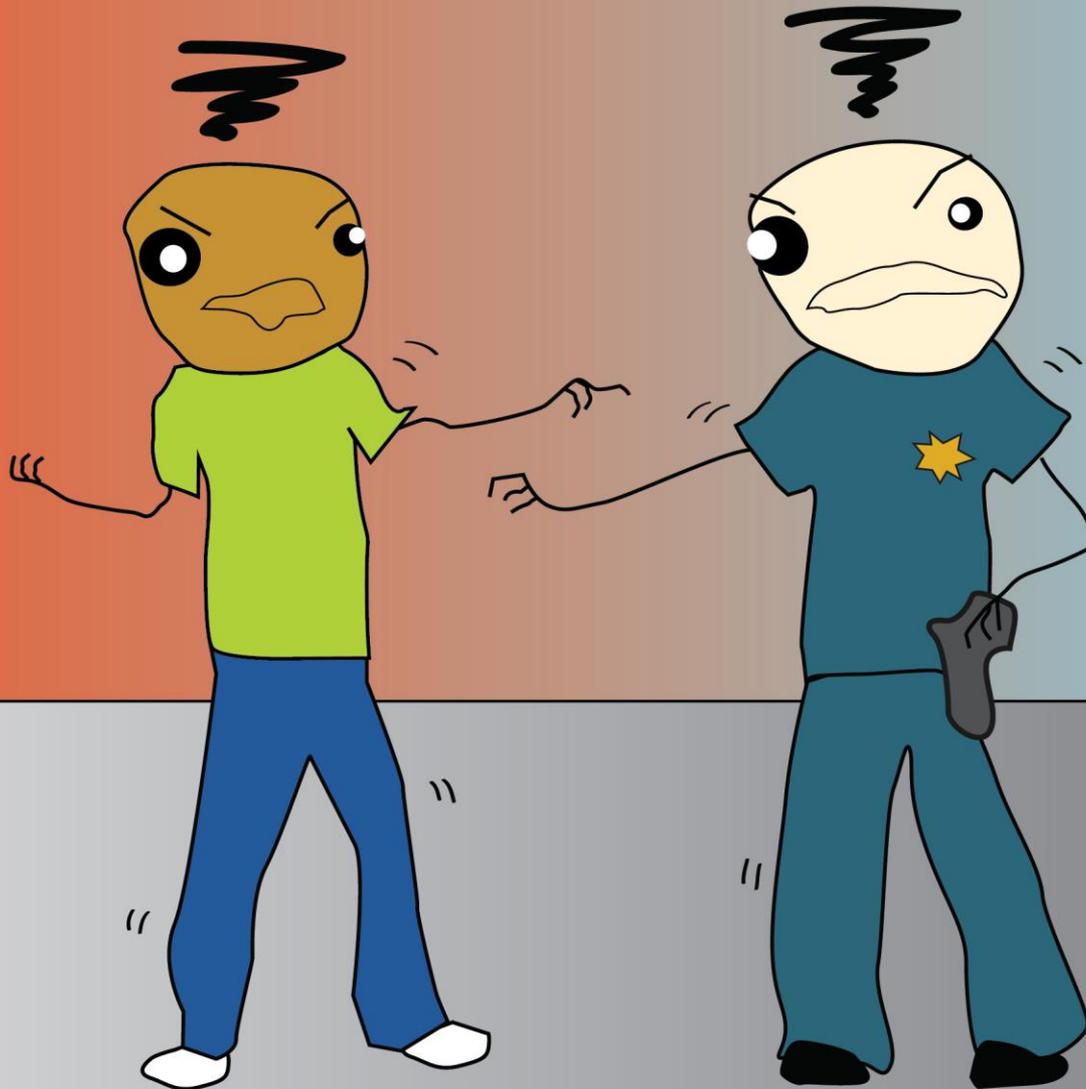




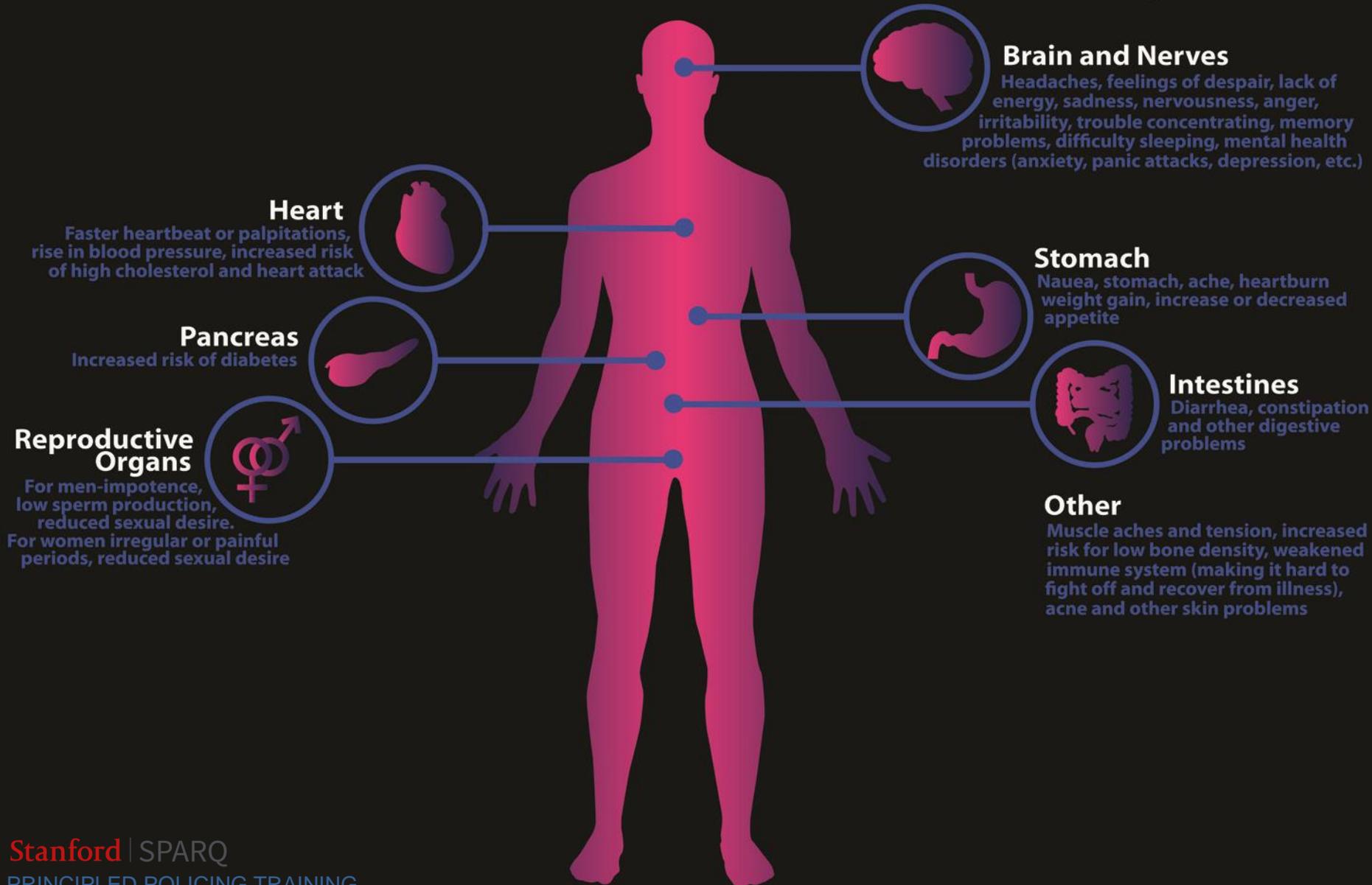
# Awkward Interaction



# Volatile Interaction



# Effects of Stress on the Body









# What The Police See

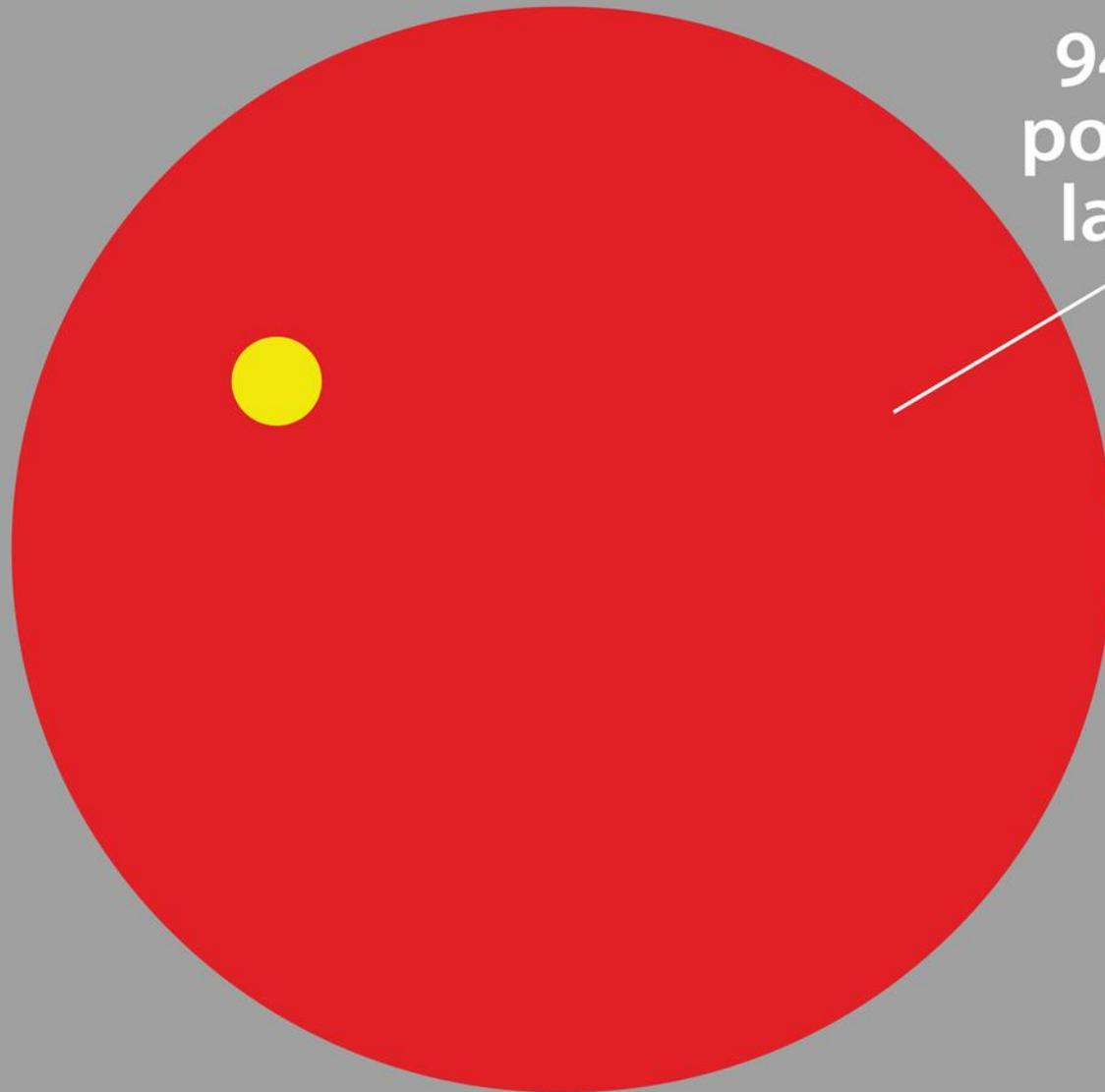


# What The Police See

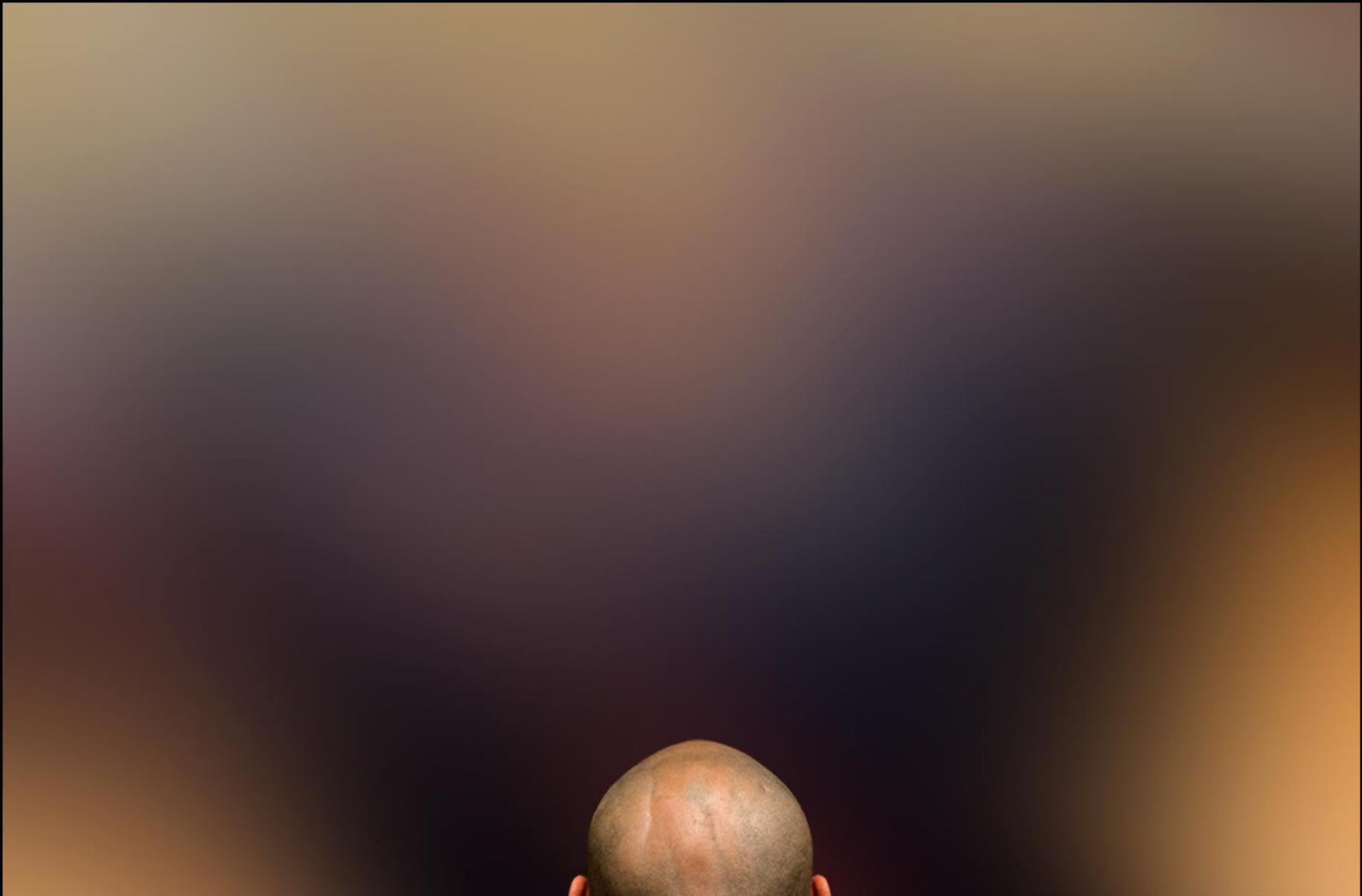
3-6% of the population



# Big Picture



94-96% of  
population is  
law abiding









# the **bias** of others





# Walking While Cold







# New York



# Cleveland



# South Carolina



# Baltimore



# Selma

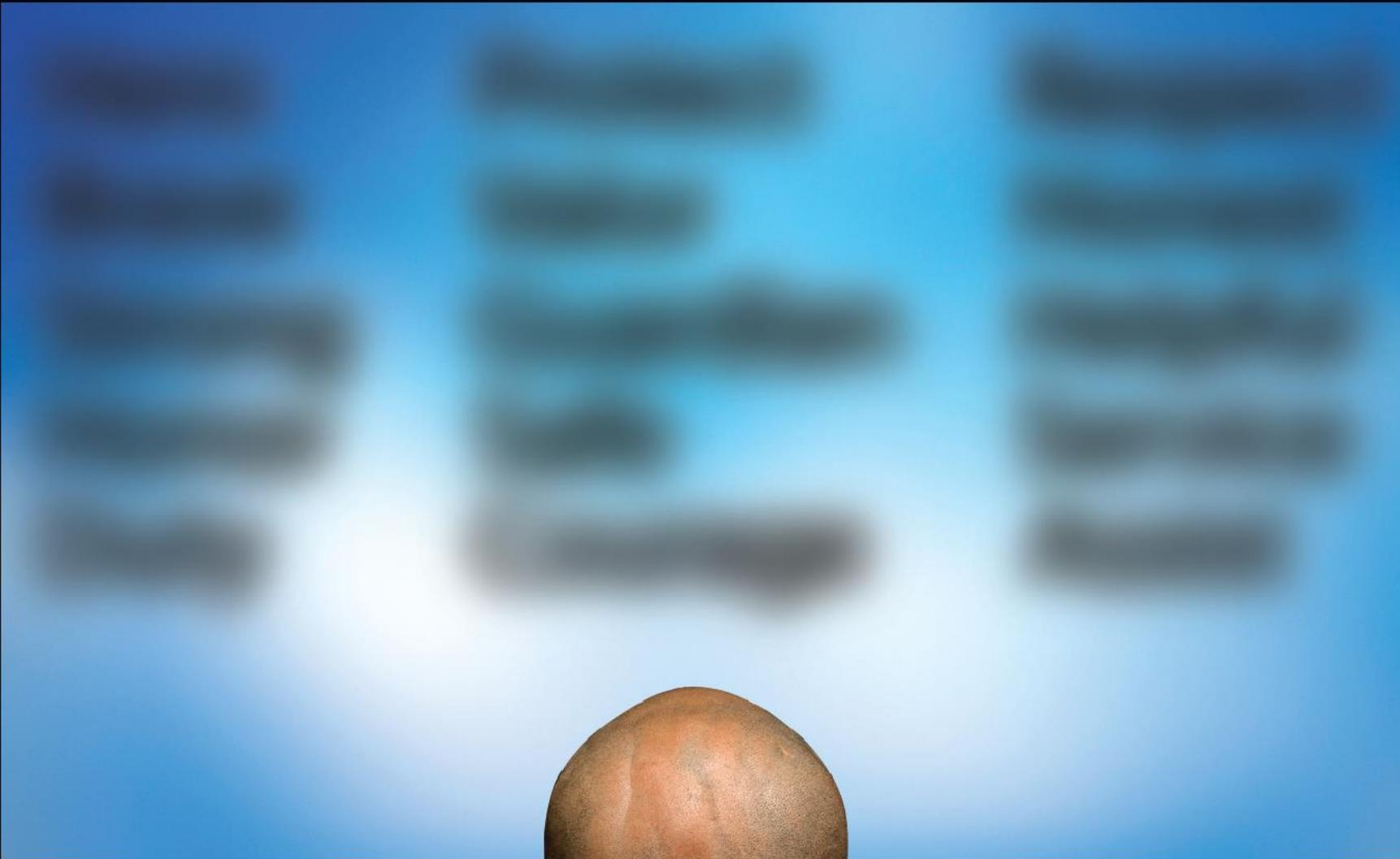


**Brutal**

**Oppressor**

Pig

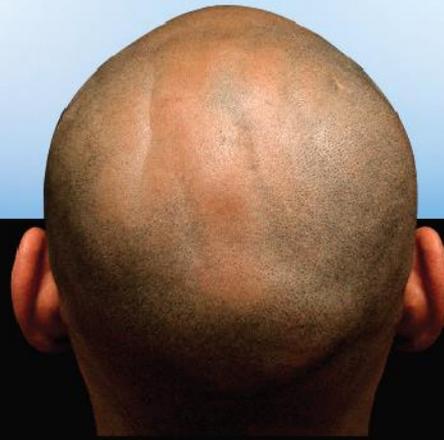
**Racist**



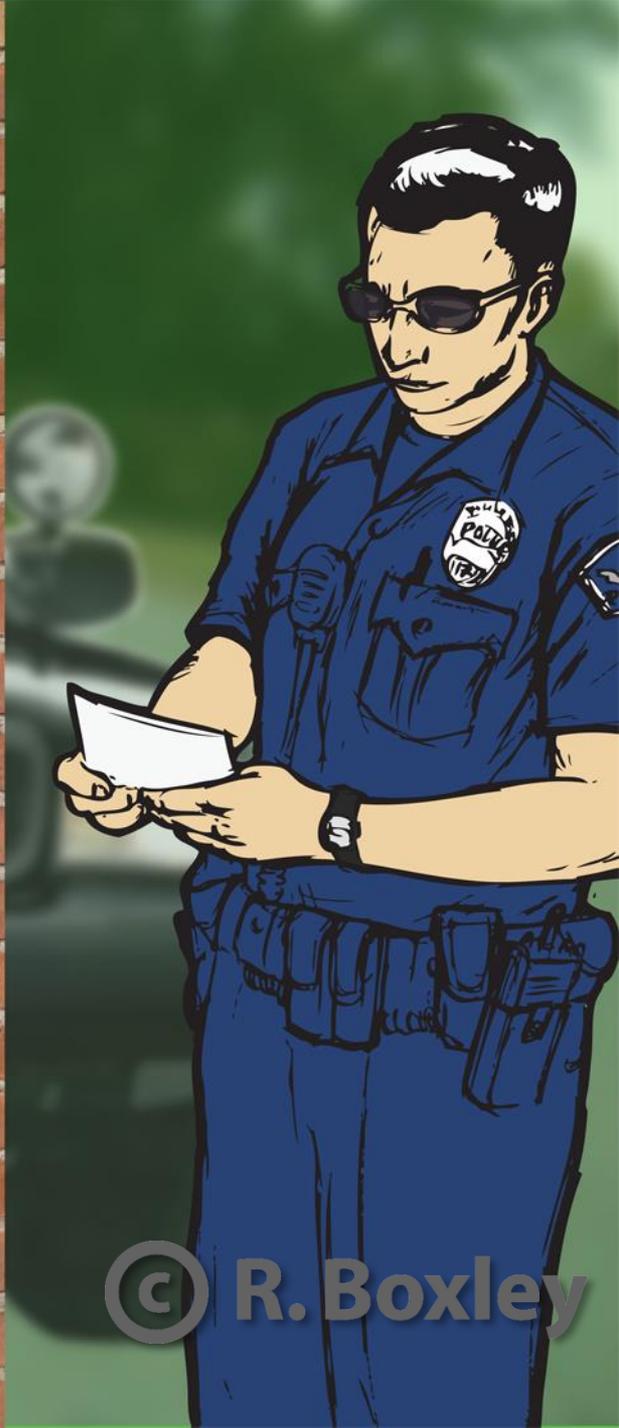
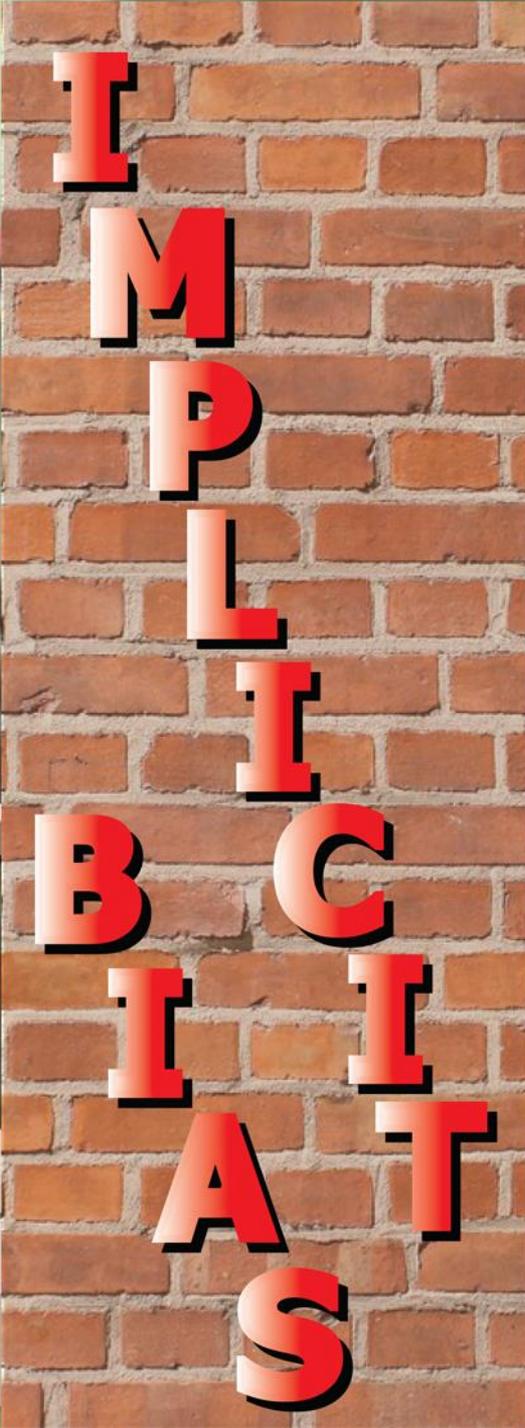
**Hero  
Brave  
Strong  
Honor  
Duty**

**Protect  
Valor  
Guardian  
Safe  
Courage**

**Respect  
Honest  
Helpful  
Service  
Assist**









# FBI Director Comey

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# FBI Director Comey

**“Much research points to the widespread existence of unconscious bias. Many people in our White majority culture have unconscious racial biases and react differently to a White face and a Black face. In fact, we all, White and Black, carry various biases with us. But if we can’t help our latent biases, we can help our behavior in response to those instinctive reactions, which is why we work to design systems and processes to overcome that very human part of us all. Although the research is unsettling, it is what we do next that matters most.”**

# FBI Director Comey

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# HOW CAN WE ADDRESS IT?



# Ways to Mitigate Bias and Improve Police-Community Relations

## TABLE EXERCISE:

**What can your  
department do?**



# Ways to Mitigate Bias and Improve Police-Community Relations

## TABLE EXERCISE:

What can **you**  
do?



# Ways to Mitigate Bias and Improve Police-Community Relations

## TABLE EXERCISE:

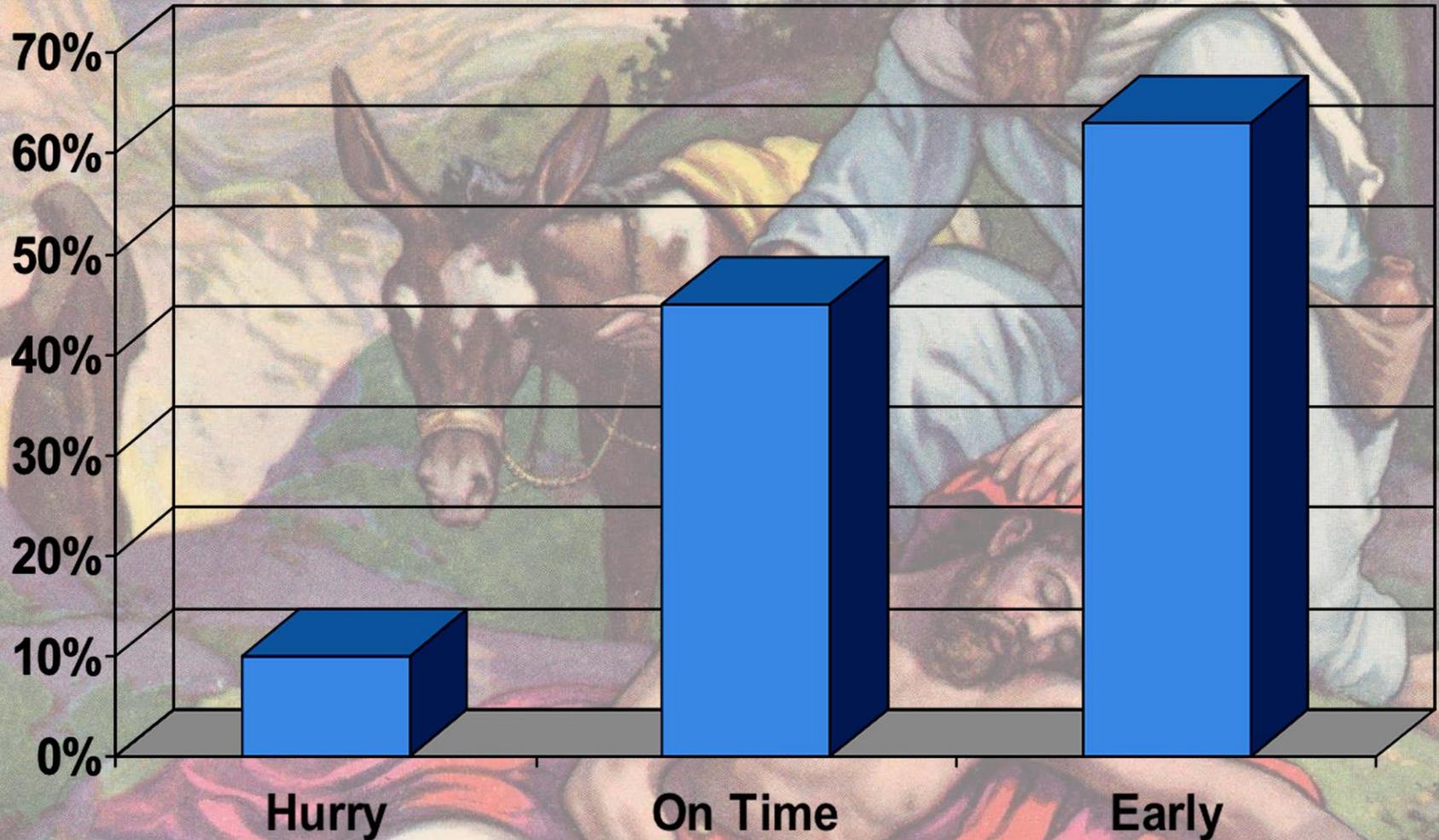
What can **the community**  
do?



# Ways to Mitigate Bias and Improve Police-Community Relations

## Reduce time pressure

# The Good Samaritan





# Ways to Mitigate Bias and Improve Police-Community Relations

**Decrease stress and fatigue**





# Ways to Mitigate Bias and Improve Police-Community Relations

## Training

# Principled Policing

Procedural Justice and Implicit Bias

## Training



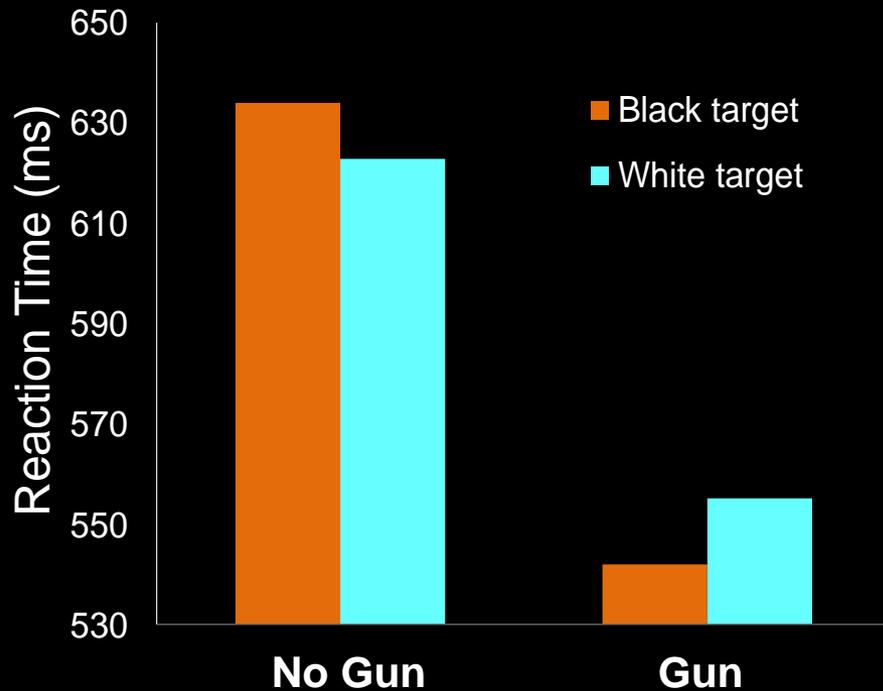
A Stanford SPARQ and  
California Department of Justice  
White Paper on the Principled  
Policing Training Evaluation



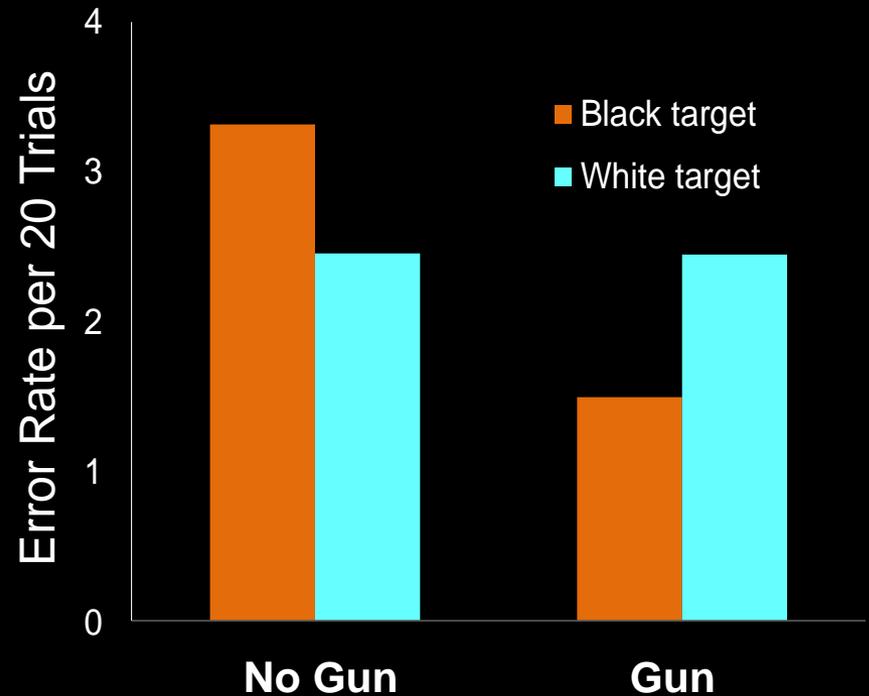
SPARQ

# Shoot/Don't Shoot

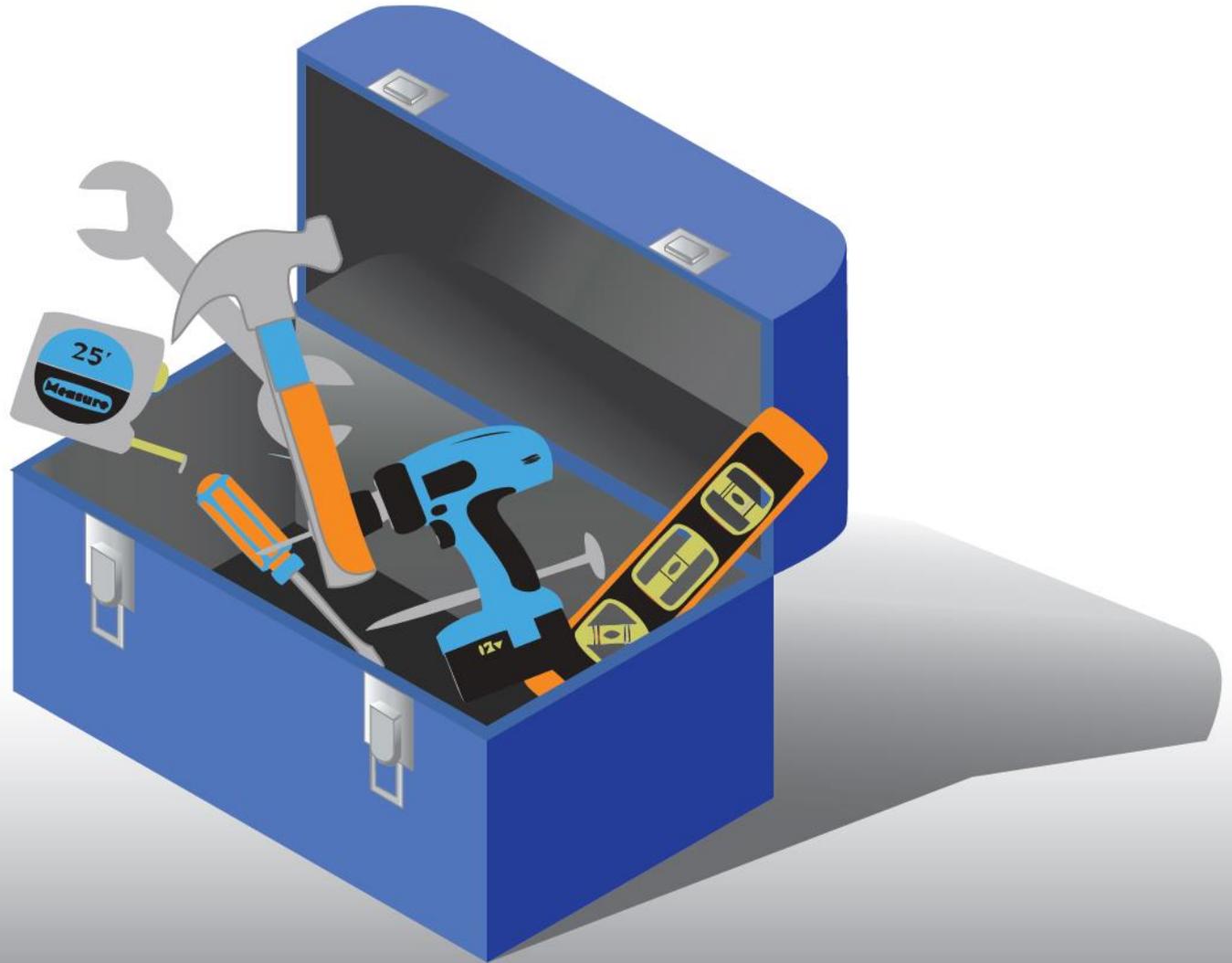
## Reaction Times



## Error Rates



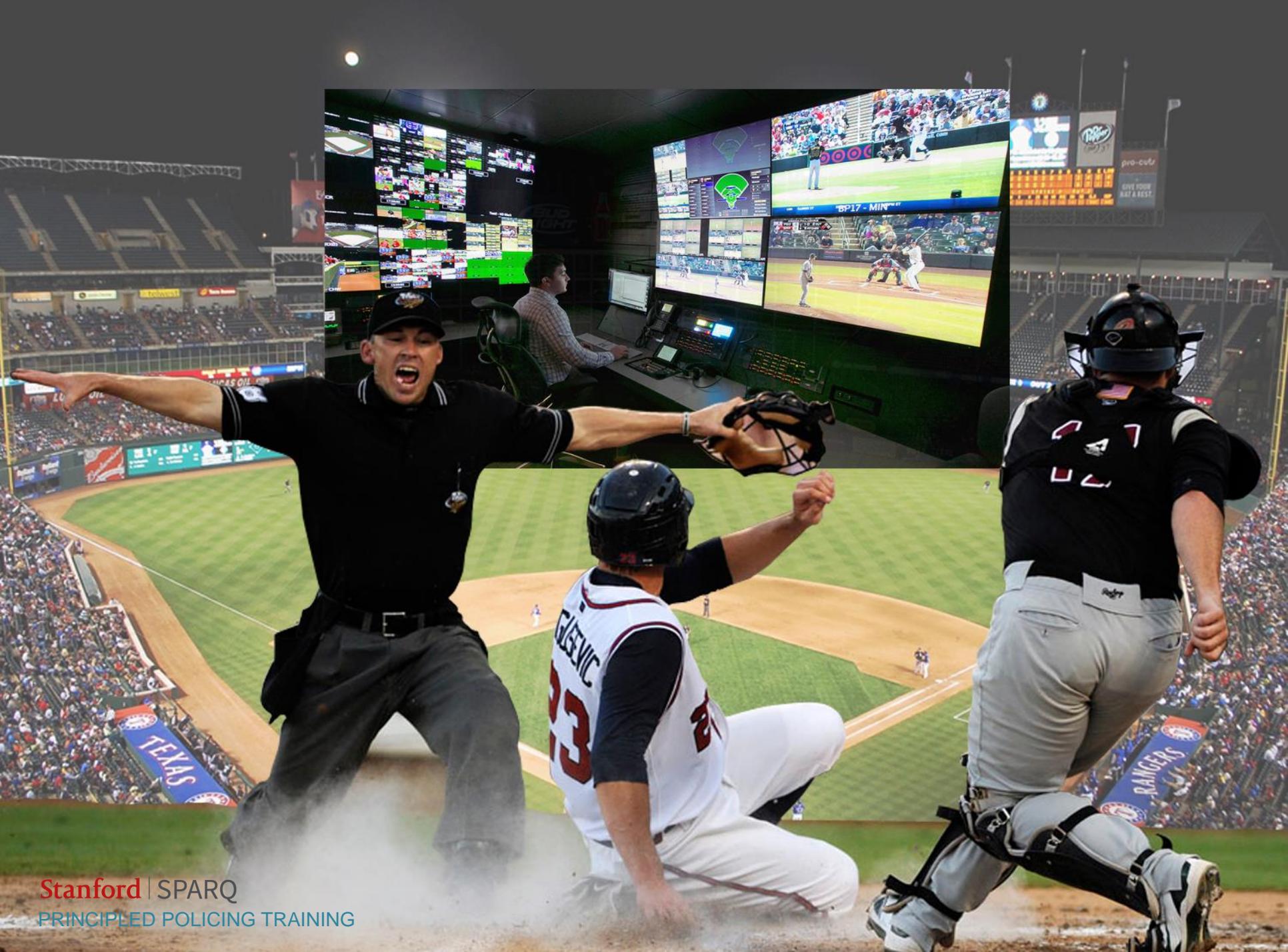
# Sharpen skills





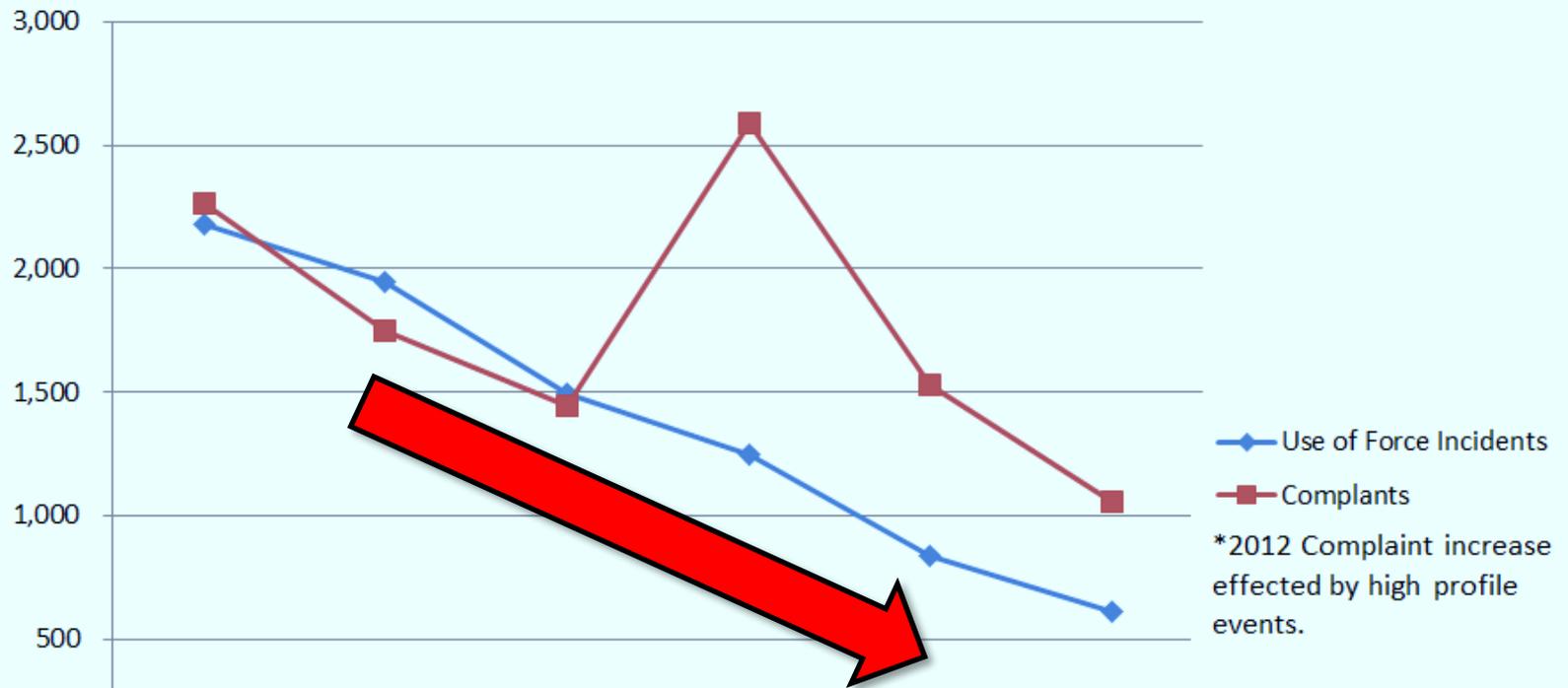
# Ways to Mitigate Bias and Improve Police-Community Relations

## Encourage accountability





# Body Worn Cameras



	2009 - Not in use	2010 - Just under 200	2011 - Just over 300	2012* - Just under 400	2013 - Just under 500	2014 - Just over 650
Use of Force Incidents	2,179	1,946	1,491	1,246	836	610
Complants	2,267	1,748	1,447	2,593	1,531	1,053



# Ways to Mitigate Bias and Improve Police-Community Relations

## Highlight purpose

# Principled Policing

Procedural Justice and Implicit Bias

## Training



A Stanford SPARQ and  
California Department of Justice  
White Paper on the Principled  
Policing Training Evaluation



SPARQ

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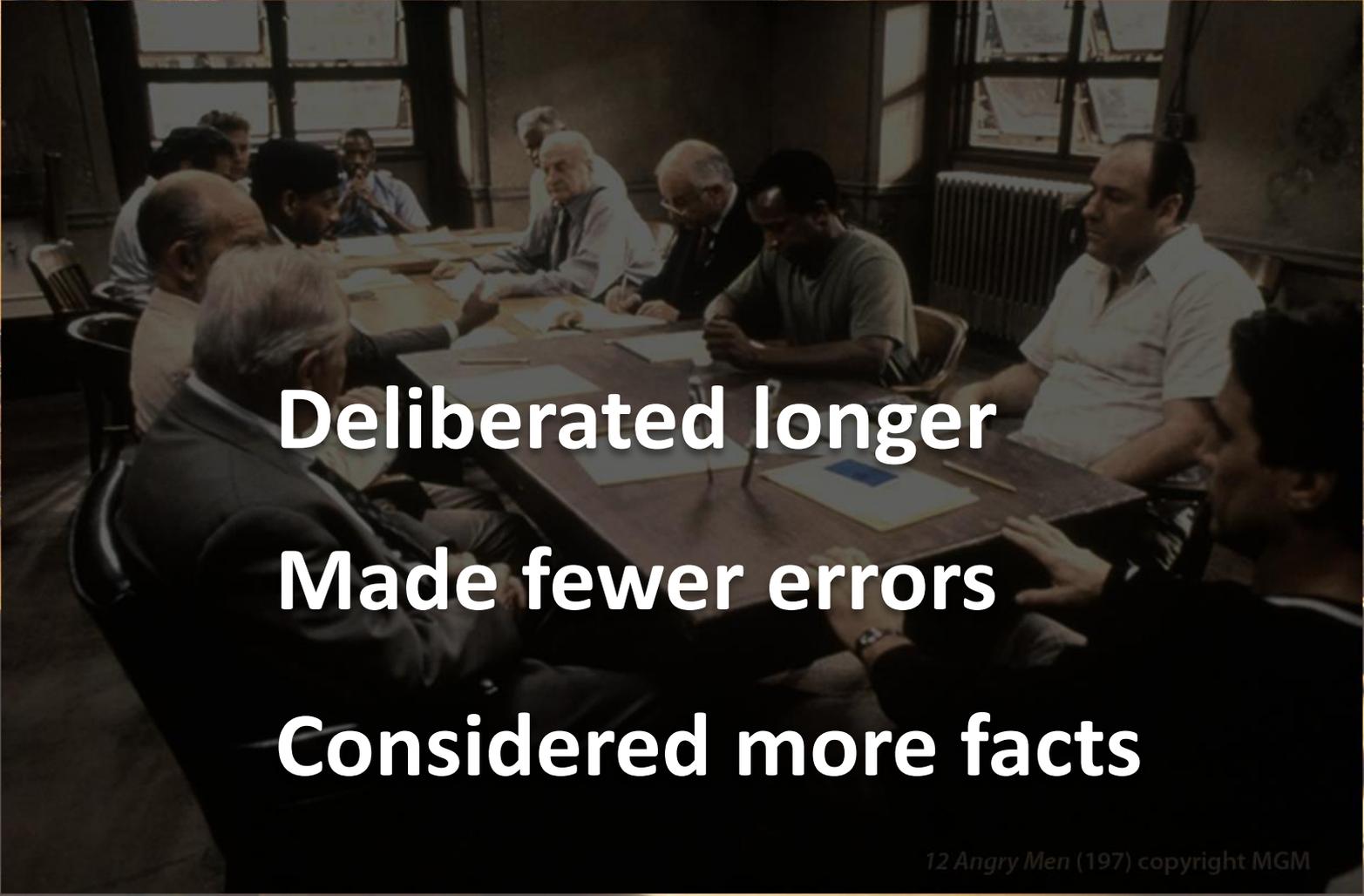


# Ways to Mitigate Bias and Improve Police-Community Relations

**Strive for diversity**



12 Angry Men (197) copyright MGM



**Deliberated longer**  
**Made fewer errors**  
**Considered more facts**

*12 Angry Men (1957) copyright MGM*

# Concluding remarks

3	47	87	11	2	46	86	10
		27				26	
63	55	39	79	62	54	38	78
59	19	35		58	18	34	
83	71	67	82		70	66	
51	43	23		50	42	22	
	75						
15	31	7		14	30	74	6
					85		
4	48	88		1	45	25	9
		28	12				
64	56	40	80	61	53	37	77
60	20	36		57	17	33	
84	72	68	81		69	65	
52	44	24		49	41	73	21
16	32	76	8	13	29		5



**Stanford** | SPARQ  
PRINCIPLED POLICING TRAINING

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