MODULE 5:

IMPLICIT BIAS
PRINCIPLED POLICING TRAINING

IMPLICITS

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PRINCIPLED POLICING TRAINING

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Module Objectives

• Definition

• Sources

• Examples

• Interventions
WHAT IS IMPLICIT BIAS?
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
DANGER
CLANNISH
GEEKY
HONEST
DRUG DEALER
GARDENER
LAZY
SNEAKY
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
WHERE DOES IT COME FROM?
Rates of Imprisonment 1950 - 2010

Incarceration Rate (per 100,000)

- **White**
- **Black**

1950 - 2010
Imprisonment Data 1950 - 2010

Robert Hopkins

*Ima have the gun to my chin the whole time.*
*I'm gonna have it on there.*
*Ima let you see my hand first*
*I want y'all to guarantee my story will get to my people*

BCPD Dispatch

ABC2 INVESTIGATORS

911 RECORDINGS OF BARRICADE SUSPECT RELEASED

*I KILLED ALL THESE PEOPLE. I AM ALREADY DONE SIR.*
HOW DOES IT AFFECT US?
What We See
Face Priming
Face Priming (slow motion)
Levels of Degradation

Frame 25
Crime Object
Crime Object
Object Detection

Eberhardt, Goff, Purdie, & Davies (2004)
What we do
Shoot/Don’t Shoot

Reaction Times

- Black target
- White target

Error Rates

- Black target
- White target

**Correll, Park, Judd, & Wittenbrink (2002)**
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
Effects of Stress on the Body

Brain and Nerves
- Headaches
- Feelings of despair
- Lack of energy
- Sadness
- Nervousness
- Anger
- Irritability
- Trouble concentrating
- Memory problems
- Difficulty sleeping
- Mental health disorders (anxiety, panic attacks, depression, etc.)

Heart
- Faster heartbeat or palpitations
- Rise in blood pressure
- Increased risk of high cholesterol and heart attack

Pancreas
- Increased risk of diabetes

Reproductive Organs
- For men: Impotence, low sperm production, reduced sexual desire
- For women: Irregular or painful periods, reduced sexual desire

Stomach
- Nausea
- Stomach ache
- Heartburn
- Weight gain
- Increased or decreased appetite

Intestines
- Diarrhea
- Constipation
- Other digestive problems

Other
- Muscle aches and tension
- Increased risk for low bone density
- Weakened immune system (making it hard to fight off and recover from illness)
- Acne and other skin problems
PRINCIPLED POLICING TRAINING
What The Police See

3-6% of the population
94-96% of population is law abiding
PRINCIPLED POLICING TRAINING
the bias of others
Dispatcher: 911 state your emergency.
Walking While Cold
Car window smashed

Jesse Barnes
Alta Ave

I just saw a VW Golf with its front window shattered at the corner of Ridge & Crown.
If you know the owner, please alert them.

1 thank, 2 replies
Cleveland
South Carolina
Brutal
Oppressor
Hero
Brave
Strong
Honor
Duty

Protect
Valor
Guardian
Safe
Courage

Respect
Honest
Helpful
Service
Assist
“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?
TABLE EXERCISE:
What can your department do?
TABLE EXERCISE:

What can **you** do?
TABLE EXERCISE:

What can the community do?
Ways to Mitigate Bias and Improve Police-Community Relations

Reduce time pressure
The Good Samaritan

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Darley & Batson (1973)
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
Shoot/Don’t Shoot

Reaction Times

Error Rates

Correll, Park, Judd, & Wittenbrink (2002)
Sharpen skills
Encourage accountability
Body Worn Cameras

Use of Force Incidents and Complaints over the years:
- 2009: Not in use
- 2010: Just under 200
- 2011: Just over 300
- 2012*: Just under 400
- 2013: Just under 500
- 2014: Just over 650

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<tr>
<th>Year</th>
<th>Use of Force Incidents</th>
<th>Complaints</th>
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<tbody>
<tr>
<td>2009</td>
<td>2,179</td>
<td>2,267</td>
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<tr>
<td>2010</td>
<td>1,946</td>
<td>1,748</td>
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<tr>
<td>2011</td>
<td>1,491</td>
<td>1,447</td>
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<tr>
<td>2012*</td>
<td>1,246</td>
<td>2,593</td>
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<tr>
<td>2013</td>
<td>836</td>
<td>1,531</td>
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<tr>
<td>2014</td>
<td>610</td>
<td>1,053</td>
</tr>
</tbody>
</table>

*2012 Complaint increase effected by high profile events.
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
Get your dose of **Blue Courage**

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Ways to Mitigate Bias and Improve Police-Community Relations

Strive for diversity
Deliberated longer
Made fewer errors
Considered more facts
Concluding remarks
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