Principled Policing
Procedural Justice and Implicit Bias
Procedural Justice and Implicit Bias Training
POST CCN 12426

Concepts were first developed through a committee of Chiefs of Police from across the nation who met under the Obama administration to review how law enforcement might better serve their communities.

A Partnership Among:
✧ Commission on Peace Officer Standards and Training (POST)
✧ California Department of Justice
✧ Oakland Police Department
✧ Stockton Police Department
✧ Stanford SPARQ: Social Psychological Answers to Real-World Questions
✧ California Partnership for Safe Communities

Based on the Procedural Justice curriculum developed by Professors Tom Tyler & Tracey Meares, Yale University, in partnership with the Chicago Police Department, and the Implicit Bias curriculum developed by Professors Jennifer Eberhardt & Hazel Markus, Stanford SPARQ.
Pair Share

For the next 2 minutes, meet with someone in the room not sitting next to you and discuss the following:

• Share something interesting about yourself that others do not know

• Share what your favorite song is and why

• Be prepared to share with the rest of the class
Sit next to the person you just shared with

When you are done interviewing your person **please sit next to them** as we share what we learned about each other.
END OF WATCH

Focus on the conversation between the Officers And the Narration.
END OF WATCH
Please take the next 5 minutes to complete your worksheets in your table groups.
IS NOT:
- Redefining policing
- Ethics class
- Political correctness
- Critical in nature

- It isn’t about NOT using force

IS:
- Critical in practice
- Thinking differently
- Reflecting on your own experiences and practices
- Grounded in research
- De-escalation and the process after force is used
Course Objectives

◆ Understand principled policing concepts

◆ Understand the different roles policing has had in history

◆ Understand and explain implicit bias

◆ Learn ways that procedural justice principles can be implemented
MODULE 1:
Interactive Nature of Legitimacy, Procedural Justice, Implicit Bias & Goals in Policing
Definitions

At your tables define what you feel the below terms mean, then chart them on your table flip charts:

- Legitimacy
- Procedural Justice
- Implicit Bias
Legitimacy:

The public view of 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.
Implicit Bias

Implicit Bias:

Thoughts or feelings about people we are unaware of and which can influence our own and other’s actions.
The 4 Tenets of Procedural Justice

Give Voice
Be Neutral
Show Respect
Create Trust
PJ = PROCEDURAL JUSTICE; IPJ = INTERNAL PROCEDURAL JUSTICE; PL = POLICE LEGITIMACY

Based on The Link between Communicative Intelligence and Procedural Justice: The Path to Police Legitimacy (Zoller; Mitchell 2016)
Big Mike
Why are we here?

Using Procedural Justice and gaining legitimacy benefits police officers.

✧ Safety increases
✧ Stress levels decrease
✧ Fewer complaints
✧ Greater cooperation
✧ More voluntary compliance
Goals?

What were your personal goals in *Policing* when you first started?

What are your personal goals in *Policing* now?
MODULE 2

EXPECTATIONS
AND
LEGITIMACY
EXPECTATIONS

• What does the community **EXPECT** from officers?

  • What do officers **EXPECT** from the community?

• What do police officers **EXPECT** from their agency?
Being a Part of Law Enforcement
Cynicism (noun): belief that people are generally selfish and dishonest

Cynical (adjective): Contemptuously distrustful of human nature and motive.

➤ Cynicism can manifest itself as frustration, disillusionment, and distrust.
Us v. Them

"Real World" for police = 3-6% of the population in the very worst situations

In Reality, 94-97% of the population is law abiding
“NYC Uber Driver”
MODULE 3:

Procedural Justice
At your tables define what you feel justice means.

What does justice look like today?
The use of authority and power to uphold what is right, fair, or lawful. 

Franklin Covey 2009

Fundamental Fairness and Equity

Actions that serve the greater good
Research Supporting Procedural Justice

Study of California Street Stops

- Conducted in Oakland and Los Angeles
- Interviewed 1,656 people who had recent personal experiences with legal authorities
Assessment of an Experience with the Police

Procedural Justice

Outcome + Process = Assessment
Elton Simmons LASO Case Study
“25,000 Traffic Stops”
Group Activity

- **Group 1 - Voice**
- **Group 2 - Neutrality**
- **Group 3 - Respect**
- **Group 4 - Trustworthiness**

✓ What does this look like on the street?
✓ What does this look like inside of our police department?
Voice

Body Language-Attire
Write *one word* that police use to describe the people in the areas they work.
Write *one word* that residents use to describe the police.
### River Stages

**Wednesday**

<table>
<thead>
<tr>
<th>Location</th>
<th>Stage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATCHAFAALAYA</td>
<td>13.8' S</td>
</tr>
<tr>
<td>Butte LaRose</td>
<td></td>
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<tr>
<td>Morgan City</td>
<td>4.9' F</td>
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<tr>
<td>Vermilion</td>
<td>N/A</td>
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<tr>
<td>MERMONTANU</td>
<td>2.0' S</td>
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<tr>
<td>Toledo Bend</td>
<td>171.2' F</td>
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</table>

**River Stages**

*Wednesday*
MODULE 4

Historical & Generational Effects of Policing
Understand
• the role of history in legitimacy

Understand
• the impact of history on police/community relations.
How Did We Get Here?

The Fugitive Slave Act of 1850

Convict Lease Program 1865-1928
Tulsa Riots
1921-1945-2013-2015
Jim Crow Laws 1876-1965
Redlining 1930’s
Dec 7, 1941 – Nov 1945

Japanese-American Internment
Rosa Parks, Alabama 1955

"You must never be fearful about what you are doing when it is right."

Rosa Parks
Operation Wetback 1954
1964 - Murder of Three Civil Rights Workers
Knapp Commission 1960’s-1970’s
“Meat Eaters and Grass Eaters”
Rodney King
2005/2014/2015
Other Law Enforcement Scandals
At Your Tables, Have a Conversation on:

• What was the impact to the agency after the incident?

• What was the impact on the community?
Community Bank Account

Every encounter is either a deposit or a withdrawal

- Every contact is an opportunity to increase legitimacy and practice Procedural Justice
- Are the officers making a deposit with the community and is the community making a deposit with the police?
- Deposits help you recover from a withdrawal
- Every encounter matters for both police and the community
“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou
What Can We Do Together?

• As groups discuss how the history makes you feel and why it makes you feel that way.

• How can communities and law enforcement move forward with this shared history?
MODULE 5: IMPLICIT BIAS
Module Objectives

• What is implicit bias?
• Where does it come from?
• How does it affect us?
• How can we address it?
Definition

Implicit Bias

Thoughts or feelings about people that we are unaware of and can influence our own and others’ actions.
History Matters

- Implicit Bias is how history is written in our minds
- World today still reflects its history
- Writing tomorrow’s history today
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. This can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole.
Peter, Paul, and Mary sing ****

Comedians tell ****

If you have no money, you are ****

Wire in a wheel, is a ****

What comes out of a lit cigarette? ****

White part of an egg is the ****
Common Stereo Types and Races

White
Latino
Black
Asian
Police
The Human Brain
Stimuli
People
Packaged

Innocent
Clean
Superior
Rich
Beautiful

Stupid
Criminal
Dangerous
Athletic
Angry

Smart
Quiet
Clannish
Bad Driver
Geeky

Illegal
Dirty
Hardworker
Gardener
Sneaky

Stanford SPARQ
PRINCIPLED POLICING TRAINING
Observation Game

- Pilot
- Nurse
- Teacher
- CEO
- Flight Attendant
- Doctor
- Librarian
- Lawyer
Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer
Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
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Nurse
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Teacher
Flight Attendant
Doctor
Librarian
Lawyer
Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer
Evaluation
#WhatADoctorLooksLike

Dr. Tamika Cross University of Texas-Houston
Stereotypes → Behavior

Stereotype = Idea

Prejudice = Belief

Discrimination = Behavior

FAST TRAP
ATTEND TRAINING(S)

Intervention Strategies
Definitions

• **Stereotypes** – ideas or associations about groups

• **Prejudice**- the belief that a stereotype is true

• **Discrimination**- the behavior, acting in line with the stereotype or prejudice
*Gut instincts are often a product of training
* This training is intended to enhance your gut – not undermine it.

*Make the best decision in the moment
Procedural Justice and Police Legitimacy

Understanding Neutrality, Race and Implicit Bias
CiCi’s Pizza Incident

Rest In Peace
Officer Alyn Beck & Officer Igor Soldo

End Of Watch
June 8, 2014
Murder of Trooper Vetter
Trooper Vetter
Trooper Vetter Incident
WHERE DOES IT COME FROM?
The Black-Crime Association
Current Imprisonment Data

The bias of others
Bias of Others
MEDIA PRIMING

Three University of Iowa wrestlers arrested; burglary charges pending

By Lee Hermiston, The Gazette

Coralville police arrest four in burglary investigation

By Lee Hermiston, The Gazette
Be Cool, Follow The Rules

Pool Rules

Cool

Not Cool

American Red Cross
MEDIA PRIMING
Michael Joseph shared Police Blotter's photo.

July 24, 2013

They said "F*ck the Police"

So I said "F*ck your 911 call, I'll get to your dying home boy when I finish my coffee"

Police Blotter

July 23, 2013

If I could only be allowed to say this kind of stuff in real life. Ofc Guppy
How does it affect us?

• What we see
• What we do
• Where we look
• How we interpret behavior
• How we interact with others
What we see
What we see
Intervention Strategies

- ATTEND TRAINING(S)
- SHARPEN SKILLS
What we do
Intervention Strategies

- Manage Time
- Sharpen Skills
- Attend Training(s)
Face Priming
Face Priming (slow motion)
Levels of Degradation

Frame 1

Frame 41
“They (police) make very few mistakes,” Correll says, “which is reassuring.” But they aren’t free of bias.”

“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.
How we interact
In Group and Out Group
In Group and Out Group
Intervention Strategies

- Attend Training(s)
- Sharpen Skills
- Reduce Stress and Fatigue
- Manage Time
How we interpret behavior
How we interpret behavior
Intervention Strategies

- Reduce stress and fatigue
- Manage time
- Increase positive contact
- Sharpen skills
- Attend training(s)
Intervention Strategies

INCREASE POSITIVE CONTACT
Intervention Strategies
Intervention Strategies

- ATTEND TRAINING(S)
- SHARPEN SKILLS
- ACCOUNTABILITY
- MANAGE TIME
- REDUCE STRESS AND FATIGUE
- INCREASE POSITIVE CONTACT
BE THE CHANGE YOU WISH TO SEE IN THE WORLD.

Mahatma Ghandi