

Implicit and Explicit Bias for Law Enforcement

Instructors: Dr. E. Beverly Young, Paris Spencer & Darryl Rivers

Dr. E. Beverly Young is a practitioner specializing in designing curriculum for police, law enforcement, instructor and professional development courses with human and interpersonal relations skills as the principal emphasis. Her development approach introduces learners to research and contemporary practices relating to 21st century policing issues. She is retired from the Pennsylvania State Police where she served in a civilian capacity for the Municipal Police Officers' Education and Training Commission. Following retirement in the capacity of independent contractor, Dr. Young completed a team project to overhaul the police academy curriculum requested by the Massachusetts Police Training Commission. An additional project effort found Dr. Young as a consulting team member contracted to look at issues concerning profiling, diversity and policy.

Dr. Spencer is currently the President and CEO of Academic Solutions Initiative. Dr. Spencer attended Texas State University for his Bachelors, Our Lady of the Lake University for his Masters, and Oakland City University for his Doctorate. He graduated with top honors in both graduate programs. Dr. Spencer has served as an Adjunct Professor and as an executive consultant to private colleges and universities across the country. He has built training and academic curriculums for more than 5 years. Dr. Spencer has created over 25 training programs for law enforcement and is known for specifically tailored training to an agency's needs. Dr. Spencer also spent several years in fugitive recovery and has practiced Martial Arts for more than 20 years. Dr. Spencer has been a trainer to law enforcement for more than 10 years. He is the author of two publications, one of which earned the status of "Dissertation of the year 2016." The title of the Dissertations was "Classifying Gang Membership, and Gang Activity as Domestic Terrorism."

Darryl L. Rivers is a national human behaviors, communication, and leadership speaker and trainer. To accompany his 24 years of government service in both the U.S. Military and as a Law Enforcement professional, he is a psychology major with multiple certifications in human behavioral analytics, emotional intelligence, neuro-linguistic programming, accelerated learning, and he is a communications and body language expert. He has extensive policing, street investigations, UC/Surveillance, and felony apprehension experience from his time with the Detroit Police Department. His law enforcement experience was extended in the State of Arizona where he functioned as a Detective, a Sergeant, a Lead Special Agent of the States Tobacco Enforcement Unit (Office of The Attorney General), and a Hostage Negotiator. After his retirement from Law Enforcement, Darryl started his own speaking and training business called "The L.E.A.D. Company." One of the assignments he has been revered for is his work with the Arizona Department of Economic Security. There Darryl was contracted to engineer the creation of an internal security unit. He was hired to recruit, interview, hire, train, create policy, and supervise the statewide unit covering over 200 individual locations, while maintaining his other clients from all across the nation. Darryl has established himself as a sought-after public speaker and trainer in both government and business circles. He is an Executive Director with the world's largest leadership training company, "The John Maxwell Team," and is mentored by John Maxwell himself. He has a unique, humorous, yet intellectual delivery to his trainings that puts him in high demand across the nation. He is a highly decorated professional with multiple award to include: Officer of the Year, Life Saving, multiple Meritorious Citations, Multiple Letters of Commendation, Chiefs Excellence Award, Spirit of Detroit Award, and The Police Cross for being injured in the line of duty. To top it off, he received the departments highest honor, The Medal of Valor for rescuing eleven hostages. He is a dynamic presenter, but most importantly he is a cop's cop!

Course Objectives:

This course focuses on Implicit Bias (bias that is not conscious) and Explicit Bias (bias that is conscious). The ability to distinguish friend from foe helped early humans survive, and the ability to quickly and automatically categorize people is a fundamental quality of the human mind. Categories give order to life, and every day, we group other people into categories based on social and other characteristics.

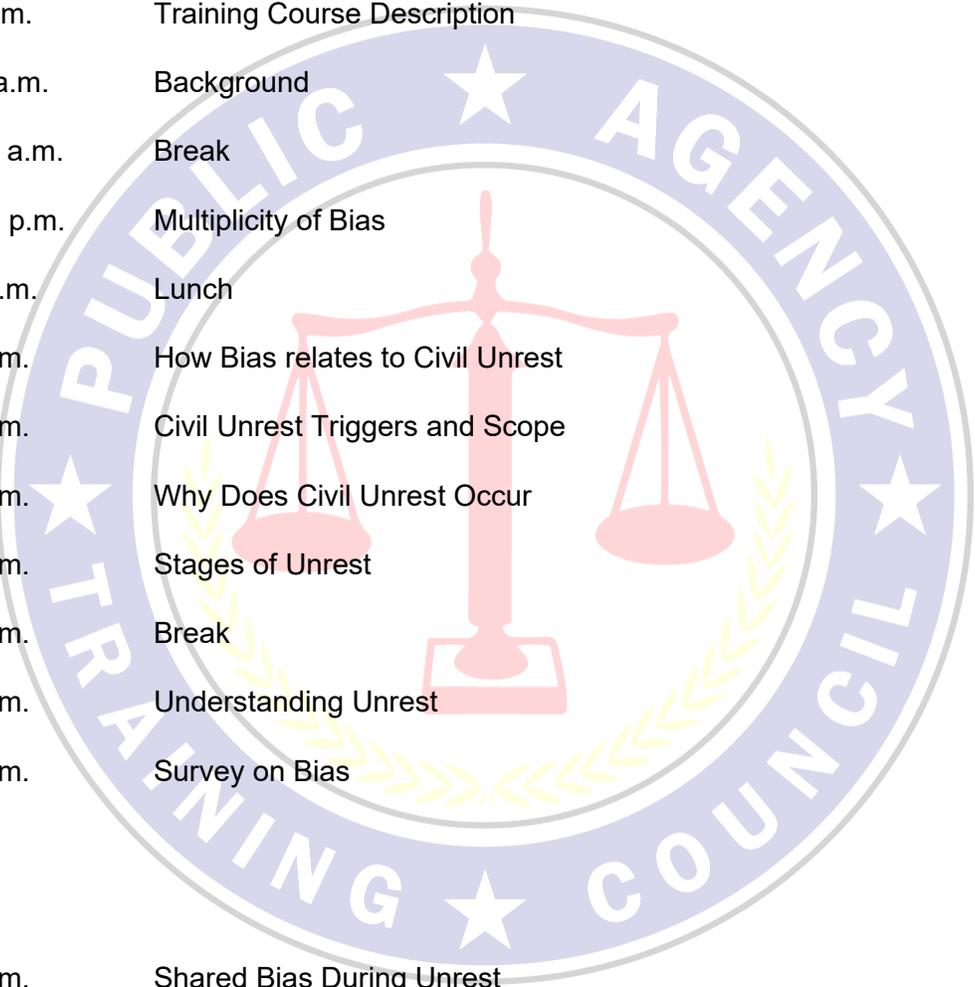
Scientific research has demonstrated that biases thought to be absent or extinguished remain as "mental

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residue" in most of us. Studies show people can be consciously committed to egalitarianism, and deliberately work to behave without prejudice, yet still possess hidden negative prejudices or stereotypes.

This course guides the officer towards a better understanding of both, Implicit and Explicit Biases. We can understand, not only biases within law enforcement, but also understand biases within the citizenry. This understanding helps the officer to mitigate problems and also prepare them for tensed interactions.

Day 1



8:00 a.m. -8:30 a.m.	Registration
8:30 a.m. -9:30 a.m.	Training Course Description
9:30 a.m. -10:30 a.m.	Background
10:30 a.m. -10:45 a.m.	Break
10:45 a.m. -12:00 p.m.	Multiplicity of Bias
12:00 p.m.-1:00 p.m.	Lunch
1:00 p.m. -1:30 p.m.	How Bias relates to Civil Unrest
1:30 p.m. -2:00 p.m.	Civil Unrest Triggers and Scope
2:00 p.m. -2:30 p.m.	Why Does Civil Unrest Occur
2:30 p.m. -3:00 p.m.	Stages of Unrest
3:00 p.m. -3:15 p.m.	Break
3:15 p.m. -4:00 p.m.	Understanding Unrest
4:00 p.m. -5:00 p.m.	Survey on Bias

Day 2

8:00 a.m. -9:00 a.m.	Shared Bias During Unrest
9:00 a.m. -10:00 a.m.	Types of Protestors
10:00 a.m. -10:15 a.m.	Break
10:15 a.m. -11:00 a.m.	Bias in Understanding BLM
11:00 a.m. -12:00 p.m.	BLM'S Biases towards Law Enforcement
12:00 p.m.-1:00 p.m.	Lunch

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1:00 p.m. - 2:00 p.m.	Citizen Bias vs. Police Bias
2:00 p.m.-3:00 p.m.	Advice of Dealing with BLM
3:00 p.m.-3:15 p.m.	Break
3:15 p.m.-4:00 p.m.	Psychological Reasons Behind Protest and Revolutions
4:00 p.m.-5:00 p.m.	Practical Solutions in Managing Unrest and Bias

