



**CBCR Webinar Series:
Principled Policing:
Procedural Justice and Implicit Bias**



Webinar Tips

The screenshot shows a webinar interface. On the right, a slide titled 'Objectives' lists three bullet points: 'Help your task force brainstorm potential partnerships with state that may boost task force efforts', 'Equip your task force with ideas maintain partnerships', and 'Highlight effective collaborative increase the identification of human and traffickers'. Below the slide is a blue banner with the text 'Serving the Leaders of Today, Developing...'. On the left, a chat box is visible with a blue speech bubble containing the text: 'To ask a question to presenters, enter your question in the chat box and hit enter.' Below the chat box is a list of participants with columns for 'Name' and 'Size'. The list includes: 'IACP Member 11888', 'IACP Member 544 KB', 'CAP Member 3.0M', 'IACP Member 4.5M', and 'Police Chat 220 KB'. A 'Chat Room Overview' window is also visible at the bottom right of the chat area.

Name	Size
IACP Member	11888
IACP Member	544 KB
CAP Member	3.0M
IACP Member	4.5M
Police Chat	220 KB



For technical support, send a chat message to “Tech Support” For the best quality, close other browser windows and tabs during the webinar.

Procedural Justice

and

Implicit Bias

Training

IACP

- Background of Procedural Justice Training
- Procedural Justice and Strategies to build trust
- National Initiative
- Trust Building

Procedural Justice

4 TENETS OF PROCEDURAL JUSTICE

Voice

Neutrality

Respect

Trustworthiness



Give Voice

Be Neutral

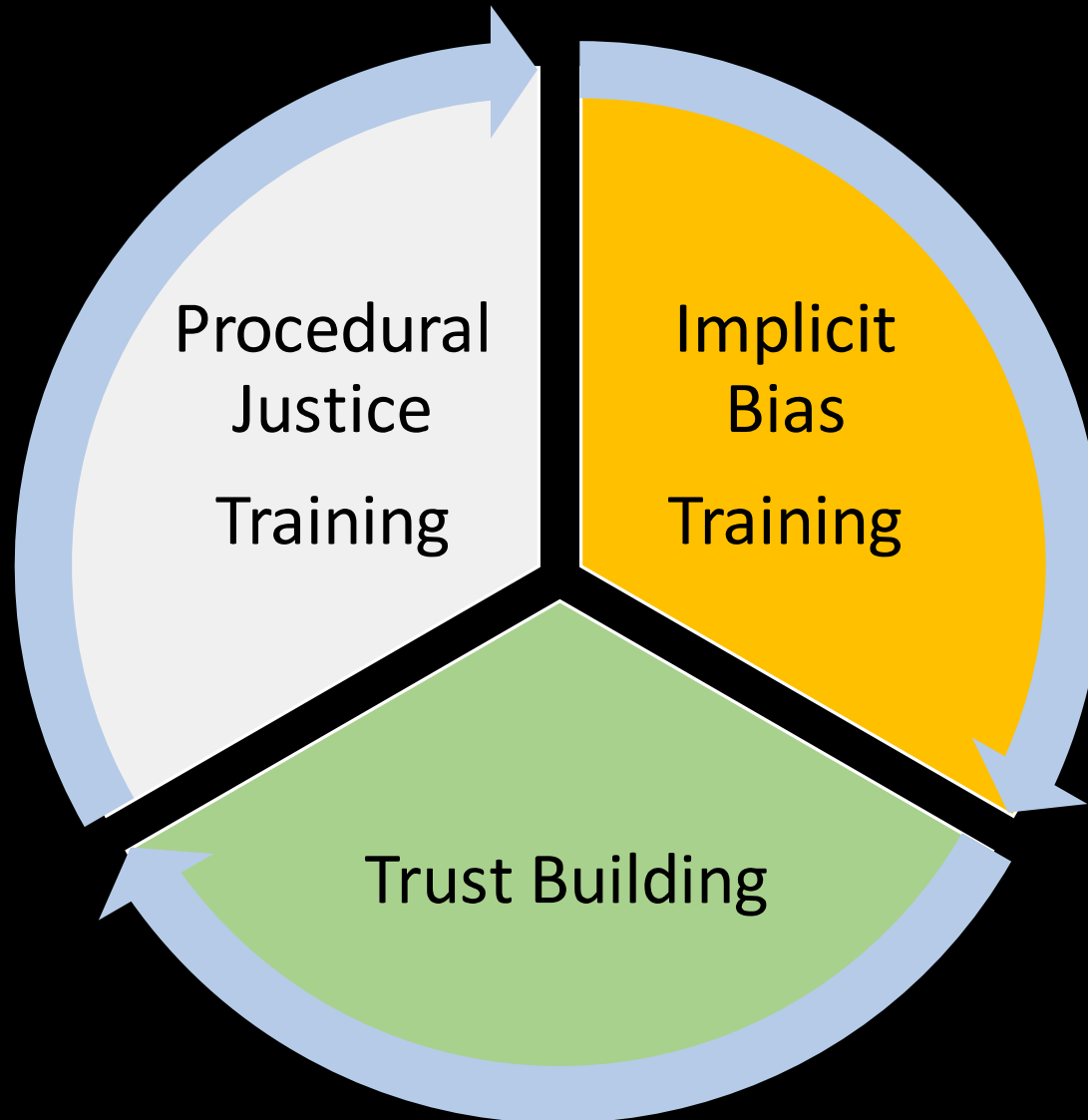
Show Respect

Create Trust

Procedural Justice

- Applies to police and community organizations
- Community trust building is critical
- Increased communication-Listening
- Technology and social media
- Safety, wellness, training and education

Creating Change

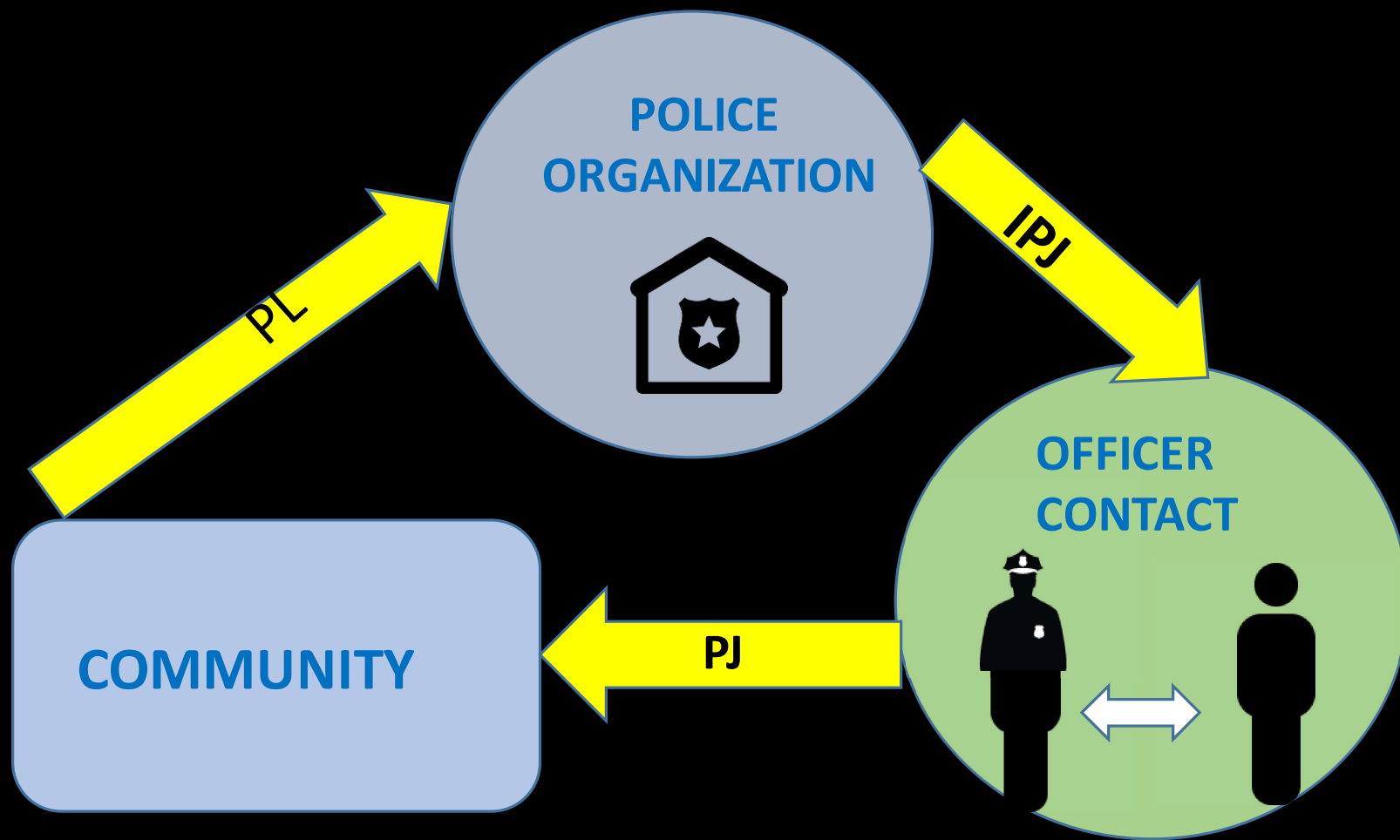


Procedural Justice

The procedures used by police officers where citizens are treated fairly and with proper respect as human beings.

Legitimacy

The public view of the police as entitled to exercise authority to maintain social order, manage conflicts, and solve problems in the community.



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)

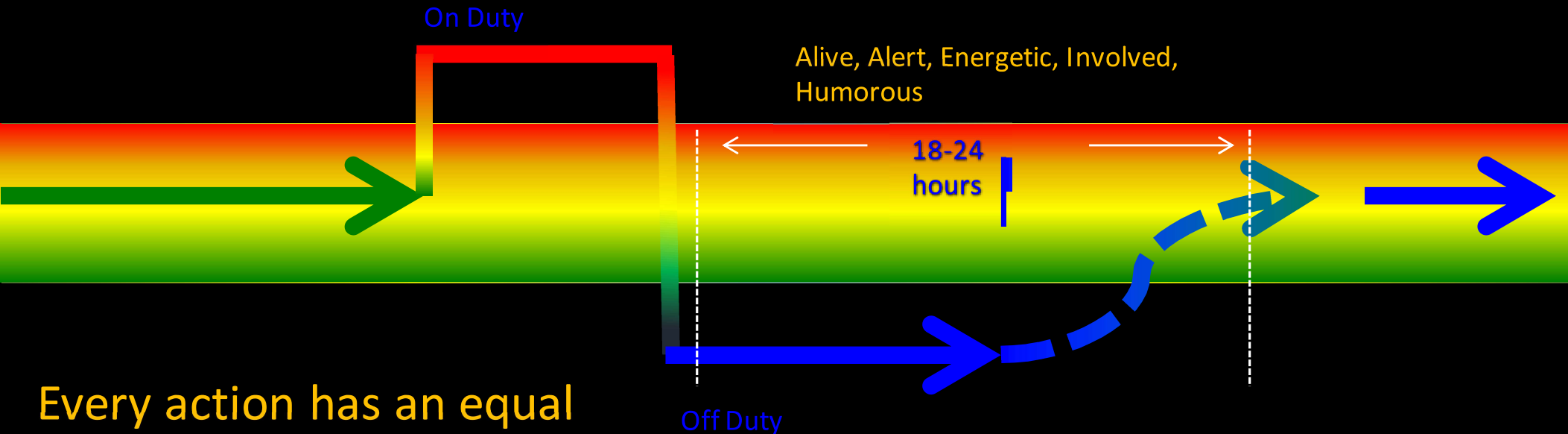
Focused Intervention Work

- Gun violence intervention work
- Drug Market Intervention
- Intimate Partner Violence
- Predictive Policing and Use of Data
- Partnerships

OFFICER and COMMUNITY WELLNESS



Shift work / Hypervigilance



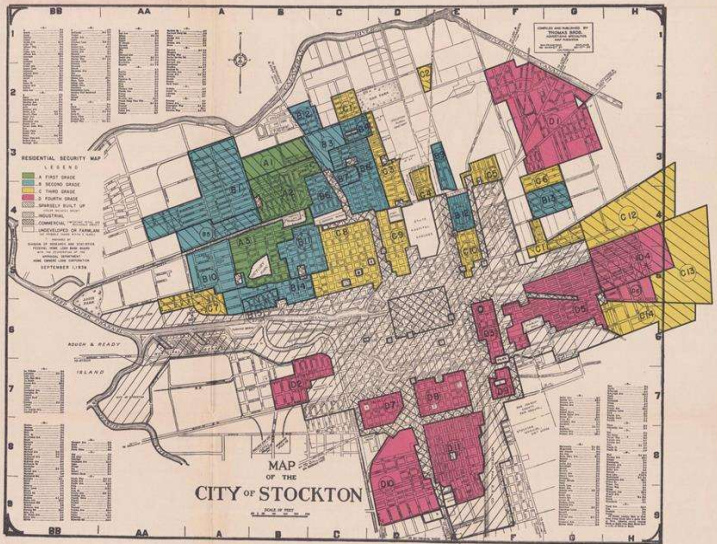
Tired, Detached, Isolated, Apathetic

Every action has an equal and opposite reaction, the high demand for elevated alertness on duty will produce, unless corrected, an extreme reaction in the opposite when off duty.

Process

- Process vs Outcome and Assessment
- Justice and Power
- Labeling and views of the community and police

History



NO DOGS
NEGROES
MEXICANS

REST ROOMS
WHITE COLORED
L & N

COLORED
SEATED IN REAR

Implicit bias

- Explains the impact of implicit biases on people
 - Decision making
 - How desired outcomes can be impacted
 - Effects of stereotypes on decision making

Implicit Bias

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

Cambridge Reading Test

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. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself, but the word as a whole.

The Monkey Business Illusion

Daniel J. Simons

Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



Pilot
Nurse
CEO
Teacher
Flight Attendant
Doctor
Librarian
Lawyer



#WhatADoctorLooksLike



Dr. Tamika Cross University of
Texas-Houston





Stereotypes → Behavior

Stereotype



Idea

Prejudice

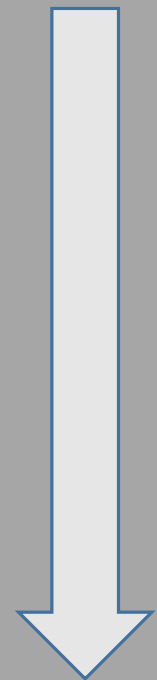


Belief

Discrimination



Behavior



I want to be a singer....



Key Considerations

- Who to train in the agency
- Selection of trainers
- Co-Facilitation of classes
- Community involvement

Key Considerations

- Trust Building Workshops
 - Department Personnel
 - Community Partners
 - Community Members

- Questions