MODULE 5: IMPLICIT BIAS
PRINCIPLED POLICING TRAINING

IMPLICIT

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PRINCIPLED POLICING TRAINING

R. Boxley
Module Objectives

- Definition
- Sources
- Examples
- Interventions
WHAT
IS
IMPLIED 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
SUPERIOR
ANGRY
DANGEROUS
CLANNISH
GEEKY
HONEST
DRUG DEALER
GARDENER
LAZY
SNEAKY
QUIET
DIRTY
WELFARE
ILLEGAL
HARD WORKING
STUPID
Packaged

Innocent
Clean
Superior
Rich
Beautiful

Stupid
Criminal
Dangerous
Athletic
Angry

Smart
Quiet
Clannish
Bad Driver
Geeky

Illegal
Dirty
Hardworker
Gardener
Sneaky
INATTENTIONAL BLINDNESS
WHERE DOES IT COME FROM?
Rates of Imprisonment 1950 - 2010

- White
- Black

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Imprisonment Data 1950 - 2010

- U.S. Population
- Actual Prison Population
- Perceived Prison Population

White
Black
HOW DOES IT AFFECT US?
What We See
Face Priming
Face Priming (slow motion)
Levels of Degradation

Frame 25
Crime Object
Object Detection

![Graph showing object detection results with categories for Crime-Relevant and Crime-Irrelevant.](image)

**Crime-Relevant**

**Crime-Irrelevant**
What we do
PRINCIPLED POLICING TRAINING
**Shoot/Don’t Shoot**

**Reaction Times**
- Black target
- White target

**Error Rates**
- Black target
- White target

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Where we look
Crime Priming (slow motion)
How we interpret behavior
Race in Motion
Race in Motion

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How we interact
Awkward Interaction
Awkward Interaction
Volatile 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
What The Police See
What The Police See

3-6% of the population
94-96% of population is law abiding
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the bias of others
Dispatcher: 911 state your emergency.
Walking While Cold
Cleveland
South Carolina
Baltimore

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PRINCIPLED POLICING TRAINING
Selma
Brutal
Oppressor
Hero
Brave
Strong
Honor
Duty
Protect
Valor
Guardian
Safe
Courage
Respect
Honest
Helpful
Service
Assist
PRINCIPLED POLICING TRAINING
“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.”
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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.”
HOW CAN WE ADDRESS IT?
TABLE EXERCISE:

What can your department do?
Ways to Mitigate Bias and Improve Police-Community Relations

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

Darley & Batson (1973)
Decrease stress and fatigue
Ways to Mitigate Bias and Improve Police-Community Relations

Training
Shoot/Don’t Shoot

Reaction Times

- Black target
- White target

Error Rates

- Black target
- White target

No Gun | Gun
--- | ---

- Reaction Times
- Error Rates
Sharpen skills
Encourage accountability
Body Worn Cameras

*2012 Complaint increase effected by high profile events.

<table>
<thead>
<tr>
<th>Year</th>
<th>Use of Force Incidents</th>
<th>Complaints</th>
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</thead>
<tbody>
<tr>
<td>2009 - Not in use</td>
<td>2,179</td>
<td>2,267</td>
</tr>
<tr>
<td>2010 - Just under 200</td>
<td>1,946</td>
<td>1,748</td>
</tr>
<tr>
<td>2011 - Just over 300</td>
<td>1,491</td>
<td>1,447</td>
</tr>
<tr>
<td>2012* - Just under 400</td>
<td>1,246</td>
<td>2,593</td>
</tr>
<tr>
<td>2013 - Just under 500</td>
<td>836</td>
<td>1,531</td>
</tr>
<tr>
<td>2014 - Just over 550</td>
<td>610</td>
<td>1,053</td>
</tr>
</tbody>
</table>
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
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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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