



# DIRIGO SAFETY, LLC

PUBLIC SAFETY ADVOCATES

**Course Title:** 2.01 MLEAP Implicit Human Bias

**Time:** 2 hours

**Course Description:** Maine Law enforcement officers live and work in multicultural communities and therefore must be able to effectively interact with all kinds of people. Officers must be prepared and willing to proactively become aware of cultural differences in order to support positive communications and effective policing. Officers must also be prepared to examine their own personal biases and prejudices so that they do not result in discriminatory behaviors. Officers are bound by law enforcement ethics, professionalism, and civil rights law to conduct their duties in a fair and impartial manner.

Part II of this class addresses bias-based policing. Bias-based policing refers to any law enforcement-initiated action, including a stop, pat down, arrest, etc., that relies upon the selection of individuals based solely on a common trait or group (stereotyping). This includes, but is not limited to, race, ethnicity, gender, sexual orientation, religion, national origin, or any other identifiable group. This broad definition includes racial and other profiling. Officers are bound by the Fourth Amendment, policy, and ethics to avoid bias-based policing. Officers can avoid concerns regarding bias-based policing by utilizing the standards of reasonable, articulate suspicion and probable cause in taking law enforcement-initiated action.

This course meets Level 2 MLEAP training requirements.

**Learning Objectives:**

- Define Implicit Bias.
- Identify 6 of the 8 benefits of bias awareness to officers, law enforcement agencies, and communities.
- Explain the term “association science.”



# DIRIGO SAFETY, LLC

PUBLIC SAFETY ADVOCATES

- Identify 2 of the 3 forms of potential impacts of stereotyping and implicit biased policing.
- Identify the strategies to override our implicit biases.
- Identify 5 of the 7 strategies officers can employ to improve law enforcement in multicultural communities.
- Identify 5 of the 7 terms related to types of residents in a multicultural community.
- Identify the context of culture for multiple specific cultural groups.
- Define bias-based policing, including racial and other profiling.
- Identify practical ways for law enforcement officers to avoid bias-based policing including racial and other profiling.
- Identify proper Fourth Amendment language justifying law enforcement-initiated actions.
- Identify the range of potential consequences of bias-based policing.

## **Course Outline Sections:**

- Part 1: Implicit Human Bias
  - Benefits to Officers and Communities with Human Bias Awareness
  - How are People Stereotyped?
    - Race
    - Ethnicity
    - Appearance
    - Additional Factors (Age, Sexual Orientation, Language, Income)
  - Video – Susan Boyle/First Impressions
  - Stereotyping and Implicit Bias
    - Definition
    - Potential Impacts of Stereotyping and Implicit Biased Policing
    - Strategies for Countering Implicit Biases
  - Different Types of Citizens and Non-Citizens
    - Immigrants



# DIRIGO SAFETY, LLC

PUBLIC SAFETY ADVOCATES

- Undocumented Immigrants
- Refugees
- Non-Immigrants
- Migrants
- Indigenous People
- Minorities
- Different Cultures
  - Asian/Pacific American
  - African American and Other African Cultures
  - Arab and Other Middle Eastern Cultures
  - American Indian/Native American Cultures
- Conclusion
- Part 2: Bias-Based Policing
  - Introduction
  - What is Bias-Based Policing?
    - Bias-Based Policing Definition
    - Racial or Other Profiling
    - Examples of Racial or Other Profiling
  - Avoiding Bias-Based Policing and Perceptions of Profiling, Including Racial and Other Profiling
  - The Standards for Various Law Enforcement Initiated Actions
    - Consensual Encounter (Officer approaches an individual, individual is free to leave)
    - Individual Stop/Detention
    - Pat Down/Frisk
    - Vehicle Stop
    - Arrest
    - MCJA Mandatory Policy
  - Preventing Perceptions of Bias-Based Policing
  - Understanding the Difference Between Bias-Based Policing, Including Racial and Other Profiling, and Observations



# DIRIGO SAFETY, LLC

PUBLIC SAFETY ADVOCATES

- The Importance of the Language Justifying Law Enforcement Initiated Actions
  - Stop
  - Suspicious vs. Reasonable, Articulable Suspicion
  - Officer Safety to Justify a Pat Down
  - Vehicle Stop
  - Profiling
  - Summary
- Consequences of Bias-Based Policing
  - State and Federal Civil Liability
  - State and Federal Criminal Liability
  - Agency Policy
  - MCJA Decertification
- Conclusion
- Video – Bias-Based Policing
- Review What You Know
- QUIZ: Implicit Human Bias