Policing Implicit Bias

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Presentation Overview

- The who's of implicit bias (IB)?
- The what's of implicit bias ?
- The when's of implicit bias?
- The where's of implicit bias?
- The why's of implicit bias?
- The how's of implicit bias?



The who's of implicit bias?

- Who is biased?
- Who exhibits the most bias?
- Who is affected most by bias?

- We are ALL biased
- People in position of power and authority
- Minorities (women and people of color) & vulnerable populations

The what's of Implicit Bias?

- What is Implicit Bias?
- What is the difference between implicit bias and explicit bias?
- What is a valuable lesson learned about IB?

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner (OSU)
- Explicit bias refers to the attitudes and beliefs that we have about a person or group at a conscious level (Perception Institute)
- Even the most well-intentioned person can engage in implicit bias. Individuals who reject explicit bias can be susceptible of displaying implicit bias.

The when's of implicit bias?

- When do we display implicit bias?
  - In all facets of life- in particular during decision-making
- When does IB become a problem?
  - IB is a problem when the exhibition of bias has adverse effects
- When did the study of IB occur?
  - Studies of bias occurred in the 1950's (Allport) and IB in he 1980s.



The where's of Implicit Bias?

- Where does IB come from?
  - Upbringing or culture-social learning theory
- Where does IB occur?
  - Everywhere such as home, work, or leisure events
- Where can information be obtained on IB?
  - PCHR, ACLU, DOJ, qualitative and quantitative studies (Fridell, Correll, Plant, Peruche, Glaser, & Spencer)

The why's of Implicit Bias?

- Why is implicit bias relevant?
- Why do we need to address and combat IB?
- Why is IB a challenge to address & combat?

- Major topic of societal discourse that if left unchecked becomes deleterious
- IB has resulted in the loss of life, liberty, and the pursuit of happiness
- Lack of acknowledgment, call to action, & non-factor for those in position & power who are unaffected

How should the PPD & Community address and combat implicit bias?

Philadelphia Police Dept

- **L**eadership
- **E**ducation
- **A**ccountability
- **D**ocument (policy)

the way!

Community

- **L**eadership
- **E**ducation
- **A**ccountability
- **P**artner with police

of Faith!

“Injustice anywhere is a threat to justice everywhere” Rev. Dr. Martin Luther King, Jr.

Thank you

Q & A