

Memorandum



CITY OF DALLAS

DATE September 21, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Implicit Bias and Social Justice Presentation**

On Monday, September 24, 2018 you will be briefed on Implicit Bias and Social Justice by Assistant Chief of Police, Angela Shaw, Dallas Police Department.

All Officers of the Dallas Police Department receive training on implicit bias. It includes the understanding that despite consciously rejecting stereotypes and supporting anti-discrimination efforts, people still unconsciously hold negative associations. We all carry implicit biases, and this training helps to both identify them, and to temper their influence on our day to day decisions. This briefing details the different Dallas Police courses that cover implicit bias.

The briefing materials are attached for your review,

Please contact me if you have any questions or need additional information.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

[Attachment]

c: Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor Interim
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

Implicit Bias and Social Justice

Public Safety and Criminal Justice
September 24, 2018

Angela Shaw, Assistant Chief
Dallas Police Department
City of Dallas



Presentation Overview

- Purpose
- Background/History
- Training Overview
- Benefits
- Next Steps



Purpose

- Provide an overview of Implicit Bias training
- Review the benefits and challenges of implicit bias
- Outline future training

Background/History

- May 2015, President's Task Force on 21st Century Policing recommended implicit bias training for police departments
- May 21, 2015, Dallas Police command staff attended "Fair and Impartial Policing" training and immediately began working on curriculum development
- August 2016 - Today, Department implements multiple implicit bias classes into the training curriculum

Background/History

- Implicit Bias is the understanding that no matter how well-intentioned, all humans are subject to internal biases
- Biases are often unconscious or “implicit”
- Even individuals who consciously reject prejudices and stereotypes are still subject to implicit bias
- Understanding implicit bias is the first step to overriding it

Training Overview

- An eight hour training course has been given to every first level supervisor (Sergeant) in the Department: “Fair and Impartial Policing”
- “Fair and Impartial Policing” has also been given to every new academy class (#351-359). 256 recruits have received this training

Training Overview

The “Fair and Impartial Policing” course includes

- Understanding human bias
- The impact of biased policing
- Skills for producing fair and impartial policing
- Supervising fair and impartial policing

Training Overview

- Other mandatory training currently given department wide, and includes a focus on bias:
 - “Personal Perspectives”
 - Identifying personal bias
 - Explore differing perspectives related to policing
 - “Procedural Justice”
 - Building legitimacy through established procedures that focus on treating citizens fairly and with respect
 - Making unbiased decisions

Benefits

- Eliminating biased policing must first start with identifying implicit bias in our everyday lives
- After identification, students are given tools to both recognize and correct biases
- Identification, and subsequent elimination, of biases enhances the service we perform, the safety of police, and the public we serve

Next Steps

- The Dallas Police Department is committed to fair and impartial policing and is frequently exploring ways to enhance this training
- Fair and Impartial Policing course will be extended to all officers. The community advisory board will be invited to attend training beginning November 2018
- Understanding Implicit Bias training with the Caruth Police Institute is now available

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