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BUILDING *Relationships*, SOLVING *Problems*

# Fair and Impartial Policing



# **COPS** Speakers

- **Chief Dennis Burns  
Palo Alto (CA) Police Department**
  - **Lorie Fridell, Associate Professor, University of South  
Florida**
  - **Chief Noble Wray, Madison (WI) Police Department**
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# **COPS** Moderator

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# Fair and Impartial Policing

- Bias is a normal human attribute—everyone, even well-intentioned people, are biased
  - Biases are often unconscious or implicit
  - Implicit biases are sometimes incompatible with our chosen beliefs and values—we may not even be aware of them
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# Fair and Impartial Policing

- **Implicit biases can influence our actions, particularly in spontaneous situations**
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# Fair and Impartial Policing

- Understanding how implicit bias can affect perception and behavior is the first step toward safe and effective policing.
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- The University of South Florida, in partnership with Circle Solutions developed model training curricula.



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# Fair and Impartial Policing

- addressing racially biased policing for academy recruits and first-line supervisors.
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# Fair and Impartial Policing

- The project has two major goals:
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# Fair and Impartial Policing

- 1) To develop a model academy training program on racially biased policing that recognizes the causes of racially biased policing and its perceptions and is adoptable by law enforcement training academies
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# Fair and Impartial Policing

- 2) To produce a model training program for first-line supervisors so that these important personnel can effectively facilitate line officer adherence to training and policy
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- **Thank You**

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**Questions?**

