



Minnesota **SHERIFFS' ASSOCIATION** SINCE 1885

Implicit Bias eLearning Course Objectives

Recognizing and Valuing Diversity and Cultural Differences to Include Implicit Bias

Learning Objectives

1. Demonstrate an understanding of race relations and their impact on policing practices, to include:
 - a. Summarize race and policing in the U.S. in historical context. Discuss the ongoing influence of race relations, strategies to reconcile past injustices, and the importance of fair and impartial policing.
 - b. Identify policing practices that have historically alienated and angered disadvantaged communities of color, and how we can address historically unjust laws and policies.
2. Demonstrate an understanding of implicit and explicit bias, to include:
 - a. Explain the difference between implicit and explicit bias.
 - b. Discuss how fear and bias influence officer behavior and police-community relations.
 - c. Identify your own implicit bias and strategies that can reduce the negative influence of bias.
3. Demonstrate an understanding of impartial policing, to include:
 - a. Describe institutional racism and other forms of bias in the U.S. in a historical context, and their effect on culture, justice, crime and law.
 - b. Discuss law enforcement practices that reduce bias and positively influence community relations.
 - c. Reflect on your individual practices and how to apply impartial policing practices in your community.

Section 1: Implicit and Explicit Bias

- Understand what Implicit and Explicit Bias is
- Recognize how biases impact personal thoughts and behavior
- Learn a few things you can do to eliminate bias attitudes

Section 2: Race Relations in American History

- Unjust laws and policies prevented people from economic and social mobility
- Institutionalized bias effected the American culture and created civil rights movements
- War on Drugs and the prison population

Section 3: Impact on Criminal Justice

- Policing a Post Ferguson World
- Recognize how L.E.O.s are Under a Microscope
- Disparity in Traffic Stop Data and Pretextual Stops
- Watchdog Organizations Monitoring Law Enforcement

Section 4: Impartial Policing in the 21st Century

- Hate in America Prevails
- Legitimacy, Trust and Procedural Justice
- Reconciliation may be necessary
- Community Engagement