

Law Enforcement Advisory Board Meeting December 14, 2022

x denotes f2f presence

X Paul Soptick
ZOOM Scott Mackey
X Reed Partridge
Irene Caudillo
Dan Soptic
ZOOM Lynn Melton
Casey Meyer
Kent Anderson
ZOOM Kimberly Weaver
LaRon Thompson
Abbie Dillard
Karl Oakman
ZOOM Kendall McReynolds
Raymond Nunez
Gayle Townsend
Nancy Chartrand
David Patton
ZOOM J'Hiesa (Nikki) Richardson
ZOOM Michael Armstrong
X Rick Behrens
Duane Beth
George Simms
Curtis Nicholson
William Barajas
Brent Hardin
Tonda Hill
Brittnie Pruitt
Emmett Lockridge
Brian Perez
Amber Adams
Marcus Winn
Lukas, Behrens
Khadijah Hardaway
X Osvaldo Navarro
X Robert Carl
X Jeffery Tayler

IG

Rick Behrens opened the meeting at 4:05pm

Introductions for all

Rick Behrens asked if there were any additions or corrections to the minutes of the meeting of November 09, 2022. None heard and passed.

The meeting was turned over to Cpt Navarro and Cpt Carl who presented “Bias training for the LEAB”

Bias and Policing

Traditional Understanding of Bias

- Discrimination is caused by only ill-intentioned people
- Those people have hostility or ill feeling towards the particular group
- This bias is conscious and the discriminatory behavior is deliberate

Unconscious Bias

- When we have attitudes towards people or associate stereotypes with them without our conscious knowledge
- This form of bias occurs automatically and unintentionally, that nevertheless affects judgements, decisions, and behaviors
- Unconscious or Implicit bias impacts well-intentioned people outside of their conscious awareness
- The behavior is not deliberate and not based on animosity

Traditional VS Unconscious: Implications for Law Enforcement

- Traditional Understanding
 - Leads community members to believe that there are many ill-intentioned officers within an organization
 - Leads Law Enforcement to minimize the problem of biased policing which hurts change
- Unconscious / Implicit Bias
 - Because officers are human, they may practice biased policing
 - Because agencies hire humans, they will have biased policing

The Unknown

- Our brain uses the intuitive system to react quickly and fill in unknown stimuli
- Intuitive system is fast and unconscious and uses little effort
- Fills in the blanks with bias and stereotype
- Slow things down

What can stereotypes be based on?

- Race and ethnicity
- Religious affiliation
- Socio Economic status
- Language abilities
- Gender and Gender Identity
- Age
- Sexual Orientation
- Profession
- Body shape
- Etc.

Origins of Bias

- Family upbringing and traditions
- Where we are from or grew up
- Religion
- School
- Media
- Etc.

Types of Biases

- Implicit Association
 - Old and Feeble
 - Female and Weak
 - Youth and Innocent
 - Unemployed and Unmotivated
- Implications of Implicit Associations

Bias is human nature

- Even children have shown to have bias in studies
 - The Doll Study
 - Results

Types of Biases

- Selective Attention Bias
 - Whom do we look at first?
 - Whom do we listen to first?
 - Whom do we pay attention to first?
 - Whom do we pay attention to the longest?
- Teacher Study
- Implications of Selective Attention Bias

Types of Biases

- Us-Them Bias
 - In group vs out group
 - "Us" group has more positive characteristics
 - "Us" group is more comfortable
 - "Us" group is similar to ourselves

Types of Biases

- Conformation Bias
 - Search for, interpret, or favor that confirms our beliefs or viewpoints
 - Give less consideration to alternatives
- Complicit Bias
 - Not addressing biased behavior

Combating Bias

- Reduce bias
 - Contact Theory
 - Increase exposure
 - Blurring the lines
 - Dialogues between groups
 - Focus on seeing people as individuals
 - Consider the person on an individual level
- Manage Bias
 - Recognize your implicit bias and implement controlled responses and behaviors
 - Litmus test
 - Would I be treating this person this way but for the fact that he/she is...
 - If we are aware of our biases and motivated we can implement controlled responses for bias-free behaviors

Combating Bias

- Beware of other people's bias
- Consider others' viewpoints and perspectives
- Take time to pause and reflect
 - Reduce reflexive reactions, take time to reflect on potential biases and replace them with positive examples

Implicit bias is resilient

- Your biases were developed over a life time
- No quick way to reduce your bias
- It takes time, attention, and persistence
- But you can reduce your implicit biases

Adjourned 4:50pm