

Fair and Impartial Policing

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Fair and Impartial Policing (FIP)

- Born from a new way of thinking about “biased policing”



By Practicing FIP...

- Police officers are more likely to...
 - Be more effective at solving crimes
 - Respond better to incidents
 - Enhance/promote trust within the community they serve
 - Be safer, thus going home at the end of shift

New Training Requirement...

- Title 20 VSA § 2358. Minimum training standards
 - (e) The criteria for all minimum training standards under this section shall include anti-bias training approved by the Vermont criminal justice training council.



Goals of this Training...

- Recognize our own human biases
- Understand how these biases may affect a police officer's perceptions and behaviors
- Understand how bias policing impacts:
 - You
 - Your community and it's members
 - Your agency
- Develop skills and tactics to reduce/override the influence of bias on police practice



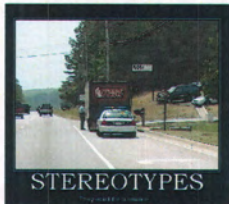
Susan Boyle

<http://www.youtube.com/watch?v=wnmbJzH93NU>

Understanding Human Bias

- The science of bias or unconscious bias
- Biases grow out of normal and necessary features of human cognition

- The activity of thinking, understanding, learning, and remembering



Understanding Human Bias

- Filters
- At any point in time...
 - We are exposed to nearly 11,000,000 pieces of information
 - Our brains can functionally recognize about 40
 - And focus on only about 7



Understanding Human Bias

- To make sense of the world we put things into groups and remember relations between objects and...

- Actions or
- Adjectives



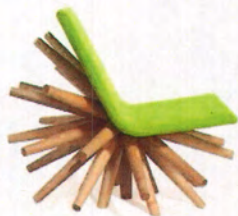
Understanding Human Bias

- To make sense of the world we put things into groups...



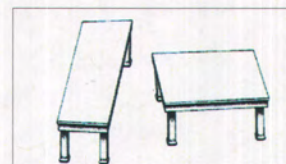
Understanding Human Bias

- To make sense of the world we put things into groups...



Understanding Human Bias

- Sometimes our brains don't get it right...



Understanding Human Bias

- The difference between "Explicit Bias" vs. "Implicit Bias"

Understanding Human Bias

- The difference between "Explicit Bias" vs. "Implicit Bias"
- **Explicit bias**
 - Reflective
 - Conscious
 - Requires motivation, effort
 - Takes more time

Understanding Human Bias

- **Explicit bias**

1927: K.K.K. rally in Montpelier, VT

Understanding Human Bias

- **Explicit bias**
 - Reflective
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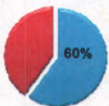
Understanding Human Bias

- The difference between "Explicit Bias" vs. "Implicit Bias"
- **Implicit bias**
 - Reflexive
 - Unconscious
 - Requires little effort
 - Fast



Implicit Bias: Names

- **White names got about one callback per 10 resumes; black names got one per 15.**
 - Carrie and Kristen – call back rate of more than 13%
 - **Black names –**
 - Aisha – call back rate of 2.2%
 - Keisha – call back rate of 3.8%
 - Tamika – call back rate of 5.4%


Implicit Bias: Height

- What percentage of American men are over 6 feet tall? 
- What percentage of Corporate CEOs are over 6 feet tall? 

Implicit Bias: Height

- What percentage of American men are over 6'2" tall? 
- What percentage of Corporate CEOs are over 6'2" tall? 

Implicit Bias: Height


- When corrected for age and gender, in the United States an inch in height is worth approximately \$789 per year in salary. 

Implicit Bias: Ice Hockey

- Black jerseys more aggressive play as determined by referees 
- 2 minutes per game

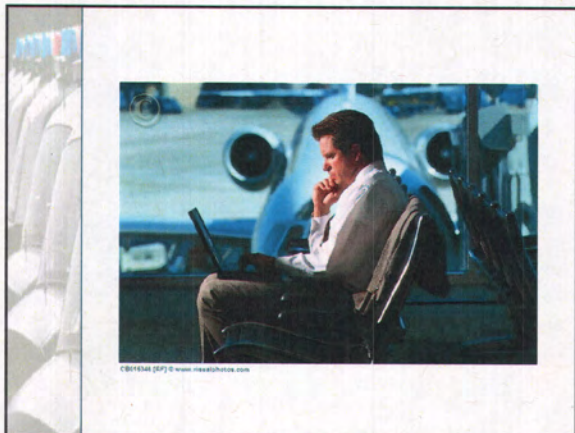
Goals of this Training...

- Implicit biases...
 - Are sometimes incompatible with our conscious attitudes
 - Even *well-intentioned* people have biases
 - Implicit biases can influence our perceptions and behavior




Goals of this Training...

- To understand implicit bias, we need to understand...
 - Whom we are most likely to prejudice?
 - What determines the characteristics we assign to them?
 - Do we know when we are pre-judging people?



Understanding Human Bias

- Whom do we prejudge?
 - Persons who we do not know (ambiguous stimuli)




Understanding Human Bias

- When we don't know an individual, we assign characteristics to her or him



Understanding Human Bias

- The characteristics we attribute to her or him come from...
 - Group stereotypes/biases
 - Our experiences
 - The media




On what bases do we stereotype people?

- Poor vs. Middle class vs. 1%ers
- English language abilities
- Male vs. Female
- Young vs. Elderly
- Religious affiliation
- Profession
- Sexual orientation, identity
- Fat vs. Thin

<http://184.106.205.84/inspirational-stories-tv-spots/112-Purse>

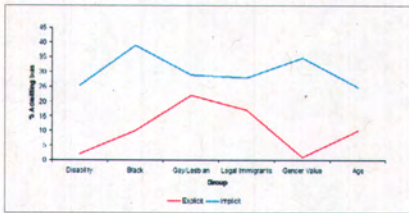
Understanding Human Bias

- Do we know when we are doing this?



Understanding Human Bias


- Often we do not know when we are impacted by biases (unconscious)




Group	Explicit	Implicit
Disability	~25	~5
Black	~45	~15
Gay/Lesbian	~30	~25
Legal immigrants	~30	~18
Genetic make	~40	~5
Age	~25	~15

Understanding Human Bias


- Understanding how implicit bias can affect our perceptions and behavior is the first step to "override" implicit bias



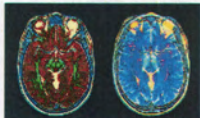
Mad World Video – Gary Jules



<http://www.youtube.com/watch?v=CrPDVtviBk>



- Susan Fiske, Princeton University, used a MRI scanner to observe...



- How might some police officers, impacted by these same biases, treat a homeless person?



Key Point:

- Policing based on biases is:
 - Unsafe
 - Ineffective
 - Unjust

Understanding Human Bias

- Vermont Police Officers

<http://www.youtube.com/watch?v=mXPeLctgvQI>



Understanding Human Bias



The "Bump" Study



The "Bump" Study

- Study: Experiencing an ambiguous "bump" from a stranger
 - How did people interpret the bump by African Americans versus the bump by Whites?



The "Bump" Study

- Result: The "bump" was perceived as more threatening when performed by an African American
 - True for both White and non-White "victims"/subjects



- "There is nothing more painful to me at this stage of my life, than to walk down the street and hear footsteps and start thinking about robbery-- then look around and see somebody white and feel relieved."



-- Jesse Jackson

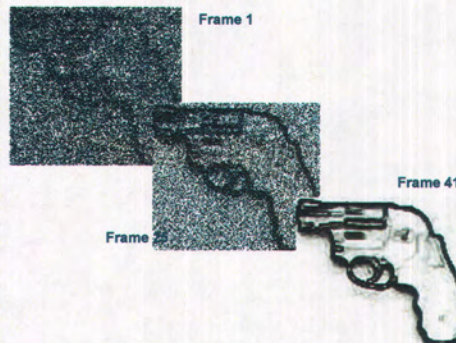
Visual Perception Study

- Subjects were primed with black male faces, white male faces, or no faces
- Completed object recognition task



» Eberhardt, Goff, Purdie, & Davies (2004). *Journal of Personality and Social Psychology*.

Levels of Degradation

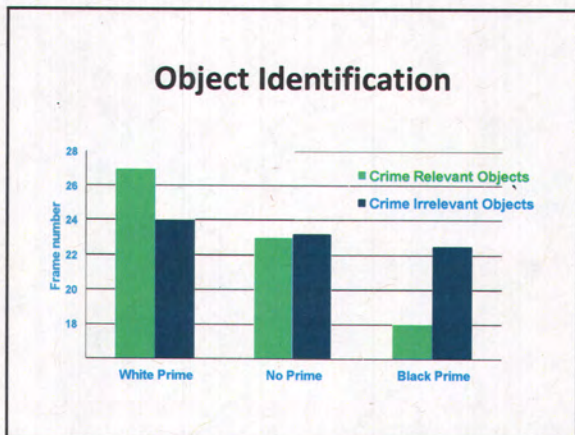


Crime Relevant Objects vs. Crime Irrelevant Objects





Visual Perception Study: Hypotheses

- If the black-crime association impacts our visual perception, then:
 - Participants primed with Black male faces should be faster to identify crime relevant objects than those primed with White male faces
 - There should be no effect of prime for crime irrelevant objects



Visual Perception Study: Conclusions

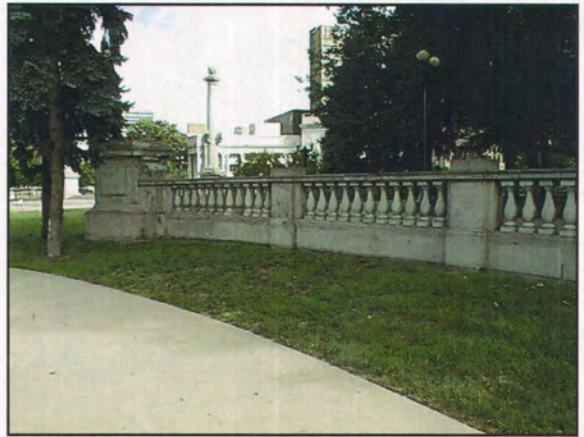
- Exposure to **Black male faces** facilitated the identification of crime relevant objects. 
- Exposure to **White male faces** inhibited the identification of crime relevant objects. 

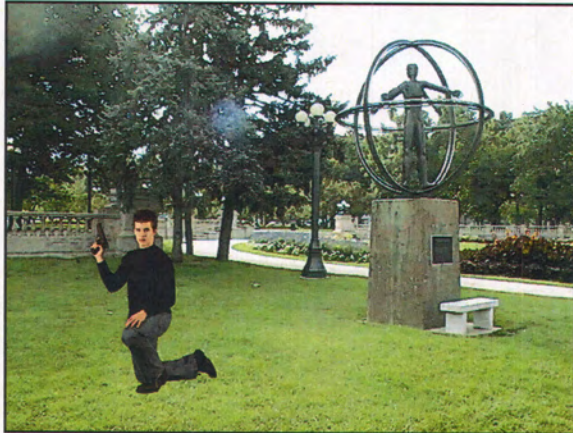
Be a research participant!

- Joshua Correll et. al., University of Chicago, 2007
 - Presented slides of backgrounds and then a person will appear—very quickly—with something in his hands
 - Shout "Threat" if you see a threat
 - Silent if no threat










Correll Results: Race Made a Difference

- **Speed:** Participants shot a White armed man slower than a Black armed man
- **Errors:** Participants were more likely to shoot an *unarmed* Black man than an unarmed White man

The Turban Effect Study

- Computer game that showed apartment balconies on which different figures appeared
- They were told to shoot at the targets carrying guns and spare those who were unarmed



The Turban Effect Results

- People were much more likely to shoot Muslim-looking characters even if they were carrying an "innocent item" instead of a weapon.
- They also found a gender effect: Subjects were more likely to shoot men than women (even when harmless).


› Unkelbach, Forgas & Denson (2008). *J. of Experimental Social Psychology*.

Implicit bias linked to officer safety and effectiveness

- Officers may:
 - Increase their scrutiny of non white persons
 - Interpret ambiguous behavior on the part of non white persons as more aggressive
 - Respond to non white persons more aggressively, as criminals
 - Under-respond to whites (Asians)


A Pause...

- Stereotypes are sometimes based, at least in part, on fact



One Example – Race and Crime

- Criminologists have shown that nonwhite persons are disproportionately involved in street crimes




Economic Status, Race, and Crime

- A = Lower income people are more likely to commit street crimes
- B = nonwhite persons are disproportionately represented in lower income levels
- A + B = C nonwhite persons are disproportionately represented among people who commit street crimes


A Pause...

- **Stereotypes are sometimes based, at least in part, on fact... BUT...**
 - This does not justify making policing decisions based on those stereotypes and
 - Basing decisions on stereotypes can be:
 - unsafe,
 - ineffective, and/or
 - unjust



Reducing Implicit Bias

- **Contact Theory**
 - Positive contact between members of different groups improves inter-group attitudes and reduces both explicit and implicit biases.




Personal Contacts and Implicit Biases in Officers

- **Peruche and Plant (2005) Measured implicit bias on the part of officers**
 - Shoot/don't shoot simulator to measure implicit bias
 - Police, too, manifest implicit racial bias
 - But implicit racial/ethnic bias is weaker in officers who report positive interpersonal contacts with racial/ethnic minorities


Implementing "Controlled (unbiased) Behavior"

- We can implement "controlled behaviors" that override our (natural) implicit biases.



Scenarios


- **Scenario #1: Men at the Door**



http://www.boston.com/news/local/breaking_news/2009/07/cambridge_polic_4.html

Scenarios


- **Scenario #2: Routine Patrol**



<http://www.youtube.com/watch?v=EnKLEOXenow>

Combating Implicit Bias

- Skill #1:
 - Recognize your own implicit biases and implement “controlled (unbiased) responses”
 - <http://www.tolerance.org/hiddenbias>




Skill #1

- Be concerned about the consequences of bias
- Learn to replace the biased response with non-prejudiced responses – the ones that more closely match the values:
 - People consciously believe they hold and
 - Of law enforcement in general

Patricia Devine, 2011

- 91 nonblack collage students assessed their self-reported racial attitudes and implicit bias
 - All received feedback on their task results
 - Divided in to two groups
- Taught about implicit bias



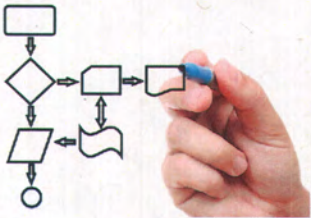
Patricia Devine, 2011

- Taught strategies to combat bias
 - Empathizing with people
 - Imaging people opposite the stereotypes



Skill #1


- Use consistent procedures/responses



Meehan and Ponder (2002)


- Found that police were *more likely* to run warrant checks on African Americans than Whites in white neighborhoods....
- But *less likely* to find warrants on the African Americans compared to the Whites.

Beware: "Gut reactions" might be based on your biases



Skill #2

- Avoid "Profiling by Proxy"
 - <http://www.youtube.com/watch?v=PtdH5hMz0SU>




Skill #3

- Analyze your options with a "Fair and Impartial Policing" (FIP) lens
 - Recognize your own biases
 - Recognize others' biases
 - Consider bias-free options
 - Consider the viewpoint of people with whom you are interacting
 - Minimize negative impacts (including potential perceptions of biased-policing) with strong communication skills


Skill #4

- Reduce ambiguity - When feasible... slow it down




Skill #5

- Reduce Ambiguity - Engage with community members
- Contact Theory: Revisited
 - Positive contact between members of groups improves inter-group attitudes and reduces both explicit and implicit biases.



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THANK YOU!

