

# PJ 3 Tactical Perception The Science of Justice

City of Middletown Police Department  
Jay Tobin, Jacqueline Welch & Eric Harget

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## Housekeeping

Please silence your cell phones  
Restrooms  
Agenda – breaks & lunch  
Have an open mind  
Everyone has something to offer  
What is said in this room stays in this room

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## Process and How We Get There

- **Legitimacy:** The **public view** the police as entitled to exercise authority in order to maintain social control, manage conflicts, and solve problems in the community.
- **Procedural Justice:** The **procedures** used by police officers where citizens are treated fairly with proper respect as human beings

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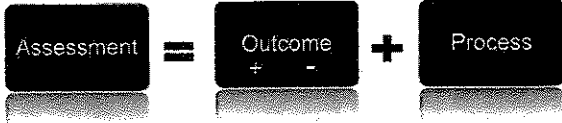
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# Remember...



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## How does this relate to PJ 1?

You will see at the end when we summarize

1. Voice (listen)
2. Neutrality (fair)
3. Respect (respectful treatment)
4. Trustworthiness (explain the process-transparency)

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## This training is about...

- Awareness of the factors that go into decision making
- How we can make better choices when we are conscious of the biases and stereotypes that exist



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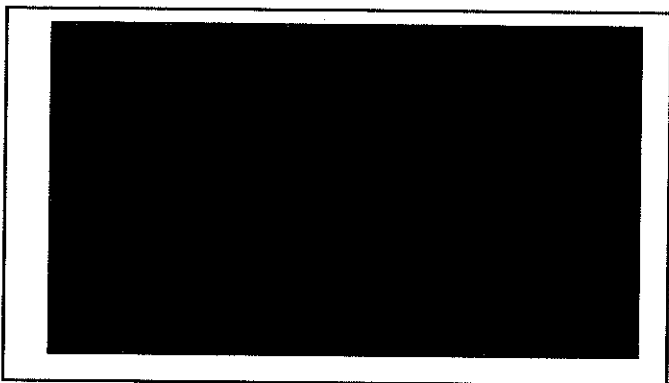
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### Objectives

- Recognize your own human biases
- Understand how implicit biases can affect your perceptions and behavior
- Understand how biased policing impacts community members and the department
- Understand how this training supports procedural justice and thus police legitimacy
- Develop skills and tactics to reduce the influence of bias on police practice and allow you to be safe, effective and just police professionals
- **ENHANCE YOUR INSTINCTS**

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### WHAT'S IN IT FOR ME?

Officers who understand implicit bias and practice procedural justice are more likely to :

- Be effective at solving crimes and handling disorder problems
  - Review facts and evidence impartially to solve crimes and handle disorder
- Stay safe and go home at the end of the shift
  - Review facts/evidence to assess danger ....

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## What's In It For Me?

Officers who understand implicit bias and practice procedural justice are more likely to

- Enhance/promote trust on the part of the people they serve and enhance the legitimacy of the police.
- When we do our jobs well...
- Procedural Justice is essential for maintaining our legitimacy and living up to the values of the profession.

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## MODULE 1

### Implicit Bias, Stereotypes, Prejudice & Discrimination

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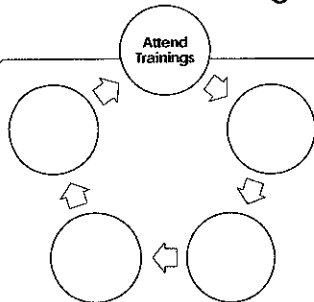
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## Intervention Strategies



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- **Stereotypes** – ideas or associations/ overgeneralizations that connect group membership and traits about that group
- **Prejudice** – the **belief** that a stereotype or overgeneralization is true and/or you have a strong feeling about a particular group
- **Discrimination** – the **behavior**, acting in line with the stereotype or prejudice; differential treatment based on group membership that is objectionable

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*Implicit Bias*

*The thoughts or feelings about people that we are unaware of and can influence our own and other's actions,*

- How these can become a barrier to Procedural Justice

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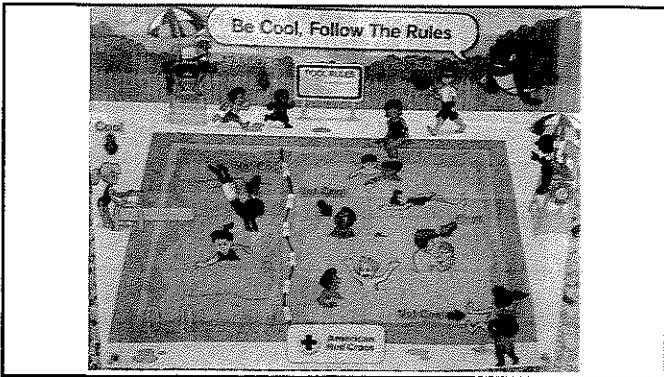
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**Money Train**




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**Money Train**

- We prejudge people we don't know
  - Did not know the lady
- We assign a group characteristic to them.
  - She's not a criminal, not a risk
- We do not always know when this is happening.
  - Outside of Woody's conscious awareness

*How can this affect officer safety?*

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**Observation Game**

**Label the profession for each picture**

- Pilot
- Nurse
- CEO
- Teacher
- Flight Attendant
- Doctor
- Librarian
- Lawyer

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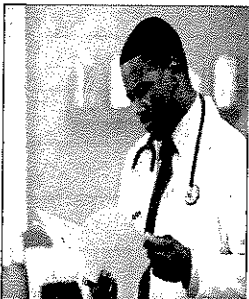
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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Pilot**  
**Nurse**  
**CEO**  
**Teacher**  
**Flight Attendant**  
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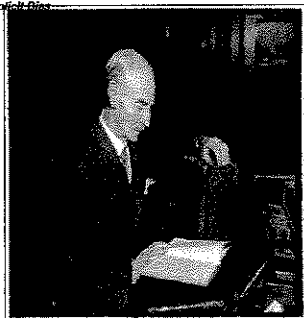
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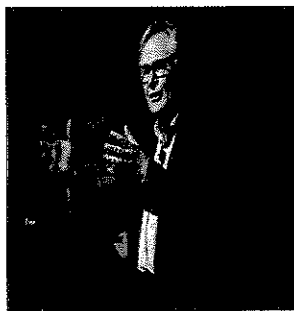
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**Procedural Justice and Police Legitimacy**  
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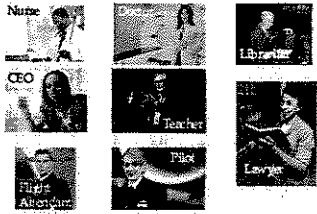
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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Evaluation**




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**Same Charges**

Why are the pictures of the suspects so different?

Media, conditioning, exposure, reinforcement, etc...

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From 2008 to 2018, the imprisonment rate dropped 28% among blacks, 21% among Hispanics, and 13% among whites.

In 2018, the imprisonment rate of black residents (1,134 sentenced black prisoners per 100,000 black residents) was the lowest since 1989 (1,050 per 100,000).

In 2018, the imprisonment rate of black males was 5.8 times that of white males, while the imprisonment rate of black females was 1.8 times the rate of white females.

Among the sentenced state prisoners at year-end 2017, an estimated 3/5 of blacks & Hispanics (61% each) and nearly half of whites were serving time for **violent offenses**.

**Combined state and federal imprisonment rate per 100,000 U.S. residents of a given race or ethnicity, 2008-2018**

Year	Black	Hispanic	Total	White
'08	1,600	600	500	400
'18	1,134	450	400	300

*National Prisoners Statistics Program administered by Bureau of Justice Statistics*

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**Dr Jennifer Eberhardt**

All people, regardless of social group membership, are susceptible to harboring implicit biases.

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### Implicit Biases



- Bias is a normal human attribute—even well-intentioned people have biases
- Biases are often unconscious or "implicit"
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping
- Implicit biases can influence our actions
- Understanding how implicit bias can affect our perceptions and behavior is the first step to "override" implicit bias

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### MODULE 2

### HOW OUR BRAINS WORK

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## Why does it matter?

- Our brains take shortcuts to read the Cambridge passage
- What other shortcuts does it take?
- What does this have to do with our jobs?
- Our brains usually get it right
- These responses can be helpful (Fire = Hot= Do Not Touch)
- Sometimes our brains don't get it right and we fall into a trap
- How we respond to a trap may put us at risk

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Answer the next  
questions as quick as  
you can

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☆ Peter, Paul, and Mary sing →



☆ Comedians tell →



☆ If you have no money, you are →



☆ Wire in a wheel, is a →



☆ What comes out of a lit cigarette? →



☆ White part of an egg is the →



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### You are late for work.

What happened:

- your alarm went off and you hit snooze 5x
- you ran through Dunkin Donuts and the line was long
- you forgot your lunch and had to go back home to get it

What do you tell your boss?

car trouble

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### Group Time AGAIN

### Stereotype Exercise

White  
Black  
Hispanic  
Asian  
Police

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The Human Brain




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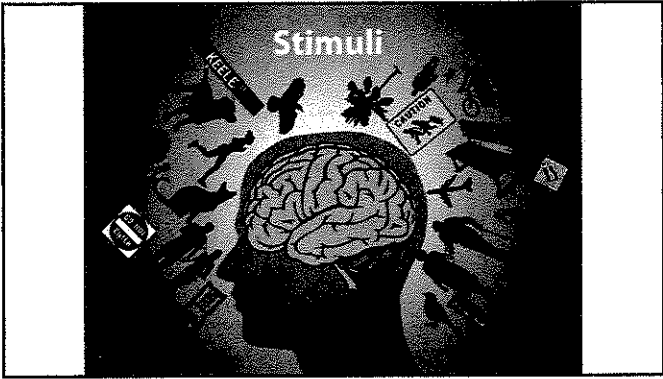
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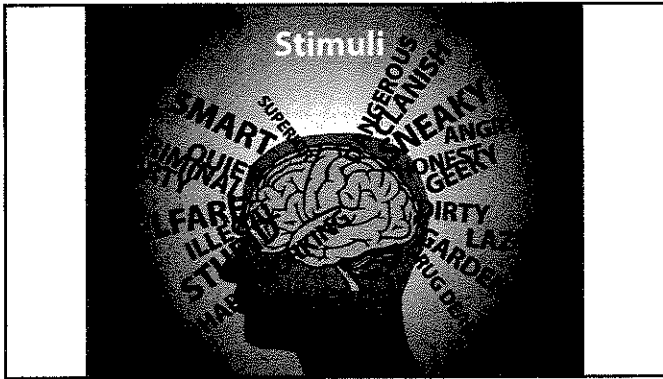
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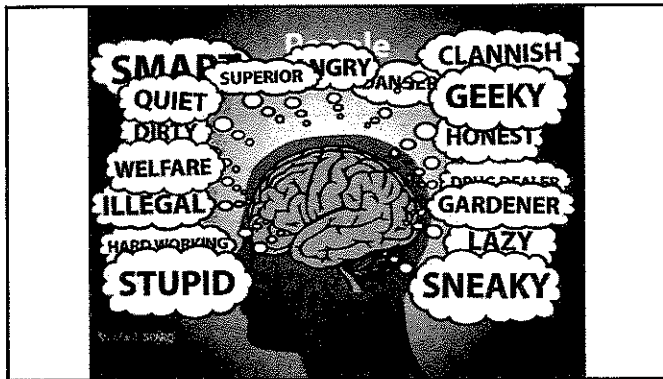
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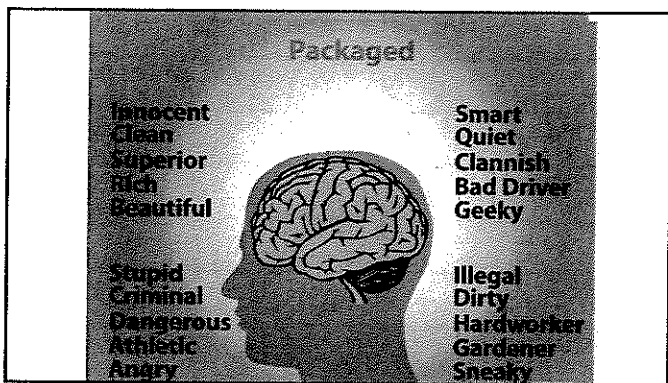
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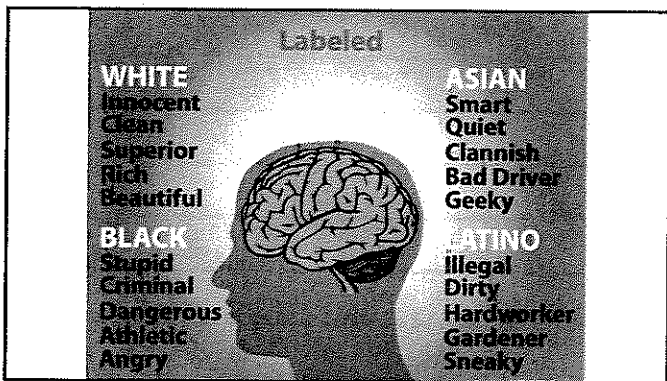
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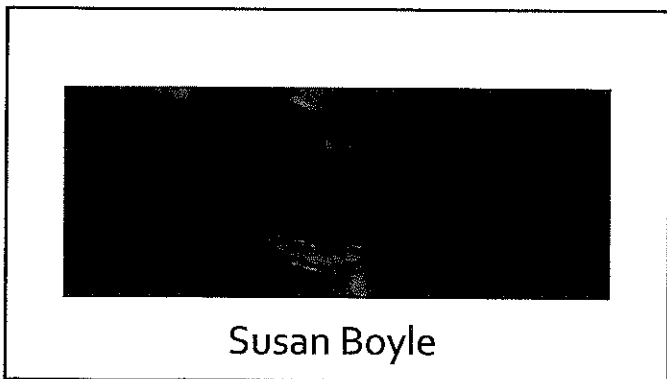
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## Why were people surprised when she began to sing?

- Shows Us
  - Humans prejudice
  - We attribute characteristics to them
  - We prejudged SB and drew conclusions about whether she could sing....

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### Procedural Justice and Police Legitimacy *Understanding Neutrality, Race and Implicit Bias*

#### Subconscious Conclusions

- Think of branding: Can you name these brands?
  - How did you learn what these brands mean?



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## MODULE 3

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**What is a normal description for:**

Man with a gun

Active school shooter

Shoplifter at grocery store

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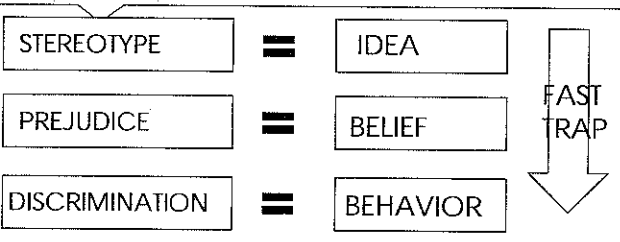
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**Objection: My behavior would never be impacted by bias- implicit or otherwise.**



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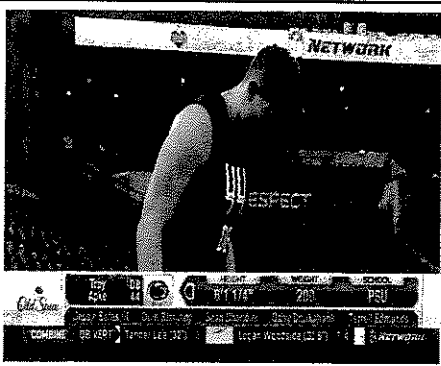
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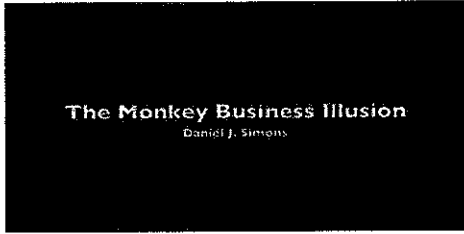
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Procedural Justice and Police Legitimacy  
*Understanding Neutrality, Race and Implicit Bias*

### Fast Trap Game



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### Fast traps

#### Traps -

Energy saving shortcuts,  
especially when we are  
faced with time and  
cognitive resource restraints.

*\*Outside of our consciousness.*

- Profession
- Parts of the country
- Race
- Gender
- Age
- Sexual orientation

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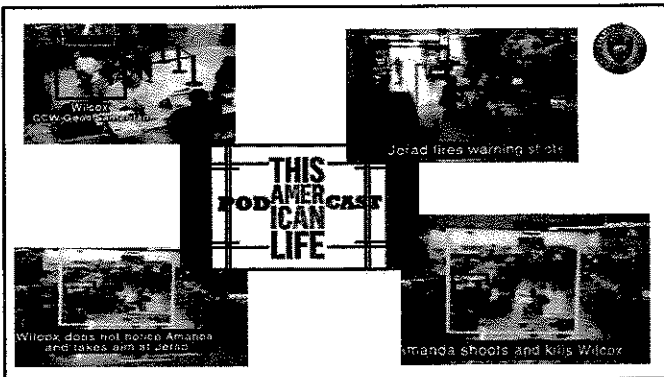
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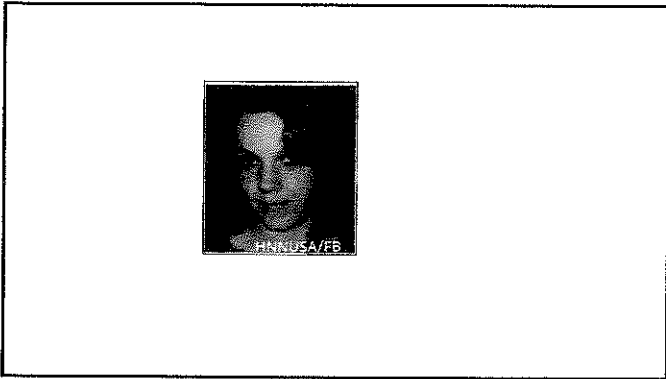
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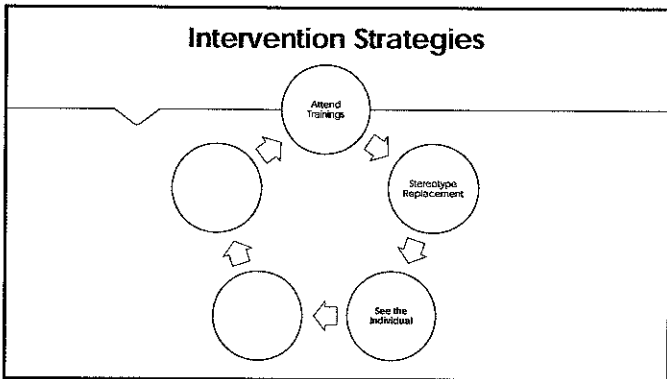
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**Trooper Randal Wade Vetter**  
Kyle, Texas



Texas State Trooper Randal Wade Vetter died at 10:25 p.m. Monday, August 7, 2000 from wounds he suffered during a traffic stop on August 3.

He had been shot once in the head by a high powered rifle shortly after stopping a vehicle on the west frontage road of I-35 south of Kyle, Texas at 10:30 a.m. He had stopped the 72 year old driver for not wearing a safety belt.

Trooper Vetter was a six-year veteran of the Texas Department of Public Safety.

He was the son of Kermit Vetter and Shirley Ann Jonas.

He married Cynthia I. Arnsden on December 23, 1995 in Comal County, Texas. They were blessed with one son, Robert Vetter.

Local officers were familiar with Hale because he once said he would kill the next officer he met, but that information never got to Trooper Vetter. His threats to law enforcement were documented in one department, but that information was never shared because no system existed to connect different departments.

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## Thoughts...

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### Procedural Justice and Police Legitimacy *Understanding Neutrality, Race and Implicit Bias*

- Everyone develops implicit associations about others based on characteristics like race, skin tone, income, sex and other physical attributes
- Biases are learned; we start learning them from the time we are born

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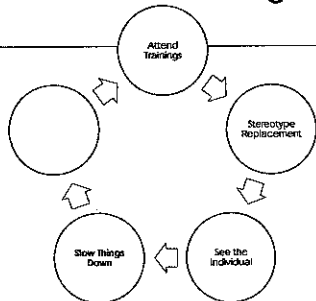
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### Intervention Strategies



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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*



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**Thoughts...**

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Slow Traps**

1. Our identity is salient or **important** in a particular **situation**, and
2. Our abilities to manage other people's perceptions of ourselves are low, and
3. Failure to validate our identity could lead to **changes** in behavior which might have negative consequences

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Biases are learned early-but one act can be a step to change them



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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

## Slow Traps

- Being mentally taxed
- In a bad mood
- Feeling threatened
- Being a novice
- Making quick decisions
- Multitasking

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

## Slow Traps



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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Stereotype Threat**

Stereotype threat is the sense of threat that can arise when one **knows** that he or she can possibly be **judged** or treated **negatively** on the basis of a negative stereotype about one's group.

**Requires:**

- An individual to feel **strongly** identified w/ a group
- The individual **believes** s/he is being evaluated
- Self-concept is **connected** to that evaluation

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Sandra Bland**




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**Discuss at your tables what you just saw I the video**

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Authority Threat**

•What Types of Authority do cops have?

- Legitimate – Formal
- Expert – Proficiency
- Referent – Influence
- Coercive - Power



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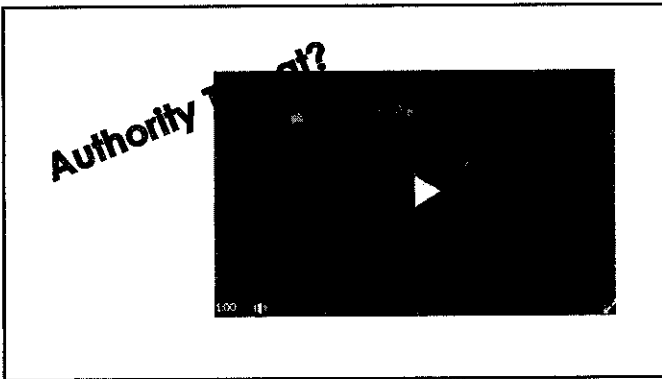
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**Slow Traps Matter**

- Slow Trap**
1. Go Home Safe
  2. Limit or No Complaints
  3. Don't get sued
  4. Have fun at work everyday
  5. Get promoted
  6. Don't get fired

- Possible Outcome**
1. Errors in identifying danger
  2. Increased Complaints
  3. Risk of lawsuits-dereliction
  4. Negative interactions-negative self concept
  5. Gets in the way of police work
  6. Community anger/reduced officer satisfaction

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# Module 4

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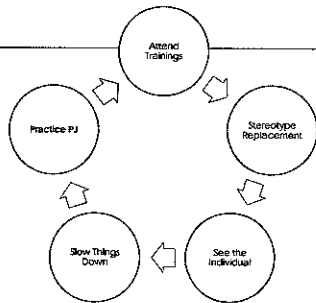


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## Intervention Strategies




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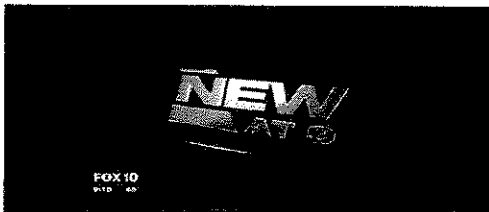


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Cops get it right more than your average person.




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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Josh Correll Study**



"They make very few mistakes," Correll says, "which is reassuring." But they aren't free of bias.

Officers showed the same susceptibility to stereotypes as civilians. "When they see a target that contradicts the stereotype," a black person without a gun or an armed white person, "they hesitate," he says. "They wait a couple of extra milliseconds, but they don't make the wrong decision."

Police training teaches control and discipline, making officers' mistakes rarer. But reducing errors is "as good as it gets," he says, "unless we can change all the cultural stereotypes in the country."

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**Through the Worm Hole**



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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

**MODULE 4: Defusing Traps**

What we are *not* asking:

1. Stop using your instincts
2. Stop using your experience
3. Stop using your knowledge
4. Put yourself at risk to spare someone's feelings

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

### What we are asking:

Engage in self reflection when **appropriate and** prepare for the trap - SLOW THINGS DOWN

1. What are the factors that lead me to think of someone as a suspect?
2. Are there any stereotypes that could inform that decision?

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**Procedural Justice and Police Legitimacy**  
*Understanding Neutrality, Race and Implicit Bias*

### Reducing the Influence of Identity Traps

- Change the situation
- Slow down
- Get help from outside the situation
- Actively seek out counter stereotypes

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### Interventions

- Attend Trainings-Awareness
- Stereotype Replacement
  - Be mindful of stereotypes
  - Actively locate counter-stereotypes
- See the individual
- Increase opportunities for positive interactions
  - Different races-groups-people

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**Interventions con't**

- Slow things down (when practical)
- Practice Procedural Justice
- Look for chances to de-escalate
- Fight cynicism
  - Don't take it personal
- Intervene
- Accountability – hold each other accountable

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**Neutrality: What does it look like?**

- Decision-making that is neutral
  - The officer exhibits neutral feelings toward the person
- Unbiased decision-making
  - Decision is not based on personal biases e.g. race, gender, community, sexual orientation
- Consistency
  - Decision is applied equally to all
- Transparency
  - Explains the process

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**Goals**

- What were your goals in policing when you first started?  
  
  - What are your goals in policing now?

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When can you defuse?

Where are there opportunities to defuse traps in law enforcement?

Where does it fit in your day?

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### Wrap Up

- Attend trainings
- Manage time
- Decrease stress and fatigue
- Sharpen skills
- Hold yourself accountable
- Remember why you joined
- Increase positive contact

Center for Trust & Justice

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#### Reducing the Influence of Identity Traps



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