

Sacramento Police Department
CONTINUING PROFESSIONAL TRAINING (CPT) 2021
CULTURAL COMPETENCY/IMPLICIT BIAS

Statement of Purpose: The purpose of this course is for peace officers to understand the concepts of implicit bias and de-escalation in order to adequately interact with the community that they police. At the conclusion of this course of instruction, the student will be able to: define implicit bias and de-escalation, recognize implicit bias within him or herself as well as others, understand the definitions of commonly used terms in anti-police rhetoric, objectively look at different viewpoints of contemporary policework, and understand the de-escalation General Order.

- I. Cultural Competency & Implicit Bias
 - a. Learning Objective: Peace officers face bias constantly in their interaction with members of the community. This must be considered when communicating during calls for service, consensual contacts, and in enforcement situations.
 - b. History – Chief Hahn

- II. Implicit Bias
 - a. View through lens of:
 - i. How I make decisions
 - ii. What I have control over
 - b. Introduction
 - i. Critical Decision-Making Model
 - ii. Mental Health Unit / Instructors
 - iii. Connections to Material
 - 1. Cultural Competency
 - 2. TacCom
 - 3. Procedural Justice
 - 4. De-escalation
 - 5. Peer Intervention
 - c. Cognitive Bias and Perception
 - i. Priming
 - 1. Definition
 - 2. Example - Background
 - 3. Class Exercise – Greenhouse
 - ii. Types of Cognitive Bias
 - 1. Anchoring Bias
 - 2. Overconfidence
 - 3. Ostrich Bias
 - 4. Outcome Bias
 - 5. Availability Heuristic Bias
 - 6. Bandwagon Effect
 - 7. Confirmation Bias
 - 8. Selective Perception
 - iii. Perceptions Exercise

- III. Implicit Bias
 - a. Introspection

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- i. How was I raised
 - ii. What do I read, take in?
 - iii. With whom do I surround myself
- b. IB Definition
- c. Previous classes, IB Review
 - i. Peace Officer's Role
 - ii. Be better, stronger, faster...unsullied
 - iii. Swore an oath
 - iv. SPD Survey
 - v. Experiences with IB (class interactive)
 - 1. Experiences
 - 2. Misinformation
- d. Understanding this narrative