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Strengthening Community Relations

Moving forward together.

Training opportunities to build and improve relations with those you serve.



in-person

Reimagining Policing:
Strategies for Building
Community Relationships
that Last



in-person | virtual

Improving Youth
Interactions through Fair
and Impartial Justice



in-person | virtual

Verbal De-Escalation and
Crisis Communication



in-person | virtual

Organizational Resiliency
Starts with You!



in-person

Managing the Media
Message: Your Agency's
Story and How You Tell It



conference

School Resource Officer
Training Conference

Visit ncjtc.org/StrongCommunities for more details.

Don't Miss These Upcoming Webinars

Learn more at ncjtc.org/webinars



Dr. Theodore Darden
Professor of Social Justice

Reimagining Policing (3-part series)

How We Got Here & Understanding the Need for Change (Part 1)

Oct 8 | 1:00 pm – 2:30 pm (CST) | \$39

Community Trust Begins from Within (Part 2)

Nov 12 | 1:00 pm – 2:30 pm (CST) | \$39

Where Do We Go From Here? (Part 3)

Dec 9 | 1:00 pm – 2:30 pm (CST) | \$39

Live Online Instructor-Led Training

Same great training
with more convenience



Learn more at ncjtc.org/live

Current Drug Trends

Sep 15-18 | \$195

Improving Youth Interactions through Fair and Impartial Justice

Oct 19-20 | \$295

Sexual Offenses: Mind and Motivation

Oct 26-27 | \$295

Organizational Resiliency Starts with You!

Nov 3-6 | \$99 (pilot)

Investigating and Prosecuting No Body Homicides

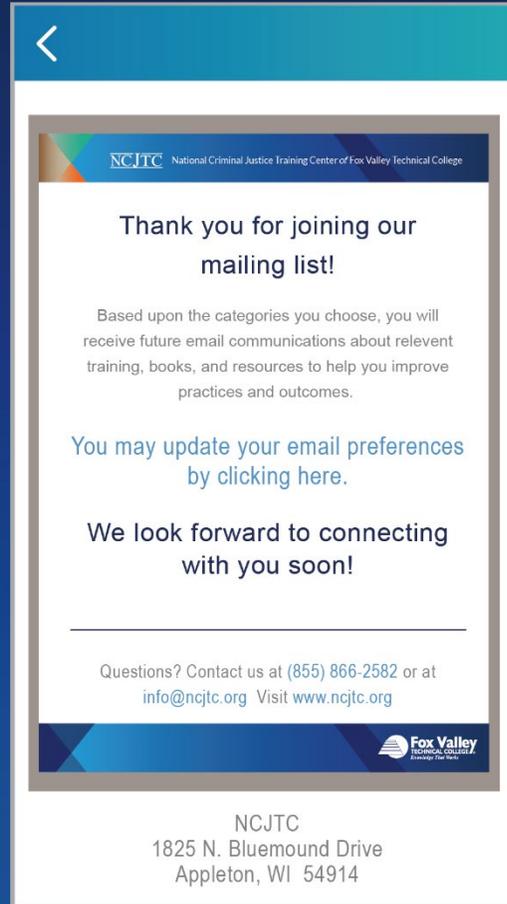
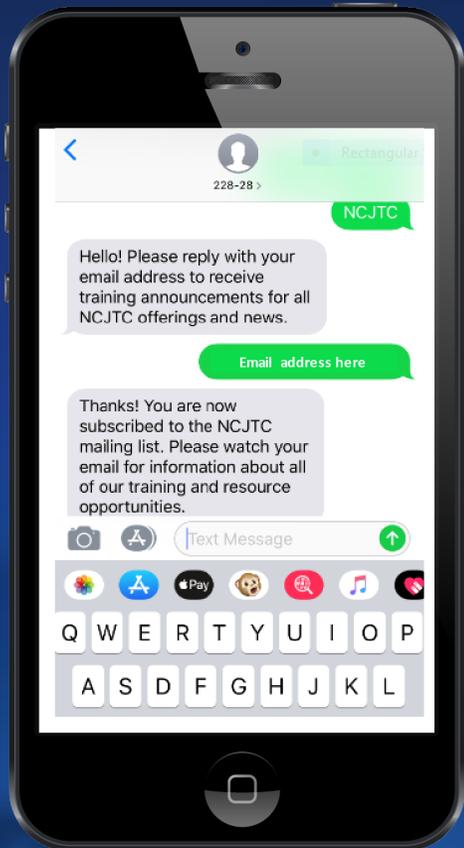
Nov 9-12 | \$99 (pilot)

Psychology of School Threat Assessments

Dec 1-2 | \$295

What Are They Running From? Youth Trauma and Addressing Adverse Childhood Experiences

Dec 15-18 | \$99 (pilot)



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Understanding Implicit & Explicit Bias

August 25, 2020



Tekoa Puerie

Director Of Center Advancement
Pace Center for Girls
Orlando, FL

Live transcript/captions available at <https://www.streamtext.net/player?event=NCJTC>

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Technical Overview

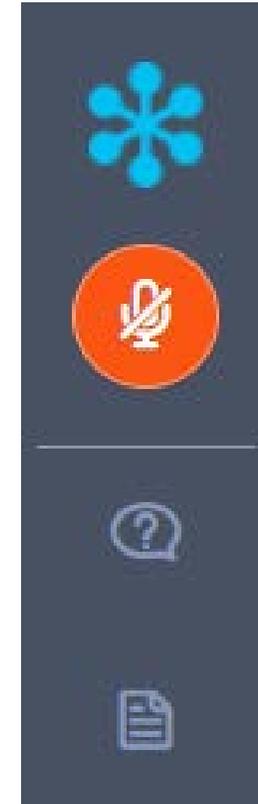
Your audio will remain on MUTE during the entire webinar



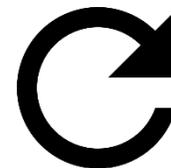
Question/Chat Box (Contact us with issues, ask a question, read messages)



Handouts (if available) found here



Use Google Chrome for the best experience



Refreshing your browser window will fix most technical issues

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Certificate of Attendance

- **Live Webinar = YES**
- **Recorded Webinar = NO**
- What do I need to do?
 - **Attend the entire live webinar**
 - **Complete the evaluation**
- Certificate is emailed to you in two (2) weeks.



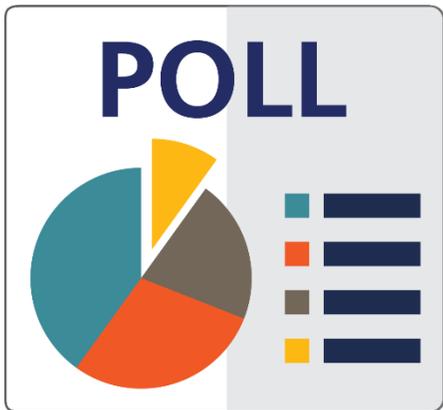
Post Webinar Information

- At the end of the webinar, a short evaluation will appear in a separate web browser window.
- Pop-up blocker must be turned “off.”
- You will receive an email within 2 weeks with instructions on how to access our webinar library, the recording of this webinar, additional webinars and self-paced courses.

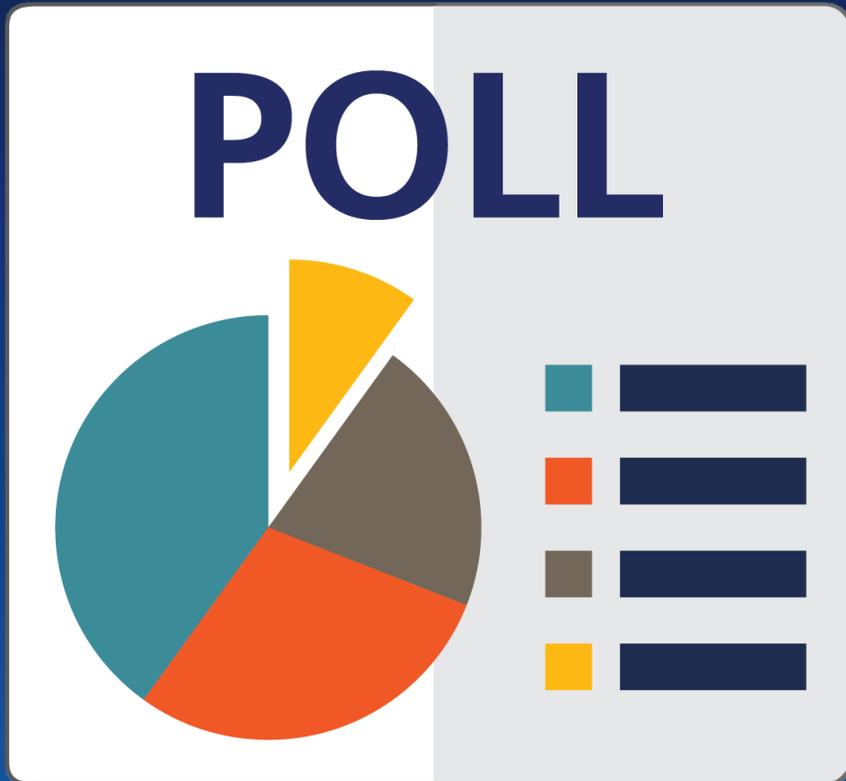
Poll Questions

Poll questions may be asked during the webinar.

This is your time to weigh in with your thoughts.



Please respond promptly;
polls are open for a short
period of time.



Which of the following best describes your role?

- Law Enforcement
- Educator
- Court System Personnel, Prosecutor
- CAC, Social Worker, Victim/Mental Health Service Provider
- Other



Tekoa Pouverie

Director of Center Advancement

Pace Center for Girls - Headquarters
Jacksonville, FL

Understanding Implicit and Explicit Bias



Objectives

1

Build awareness and understanding of implicit and explicit biases.

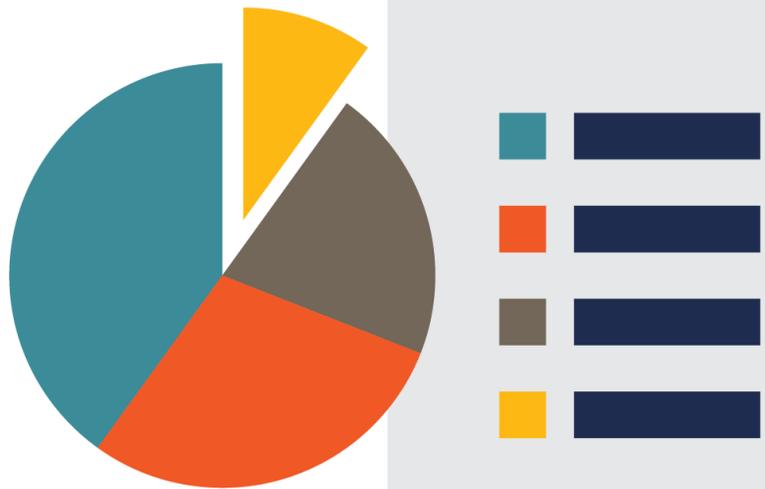
2

Understand why bias matters in fair and impartial justice.

3

Leverage a broad spectrum of best practices and successful strategies to reduce disparities.

POLL



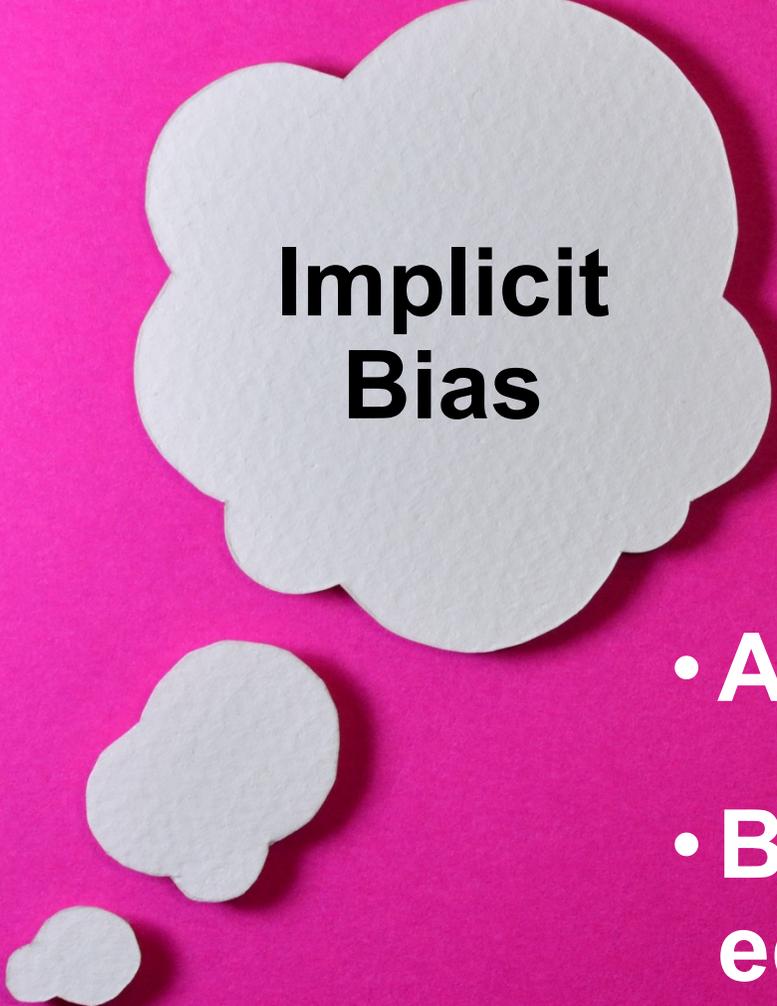
What do you want to gain from this webinar?

- Learn what biases I have
- Learn more about the black/minority community
- Gain tools to help my community heal
- Not sure

Implicit Bias

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.





Implicit Bias

- **All individuals possess the trait**
- **Based on background, education, exposure, culture, media, etc.**
- **Surfaces without permission**

Describe the driver...



Image source: <https://i.ytimg.com/vi/Ayp83zyQESk/maxresdefault.jpg>

Describe the driver...



Image source: <https://i.pinimg.com/originals/ef/83/f4/ef83f49a2aa92e90ee9379954aa39571.jpg>

Implicit Bias

- Shaped by stereotypes and attitudes
- Emerges in stressful situations
- Represents fears, feelings and perceptions
- Not only based on race – includes gender, body shape, age, etc.



POLL



Do you have implicit bias?

- Yes
- No
- Today, I discovered that I do
- I see everyone the same

How Do You Stack Up? Implicit Bias Self Assessment

<https://implicit.harvard.edu/implicit/>



Project Implicit®

The 2013 general audience book that fully explains the IAT



PROJECT IMPLICIT SOCIAL ATTITUDES

Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

LOGIN

REGISTER

Or, continue as a guest by selecting from our available language/nation demonstration sites:



United States (English)

GO!

PROJECT IMPLICIT MENTAL HEALTH

Find out your implicit associations about self-esteem, anxiety, alcohol, and other topics! **GO!**

PROJECT IMPLICIT FEATURED TASK

Measure your implicit associations toward Hispanic people **GO!**

Explicit bias
unlike implicit
bias is:
KNOWN
OWNED
SPECIFIC



Explicit Bias

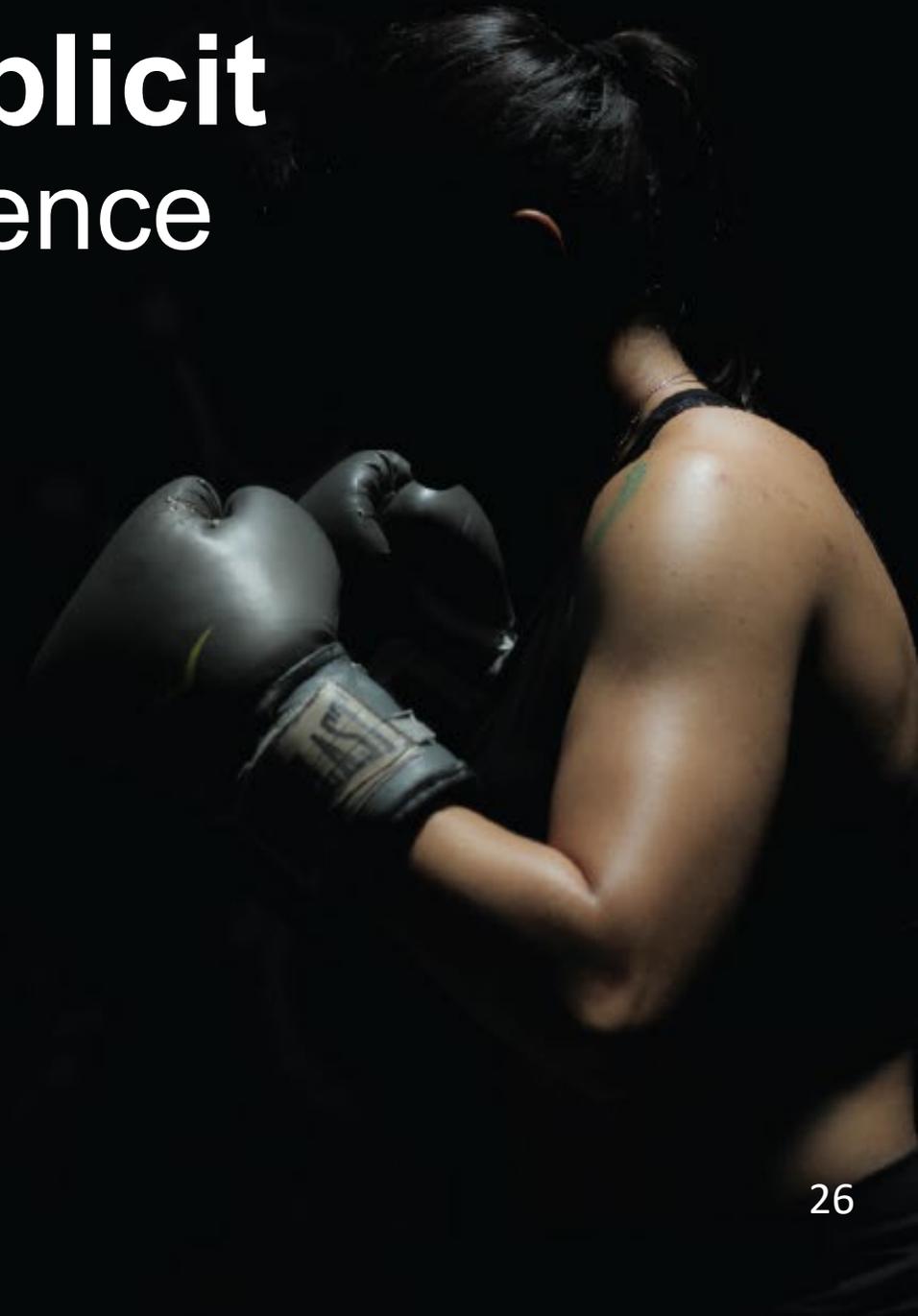
- Group association based on negative stereotypes
- Overt and uncensored
- Unconcerned about discriminatory behavior produced

Explicit vs. Implicit

There is a Difference

Explicit Bias

- Links groups to negative stereotypes
- Impacts a person's perception producing discriminatory behavior

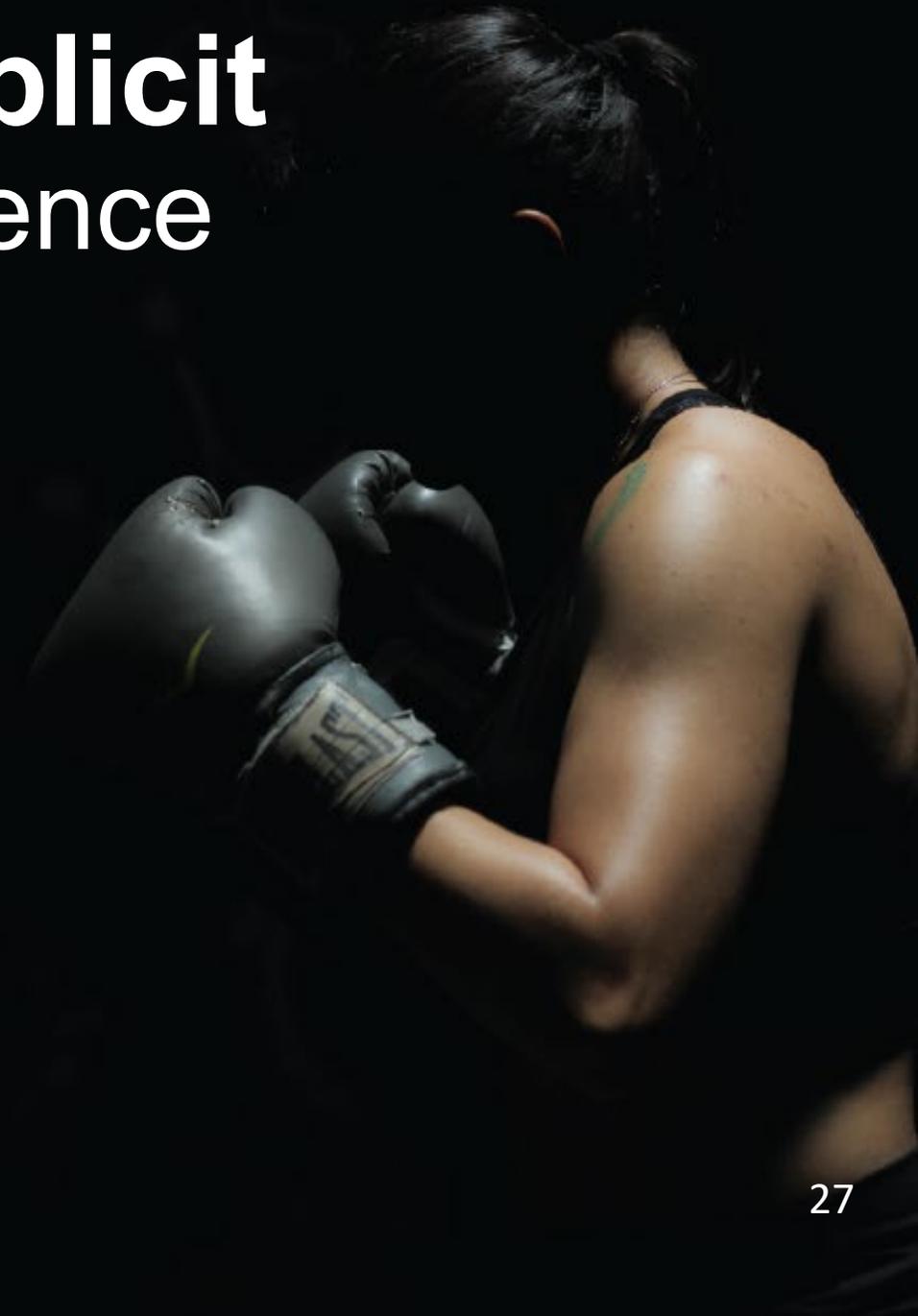


Explicit vs. Implicit

There is a Difference

Implicit Bias

- Unlike explicit bias
- Impacts a person's perception outside of conscience awareness
- Occurs in individuals even at conscience level who normally reject biases and stereotypes



Explicit Attitudes

- ✓ Conscious
- ✓ Deliberative
- ✓ Social and personal
- ✓ Easy to self-report

Implicit Attitudes

- ✓ Unconscious
- ✓ Spontaneous
- ✓ Based on experiences
- ✓ Subject to response latency

*Walk-ins
Welcome*

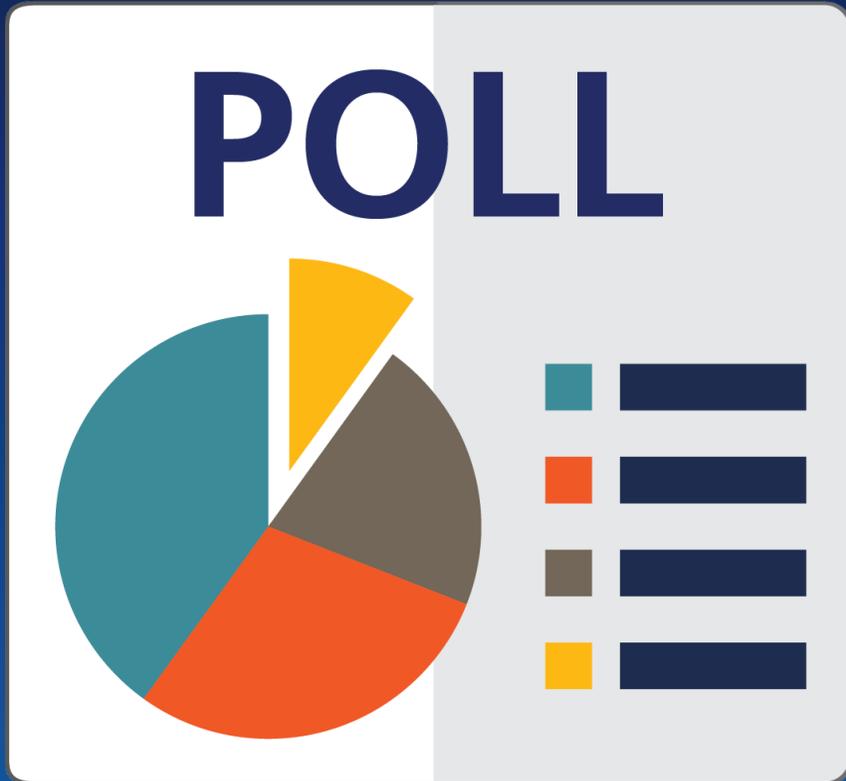
...my own bias

Racial Disparities



Extensive research has documented the disturbing effects of implicit racial biases in a variety of realms ranging from classrooms to courtrooms to corporations.

Source: <https://www.pexels.com>



True or False:

In Canada, the US, the UK, and Australia, a job seeker with a non-Western name must submit more resumes than a job seeker with a Western name in order to get a response from the recruiter.

- True
- False

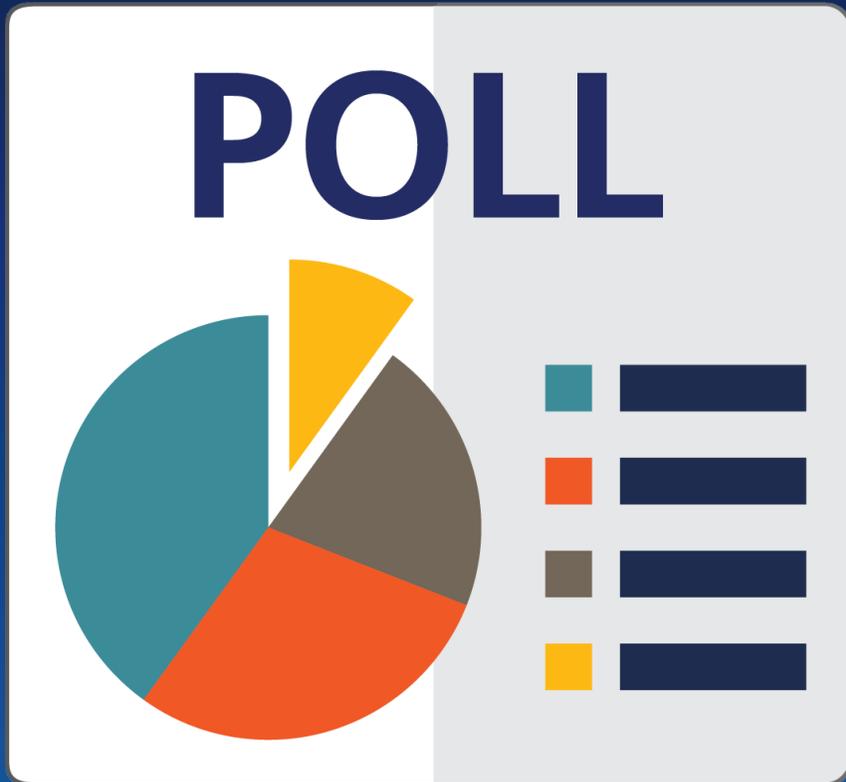


Source: <https://www.pexels.com>

TRUE...

Job seekers in most Western countries who have non-Western names must submit **approximately 30% more** resumes to achieve the same results as job seekers who have Western names.

Source: "Race in the Labor Market: Are Emily and Greg More Employable Than Lakisha and Jamal?" *The American Economic Review*, 2004, Volume 9



More, Less, or the Same:

Brown and black Brazilians earn more, less or the same as white Brazilians with the same background?

- More
- Less
- The Same

LESS...

Brown and especially black Brazilians earn **approximately 20-25% less** than white Brazilians with the same background.

Source: Telles, Edward. "Racial Discrimination and Miscegenation: The Experience in Brazil." *UN Chronicle*, Vol. XLIV, No. 3 (September 2007).



Procedural Justice



Implicit racial bias contribute to racial disparities at every level of the criminal justice system.

Today, youth of color make up 37% of the U.S. population but 67% of the prison population.

Data source: Bureau of Justice Statistics

African Americans are more likely than white Americans to be arrested; once arrested, they are more likely to be convicted; and once convicted, they are more likely to face stiff sentences. Black men are six times as likely to be incarcerated as white men.

Data source: Bureau of Justice Statistics



Procedural Justice...



...the idea of **FAIRNESS**
in the processes
that resolve disputes
and allocate resources
including discussions of
the administration of
justice and legal
proceedings.

Four Pillars of Procedural Justice

Treat
people with
dignity and
respect

Be mindful
of the tone
of “voice”
during
encounters

Remain
neutral in
decision-
making

Convey
trustworthy
motives

REGARDLESS OF COLOR

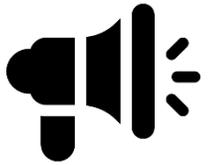
If people believe that you are **legitimate**, they are more willing to defer to your authority and to obey the law regardless of whether an officer is nearby.



Solutions and Action Plans



We need marathon runs



We need advocates



We need mission
focused work



In Closing...

We all have implicit bias that we must regulate, so we don't exemplify explicit bias in decision making

There are differences between implicit and explicit bias

Bias matters in fair and impartial justice

Bias is evident in a variety of industries

Best practices and successful strategies to reduce disparities



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NCJTC

National Criminal Justice Training Center
Fox Valley Technical College

Thank you for joining us for today's event



Tekoa Pouerie

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