

Understanding Explicit and Implicit Bias

Question and Answer

Question	Response
1. Is there not also implicit bias against Law Enforcement/government that would need to be addressed in order to heal the community as a whole?	Yes, there is a negative perception of law enforcement in some communities and if law enforcement is going to protect and serve those communities, they must work to address those biases so the healing can begin.
2. Can Ms. Pouerie share her email address with us at the end of the webinar?	pouerie@fvtc.edu
3. Thank you for such an informative webinar... my question is in regard to implicit bias that has developed as a result of survival... for example, the instant I saw the truck with the confederate flag it triggered a caution in my heart because I was taught to avoid and confrontations... My question is how do we avoid bias but stay wise?	Continue to stay wise and be proactive about your safety but judge each incident as an individual one.
4. Are you aware of any statistics regarding community policing and whether it has positively impacted both law enforcement and communities of color?	My area of study is disproportionate minority contact and bias. For both subject matter it has been proven that community policing is a positive contributor to decreasing these numbers. However, I don't train on community policing, I would have to defer you to www.bjs.com for stats.
5. What happens when you have Explicit attitudes toward your own race?	It has the same negative results and stem from the miseducation of a particular race.
6. Can you provide materials we can review on "Explicit bias"?	Visit my website for suggested reading: https://www.tekoapouerie.com/resources
7. Should have asked if Ms. Pouerie could suggest materials we can read on Explicit Bias to learn more about it and learn how to change it	Visit my website for suggested reading: https://www.tekoapouerie.com/resources
8. what are the most effective strategies in impacting change in systemic bias?	<ol style="list-style-type: none"> 1. Show empathy 2. Seek to understand 3. Be an advocate 4. Speak up against discrimination
9. is there a resource that shows data supporting officers in schools in the way you are describing because that is the 1st place they are cutting us out of...the schools	Yes. Public School Review has statistics that speak to the benefit and the need to get law enforcement involved early (elementary school).

10. since implicit bias is unconscious, how does a community without exposure to black and brown people go about being different now and in the next generation	Expose yourself. It's important that each one of us step outside of our usual routine and be open to learning about other cultures.
11. how can white officers change biased policing?	Advocate for training.
12. What about implicit bias and intersectionality (example: LGBTQ+ and being a person of color).	The Harvard implicit bias assessment discusses all forms of bias. Also, "Blind Spot" by Mahzarin Banaji and Anthony Greenwald is a good resource as well.
13. How could address a coworker making inappropriate remarks to other coworkers about clients who speak with an accent or come from a different cultural background?	Speak up and say something about how the comments makes you feel, if a mediator is needed contact HR.
14. How do you handle micro aggressions?	Speak up and say something about how the comments makes you feel, if a mediator is needed contact HR.
15. What's the best way to address fellow law enforcement officers about their biases?	Speak up and say something about how the comments makes you feel, if a mediator is needed contact HR.
16. How can we contact you to do a training for our agency?	pouerie@fvtc.edu
17. Are there any resources or trainings for places of business to be more culturally-sensitive?	Franklin Covey have excellent trainings for places of business.
18. For companies that review online content how can we be sure of the following: 1. Black and brown students are getting the same protection against harassment or suicide and 2. How can we make sure the company is not using biases.	Include brown and black professionals in the reviewing process.
19. What is the criminal justice system doing to minimize the bias that exists today?	Department of Justice conducted a department wide training on bias additionally other smaller agencies are hosting trainings, but I would also encourage policy changes.
20. Wondering about strategies: would it work to really get into the details of biases against one group and then use what you learn to expand your understanding about biases against other groups? For example: work on your company's biases towards latex people then expand what you've learned to work on biases towards African American people? It's a small company and we can't do it all at once, but the demographics are more latent	Start with where you are and tie the trainings back to the mission of the company.
21. How do address racism between races, such as between Black and Brown people as it applies to this discussion?	I would suggest Miseducation of a Negro by Carter G. Woodson

22. At my agency we have implemented a racial inclusion and equity which I am a part of. This is a new committee. Would you suggest I ask the committee to take the Harvard assessment?	Absolutely. And host a courage conversation afterwards, so that team members can open up and share how they feel as a result.
23. Do you label implicit bias around race "racism" or are we not "racist" until those biases are acted upon?	No, they are different. It should not be assumed that someone is racist because they have biases.
24. What is a positive way to respond to a colleague expressing bias	Speak up and say something about how the comments makes you feel, if a mediator is needed contact HR.
25. What are some next steps you would suggest for racial equity within small teams?	Start where you are, host courage conversations that provide a safe space where Team Members can have open, honest, and respectful conversations in an effort to create understanding, and promote learning.
26. Do you suggest any of those conversations or trainings to be mandatory for agency growth?	Yes, diversity and bias training should be mandatory with action items.
27. This is in reference to the earlier example of implicit/explicit bias using the doctor's office-- there are studies suggesting that seeing a doctor of your same race will result in better health outcomes. Because of this, choosing to exercise your bias and only see a doctor of your own race may lead to a better health outcome. Do you think there are good uses of bias, or is all bias inherently bad?	No, it still contributes to bias. it has a negative effect even if the statement is "positive" because when faced with the opposite, it can be detrimental to the individual.
28. When I recognize my own biases (implicit) and am able to redirect my own thoughts and behaviors when dealing with a person who is not like me, how do you propose to reason with someone that doesn't recognize their own biases are not helping resolve the issue?	The book "Blind Spot" by Mahzarin Banaji and Anthony Greenwald is a good read to help someone recognize their own biases.
29. Can't explicit be a "positive" stereotype, i.e., all Asians are smart	No. Any time you engage a stereotype it has a negative effect even if the statement is "positive" because when faced with the opposite, it can be detrimental to the individual.
30. "The Mis-Education of the Negro is free on Google Books for those that are experiencing financial hardships:	Thank you.
31. https://books.google.com/books?id=zF6J8Zge4XgC&newbks=0&printsec=frontcover&hl=en&source=newbks_fb#v=onepage&q&f=false	Thank you.
32. What can White people do to be better allies beyond examining biases?	<ol style="list-style-type: none"> 1. Show empathy 2. Seek to understand 3. Be an advocate in private and in public

	4. Speak up against discrimination
33. I've found that reading about matters of race has helped me discover my own biases and prejudices. Are there authors or writings that you would recommend?	"Blind Spot" by Mahzarin Banaji and Anthony Greenwald
34. How can police bolster the amount of minority applicants?	Great question. If diversity is the goal, agencies will have to be intentional in the recruiting process and where they recruit. Additionally, in onboarding provide training that speak to the barriers that currently exist.
35. I am a night shift police officer and completely agree that establishing trust with my community is pivotal in enhancing the quality of life and encouraging lawful behavior in my city. What examples of community events/trust-building activities have you come across that have been successful for officers (in particular, night shift officers) to pursue? Thank you so much for what you are doing and sharing this presentation!	Truly getting in the trenches and in the communities that you serve. Sporting events, cook outs, community centers, etc.
36. Do we have to work within the system and by the system's rules in order for things to change?	Work within the system, but advocate for change.
37. Is this training being offered at Police Stations in different States/Communities?	Yes.
38. Is there a report or anything documenting your yearlong work in Florida working with the community and the sheriff's office?	The project was funded by the Florida DJJ, they will have a copy in their archives.
39. How bad has the riots hurt relationships? It seems the rioters do not care about justice, just destroying and hurting others. It is also obvious that the areas subjected to riots are less supportive of law enforcement because citizens do not resist because of poor leadership.	I'm not sure about riots. I believe the peaceful protest have been very positive and have brought law enforcement and people of color together marching for the same causes. It has been beautiful to watch and participate.
40. Would you say something to the survey in which people said they did not have implicit bias or saw everyone the same?	It is a great way to gauge the room – I hope some answers will change after presentation.
41. Can you send out a list of the suggested reading that was talked about.	https://www.tekoapouerie.com/resources
42. I was In LE and had a Hispanic Lt. and black Sgt. they were very biased with me being a white female detective. They were the ones teaching our racism classes.	That is horrible, I'm sorry you had to endure that.

43. do you think that actors or famous people of color are pressured to speak for their race	Yes. I think any person of color with influence bares the burden to use their1 platform to bring awareness.
44. my brown coworkers say that they are sick of teaching white people about racism. It would be like having victims of domestic violence responsible to change the perpetrators of violence. they say it's not their responsibility. It is the perpetrators that should educate themselves. what do you think about this/	I disagree I think anyone seeking knowledge to bridge the divide should be respected and at least given a conversation or pointed in the right direction. If the request is simply to debate, then I can understand the example given.
45. I love your idea of police programs with schools to combat those implicit biases that they are taught from such a young age. "	Thank you!
46. I have found it difficult to find a Procedural Justice training for my Police Department? Do you know of any that are available? The department went through an Implicit Bias training but we can't seem to find the PJ side of it	Contact the National Criminal Justice Training Center at Fox Valley at info@ncjtc.org
47. I find that the only people willing to address their implicit biases are those that believe it exists. What ways do you find are most effective in encouraging those that do not believe they have implicit bias into exploring those biases?	The free Harvard assessment which is free and if they are open to reading: "Blind Spot" by Mahzarin Banaji and Anthony Greenwald
48. Once I understand the biases I have, how can I remove those biases from my mind?	It may be an impulse, control it and don't act out on it.
49. Can you repeat the name of the book you are discussing?	"Blind Spot" by Mahzarin Banaji and Anthony Greenwald
50. Are implicit biases always bad?	No.
51. I do not agree that it is law enforcement's fault that people of color are getting arrested disproportionately. Criminals pick us, we don't pick them. Do we know if a study has been done regarding that? Certainly, bad decisions have to be a main reason. Thanks.	Yes, several studies and you are correct it is not just law enforcement that contribute to disproportionately. It is evident at every step in the criminal justice system.
52. I have taken it upon myself in my community to work with the Elementary school to meet and talk with kids at that level, but how do I work with the ones who yell out at me "F&** the police" and walk off. I don't want it to be confrontational but I also just want to have a conversation.	Don't give up. If you are not successful in having a conversation, partner with someone that they have a relationship with and partner with them to create an introduction and validate your intent.
53. Is Ms. Puerie taking part of FREC facilitated by DJJ?	No.

54. Are you part of the Florida Race Equity Challenge with DJJ that is going on right now?	No.
55. Do you think it's important or necessary for companies to create cultural competency committees that consists of diverse employees from various backgrounds?	Yes.