



Chief Harteau of the Minneapolis Police Department  
is pleased to provide training to leadership-level  
personnel and community stakeholders  
on March 19<sup>th</sup> and 20<sup>th</sup>

## Fair and Impartial Policing: A Science-Based Approach

**Agencies are recognizing that even the best officers might manifest bias and therefore even the best agencies must be proactive to achieve fair and impartial policing. This training presents what is known about human biases and provides guidance for promoting fair and impartial policing in the areas of policy, training, supervision/accountability, leadership, recruitment/hiring, outreach to diverse communities, and measurement.**

The “fair and impartial policing perspective” reflects a new way of thinking about the issue of biased policing—based on the science of bias. Social psychologists who study bias report that *bias has changed in our society*. As one scientist proclaimed, “This is not your grandmother’s prejudice” (Fiske, 2008). These scientists have determined—through voluminous research on this topic—that bias today is less likely to manifest as explicit bias (such as racism) and more likely to manifest as “implicit bias.” Social psychologists have shown that “implicit” bias can impact what people perceive and do; it works below consciousness and manifests even in people who consciously hold non-prejudiced attitudes. Like explicit bias, implicit bias can produce discriminatory actions.



The vast majority of police personnel are well-meaning individuals who are dedicated to serving all community members with fairness and dignity. Despite good intentions, however, their behaviors may still manifest biased policing or give rise to the perceptions of it. It is likely that many of these officers, like humans in every profession, are not fully cognizant of the extent to which race/ethnicity (and other factors, such as gender, sexual preference, socio-economic status, religion) impact their decision-making or fully cognizant of the behaviors that may give rise to perceptions of bias.

The 1.5-day training covers the (1) science of bias and (2) implications of the science-based perspective for agency policy and practice. Attendees learn about the elements of a “comprehensive agency program for promoting fair and impartial policing.” During the training, the jurisdiction develops a draft action plan.

**Time:** 3/19 from 9 to 4:30 and 3/20 from 8:30 to 1:30  
**Location:** The Minneapolis Emergency Operations Building at 25  
37<sup>th</sup> Ave NE, Minneapolis, MN 55418

#### TOPICS COVERED:

- **What community members and police think about biased policing**
- **The social science of human bias and its implications for policing**
- **The benefits and elements of a comprehensive program to facilitate fair and impartial policing**
- **Meaningful policy**
- **Leadership, supervision and accountability**
- **Recruitment/hiring**
- **Education/training**
- **Assessing institutional policies and practices**
- **Measurement**
  - **Responding to disparity charges**
  - **Data Collection: The issues, the facts**
- **Outreach to communities**
- **How to implement a comprehensive program.**

### Comments from previous attendees:

- *It was very interactive and made me think. The resources and facts/examples were amazing.*
- *The seminar was excellent; probably the best session on racially biased policing I've attended.*
- *Class discussion was open and honest.*
- *Having law enforcement and community stakeholders in the room made for interactive and thought-provoking discussions.*
- *Discussions enabled community and law enforcement to appreciate each other's views.*
- *Was a positive approach to the topic!*
- *This training needs to be available to all officers and the community.*
- *I am leaving the class with a new perspective on my own views and beliefs. I have a new awareness of bias-based policing within my own agency. The presentation of scientific data provided me with a more convincing argument that supported the existence of unintentional, but widespread racial bias, which I was typically quick to dismiss.*
- *Enjoyable training with good scientific information.*
- *Group discussion was valuable and showcased the very different approaches of different departments.*
- *Excellent training; highly recommended.*
- *(Instructor) aggressively addressed difficult topics with facts and experience.*
- *The instructor knowledge of the subject is exceptional.*
- *Very dynamic, interesting speaker. High energy.*
- *This course exceeded my most hopeful expectations!*
- *I obtained new ideas from the other students as well as from the instructor.*
- *Course content was great. Dialogue among participants was very beneficial.*
- *Great course. Very much the eye opener for this small agency.*
- *The course is excellent. We need to attract departments to it who don't think they need to go!*



## Instructor



**Dr. Lorie Fridell**, former Director of Research at the Police Executive Research Forum (PERF), is a national expert on racially biased policing. She has authored and co-authored a number of chapters and books on the topic. While at PERF she co-authored with colleagues *Racially Biased Policing: A Principled Response*, which guides law enforcement executives on how to respond to the issues of racially biased policing and the perceptions of its practice. Concerned about the very high expectations that some stakeholders have with regard to data collected on police stops, she wrote *By the Numbers: A Guide for Analyzing Race Data from Vehicle Stops* and the companion book, *Understanding Race Data from Vehicle Stops: A Stakeholders' Guide*. A chapter she wrote (2008) is entitled "Racially Biased Policing: The Law Enforcement Response to the Implicit Black-Crime Association."

Dr. Fridell is a keynote speaker at conferences on this important topic and has been invited on a number of occasions to speak to various chiefs/sheriffs associations and police accountability groups around the country and in Canada. She has trained for and/or consulted with a number of agencies/entities including the Chicago PD, San Francisco PD, Los Angeles PD, Toronto Police Services, Austin PD, Seattle PD, Massachusetts Chiefs Association, Piedmont PD, Oakland PD, Berkeley PD, La Crosse PD, Madison PD, Prince William County PD, Kansas Racial Profiling Task Force, Wisconsin Bureau of Justice Assistance, Institute for Law and Justice, Rhode Island Chiefs' Association, Wisconsin Chiefs' Association, and RAND Inc., to name a few. With support from the U.S. Department of Justice and with assistance from national experts on law enforcement and the social psychology of bias, Dr. Fridell has produced science-based Fair and Impartial Policing curriculums for recruits/patrol officers, first-line supervisors, mid-level managers, command-level personnel and law enforcement trainers. Dr. Fridell is an Associate Professor of Criminology at the University of South Florida in Tampa. Her training skills are indicated by her five university-level teaching awards.

**Please confirm your attendance with:**

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**Participants must attend  
both days**