

# Fair and Impartial Policing Training Conference

Instructor: Dr. Lorie Fridell

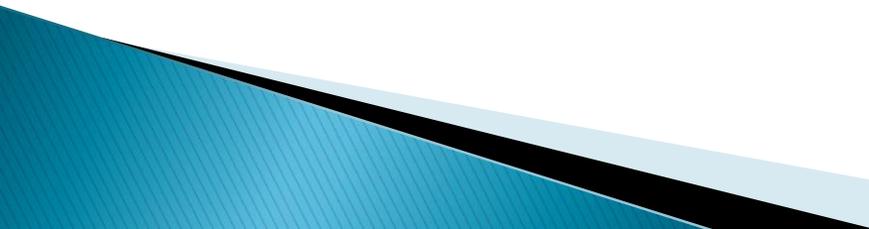
Hosted by the Minneapolis Police Department  
Minneapolis, Minnesota  
March 19–20, 2014

Presentation by Sarah J. Rude, Commissioner, PCOC  
May 13, 2014

# Things covered:

1. Introduction
  2. Background on Fair & Impartial Policing
  3. Specific Topics Addressed
    - A. Additional Background/Science
    - B. Policy and Practice
    - C. Assessment and Measurement
    - D. Recruitment and Hiring and Education and Training
      - Current MPD Outreach
  4. Takeaways and Impressions
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# 1. Introduction

- ▶ Increased recognition of various manifestations of bias
  - ▶ Subsequent increased attempts to be proactive via training and outreach
  - ▶ This training
    - Presents what is known scientifically
    - Provides guidance for promoting fair & impartial policing
    - Focus areas: policy, training, supervision/ accountability, leadership, recruitment/ hiring, outreach to diverse communities, and measurement
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## 2. Background: Fair & Impartial Policing

- ▶ Social psychologists who study bias report that the nature of bias has changed.
- ▶ Bias today
  - Less likely to manifest explicitly (overt and conscious)
  - More likely to manifest implicitly (working subconsciously – even in those who consciously hold non-prejudiced attitudes)
  - People are not fully aware of their biases.

# 3. Specific Topics Addressed

- ▶ Science of Bias
  - ▶ Policy and Background\*\*
  - ▶ Assessment and Measurement
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# 3. Specific Topics Addressed

- ▶ MPD programs to increase diversity (\*\*as a part of specific policy already in place)
  1. Community Service Officer Hiring
  2. Police Explorer Program
  3. The Chief's Advisory Council
  4. HR person with a background in diversity recruitment/hiring
  5. Utilization of SROs in schools as recruiters
  6. Cadet program, CSOs, laterals
  7. Youth Advisory Committee (in-progress)
  8. Police Athletic League

# 4. Takeaways and Impressions

- ▶ Minneapolis PD seems very receptive to:
    - Formalizing training on this topic
    - Continuing with outreach, not only for recruitment and hiring, but also for improved community relations.
    - Better measuring these variables in order to implement more efficient and productive policy for training and outreach.
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# Questions?

## Thank You!

