

## ***Balancing Our Biases: Facts, Myths, Strategies & Solutions***

Balancing Our Bias course addresses very real interaction issues for working police officers from the perspective of experienced law enforcement practitioners and trainers. We address the misconceptions and myths about bias in general and establish that *implicit* and *explicit* biases are both natural phenomenons of the mind and in most cases accurate and functional.

Instead we examine biases of an *illicit* or *oppositional* nature. Biases that may cause officers to innately view certain people as dangerous without merit which in turn can affect their subsequent decisions from how they communicate to when and how they use force.

We encourage interaction and discuss uncomfortable topics including racial profiling, Black Lives Matter, how white and minority officers are dealing with the current climate and the history of racism in the profession.

In addition, we address the stop and frisk controversies and establish the need for more training in understanding how to both determine and articulate reasonable suspicion outside of merely race.

Our program was created by Lt. Jim Glennon who has over 30 years' police experience, a Master's in Justice Administration, a BA in Psychology and authored a book about communication that addresses the power of the unconscious mind.

Balancing our Biases has a goal of helping officers honestly evaluating their biases, techniques for managing them as well as teaching applicable skills that they can immediately utilize on the street. It is not designed to simply check an attendance box.

This course will discuss the following :

- Learn how the unconscious works
- The difference between "implicit" and "explicit" biases
- Managing prejudice
- Examining the difference between prejudice and racism
- Systemic & Individual solutions
- Complete Communication skills
- Articulating consciously what the unconscious perceives