


November 12, 2019

FOR YOUR INFORMATION MEMO

To: Mayor and Members of City Council
From: Patrick A. Duhaney, City Manager 
Subject: CPD Implicit Bias Training Progress

The purpose of this memo is to update you on the progress made on training efforts related to implicit bias, diversity, equity and inclusion for sworn and civilian law enforcement personnel.

Service Procurement

Fair & Impartial Policing, LLC (FIP, LLC) has been selected to conduct a series of training sessions for the City of Cincinnati Police Department using the Promoting Fair & Impartial Policing: A Science-Based Perspective (FIP) curricula.

The Promoting Fair & Impartial Policing: A Science-Based Perspective (FIP) training program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula addresses, not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status and so forth. The curricula will address various biases – including implicit associations, attentional bias, confirmation bias, and outgroup bias-and their implications for law enforcement.

CPD anticipates that all sworn and civilian law enforcement personnel will complete the training by April 2020.

Session Schedule

Date	Training Series
November 13-14, 2019	Command-Level Personnel
November 15, 2019	Mid-Level Manager’s Training
December 17-18, 2019	Training of Trainers
TBD	Two Community Sessions
January – March 2020	Patrol Officers & Civilian Staff
TBD*	Academy Recruits

**Pending Ohio Peace Officer Training Academy (OPOTA) approval.*

Attachment

Cc: Eliot K. Isaac, Police Chief, Cincinnati Police Department
 Jason N. Cooper, Division Manager – Criminal Justice Initiatives, City Manager’s Office

Fair & Impartial Policing Training Descriptions

Training Session	Description
Command Staff	This 1.5-day training program covers the science of bias, its implications for policing and the elements of a comprehensive agency program to promote fair and impartial policing, which includes assessments and reform in the realms of policy, recruitment and hiring, training, supervision and accountability, leadership, culture, measurement and outreach to diverse communities. Agency leaders exit the training with an action plan to implement a comprehensive program to promote fair and impartial public safety.
Mid-Level Manager's Training	This 8-hour training curricula covers: <ul style="list-style-type: none"> • Introduces the trainees to the science of bias, including the science underlying mechanisms for reducing/managing biases; • Helps mid-managers identify and intervene with subordinates who may be acting in a biased manner; • Challenges mid-level managers to think about how bias might manifest in their own behavior, • Provides guidance on how to speak about bias to individuals (e.g. sergeants, officers, individual community members) and groups/media; and • Introduces the attendees to the elements of a comprehensive agency program to produce fair and impartial policing.
Training of Trainers	A 2-day training program designed to enable instructors to implement both the patrol officers and civilian personnel within a law enforcement agency. The training “walks” participants through both the content and the training methodologies and provides opportunities for participants to “practice” teaching the content.
Community Training Session	The 4 hour Community Training Session brings together community members to (a) learn about the science of implicit bias and the training that the agency is providing to its personnel, (b) reflect on how implicit bias can impact police personnel and individuals in any walk of life, and (c) discuss skills for police and others to reduce and manage biases. The session will involve discussion and interaction, and participants will learn about the agency’s comprehensive efforts to promote fair and impartial policing.
Patrol Officers, Civilians and Academy Recruits	The 8-hour training program helps these individuals to: <ul style="list-style-type: none"> • Understand that even well-intentioned people have biases; • Understand how implicit biases impact on what we perceive/see and can (unless prevented) impact on what we do; • Understand that fair and impartial policing produces just, safe and effective policing; and, • Use tools that help them (1) recognize their conscious and implicit biases, and (2) reduce and manage biases