

LOS ANGELES POLICE DEPARTMENT



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The Honorable City Council
c/o Holly Wolcott
Office of the City Clerk
City Hall, Room 395
Los Angeles, California 90012

Honorable Members:

Enclosed for your review is the Los Angeles Police Department's response to Adopted Budget Recommendation R.61 (C.F. 18-0600-S61) regarding Implicit Bias training that was raised during the Fiscal Year (FY) 2018-19 Budget deliberations:

Instruct the Police Department to report to the Public Safety Committee on what is incorporated into the Implicit Bias training, including the various training elements, the frequency of the training, and whether the entire department has completed the training.

The Department's Personnel and Training Bureau reported the following information regarding the Implicit Bias training:

1. KEY COMPONENTS COVERED IN THE IMPLICIT BIAS TRAINING

The formal course title for the 4-hour block presented by Dr. Bryant Marks is "*Acknowledging and Managing the Hidden Bias of Good People: Implications for Police and the Communities they Serve.*" The instructional goal was to expose participants to the meaning, causes, consequences and solutions regarding Implicit Bias, and its potential impact on community policing.

The course objective is to enable participants to provide informed responses to the following questions:

- a) What is implicit bias? The emphasis of discussion is on defining implicit bias and related concepts such as stereotypes; prejudice; discrimination; racism; bias at individual, institutional and cultural levels; and the prevalence of implicit bias among human beings.
- b) What does implicit bias look like in the real world? Examples are home mortgages, hiring practices, criminal justice, immigration attitudes, K-12 education, and health care.

- c) Why does implicit bias exist? Reasons discussed.
- d) How does implicit bias affect the perpetrator? Psychological and behavioral consequences discussed.
- e) How does implicit bias affect the target of the bias?
- f) How does implicit bias affect community-police interactions and outcomes? Discussions on empathy, trust of police among various racial groups, challenges faced by young men of color, perceptions of young male of color by adults, and perceptions that young Black and Hispanic males hold of police.
- g) What are some possible responses to reduce implicit bias?

2. FREQUENCY OF TRAINING

Between March 27, 2017, and October 2, 2017, a total of **9,188** sworn Department employees attended the Implicit Bias training, with classes conducted two to three times weekly as deployment allowed. This training, provided by Dr. Marks, has concluded.

3. ONGOING TRAINING PLAN

After the Department-wide training on Implicit Bias concluded, the Implicit Bias material was incorporated into existing Department courses. This is consistent with the best practices laid out in the Federal Consent Decree. The Department has continued to integrate key elements of Implicit Bias training by updating existing courses, as listed below:

- a) **Recruit Basic Course (RBC)** – Biased Policing and experiential exercises at the Museum of Tolerance. The RBC also includes a POST mandated content on Procedural Justice.
- b) **Police Sciences and Leadership I (PSL I)** – Incorporates Implicit Bias, Fair and Impartial Policing, and Procedural Justice, including the use of Mindfulness Strategies in Peak Performance. The final exercise of presenting a community project incorporates viewing situations from the community's perspective.
- c) **Police Sciences and Leadership II (PSL II)** – Training emphasis on Procedural Justice and Ethics.
- d) **Building Community Trust and Biased Policing** – Completed through the Museum of Tolerance, this is a 10-hour course with 30 officers enrolled per week, and meets the State mandate for training on Biased Policing every five years.
- e) **Field Training Officer Update (2016)** – The 4-hour course highlights Implicit Bias and Training a New Police Officer.
- f) **Supervisor School** – Training that underscores implications of Implicit Bias and the importance of timely and appropriate processing of Biased Policing complaints.
- g) **Watch Commander School (2017)** – Key concept is addressing bias and accountability through the use of Body Worn Video.
- h) **Command Development School** – The focus is on the role of a Commanding Officer in supporting Procedural Justice for Officers, Civilians, and the Community.

- i) **Dr. Marks – Ongoing Training through PSL** – The last part of the ongoing training plan includes using grant money from the Los Angeles Police Foundation to bring in Dr. Marks for the rolling year October 2018 to October 2019, to teach Implicit Bias. Dr. Marks will teach during each iteration (once per month) of the Police Science and Leadership Course, on Day 1 of the program. Additionally, Personnel and Training Bureau requested an ongoing budget line item, starting in Fiscal Year 2019-2020, for continued funding to teach Implicit Bias as part of the PSL program.

If you have any questions, please contact Annemarie Sauer, Police Administrator II, Fiscal Operations Division, at (213) 486-8590.

Respectfully,

MICHEL R. MOORE
Chief of Police



JORGE A. VILLEGAS, Assistant Chief
Director, Office of Support Services