



**Training Advisory
Council Coursework
Comments and
Suggestions**

Procedural Justice Training

December 11, 2018



Table of Contents

1. TAC Participants	2
2. High Level Summary.....	2
3. Comments and Suggestions	2
4. PPB Contacts	4

PROCEDURAL JUSTICE TRAINING

December 11, 2018

1. TAC Participants

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2. High Level Summary

Overall the members of TAC who attended the dry-run were impressed with the course. Central concerns were in the area of increasing the training to push the officers farther beyond their comfort zone. While it is understood that implicit bias is a difficult and sensitive topic to discuss, it was felt that the importance of the topic warrants a greater pushing of the officers to consider and evaluate their own biases.

3. Comments and Suggestions

TAC members viewed a dry run of the PPB's new Procedural Justice training on December 11, 2018. Thank you to the PPB officers and staff who set up this opportunity.

It was mentioned during the class that this training has already been given to the PPB in the last in-service training period. In the future, TAC members should have the opportunity to view the training before it is released.

Overall TAC members were quite impressed with the Procedural Justice training and what it is trying to accomplish.

The following were specifically mentioned as areas that went well:

- Encouraged by efforts to better highlight how implicit bias can have negative affects on policing. Especially liked the statement: “recognize situations when implicit bias can negative impact police legitimacy.”
- Encouraged by efforts to get officers to be mindful of how others think and how that affects their actions. Great example was the question: “How can you have a conversation with someone who has different views from you?”
- It was great to see the trainer encouraging people to take the IAT.
- It was good to see recognition that the training of officers needing to be ready for anything, while good for officer safety, must be recognized as having negatives in how police interact with the public.
- It was also good to see a recognition that how somebody is treated during an interaction is just as important as the outcome.
- The use of real life PPB examples, such as the gang enforcement example, were quite effective in getting across the importance of procedural justice.
- The presentation did a good job of recognizing how officer actions are caused by their own emotional state, background, and experience, while also reminding that an effective officer must recognize that how people react to them is based upon that person’s emotional state, background, and experience.

The following were specifically mentioned as areas that could be made better:

- Objectives should be written with higher level or more actionable thinking skills. Instead of *Remember, See, and Know*, better terms might be *Evaluate, Analyze, and Create*.
- The training had much fewer hands-on exercises than the earlier introduction to implicit bias training and was more of a lecture. It is suggested that ways be found to increase the number of relevant exercises to help drive group insights.
- The use of real life examples relevant to the PPB should be increased to help increase interest and absorption of the information. If possible, show how adoption of such strategies can help improve both officer and community well-being.
- Some slides and parts of the presentation focused on community perception of police legitimacy. It should be recognized that police legitimacy is derived from the community, so therefore the community perception is reality.
- The focus on adjusting public perception sometimes came across dismissively. In particular, the slide referencing: “positively influence *community perception* of police legitimacy” (emphasis not in actual text).
- The video where the community member talked to the officer during the traffic stop was viewed as problematic. While it did an excellent job of showing the emotions and thoughts of both sides going into such a situation, it felt wrong to equate the officer’s fears of what might happen during a traffic stop to those of a community member who is being stopped. The prime difference is that the community member is a person who was born into a group that has historically been targeted for harassment by law enforcement, while the officer is someone who has chosen to sign up for a job that involves assuming the risk of engaging with violent members of the public. It is felt that this is an important difference that should be noted in future trainings.
- It should be pointed out more directly that officers in effect have an opportunity to back each other up on every call by reliably treating each person with whom they

interact with caring, respect, dignity, and an even-handed neutral application of the law.

- Some of the training seems to suggest that people should be grateful when police treat them with decency. This seems counterintuitive. Basic decency should be a fundamental expectation of police behavior, not an aspirational goal.
- There's an important difference between a context of "let's perform so people have a feeling that we value them" and "we value these people, let's focus on communicating that in our every interaction."
- It should be pointed out how focusing on educating community members about law and procedure by giving them real and accurate information helps build trust.
- It is suggested that on the slide with the text: "when police satisfy the elements of procedural justice..." add: "those police actions which fail to satisfy the elements of procedural justice are not legitimate."
- The slides showing the views of people who believe in the legitimacy of police leave out an important counterpoint, and thereby imply something that might be false. What's left out is the views and wishes of those of us who view police as illegitimate, many of whom might share some of the views of those who view them as legitimate. For example, someone might want police to serve and protect regardless of whether they see police as legitimate; their views of police legitimacy might derive directly from their perceptions of how well the police are doing that particular job.
- There should be more sensitivity around the subject of officer-involved shootings. At one point in training, it was mentioned: "a huge percentage of officers involved in shootings used to leave the profession before our debriefing programs were implemented." While officer wellness is important, the fact should not be glossed over that those on the other end of the equation are suffering as well. The individuals involved are wounded or killed, families and communities are torn apart, and little is done to help any of them deal with the incident. While it is understood that PPB does provide support by reaching out to families of victims, it is worth noting that many of these families lack the same level of resources available to PPB officers.
- The statement that: "implicit bias always comes with a strong sense of fight or flight" caused some concerns in that many of the ways we react to our implicit biases are not readily noticeable, which is a big part of how they remain implicit. Things such as tone and posture can affect how others perceive us, which can in turn affect their tone and posture, which can result in the implicit biases of two opposing people feeding off of each other, which can escalate situations.
- One of the continuing concerns through both this course and the introduction to implicit bias course is that an understanding of implicit bias is most effective when a person understands their own implicit biases. How can individual officers be made to recognize their own implicit biases?

4. PPB Contacts

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