

# Fair and Impartial Policing, LLC



## *Bellingham, Washington Police Department Patrol Officers' Training: Tuesday, March 8<sup>th</sup> 2016*

### FIP Instructors

Inspector Mary Hoerig,  
Milwaukee Police  
Department

Lt. Col. JoAnn Johnson,  
Illinois State Police

#### **For More Information, contact:**

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**Cost is \$125 per person**

The **Fair and Impartial Policing Perspective** is based on the science of human bias, including the research on implicit bias—which can impact what people perceive and do, even in people who consciously hold non-prejudiced attitudes. The **FIP Perspective** leads to the conclusion that even the *best* law enforcement officers may manifest bias because they are human, and even the *best* agencies will have biased policing because they hire humans.

The **FIP Training Program for Patrol Officers** is a six-hour program applies the modern science of bias to policing; it trains officers on the effect of unconscious bias and gives them the information and skills they need to reduce and manage their biases. The curricula address, not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status, age, and so forth. Officers will learn that:

- ✚ All people, even well-intentioned people, have biases
- ✚ Having biases is normal to human functioning
- ✚ Biases are often implicit or unconscious, thus influencing choices and actions without conscious thinking or decision-making
- ✚ They can apply specific skills to not allow their normal biases to control their behavior, to increase their own safety, and to continually ensure effective and just police practice.

