



# State of California Commission on Peace Officer Standards and Training

## Beyond Bias: Supervisor Support

### Introduction

**This course does NOT meet the mandate for Racial & Identity Profiling Update Training in California Penal Code Section 13519.4.** To meet the mandate, please see Beyond Bias: Racial & Identity Profiling Update.

This course is an optional performance support tool for law enforcement supervisors. Learners will have a chance to review strategies and self-assess how your agency manages the impact of bias, connects with the community, builds a positive culture, and recognizes your responsibilities to prevent and report profiling.

### Content Outline

- I. Introduction
  - a. A video introduction to each of the segments in the course: manage the impact of bias, connect with the community, build a positive culture, recognize your responsibilities.
  - b. Orientation to the self-assessment and how to complete the guide.
- II. Manage the Impact of Bias
  - a. Learn: Video interview with Rachel Salamanca discussing peer-to-peer accountability as a tool for managing bias.
  - b. Assess: A learning activity that encourages learners to identify actions they are already doing well, what they are doing but could improve, and what they are not doing, but would like to try.
  - c. Apply: A scenario-based interaction for modeling conversations about bias.
- III. Connect with the Community
  - a. Learn: Video interview with Sgt. Rob Raw about the impact that daily interactions law enforcement programs in the community impacted him as a young person.
  - b. Self-Assess: A learning activity that asks learners to rate the extent to which their department is applying strategies listed.
  - c. Apply: Video interview with Pastor Ivory Brown that describes community-based activities for law enforcement.
  - d. A learning activity that suggests community-based actions and supplies learners with ideas on how they can be incorporated into their department.



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- e. Video interview with Ofc. London McBride that describes the impact of officers who are highly invested in the community.
- IV. Build a Positive Culture
- a. Learn: Video interview with Ofc. London McBride that encourages officers to review their biases.
  - b. Assess: A learning activity that asks learners to assess their agency culture.
  - c. Apply: Shares strategies to help build a positive culture.
  - d. Video interview with Retired Police Captain Curtis Thompson about culture.
- V. Recognize Your Responsibilities
- a. Learn: A video interview with Sgt. Rob Raw about reports of explicit bias.
  - b. Assess: A learning interaction that encourages learners to evaluate how prepared they are to manage their responsibilities.
  - c. Apply: Shares a set of actions officers can take to prepare for reports of profiling.
  - d. Video interview with Sgt. Rob Raw about taking complaints seriously.