

POST Learning Portal



Supervisor's Guide

Beyond Bias: Supervisor Support

Instructions: Use this guide to record self-assessment scores and take notes while completing the *Beyond Bias: Supervisor Support* course on the POST Learning Portal.

Managing the Impact of Bias

Place an "X" in each column to assess how well you are using the following strategies to mitigate bias.

	Already Doing it Well <i>Keep Doing It</i>	Doing It <i>Keep Getting Better</i>	Not Doing It <i>Give it a Try</i>
Model mindfulness by discussing times when your own bias impacted your decisions			
Encourage peer-to-peer accountability. Give your team the courage to openly discuss conflicting perspectives			
Have weekly/monthly roundtables to discuss how to manage bias			
Do your own research to find resources that can educate your team about the impact of bias			
Have your team proactively spend time in communities that are unfamiliar to them			
Proactively talk to those who you believe may be acting on implicit bias			
Have officers share their own experiences of being profiled			
Periodically check stop data for disparities			
Notes:			

Connect with the Community

Circle a number to assess how well your department is using strategies to connect with your community.

	Disagree	Mostly Disagree	No Opinion	Mostly Agree	Agree
We are engaging in impactful community outreach.	1	2	3	4	5
We are applying the tenets of procedural justice when interacting with the community.	1	2	3	4	5
We are including community voices in training and policy development.	1	2	3	4	5
We are volunteering at local organizations and institutions.	1	2	3	4	5
We are recruiting in the community we serve.	1	2	3	4	5
The community we serve believes our department is trustworthy.	1	2	3	4	5
Notes:					

Build a Positive Culture

Circle a number to assess the culture on your team and in your agency.

	Disagree	Mostly Disagree	No Opinion	Mostly Agree	Agree
Within my team, people are honest and open with each other.	1	2	3	4	5
My staff are able to approach me with concerns.	1	2	3	4	5
My staff has open and honest dialogue without fear of retaliation.	1	2	3	4	5
My staff applies the tenets of procedural justice internally.	1	2	3	4	5
My staff treat one another with dignity and respect.	1	2	3	4	5
My team has a positive impact on our agency.	1	2	3	4	5
My agency has a positive impact on the community we serve.	1	2	3	4	5
My agency applies the tenets of procedural justice internally.	1	2	3	4	5
Notes:					

Recognize Your Responsibilities

Circle a number to assess how well you are prepared to fulfill your responsibilities as a supervisor to prevent and respond to reports of profiling.

	Disagree	Mostly Disagree	No Opinion	Mostly Agree	Agree
I know my agency policy on responding to complaints of bias and racial/identity profiling.	1	2	3	4	5
I have spoken to my staff about how to handle civilian complaints.	1	2	3	4	5
I take every complaint of profiling seriously.	1	2	3	4	5
I have resources related to racial/identity profiling to offer my staff.	1	2	3	4	5
I know who to contact for questions about my agency policy on racial/identity profiling.	1	2	3	4	5
I proactively review stop data for evidence of misconduct.	1	2	3	4	5
Notes:					