



EMERYVILLE POLICE DEPARTMENT

PROFESSIONAL SERVICES DIVISION

20-12 Training Order

To: Sworn Personnel

From: Officer M. Shepherd

Date: 8/5/20

Re: Recognizing Implicit Bias and Racial Profiling

Emeryville Officers have been assigned to attend Recognizing Implicit Bias and Racial Profiling. This course satisfies the legislative mandate for Racial Profiling Update training required in Penal Code 13519.4. This 4-hour course uses facilitated discussions and student-centered learning activities that allow attendees to safely understand their own biases with a scientific approach. The curriculum design avoids an accusatory tone and focuses on objective facts revealed directly to each student by their own in-class discovery. Students learn in a safe environment with exercises that reveal deep personal preferences (biases) on things that are not at all controversial. It is an easier way to see things we prefer based on how we were socialized. Ultimately, students identify how racial profiling occurs. They discuss the legal background and how racial profiling affects all aspects of community and law enforcement. Students leave with the knowledge and skills learned to recognize their own implicit biases and how to mitigate them to eradicate racially based policing practices.

Location: Alameda County Sheriff's Office RTC

Uniform of the Day: Business casual and face mask

Date: Thursday, September 24th

Friday, September 25th

Tuesday, September 29th

Thursday, September 24th 0800-1200

302
345
346
392
371
360
374
376
384
396

Friday, September 25th 0800-1200

354
286
387
399
311
307
335
348
334

Tuesday, September 29th 0800-1200

309
321
365
330

Already attended

326
351
377
381

Team D, 338 and 349 will be TBD

