

Contents

1 Introduction	1
2 The Science of Implicit Bias and Implications for Policing	7
The Science of Bias	7
The Characteristics of Implicit Bias.	7
Research on Implicit Biases Related to Crime and Aggressiveness.	10
Does Neighborhood Context Matter?.	14
Evidence of Implicit Biases in Police Subjects	14
Implicit Bias and the Police Profession	16
Reducing and Managing Biases	22
Reducing Biases.	23
Contact Theory.	23
Exposure to Counterstereotypes	24
Stereotype-Disconfirming Information and Cultural Sensitivity Training.	25
Blurring the Lines and Perspective Taking.	26
Managing Biases Through Self-regulation	27
Conclusion.	29
3 A Comprehensive Program to Produce Fair and Impartial Policing	31
The Leadership Message	32
Agency Policy	33
Policy Models Defining Biased Policing	34
Other Policy Considerations.	40
Title	40
List of Demographics	41
Behaviors/Actions Encompassed.	41
Enforcement Provisions.	42
Staying Focused	43
Personnel Knowledge of Policy Content	44

- Recruitment, Hiring, and Promotions 45
 - Recruiting/Hiring Individuals Who Represent
the Diversity of the Community 45
 - Hire People Who Can Police in an Unbiased Fashion 49
 - Guard Against Implicit Biases in Managerial Decisions 51
 - Problems 51
 - Solutions 53
- Training 54
 - Use-of-Force Training 56
- Supervision 59
- Accountability Measures to Promote Bias-Free Policing 62
- Measurement 65
 - The History and Role of Measurement 65
 - Vehicle Stop Data Collection: Assessing Who Is Stopped 67
 - Geographic Units of Analysis to Assess Police Bias 68
 - Searches 69
 - Making Decisions About Measurement 70
- Outreach to Diverse Communities 72
 - Programs and Practices Directed at Youths 76
 - Contact Theory Revisited. 78
 - Measuring Community Outreach. 79
- Operations to Promote Bias-Free Policing
and the Perceptions of it 80
 - Take Seriously Community Complaints
of Operational Bias 81
 - Reduce the Risk of Bias in High-Discretion,
Crime-Control-Focused Activities 83
 - Adopt Policing Models that Promote Bias-Free Policing
and the Perceptions of it 85
 - Abusive Policing 88
 - Avoid Profiling by Proxy. 90
 - Transforming the Richmond (CA) Police Department 93
- 4 The Way Ahead 95**
 - Next Steps for Agency Leaders. 96
 - Next Steps for Researchers. 99
 - Concluding Remarks 101
- References 103**
- Index 117**



<http://www.springer.com/978-3-319-33173-7>

Producing Bias-Free Policing

A Science-Based Approach

Fridell, L.

2017, IX, 117 p. 1 illus., Softcover

ISBN: 978-3-319-33173-7