

Peace Officer and Part Time Peace Officer In-Service Learning Objectives for Training on Recognizing and Valuing Community Diversity and Cultural Differences to Include Implicit Bias Training

In 2017 the Minnesota legislature passed statute 626.8469 TRAINING IN CRISIS RESPONSE, CONFLICT MANAGEMENT, AND CULTURAL DIVERSITY. One component of this statute requires the chief law enforcement officer of every state and local law enforcement agency to provide in-service training in “Recognizing and Valuing Community Diversity and Cultural Differences to Include Implicit Bias” beginning July 1, 2018.

Training must comply with the learning objectives approved by the Minnesota Board of Peace Officer Standards and Training and be provided through courses approved for continuing education by the board. These objectives are intended to promote improved police and community relationships and safety, and increased recognition and appreciation of community diversity and cultural differences.

Learning Objectives

1. Demonstrate understanding of race relations and their impact on policing practices, to include:
 - A. Summarize race and policing in the U.S. in historical context. Discuss the ongoing influence of race relations, strategies to reconcile past injustice, and the importance of fair and impartial policing.
 - B. Identify/analyze policing practices that have historically alienated and angered disadvantaged communities of color.
 - C. Discuss how policing practices can address historically unjust laws and policies.

2. Demonstrate understanding of implicit and explicit bias, to include:
 - A. Explain the difference between implicit and explicit bias.
 - B. Discuss how fear and bias influence officer behavior and police-community interactions.
 - C. Identify your own implicit bias and strategies that can reduce the negative influence of bias.

3. Demonstrate understanding of impartial policing, to include:
 - A. Describe institutional racism and other forms of bias in the U.S. in a historical context, and their effect on culture, justice, crime, and law.
 - B. Discuss law enforcement practices that reduce bias and positively influence community relations.
 - C. Reflect on your individual practices and discuss how to apply impartial policing practices in your community.