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.