

The Anti-Defamation League (ADL), founded in 1913, is the nation's premier civil rights/human relations agency, fighting anti-Semitism and all forms of bigotry and hate, defending democratic ideals and protecting civil rights for all. ADL achieves its mission through disseminating information to raise awareness, educating youth, training law enforcement, speaking out in defense of civil liberties, and advocating for policies and positions that promote social justice. The Greater Chicago/Upper Midwest Region covers northern Illinois, Indiana, Wisconsin, Minnesota, North Dakota and South Dakota.

WHY ADL IMPLICIT BIAS TRAINING?

The ADL is one of law enforcement's most trusted partners and is the leading non-governmental organization providing training and resources to American law enforcement. We have vast experience in training at every level, from executives and supervisors to veteran officers and recruits.

ADL Implicit Bias Training is designed to reduce the influence of bias in interactions and decision-making, contribute to improved police-community relations, build mutual respect and trust, and increase officer safety.

ADL Implicit Bias Training is:

- **Led by professional, knowledgeable trainers** skilled at creating a non-judgmental tone and open dialogue about complex topics.
- **Interactive, engaging training** methodology based on adult-learning principles.
- **Onsite training that is customizable** to meet your agency's needs and goals.

ADL Implicit Bias Training will enable law enforcement professionals to:

- **Understand key implicit bias concepts and recognize their relevance** to contemporary policing practices.
- **Learn skills and strategies** to minimize and address job-related challenges involving implicit and explicit bias.
- **Utilize effective interpersonal approaches** to foster positive interactions with community members.



“ I walked out of the room at the end of the day with new information I could really use on the street. I didn't expect that when I walked in the room at the beginning of the day.”

Great program; different from other bias-based policing programs.

To learn more about ADL Implicit Bias Training for Law Enforcement, please contact: **Jessica Gall** at **312.533-3922** or email **Jgall@adl.org**.

CASE STUDY

From May 22-26, 2017, ADL successfully conducted implicit bias for law enforcement training for all staff of the Skokie, IL, Police Department – approximately 160 sworn and non-sworn personnel. Participants worked to gain a better understanding of key concepts, such as identity, culture, implicit bias, stereotyping and discrimination, and identified how these concepts intersect with their policing practices. Recognizing the changing demographics in the U.S., in particular with regard to the transgender community, the Skokie Police Department participated in this training to be proactive, to be prepared should an incident take place.

EVALUATION

A market research program was developed and conducted by a third-party research firm (to ensure unbiased testing and confidentiality of participants' responses) to gather information and determine the training's effect on the police force both perceptually and functionally. Key objectives were to determine:

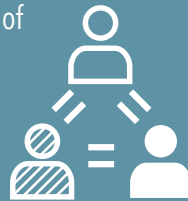
BIAS SELF-AWARENESS

Degree of self-awareness of bias and impact of the program on raising this self-awareness in a manner that feels non-judgmental and creates an attitudinal openness to change.



DIVERSITY SENSITIVITY

Depth of understanding of and sensitivity to other cultures/ ethnicities and increase in sensitivity as a result of the program.



INTENDED BEHAVIORS

Changes in intended behavior in a law enforcement capacity that are effected as a result of the program.



ENCOURAGING RESULTS

Most importantly, ***the training was successful*** in accomplishing the goal of decreasing overall bias. Among the highlights in the findings:

- There was a significant decline in self-reported bias against nine of the 14 identity groups highlighted in the training. The group for which the police force showed the greatest improvement in bias decrease was the LGBTQ community, where the percent of officers reporting bias ***dropped by half*** after the training.
- Although many officers felt they had significant tools prior to the training, there was an average of a ***22% increase in the number of officers that felt confident they had all or most of the tools and training needed to handle encounters with the identity groups tested as a result of this program.***
- The police force reported a positive experience with the training: ***86% said it gave them more knowledge and skills*** to build respectful relationships with members of their community.

It made you really think about yourself. Like you know you are a good person and a good cop, but maybe there are things you're doing or saying that aren't sensitive and you didn't even realize it. I feel like I'm going to be thinking more about what I say before I say it now.