

UNCONSCIOUS BIAS

TRAINING FOR LAW ENFORCEMENT



BROCHURE CONTENT

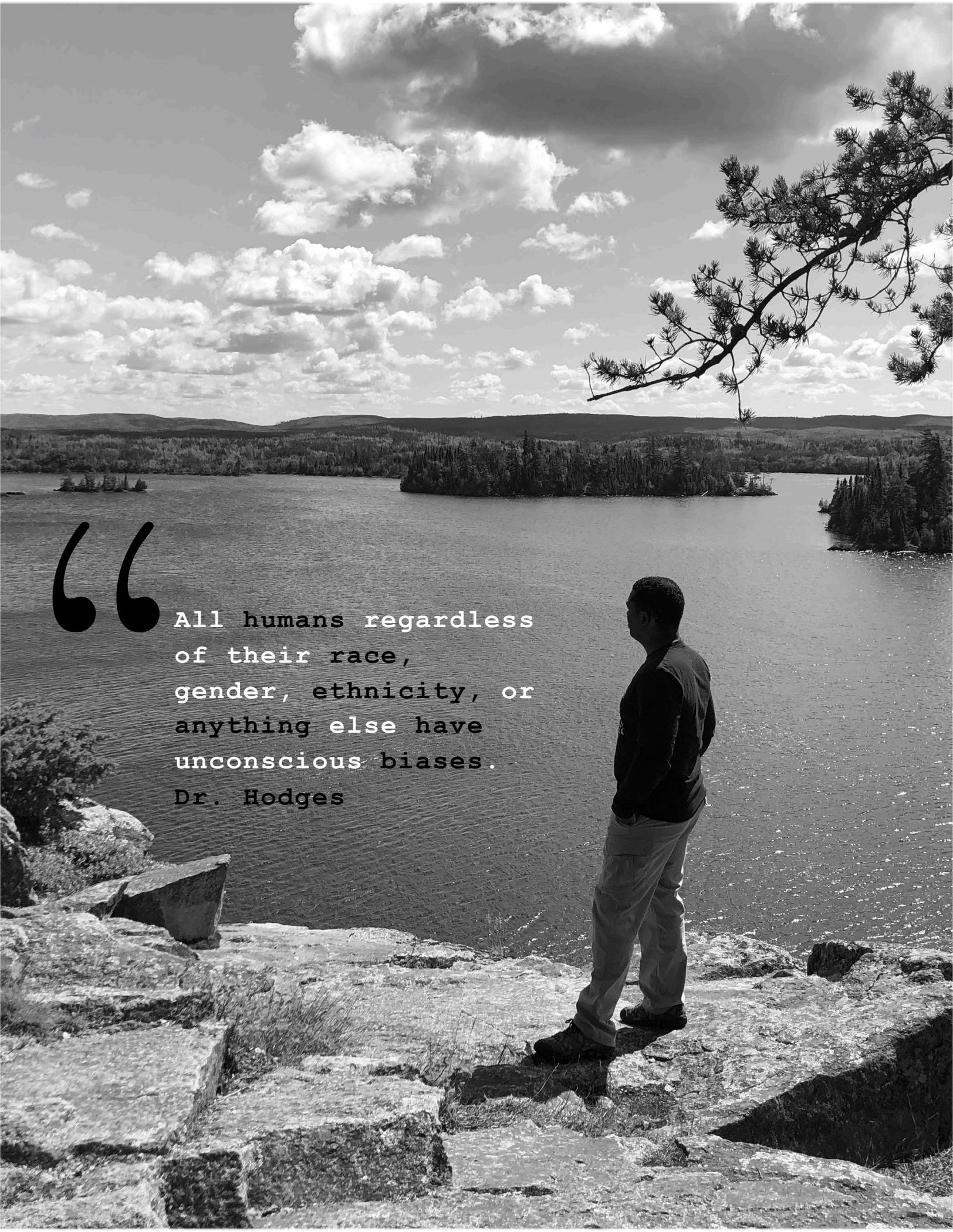
#3 Dr. Hodges quote on
unconscious bias

#4 Unconscious bias
training course

#5 Creator biography

#6 National
Presentations and

#7 Contact information



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All humans regardless
of their race,
gender, ethnicity, or
anything else have
unconscious biases.

Dr. Hodges

UNCONSCIOUS BIAS TRAINING FOR LAW ENFORCEMENT

Ensuring staff receive the best possible training is something leaders of successful organizations seek to accomplish. Leaders are looking for training that is both practical and research-based. Leaders are also looking for trainings that addresses tough issues and do it in a way that ensures everyone feels included and valued.

This course is designed for current law enforcement officers and community members alike. This course looks at how to increase trust and legitimacy within your communities by taking a close look at unconscious bias, the effects of current law enforcement practices on trust and legitimacy, and the history of law enforcement interactions with underrepresented communities. Attendees of this course will bring tangible skills back to assist with maintaining or increasing trust and legitimacy with the community they currently serve and their future communities.

This course meets the MN POST board requirements and is outlined in Minnesota State Statute 626.8469, which require all Peace Officers to receive this type of training every three years to maintain their professional license.

Learning objectives for the course:

- Participants will be able to understand unconscious bias on an organizational and individual level.
- Participants will be able to discuss the concept of Behavior Based Policing and the "Magic 9".
- Participants will be able to summarize historical context of law enforcement as it pertains to underserved communities.
- Participants will be able to identify the inter-connective nature of systems that interact with the criminal justice system and how to partner with external stake holders to promote trust and legitimacy within their communities.

The length of our course is offered in 1 hour, 2 hour, or 4 increments



Dr. Hodges is a law enforcement professional who has worked as a school resource officer, patrol deputy, narcotics detective, SWAT operator, patrol overnight watch commander, Inspector, Undersheriff of Administration, Acting Chief Deputy, and Chief of Police. He has overseen a 58 million dollar budget, training, human resources, fleet, professional standards, and technology units. He currently serves as the Assistant Commissioner of Law Enforcement for the Minnesota Department of Public Safety where he is responsible for overseeing 1400 employees, a budget just under 200 million dollars, encompassing the Minnesota State Patrol, Minnesota Bureau of Criminal Apprehension, and Minnesota Alcohol, and Gambling Enforcement.

Dr. Hodges is the only active police officer in the history of the NAACP to serve as a branch president. Dr. Hodges was also responsible for the hiring that led to his agency becoming the first minority-majority staffed correctional facility in the state of Minnesota. As Chief of Police, Dr. Hodges implemented an employee wellness program which included a mandatory annual mental health checkup for all staff and a physical fitness incentive to assist staff with their wellbeing. Dr. Hodges has been an inclusion instructor for almost 20 years and he is also a certified human resource manager. Dr. Hodges writes a column and is a member of the editorial board for Policeone.com, the nation's largest police news website. Dr. Hodges is also a well sought after national presenter on the topics of unconscious bias and recruiting/retention of 21st century workforces.

NATIONAL PRESENTATIONS

Dr. Hodges has presented all over the United States and he is a well sought after expert in the area of unconscious bias, recruiting, retention, and hiring of peace officers.

Dr. Hodges has presented at:

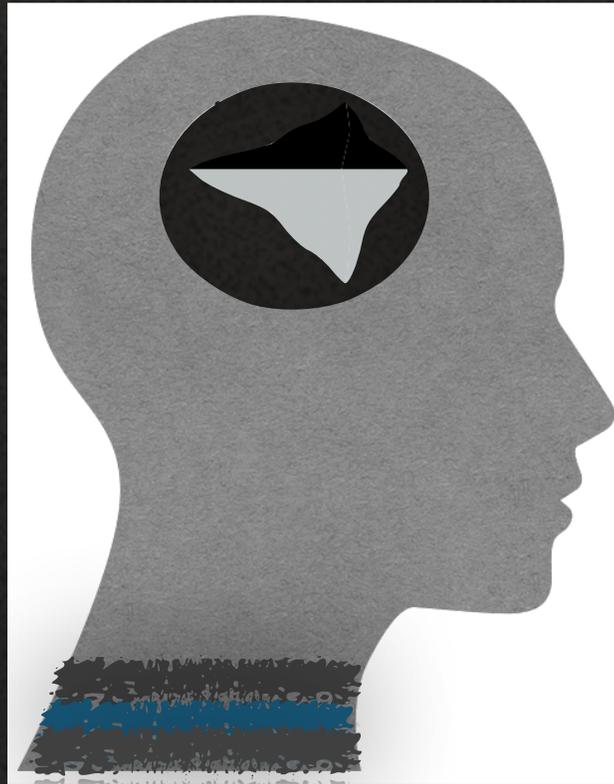
- National Latino Police Officer Association (NLPOA) national training conference
- National Organization of Black Law Enforcement Executives (NOBLE) annual training conference
- International Association of Chiefs of Police (IACP) annual training conference
- National Black Police Officer Association (NBPA) annual training conference
- National Sheriff's Association (NSA).
- In addition to these national conferences Dr. Hodges has presented at multiple regional conferences for law enforcement and educational organizations.



Certification & Continuing Education Credit

In today's world training documentation is important. We will work with credentialing agencies in your area to ensure you get appropriate credit for our training.

We realize training records are important so we guarantee our training will meet the requirements in your area. We work with local credentialing agencies to make sure our copyrighted training meets their documented standards. The length of our course is offered in 1 hour, 2 hour, or 4 increments*



CONTACT US:

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