COURSE DESCRIPTION

IDENTIFYING IMPLICIT/EXPLICIT BIAS©

[FOR STAFF (ALL LEVELS)]

DESCRIPTION

Identifying Implicit or Explicit Bias© is an opportunity for participants to identify and learn how biased behaviors left unaddressed, and wrongly perceived as acceptable organizational practices define the police profession globally.

We review terminology, self-identify unconscious and conscious biases, review federal statutes, learn how perceived bias may influence perceptions about legitimacy and procedural justice in policing.

COURSE CONTENT

1. Acknowledging bias
2. Why people hold biases against other people
3. Cultural identity
4. Racial anxiety

SIX-HOURS

TRAINING & DEVELOPMENT

Consultation Services

☆Upon request, courses listed can be updated or a new course developed to meet agency needs.

Teaching Services

Instructional services offered through in-person classroom or synchronous online learning platforms.

All instructional methods follow adult learning principles and practices. Lesson content developed is evidence-based to reflect industry best practices.

Library

SOCIAL CHANGE THROUGH TRAINING & EDUCATION SERIES

HTTPS://EBEVYYG.COM/LITERATURE-OF-LIFE

PROFESSIONAL DEVELOPMENT TRAINING FOR LAW ENFORCEMENT

HTTPS://EBEVYYG.COM

2022

EbevyYG LEARNING SOLUTIONS LLC

COURSE CATALOG

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ORGANIZATIONAL RESPONSE TO BIAS©

DESCRIPTION

Organizational Response to Bias© examines how employees describe and behave based on the culture of their organization. During this seminar, participants will learn how organizational culture can either promote or suppress bias-free interaction with fellow employees or with the public.

The goal for this program is to update training using a socio-cultural lens that promotes understanding and meaningful social interaction between all participants during and at the conclusion of training.

COURSE CONTENT
1. Learning the culture
2. Communicating the culture
3. Linking organizational culture to implicit/explicit bias

3 HOURS

LEADING PEOPLE-MANAGING INSENSITIVITY©
[FOR LEADERS]

DESCRIPTION

Designed for law enforcement leadership, building on the, Understanding and Modeling Sensitivity© course by supplementing instructional content to address specifically bias-free communication and leadership challenges leaders experience against a landscape of perceived insensitive rhetoric, inferences of bias, undeveloped social skills, and contradiction.
Participants review terminology. Additionally, participants receive guidance on designing a course of action (plan) to reverse insensitive behavior. This course incorporates extensive engagement between participants.

COURSE CONTENT
1. Terminology
2. Communication challenges
3. Managing insensitivity
4. Leadership Challenges

3 HOURS

UNDERSTANDING AND MODELING SENSITIVITY©

DESCRIPTION

Participants review, revisit and learn how words, gestures, attitudes can either assure communication is two-way or serve to contradict and agitate. Participants learn how what we speak or how we behave in order to communicate a message can predict the effectiveness of the message and sustainable engagement with other people.

Participants review terminology, i.e. cultural identity, diversity and inclusion. This course requires extensive interaction and engagement between participants.

COURSE CONTENT
A professional must never lose sight of their call to serve and engage without contradiction.

ONE HOUR