

CREATING BIAS-FREE TRAINING®

[FOR COURSE DEVELOPERS]

COURSE DESCRIPTION

The goal is to help course developers identify the potential for bias when writing lesson content and how to preserve objectivity by adhering to the basic principles of adult learning.

FACT CHECK

1. Learning occurs within the context of life.
2. Adults bring and rely on experience to learn
3. Adults want lesson content to address solving problems or bringing about change
 - a. Relevancy to life, career, and societal issues
4. Motivation to learn comes through perception of ownership in the process
5. Adults bring a variety of learning styles to the facilitator-learner transaction.
 - a. Each learner processes knowledge differently (cognitive style differences).

THREE-HOURS

Email
learningsolutions@ebevyyg.com



NEEDS ASSESSMENT

Consultation Services

We design courses based on agency specific training needs. All instructional methods follow adult learning principles and practices.

A Learning Solutions Team consultant identifies training needs based on courses available for completion, training completed, and performance requirements driven by the mission of the department to identify gaps.

Library

SOCIAL CHANGE THROUGH
TRAINING & EDUCATION SERIES
[HTTPS://EBEVYYG.COM/THE-LIBRARY](https://ebevyyg.com/the-library)

PROFESSIONAL DEVELOPMENT FOR POLICE/LAW ENFORCEMENT



Company Brochure

DR. E. BEVERLY YOUNG, EXEC. DIRECTOR
P O BOX 6202, HARRISBURG, PA 17112

OUR MISSION

The mission is twofold. First, we provide technical writing services for building instructional content which reflects current best policing practices critical when training police and law enforcement officers and supervisors. Next, we assist with identifying strategies to stimulate and sustain commitment to meaningful dialogue between police and community to change perception and to strengthen the relationship between stakeholders.

The goal is to help communities and police departments to **collectively** embrace a genuine commitment for change, equity, and inclusion; our end goal is for residents regardless of racial and ethnic identity or religious practices to experience a quality of life coupled with confidence that during every police-citizen encounter procedural justice is not sporadic **but the norm**.

CHANGE IS A PROCESS, achieved through training of police and civilians, soliciting input from all partners, acknowledging, and agreeing on a unified and rational approach, identifying, and agreeing on appropriate steps toward change, finally through continuous review, implementing strategies that will sustain what has been successful.

Telephone :717-773-0165

SERVICES

CONSULTING AND CONTRACTING SERVICES

CURRICULUM REVIEW

We review and assess relevancy of instructional content against current performance needs and best practices. We then suggest updates to enhance or to remove outdated content to ensure instruction aligns with findings from a needs assessment.

CIVILIAN OVERSIGHT ASSISTANCE

Based on an identified need, a learning solutions team consultant is available to participate in or convene stakeholder meetings to identify major issues, solicit suggestions for change using small group intervention or other intervention techniques that work well with assessing performance needs.

CURRICULUM DEVELOPMENT

Subject Matter Experts focusing on maintaining a learner-centered environment, create learning objectives and new instructional content, identifying the most appropriate learning modalities for learner success.

COURSE DESCRIPTION

CONTACT FORM

I am interested in the following service.

- Need Assessment
(Includes review of policies and previous training.)
- Curriculum review
- Curriculum Development
- Civilian Oversight Assistance

Name: _____

Agency/Department

Email: _____

Telephone #: () _____

(Email completed form to learningsolutions@ebevyyg.com)

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