



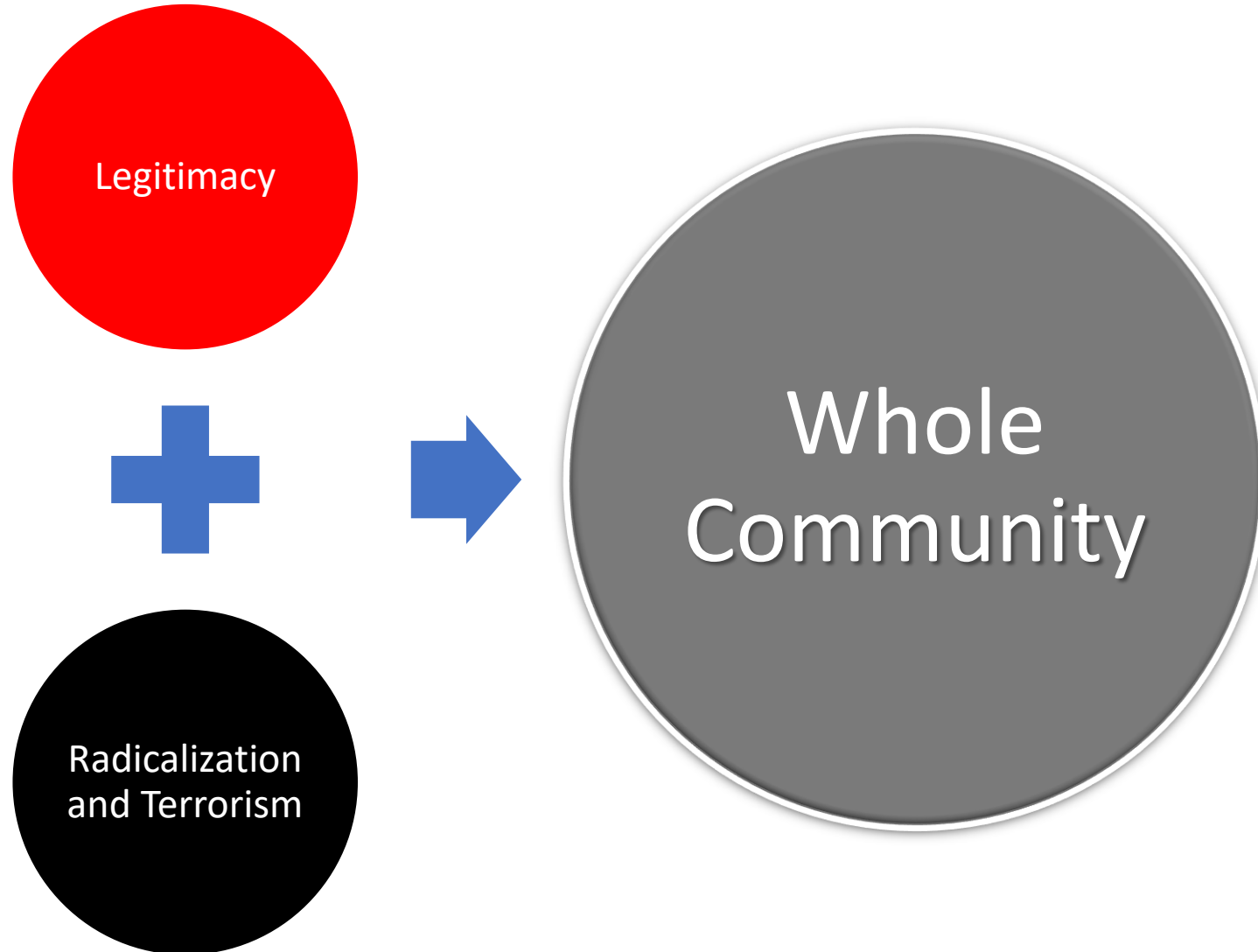
Emergency Management and Regional Security Cook County Commissioners Briefing

January 19, 2022

Relevant...Connected...Forward Thinking

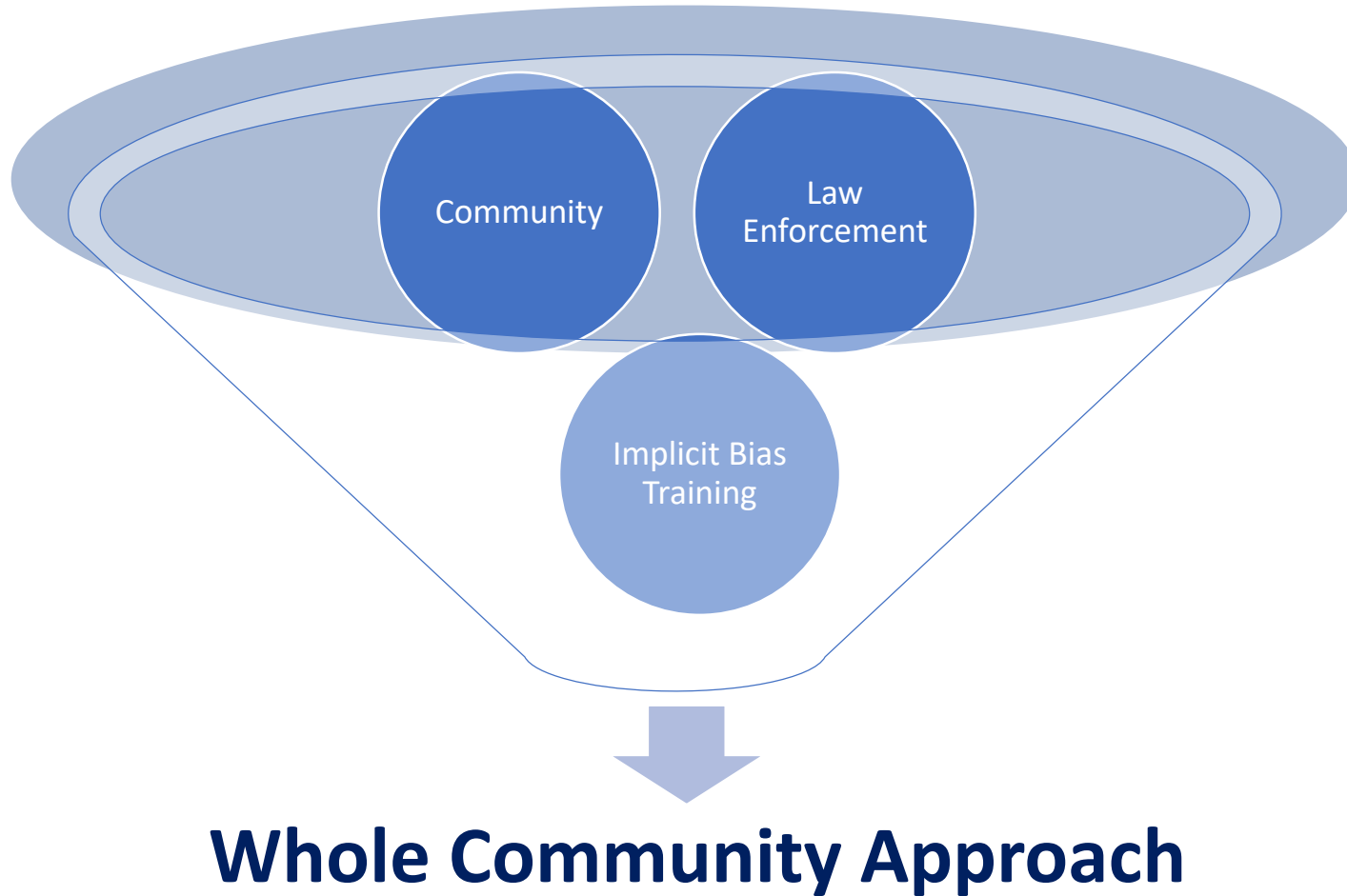


Problem Statement: Three Pieces to the Conundrum





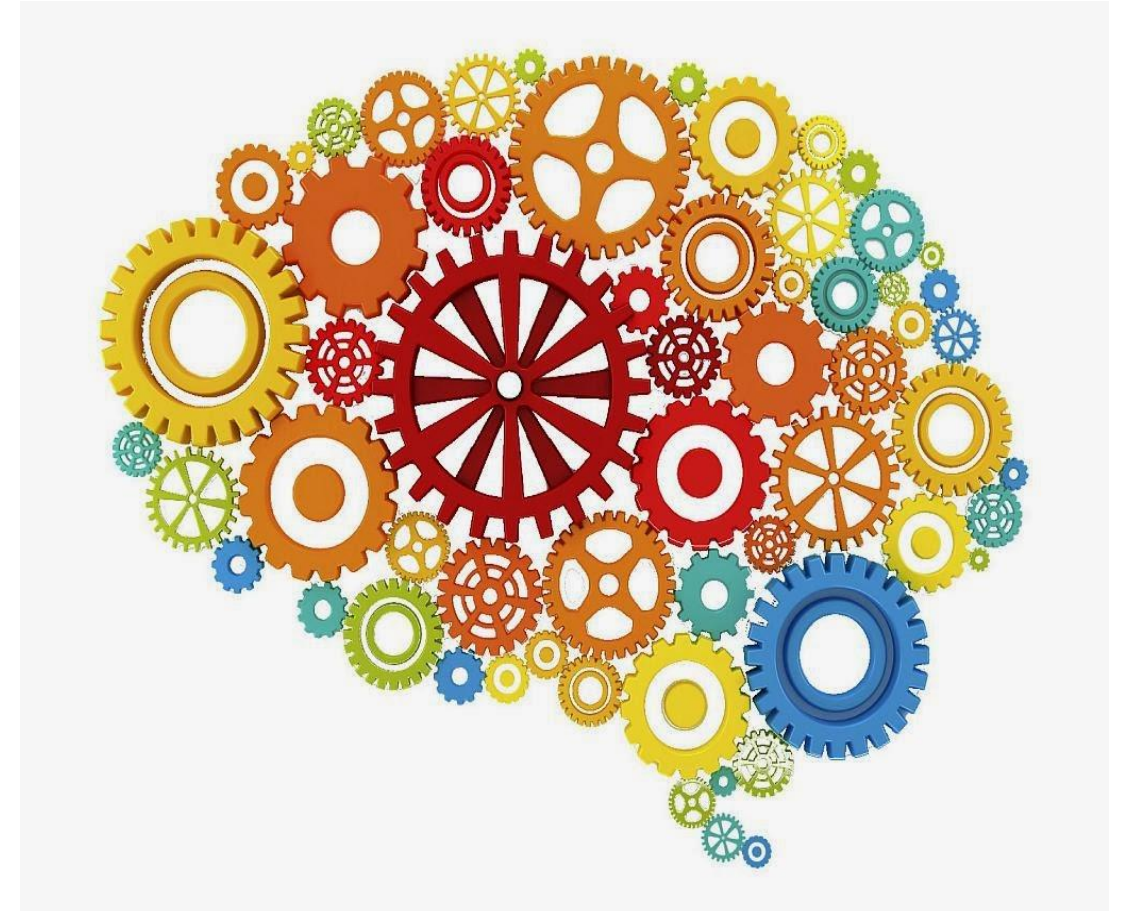
Underlying Problem: Rebuilding Trust





How do we address the challenge of rebuilding trust? Through the lens of Implicit Bias

- Lifetime of experiences, cultural identities and history.
- Research demonstrates that we hold unconscious, implicit assumptions.
- When implicit bias manifests, it does so through expectations or assumptions about physical or social characteristics.
- Unconscious bias can manifest in actions, and/or the absence of action.





Why Invest In Bias Education and Training: The Role of Implicit Bias Training in Building Community Trust

- In 2014, the U.S. Department of Justice launched the National Initiative for Building Community Trust and Justice.
 - This initiative consisted of officer training, departmental policy changes, and community engagement designed to repair and strengthen police-community relationships.
 - The initiative focused on addressing the deep historical roots of distrust in police among people of color and other marginalized populations.
 - As a result, implicit bias training has become a landmark model adopted and supported by the President's Task Force on 21st Century Policing. [Home | National Initiative \(trustandjustice.org\)](https://trustandjustice.org)



Bias Training Investment Within Cook County



Recently completed a multi-year training that provided 11,500 officers with a Managing Bias training. ***Consent Decree Requirement***



Since its inception, September 2017, COPA routinely provides implicit bias training to its civilian investigators. ***Consent Decree Requirement***



In 2020 the Forest Preserves provided a 6-hour interactive workshop on implicit bias to all 110 officers and civilian personnel



EMRS' Strategy

Whole Community Targeted Violence and Terrorism Prevention Initiative

Relevant. Connected. Forward Thinking



Whole Community Targeted Violence and Terrorism Prevention Academy (WCTVTPA): Program Design Statement

EMRS is proposing:

- To conduct a countywide implicit bias training that will include both law enforcement and the community in a whole community effort to build and/or reestablish trust between the stakeholders.
 - By using the implicit bias training as the foundation for engagement, key training and awareness tenets of targeted violence and terrorism prevention will be the core education and awareness competencies.
 - By doing so, community participants will be able to apply what they learn from the implicit bias training to filter out assumptions and better understand the radicalization process, including the identification and reporting of behaviors that may be considered suspicious and/or pose a threat to the community.



The Role of the Academy

- The Academy will:
 - Serve as a statewide resource for implicit bias training designed to decrease incidents of radicalization and targeted violence.
 - Include membership and expertise from county-wide agencies
 - Be established and housed in regional law enforcement agencies throughout the county.
 - Specialize in radical violence prevention and focus on training the whole community in how implicit bias affects trust and radicalized violence.



The Evolution of Trust: See Something/Say Something

Input

Investment in Whole
Community Engagement
through Implicit Bias
Training

Outcome

Increased reporting from
community to Law
Enforcement

**Statewide Model
Replication**