



# UNPACKING OUR IMPLICIT BIASES

## For 911 Call-Takers and First Responders

Calls for the police officers to be trained in implicit bias are on the rise. The recent Massachusetts Judicial Supreme Court’s decision of *Commonwealth v. Long and Evelyn* have indicated the need for first responders to be trained in the areas of implicit and explicit biases. The *Long* decision gives defense attorneys the ability to examine first responders’ mindset as it relates to their actions. It is extremely important for 911 call-takers and first responders to be aware of their biases and how they positively and negatively affect police and community relations. This 8-hour course provides interactive conversations that will allow 911 call-takers and first responders to dissect and become familiar with their own biases as they relate to their job functions.

### This course will cover the following topics:

- Definitions of implicit and explicit biases
- How ambiguity affects our perceptions
- Role of Subjectivity vs. Objectivity and the 911 Caller
- And many more important topics

**Instructed by: Demetrice Phillips:** Demetrice is an African American male police officer, who has over 14 years of policing experience, starting as a university police officer and now as a municipal police officer. Demetrice was a full-time college professor, lecturing in both criminal justice and business. While completing his doctorate of business administration, part of his dissertation included work on implicit and explicit biases, and the impact bias has on black males.

This 8-hour course will be engaging and thought provoking, and will include some of his original findings from his doctoral dissertation.

- January 9, 2024 Tyngsboro Town Hall, 10 Kendall Road, Tyngsborough, MA: 7:00 AM-3:00 PM**
- February 1, 2024 Groveland Police Department: 8:00 AM-4:00 PM**

Course fee: \$250 per attendee

### REGISTRATION

<b>ATTENDEE(s)</b>			
1.		4.	
2.		5.	
3.		6.	
Agency:		Street:	
City		State	zip
Agency Contact:		Phone #:	
Contact email:			
Method of Payment: Dept. Billing <input type="checkbox"/> MasterCard <input type="checkbox"/> Visa <input type="checkbox"/> Check <input type="checkbox"/> Other <input type="checkbox"/>			

Fax registrations to (978) 467-4257 or Scan and email to [training@hanrahanconsulting.com](mailto:training@hanrahanconsulting.com)  
Call (617) 612-5210 for more Information

[www.HanrahanConsulting.com](http://www.HanrahanConsulting.com)