The Impacts of Implicit Bias Awareness Training
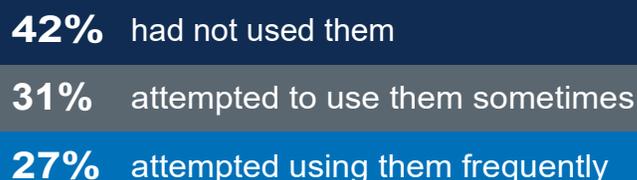## in the New York Police Department (NYPD)

In February of 2018, the New York City Police Department (NYPD) began in-service training on implicit bias for its 36,000 sworn personnel, using the Fair and Impartial Policing (FIP) curriculum. The department agreed to cooperate with the International Association of Chiefs of Police/University of Cincinnati Center for Police Research and Policy (the IACP/UC Research Center) and the John F. Finn Institute for Public Safety, Inc. in order to conduct evaluation research on the impacts of the training. The evaluation focused on the effects of the FIP training among patrol officers assigned to commands in the Patrol Services Bureau, the Transit Bureau, and the Housing Bureau. Training commenced in May 2018 and concluded in April 2019.

Researchers from both organizations assessed the immediate effects of the training on officers' knowledge, beliefs, and attitudes about implicit bias and the potential implications for policing. A survey was administered on the day of FIP training, either prior to or following the training on alternating days. Survey responses after training showed higher levels of knowledge about implicit bias and procedural justice, and greater concern about discrimination, but the differences were modest in size. Nevertheless, officers regarded the training as beneficial: **70%** reportedly gained a better understanding of implicit bias, and **more than two-thirds** reportedly learned new strategies and skills that they expected to apply to their work. **Nearly half** reported that they were likely to use the strategies they learned,

A follow-up survey was conducted to understand officers' actual utilization of FIP strategies, administered June through August of 2019 (2-13 months following the training). Asked whether they attempted "to apply the FIP training in your duties over the last month." Overall, summonses, arrests, and use of force declined in the post- training period. There was also evidence of a reduction in disparity in that physical force was less likely to be applied to Hispanic community members after training. However, there was also evidence of one increase in disparity: arrests declined post-training more for whites than for blacks, increasing the disparity in arrests. No other comparisons of pre- and post- training disparities yielded statistically significant differences.

OFFICERS WHO USED FIP TRAINING IN THEIR DUTIES OVER THE LAST MONTH

42%	had not used them
31%	attempted to use them sometimes
27%	attempted using them frequently

It is very difficult to isolate the effects of the training from other factors that may contribute to disparate outcomes. Research on police arrest decisions points to a host of potential influences, including those that are attributes of the immediate situation (such as the seriousness of the offense, preferences of complainants, and the sobriety and civility of the suspected offender), characteristics of the officer(s), features of the neighborhood context, and structure and practices of the police organization. In the NYPD context, support and supervision from police leadership may have the potential to enhance the impacts of the FIP training. Follow-up surveys to NYPD sergeants post-training found that they saw themselves as responsible for intervening to address implicit bias. While additional research in other settings is needed before making any generalizations, this study offers a step toward advancing the field's understanding of policing and police reform.

For more information, see Worden, R., McLean, S., Engel, R., Cochran, H., Corsaro, N., Reynolds, D., Isaza, G. & Najdowski, C. (2019). The Impacts of Implicit Bias Awareness Training in the NYPD. Available at https://www.theiacp.org/research.