



Assemblywoman Sydney Kamlager-Dove, 54th Assembly District

AB 243 – B.I.A.S. (Breaking Implicit Attitudes & Stereotypes) in Law Enforcement

IN BRIEF

Assembly Bill 243 would require biennial implicit bias Peace Officer Standards and Training (POST) after completion of the basic law enforcement training academy.

BACKGROUND & PROBLEM

[Implicit bias involves unconscious attitudes or stereotypes that affect our understanding, actions and decisions.](#) Bias is part of human nature, therefore implicit bias affects everyone. Even the most well-intentioned people have biases that negatively can influence important decisions in their personal and professional lives.

Implicit biases are grounded in a basic human tendency to separate and categorize people into groups. The most common biases are based on a person's or group's race, gender, age, ethnicity, social class, disability, weight or other identity factors.

[Addressing and eliminating the many biases is daunting.](#)

People can embrace ideas of fairness and equality yet they tend to be subject to stereotypes regarding people they don't know.

The Department of Justice recognizes that it must ensure the criminal justice system is fair and impartial.

The federal law enforcement agencies – Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco, Firearms and Explosives, U.S. Marshals Service and the Drug Enforcement Administration – in the U.S. Department of Justice receive [mandatory implicit-bias training as part of their core curriculum.](#)

Implicit bias presents unique challenges to law enforcement. Eliminating bias entirely may be impossible, yet awareness and proper training can make substantial differences. Trust in law enforcement relies upon people believing that police officers act with fairness and equity.

SOLUTION

California's law enforcement community should be at the forefront to improve treatment and outcomes for the underprivileged general public population.

AB 243 would reduce disparities in policing by requiring implicit bias training as a component of mandatory POST courses.

SUPPORTERS

Anti-Recidivism Coalition (ARC)
California Attorneys for Criminal Justice
California Voices for Progress
Courage Campaign
Disability Rights Advocates
Equal Justice Society
Initiate Justice
San Francisco Public Defender's Office
UDW/AFSCME Local 3930

FOR MORE INFORMATION

Howard Quan
Office of Assemblymember Sydney Kamlager-Dove
916-319-2054 howard.quan@asm.ca.gov