

## What are Implicit Biases?

- The word *implicit* means, “Implied or understood, though not directly expressed. Contained in the nature of something, though not readily expressed.”\*
- The word *bias* is defined as, “A preference or an inclination, especially one that inhibits impartial judgment. An unfair act or policy stemming from prejudice.”\*
- Implicit biases are part of human nature. We all possess them.
- Implicit biases facilitate prejudices that are not based on facts but instead are based on false assumptions.
- Implicit biases also affect how we relate to others based on those false assumptions.
- The Police Division is taking a stand to help its employees recognize, understand, and overcome implicit biases.
- Every employee will attend training designed to overcome implicit biases and thus ensure fair and impartial policing for all.



\*[www.thefreedictionary.com](http://www.thefreedictionary.com)



The Police Division is  
Internationally Accredited.

Henrico County Police Division  
P. O. Box 90775  
Henrico, VA 23273-0775

Emergency: 911  
Non-emergency: (804) 501-5000  
[www.henricopolice.org](http://www.henricopolice.org)

Humberto I. Cardounel, Jr.  
Chief of Police



Proud of our progress;  
Excited about our future.

The County of Henrico does not discriminate on the basis of race, color, religion, sex, national origin, age, or disability.

Spring-2016/PIO/CRD



Fair and Impartial  
Policing

*As Henrico County grows more diverse, the Police Division is committed to ensuring the fair and impartial treatment of every person its officers and civilian employees encounter and serve.*



Report all suspicious activity!  
Call the Henrico County  
Police Division at

501-5000  
or  
911—Emergency only

Henrico County  
Police Division



# Fair and Impartial Policing (FIP)



## What is Fair and Impartial Policing?

- The protection of freedoms: privacy, speech, assembly, religious practice, and self governance is a responsibility of the police
- Equal treatment of every citizen and organizational transparency, which facilitates trust, confidence, and values within a community
- The hallmark of policing in a democratic society
- The Guiding Principle of the Police Division's daily operations by treating others as we would want to be treated or as we would want our family members treated



*If you saw the gentleman above dressed as he is in the left photo, what might your first impression be? What are your impressions about the same gentleman as he is portrayed in the photo on the right? Your conclusions may illustrate what are known as implicit biases.*

## Goals of Fair and Impartial Policing:

- Provide officer and civilian employee training that helps our employees recognize and understand their own implicit biases, which all humans possess
- Help all employees learn how to overcome or override these biases
- Reinforce existing policy regarding fair and impartial policing practices
- Continue to build trust between police and community members through education about the Police Division's policies and procedures that ensure fair and impartial treatment during every police/community member encounter
- To guide the Police Division's daily operations by treating others as we would want to be treated or as we would want our family members treated



*Henrico Police Division is committed to Fair and Impartial Policing and to developing positive relationships with all citizens.*

## Why is FIP important?

- FIP enhances and promotes trust between police officers and the people they serve.
- As a result of this trust, officers are more effective at solving crimes and handling disorder.
- FIP empowers our officers to use facts that lead to identification and arrests of offenders.
- FIP allows officers to establish and nurture trust of victims and witnesses, who provide essential evidence in crime solving.
- FIP helps guide police actions, thus allowing our officers to stay safe and go home at the end of their shifts.



*This poster illustrates the importance of celebrating diversity. The quote by Joseph Campbell states, "The privilege of a lifetime is being who you are."*