

SAN DIEGO POLICE DEPARTMENT ORDER

DATE/TIME: July 30, 2019 - 1300 hours

NUMBER: OR 19-16

SUBJECT: Non - Biased Based Policing Training Video

COST CENTER: 1914160001

SCOPE: ALL MEMBERS OF THE DEPARTMENT

DEPARTMENT PROCEDURE AFFECTED: N/A

During the 2019-2020 Advance Officer Training cycle, Non Bias-Based Policing training will be offered through SuccessFactors. The training consists of a video vignette that includes a scenario, discussion of implicit biases exhibited in the scenario, and interviews with subject matter experts. The discussion focuses on how implicit biases can impact well-intentioned individuals.

Constant evaluation of one's implicit biases is the key to providing fair and impartial treatment to all of our community members. Viewers of this video will be challenged to examine any preconceived notions they may have concerning this topic. Viewers will also be provided techniques for understanding the impact of bias in our community and techniques on how to navigate these sometimes sensitive issues to ensure community members are confident they are receiving fair and impartial services from their police department.

All sworn members of the Department shall view the 12 minute Non Bias-Based Policing: Remaining Fair & Impartial training video in its entirety from their **individual** SuccessFactors account. At the conclusion of the video, personnel will click on the "I agree" button, which will complete the training. You will not need to print a certificate. It will be automatically recorded to your SuccessFactors history.

Instructions to access video:

1. Log into your **individual** SuccessFactors account through One-SD.
2. At the first screen, check to make sure you see the word "Learning" in the upper left corner. If you see "Analytics" or "Home" in that area, click on that word and then click on "Learning" from the drop down menu. This will take you to the "Learning" page.
3. In the middle of the screen you will see a box with the header "Find Learning" that contains a search line which reads, "What do you want to LEARN today?" In that box type "Non Bias-Based Policing"

4. A list of courses will show up on your screen. Click on the video and then click “Start Course”.
5. On the next screen, click on the title of the video which is in blue font. The system will ask you if you want to Open or Save the application. Click “Open”
6. The video may take a couple of minutes to load before it plays.
7. DO NOT click the “I agree” button until you have viewed the video in its entirety.
8. If you click the “I agree” button before the video is complete, it will not record that you have viewed the video as required.

The video is currently available on your SuccessFactors account and shall be completed by September 1, 2019.

If you have any questions please contact Officer Shannah Oliveras, In-Service Training Unit at soliveras@pd.sandiego.gov or (619)388-7959.

Please read at squad conferences and give a copy to all personnel.