

COMMUNITY PARTNER DESCRIPTION:

HRP is the police service covering metro Halifax within the Halifax Regional Municipality. One of our organizational priorities is to improve the evidence base through which police practices operate, by producing and consuming systematic research.

PROJECT DESCRIPTION:

Halifax Regional Police will be training all sworn members in the Fair and Impartial Policing (FIP) training package during block training 2018. FIP is a two-day manualized training package that is meant to provide police officers with the skills and capabilities to needed to identify situations where bias may play a role, recognize biases in themselves and others, and manage their own biases.

We are interested in understanding whether this training has impacts on officer attitudes, capabilities and behavior. We also want to understand any Issues related to implementation of training and wider cascading of the training messages throughout the organization. In turn, we are planning four main exercises; a Pre-Post survey measuring attitudes, self-efficacy and comprehension; interviews with training staff, senior management and officers receiving the training to examine implementation fidelity and perceptions of the training, a knowledge check following the training and then one year later to test 'knowledge fade', using administrative data to test bias in police activities before and after the training.

PROJECTED BENEFITS:

Our organization is interested in building the evidence base on police work operates One area where evidence is not well-developed surrounds police training, as well as the impact of implicit bias training on police behaviour. While this kind of training is widely Implemented throughout the English-speaking world, very few anti-bias interventions have ever been tested systematically. By collaborating With SMIU researchers and a practicum student, we are able both greatly expand the scope of the evaluation while completing tasks — such as interviews With staff — that could not be completed Internally (both due to the labour required to conduct an adequate number of interviews. and due to confidentiality and validity Issues with conducting Interview research within an organization rather than as an Independent researcher).

NB: These are excerpts from the Community Partner's original proposal from 2018.