



THE CONSCIOUS PROSECUTOR

Implicit Bias Toolkit for Prosecutors

As we know, prosecutors must be fact-based and fair in the pursuit of justice. Prosecutors cannot base their judgments on whim, bias or hunches. Studies have shown that all people have implicit biases that could influence their decisions. Training can help prosecutors to understand this issue and provide strategies for assuring that prosecutorial decisions are based on the facts and not predisposed by irrelevant implicit biases.

This interactive tool kit, compiled by Prosecutors' Center for Excellence, in collaboration with the National Black Prosecutors Association, offers information about the trainings recommended by various prosecutor offices, as well as links to websites, videos of presentations and research on the issue of implicit bias.

Speakers on Implicit Bias (in alphabetical order) Prosecutor Trainings 2016 - 2017

Speaker: Mahzarin Banaji

Website: [Link to Mahzarin Banaji website](#)

You Tube: [See a presentation](#)

Where: Manhattan DA's office, New York

Speaker: Kimberly Burke, Center for Policing Equity. Phil Goff, Co-Founder and President

Website: [Link to Center for Policing Equity website](#)

Where: DC US Attorney's Office, Washington DC

Speaker: Lorie Fridell

Website: [Link to Fair and Impartial Policing website](#)

You Tube: [See a presentation](#)

Where: Statewide anti-gun violence program in New York State for police and prosecutors.

Speaker: Rachel Godsil

Website: [Link to Perception Institute website](#)

You Tube: [See a presentation](#)

Where: NYC Law Department, New York (the Law Department does mostly civil cases for New York City, but they have a Family Court prosecution unit.)

Speaker: Dan Harris, University of Pittsburgh Law School and Wayne Mackenzie, General Counsel, New York City Department of Probation

You Tube: [See ABA panel discussion on The Conscious Prosecutor](#)

Where: ABA Panel on the Conscious Prosecutor and the Miami Dade State Attorney's Office, Florida

Speaker: Mark Katrikh of the Museum of Tolerance in LA

Website: [Link to Museum of Tolerance website](#)

Where: Yolo County DA's Office, California

Speaker: Prof. Kim Norwood, Washington University in St. Louis

Prosecutor's Cheat Sheet: [Read](#)

You Tube: [See a presentation](#)

Speaker: Kimberly Papillion

Website: [Link to The Better Mind website](#)

You Tube: [See a presentation](#)

Where: San Francisco DA's Office, California

Speaker: Khatib Waheed

Website: [Link to Khatib Waheed website](#)

You Tube: [See a presentation](#)

Where: St. Louis Circuit Attorney's Office, Missouri

Other Resources and Materials

ABA Implicit Bias Toolkit and Articles:

The ABA created an implicit bias toolkit of training for judges, defense attorneys and prosecutors. They have various materials and training videos on their site.

- ABA Toolkit: [Link to ABA Implicit Bias Video and Toolkit Portal](#)
- ABA PowerPoint: Implicit Bias & Prosecutors – ABA PowerPoint. [Read](#)
- ABA Article: [3 Techniques to Address Your Implicit Bias \(11/2016\)](#)

Prosecutors' Encyclopedia (PE):

PE is a wiki for prosecutors that contains an extensive case law library, expert information and transcripts, training materials and a policy library curated by Prosecutors' Center for Excellence (PCE). Current prosecutors have access by requesting an account at [MyProsecutor.com](#).

- **Articles and Research:** A collection of articles, studies and other materials related to implicit bias can be found in the PCE Policy Library. [Link to articles](#)
- **Implicit Bias Experts.** [Link to expert pages](#)

Project Implicit – Harvard: Project Implicit sponsors the Implicit Bias Test. [Link to Project Implicit website](#). The Implicit Bias Test (IAT) measures the strength of association between concepts and evaluations. [Take the test](#)

Videos Demonstrating Various Implicit Bias Scenarios: [See videos](#)

Other Websites:

Kirwan Institute for the Study of Race and Ethnicity. Established in May of 2003, the Institute does interdisciplinary research at Ohio State University. It publishes an annual implicit bias review and provides implicit bias trainings: [Link to Kirwan Institute website](#)

Nextions. Nextions is a consulting firm that does implicit bias training and research. [Link to Nextions website](#). Director Arin Reeves lectures on implicit bias. [See a presentation](#)

The Kaleidoscope Group. The Group is a Chicago-based consulting firm that does implicit bias training. [Link to The Kaleidoscope Group website](#). CEO Doug Harris lectures on implicit bias. [See a presentation](#)