

MOTION BY SUPERVISOR MARK RIDLEY-THOMAS

APRIL 11, 2017

Countywide Implementation of Implicit Bias and Cultural Competency Training

On August 16, 2016, the Los Angeles County (County) Board of Supervisors (Board) approved the motion “Improving Police-Community Relations through Law Enforcement Training” which focused on Cultural Competency and Implicit Bias training for the Sheriff’s Department, as well as a number of County departments, agencies, programs and key community stakeholders. The intent of the request was to examine and summarize the required training guidelines related to implicit bias and cultural competency instruction, and to outline the continuous education and certification opportunities for various department personnel through in-service training, with the goal of reducing the influence of implicit bias to strengthen relationships between the County and communities of color.

Additionally, the Board requested an assessment of national evidenced-based/best practices for the training and implementation of Constitutional Policing Practices, with a specific emphasis on inhibiting implicit racial bias and improving racial identity sensitivity in law enforcement/criminal justice systems. This report back was also to encompass information on multi-dimensional performance measurements utilized to capture adherence to Constitutional Policing Practices (e.g. monitoring department operations, observance to policies and strategic plans, highlighting achievements and exemplary service of officers, while simultaneously, detecting patterns of bias and misconduct).

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As a result, the Chief Executive Officer (CEO) assessed that County departments' understanding of implicit bias, de-biasing techniques, and cultural competency requires improvement. Among these County departments, only a few have mandatory regularly scheduled trainings that are somewhat related to implicit bias or cultural competency, which speaks to the limited number of trainings available to staff. With respect to metrics, the training sessions that are available only utilize a participant satisfaction survey, but there are no quantifiable measurements that exist to evaluate the efficacy training has on operations or contact with the public.

In turn, the CEO has convened the Department of Human Resources (DHR) and the Workforce Development, Aging and Community Services Department/Commission on Human Relations (WDACS/LACCHR) to develop core training standards, Countywide curricula, and metrics, and to work with the County Equity Oversight Panel to ensure compliance with the County Policy of Equity. More, however, can still be done to integrate explicit consideration of race and equity into decision-making within the County.

At present, there is an opportunity to both effect positive change within County operations and innovate ways to strengthen relationships between County departments and the communities that they serve to reduce overall harm. Implicit bias and cultural competency training are tools that can be used to assist governments in addressing racial inequities and understanding individual and systemic bias. Developing and enhancing protocols to examine an individual's limitations with cultural competency, the root cause and impacts of prejudice, and to measure and address disparities as they arise are key to reducing the influence of implicit bias to positively impact social, cultural and systemic conditioning.

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Instruct the Director of the Department of Human Resources (DHR), in collaboration with the Director of the Department of Workforce Development, Aging and Community Services and the Director of the Los Angeles County Human Relations Commission (WDACS/LACCHR) to formally establish a plain

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- language definition of implicit bias and cultural competency based on their research of national best practices that will then be used by all County departments;
2. Direct DHR, in collaboration with WDACS/LACCHR and the Department of Public Health, in conjunction with the Sheriff's Department, and through their work with the Government Alliance on Race and Equity (GARE), as well as with input from key community stakeholders, to review and assess both national best practices and their respective implicit bias and cultural competency curricula, to adapt and/or adopt in the development and implementation of Countywide training that meet local community concerns;
 - a. Direct DHR to develop County department-specific metrics that measure the efficacy training has on operations or contact with the public.
 3. Direct DHR, in collaboration with WDACS/LACCHR, to work with the County Equity Oversight Panel (CEOP), and County Counsel, to create an attestation document for all implicit bias and cultural competency training curricula and related implementation activities to be signed by participants acknowledging guidelines established within the training curricula, with adherence and compliance to County policies and procedures;
 4. Direct DHR to ensure that by the beginning of the next Management Appraisal and Performance Plan (MAPP) cycle on July 1, 2017, all Department Heads will incorporate into their respective Key Responsibilities, the tenets of implicit bias and cultural competency training into their respective organizations' mission, vision and goals; and
 5. Direct the CEO to:
 - a. Collaborate with the Quality and Productivity Commission, the Center for Strategic Public Private Partnership, and other appropriate County personnel, to assist with the assessment of need, estimated cost and a strategic plan prior to appropriating resources that will enable DHR and WDACS/LACCHR

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to effectively develop and deliver Countywide training on core standards and competencies, as well as provide technical assistance with metrics and evaluation.

- b. Collaborate with DHR, WDACS/LACCHR, other County departments and entities including public health and public safety agencies, and external organizations such as the Government Alliance for Race and Equity, to organize, determine estimated cost, identify potential funding sources, and convene a Countywide conference in 2017 that promotes awareness, commitment, and skills development that strengthens organizational capacity for cultural competency and vigilance for the impact of implicit biases.
- c. Report back to the Board in writing in 90 days with an update as to how these efforts are progressing.

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(DJJ)