

Course Title: **Racial Profiling**

Instructional Time: 8-hours

Course Description:

What is Racial Profiling? This course provides a clear understanding of how stereotypes, even those operating outside of conscious awareness or control, can cause someone to make discriminatory judgments and decisions-the essence of racial profiling. When racial profiling applies to law enforcement, it can influence decisions about whom to suspect, stop, question, search, use force on, arrest as well as how a probation officer supervises a client. This class will teach participants that stereotyping, even nonconscious stereotyping, is a completely normal human mental process, but it leads to undesirable discriminatory outcomes. This class discusses workplace racial bias as well and the destructive impact it has on a department. Using case studies, film examples and well-known real-life examples, participants will learn to identify bias and racial profiling. Participants will be encouraged through dialogue and exercises in small, safe groups, to discuss their experiences with and feelings about racial bias and profiling. We will discuss how it is built into our DNA and in past centuries, helped us to stay alive. Participants will then learn how to unlearn discriminatory practices and their own racial bias in a conscious way and keep growing in this area after they leave class using tools they have learned in class.

*San Diego County hires an external instructor to teach this class; therefore, the material is not available for review as it is not property of the San Diego County Probation Department.

