



# Cultural Diversity and Ethnic Disparity

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SAN DIEGO COUNTY PROBATION

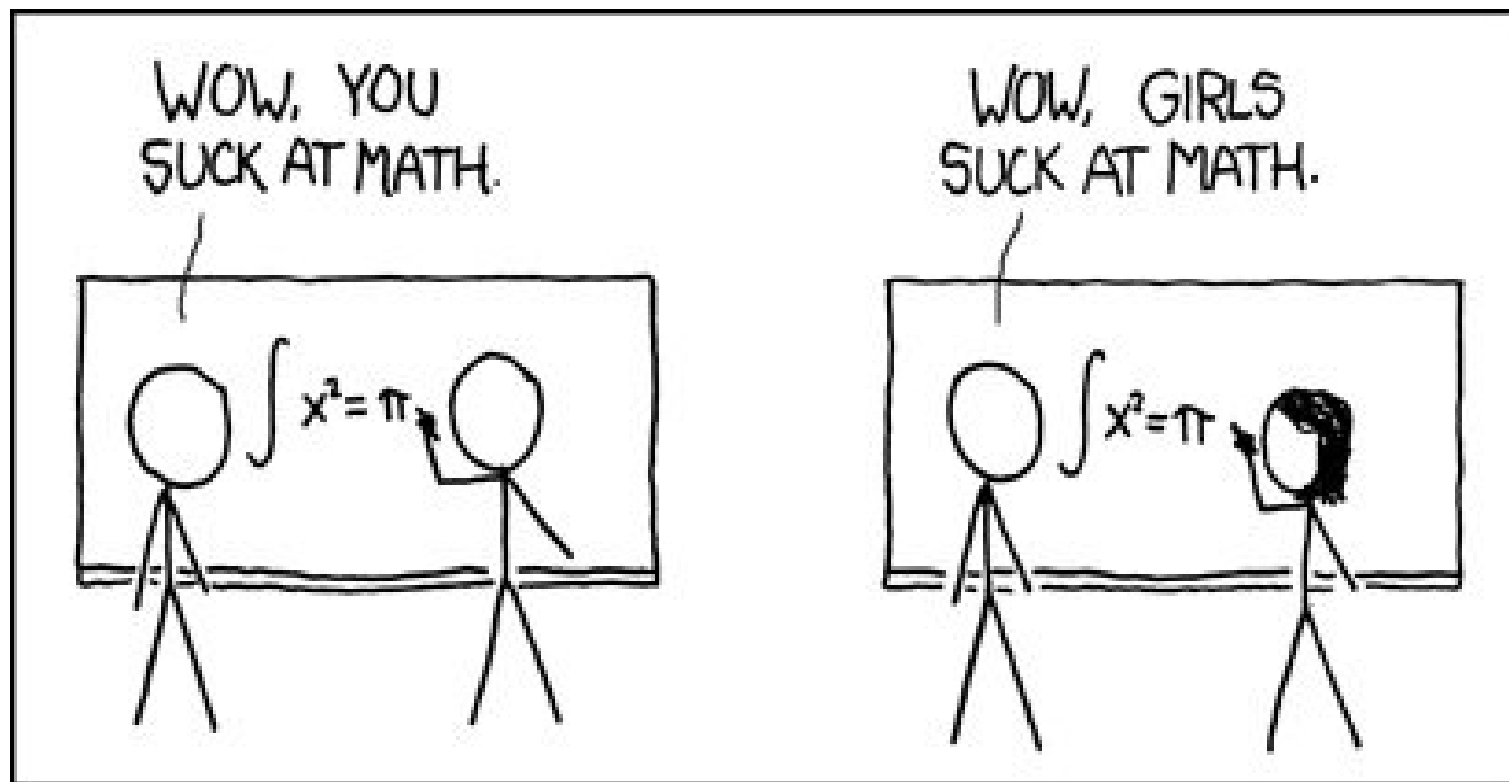
# Objectives

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- Define implicit bias.
- Identify how implicit bias affects decision points that are applicable to the job.
- Define reducing racial and ethnic disparity.
- Identify how cultural awareness can reduce racial and ethnic disparity.
- Identify how targeted interventions can reduce racial and ethnic disparity.
- Identify how officers can reduce racial and ethnic disparity.
- Identify societal benefits of reducing racial and ethnic disparity.
- (JI Core Only) Identify reasons for maintaining an awareness and sensitivity to the variety of cultures within a facility

# What is implicit bias?

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Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

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# Susan Boyle

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# An Introduction to Implicit Bias

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# Activity

## The Part of My Identity

1. Confidential, honor, and respect
2. Use ‘I’ statements
3. Focus on yourself
4. Be willing to share
5. Look around-notice other’s answers.
6. Conduct this activity quietly



# Identity Iceberg



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unfamiliar



# Unconscious Bias Test

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# What is Culture?

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Culture is defined as a set of values, customs, traditions, and beliefs shared by a group of people. It is a set of unwritten norms that guide behavior (providing a sense of what is right and what is wrong for the group).

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# Inclusion

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# Reducing Racial and Ethnic Disparity

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Racial and Ethnic  
Disparity is...

(in relation to the  
criminal justice  
system)

When the proportion of a racial or ethnic group within the control of the system is greater than the proportion of such groups in the general population.





# Targeted Interventions

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# What about the officers?

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What can they do?

# Implicit Bias and Probation Decision Points

(Graham and Lowery, 2004)

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1. Probation officers judged hypothetical offenders that they had been primed to believe were African American as less immature, more culpable, and more deserving of punishment.

2. Each segment of the criminal justice system must evaluate and adjust their practices as each decision point (contact/arrest/detain/sentencing) along the way is subject to bias

## GROUP DISCUSSION:

How does implicit bias affect decision points that are applicable to the job (e.g., housing, detention and release, communication and report writing, etc?)



# OVERCOMING UNCONSCIOUS BIAS

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## Implicit Bias and Probation Decision Points

(Graham and Lowery, 2004)

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1. Searches
2. Drug Testing
3. Housing
4. Report writing
5. Contact
6. Arrest
7. Sentencing



# What about San Diego?

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Processes we have in place to eliminate biasness

# Societal Benefits and Maintaining Awareness

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Jl Core



# Implicit Bias and Decisions on the Job

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# So...how do you think our clients feel?

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THIS....

How do you think our clients feel when others know information about them?

VS....

How do our clients feel when you make decisions for them and you don't know anything about them?



EVALUATIONS!

Questions?

THANK YOU!