



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION
Police Officer Standards and Training Council
Connecticut Police Academy

To: Chiefs of Police
Police Training Officers
State Police Resident Troopers
CSP Training Academy

From: William E. Tanner, III
Field Services Training Division

Date: January 17, 2024

Subject: **Implicit Bias “Train the Trainer” (T-t-T) Seminar**

Attendees: Implicit Bias Instructors or Instructors looking to add Implicit Bias as an Endorsement.

Tuition: None

COURSE ANNOUNCEMENT

The Department of Emergency Services and Public Protection, Police Officer Standards and Training Council’s Field Services Training Division along with Eastern Connecticut State University (ECSU) is providing a Train the Trainer Seminar for Implicit Bias Instructors. This is a two (2) part seminar that will be held on Monday, March 4, 2024, and Friday, March 22, 2024 from 8:00 AM to 12:00 PM each day. **Both sessions must be attended to successfully complete the course and obtain both POST credit and the ability to apply for the endorsement.** William Lugo, PhD and Theresa Bouley PhD. Will be the instructors for this training.

The training will take place in the Johnson Room of the J. Eugene Smith Library at the Eastern Connecticut State University, 83 Windam Street, Willimantic, CT 06226.

A map of the ECSU campus can be found [here](#). The library is centrally located on campus, next to the university clock tower. From the main entrance of the library, officers may proceed up the stairs to the second floor. The entrance to the Johnson Room is in this main foyer area, before heading into the library proper.

Weapons: Must be covered if not in uniform.

Parking: Because of the number of attendees, officers are asked to park in one of the two parking garages on the north side of the campus. They are easily accessible from either Charter Oak Road or Eastern Road. No temporary parking permits will be necessary. The ECSU Police Department

has asked that officers **DO NOT** park in the library parking lot in the spaces reserved for commuters and faculty.

Goal: The seminar will offer deep understanding **and foundation** for Implicit Bias instructors to train recruits and in-service personnel the fundamental concepts of implicit bias. At the end of this two-part seminar instructors will have a heightened awareness of implicit bias in others, understand the nature of microaggression including strategies to recognize and interrupt them, and appreciate and explain the impact microaggressions have on individuals. Officers will also understand the impact biased and unbiased policing has on their community.

The class is limited to forty (40) attendees. Please complete a registration form from the web and email it to William Tanner at William.Tanner@ct.gov **no later than close of business Friday, February 9, 2024**. If you have any questions, please contact the Field Services Division at 203-427-2625.

Students successfully completing the course will receive Review Training Credit in the following areas:

- Area 419 Implicit Bias (8 hours for each session)

POST Dress Code as outlined in General Notice 23-02 is in effect for this class.

Training Officers: Please be sure to include your department email address and the **email AND POST ID of the student to be enrolled** (For all sworn personnel) on all applications to assure prompt communications of all in-service training matters regarding this training.

DISCLAIMER: The Police Officer Standards and Training Council (POSTC) makes every effort, within its ability and resources, to provide the highest quality, most relevant in-service training programs available at minimum cost to all Connecticut police officers and agencies. However, POSTC does not provide legal advice, and does not endorse the accuracy or completeness of specific in-service training programs provided by each of its many contractors and training providers. The materials and opinions of individual providers offered during the course of in-service training are those of the instructor alone, and do not necessarily represent the position of the Police Officer Standards and Training Council or the State of Connecticut. Given the multitude of disparate factual scenarios with which law enforcement personnel are presented in the discharge of their official duties, students and sponsoring agencies are strongly advised and encouraged to seek the advice and counsel of their own legal advisors before implementing concepts or adopting specific measures discussed or recommended during in-service training sessions.

Training on the Web: www.ct.gov/POST