



## DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION POLICE OFFICER STANDARDS & TRAINING

---

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

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

Date: February 5, 2025

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 in partnership 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 **Thursday, May 8, 2025, and Monday, June 2, 2025, from 10:00 AM to 2:00 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.** Dr. William Lugo. PhD and Dr. 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 Windham Street, Willimantic, CT 06226.

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](mailto:William.Tanner@ct.gov) no later than close of business

**Thursday, April 17, 2025.** 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)

**There is no tuition for this course.** Lunch may be purchased at local restaurants. The uniform Dress Code for POST In-Service training (General Notice 23-02) will be in effect. We ask that all training supervisors inform assigned personnel that they are required to dress accordingly.

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

**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 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](http://www.ct.gov/POST)