

TRANSMITTAL

To:

THE COUNCIL

Date: 10/2/2017

From:

THE MAYOR

TRANSMITTED FOR YOUR CONSIDERATION. PLEASE SEE ATTACHED.



(Ana Guerrero) for

ERIC GARCETTI
Mayor

LOS ANGELES POLICE COMMISSION

BOARD OF
POLICE COMMISSIONERS

MATTHEW M. JOHNSON
PRESIDENT

STEVE SOBOROFF
VICE PRESIDENT

SANDRA FIGUEROA-VILLA
SHANE MURPHY GOLDSMITH
CYNTHIA McCLAIN-HILL

MARIA SILVA
COMMISSION EXECUTIVE ASSISTANT II



ERIC GARCETTI
Mayor

RICHARD M. TEFANK
EXECUTIVE DIRECTOR

DJANGO SIBLEY
ACTING INSPECTOR GENERAL

EXECUTIVE OFFICE
POLICE ADMINISTRATION BUILDING
100 WEST FIRST STREET, SUITE 134
LOS ANGELES, CA 90012-4112

(213) 236-1400 PHONE
(213) 236-1410 FAX
(213) 236-1440 TDD

September 26, 2017

BPC #17-0365

The Honorable Eric Garcetti
Mayor, City of Los Angeles
City Hall, Room 303
Los Angeles, California 90012

Attention Mandy Morales

Dear Honorable Mayor:

RE: DONATION OF IMPLICIT BIAS AND 21ST CENTURY COMMUNITY POLICING TRAINING, VALUED AT \$82,250.00, FROM THE LOS ANGELES POLICE FOUNDATION, TO BE UTILIZED TO TRAIN ALL SWORN MEMBERS OF THE DEPARTMENT IN RECOGNIZING AND DEALING WITH IMPLICIT BIAS AS IT RELATES TO COMMUNITY POLICING, AS WELL AS ISSUES RELEVANT TO 21ST CENTURY POLICING, FOR THE BENEFIT OF THE LOS ANGELES POLICE DEPARTMENT

At the regular meeting of the Board of Police Commissioners held Tuesday, September 26, 2017, the Board RECEIVED the Department's report relative to the above matter.

The Board requests, subject to your approval, that this matter be forwarded to City Council for their approval.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in blue ink that reads "Maria Silva".

MARIA SILVA
Commission Executive Assistant II

Attachment

c: Chief of Police
ASB

17-0969 2A
INTRADEPARTMENTAL CORRESPONDENCE

RECEIVED

SEP 20 2017

POLICE COMMISSIONER

September 22, 2017
1.10

REVIEWED

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

Richard M. Tefank
RICHARD M. TEFANK
EXECUTIVE DIRECTOR
9/20/17
DATE

SUBJECT: APPROVAL OF NON-MONETARY DONATION

RECOMMENDED ACTION

1. That the Board of Police Commissioners APPROVE the Department's Report and TRANSMIT to the Mayor and City Council for ACCEPTANCE the donation of Implicit Bias and 21st Century Community Policing Training valued at \$82,250.00 for the Los Angeles Police Department.

DONOR INFORMATION:

Los Angeles Police Foundation (#222-17)
Ms. Cecilia Glassman, Executive Director
633 West 5th Street, Suite 1210
Los Angeles, California 90071
(213) 489-4636

ITEMS:

Implicit Bias and 21st
Century Policing
Training for 5,000 officers

VALUE:

\$82,250.00

DISCUSSION

This is a supplemental donation to the item approved by the Board of Police Commissioners on June 20, 2017, and the Los Angeles City Council on August 9, 2017.

The donation is for the benefit of the Los Angeles Police Department (Department). All sworn members of the Department will receive training in recognizing and dealing with implicit bias as it relates to community policing, as well as issues relevant to 21st Century Policing. This donation will fund training for approximately half of the Department's sworn personnel. Training began on March 27, 2017, with each half-day session accommodating 100 students per class. These sessions will continue until 5,000 sworn members of the Department are trained. The Board of Police Commissioners has a restricted fund with the Los Angeles Police Foundation (Foundation). The Foundation will use funds from this account to pay for this portion of the total training costs.

No expressed or implied commitments or promises were made to the donor or representatives of the donor. The donor will not receive any preferential treatment, endorsement, or recommendation; and the donor is not allowed the use of any Department patents.

The Honorable Board of Police Commissioners

Page 2

1.10

Administrative Services Bureau has reviewed the donation and determined that it has been submitted in accordance with Section 5.467 et seq. of the Los Angeles Administrative Code, which provides for the receipt and acceptance of donations to the Department.

If you have any questions, please contact Sergeant Tonya Juarez-Washington, Commander's Aide, Administrative Services Bureau, at (213) 486-7060.

Respectfully,



CHARLIE BECK
Chief of Police

**BOARD OF
POLICE COMMISSIONERS**
Approved
Secretary

Biography



Dr. Bryant T. Marks, Sr.

Lead Trainer, Implicit Bias and Community Policing

Dr. Bryant T. Marks, Sr. is a minister, researcher, master teacher and specializes in human development. His calling/passion/purpose is to develop the knowledge, wisdom, and skills of others that will allow them to reach their full potential and live their lives with purpose and passion. He is an Associate Professor of Psychology at Morehouse College, Director of the Program for

Research on Black Male Achievement, and serves on President Obama's Board of Advisors with the White House Initiative on Educational Excellence for African Americans. In addition, Dr. Marks is a contributor to the White House My Brother's Keeper (MBK) initiative and serves on the MBK Task Force for Fulton County, GA. As part of the President's 21st Century Policing Initiative, Dr. Marks has provided implicit bias training to police chiefs via a series of White House gatherings; over 1,000 have been trained. He has also provided implicit bias training to several thousand patrol officers. Dr. Marks serves on several national boards and is a highly sought after speaker and trainer. He holds a B.A. in psychology and a minor in economics from Morehouse College, and an M.A. and Ph.D. in Social Psychology from the University of Michigan. Dr. Marks' conducts research and professional development in the areas of Black male psychology and development, the academic achievement of minority college students, diversity and implicit bias, innovations in STEM education, and personal passion and productivity. He is married to Kimberly Marks and father to Kim, Zion-Trinity, and Bryant II.

633 West 5th St Suite 960. Los Angeles. CA 90071
Phone (213) 489-4636
Fax (213) 489-4697
tracy@lapolicefoundation.org

**Los Angeles Police
Foundation**

Fax

To: ASB	From: Tracy Szepeinski
Fax: 213-485-8125	Pages: 6 (includes Cover)
Phone: 213-485-3277	Date: August 31, 2017
Re: Grant Request #2017-042	CC:

Attached is the latest grant request.

Grant Application received: May 10, 2017
Grant Received from: Police Commission
Contact: Richard M. Tefank
Phone #: (213) 236-1400
Grant Name: Implicit Bias and 21st Century Community Policing Training- Supplemental
Grant Amount: \$82,250

Please e-mail this information to Administrative Services Bureau or if you have any questions, please contact us at 213-486-7060. Thank you.

#222-17
RECEIVED
AUG 31 2017
ASB - Personnel



Handwritten initials/signature

DIVISION RESTRICTED ACCOUNT APPLICATION

Division Restricted Account Number: 2017 042 (LAPF use only)

Date: _____ Amount requested \$ 82,500.00

Contact Name (S): DOUGLASS, JAMES

Department (S): COMMUNITY

Mail: Van A. Lippitt, 11511 4th St, Orange, CA 92667

Phone Number: 714 961-2001

Fax Number: 714 936-1410

Home Address: 54045 Tenthon, 20600116

Please describe the purpose of the request and how it will be used from the Division Restricted Account:

Grant funds will be used to fund in-kind travel and 10 Community Policing Training to 10,000 LAPD Officers. This grant request will require a supplemental grant request when additional conditions are received. Funds will cover training, Air travel, Budget, and ground transportation

Is your City/County Officer approved this request? YES NO

Name of Police Officer (S): James P. Lippitt

Serial No. N5160

Signature of County Clerk Officer: [Signature]

For further information contact Policy Support Section at 714 961-1045 or email policy.support@lapd.net

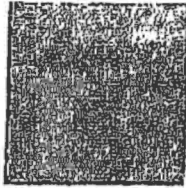
- **Small group dialogue of sensitive topics related to community policing**
- **The use of compelling videos, images, and other media**
- **Overview of national data related to community policing**
- **Implicit biases toward police among males of color**
- **Description of specific recommendations from the President's Task Force on 21st Century Policing report that are likely to reduce biased policing**
- **Anonymous audience polling and display of results in real-time. Responses are used as a basis for discussing sensitive topics and to allow participants to see how their attitudes or experiences compare to others. These results are saved as graphs and provided to the client.**

Trainings and Fees

- **Half-day (3.5-hour) trainings will be provided for approximately 10,000 Los Angeles Police Department officers**
- **Each training session will include approximately 100 officers for a total of 100 sessions**
- **Costs**
 - **Training: \$1,500 per session @ 100 sessions = \$150,000**
 - **Air Travel: \$300 @ approx. 20 trips = \$6,000**
 - **Lodging: \$175/night @ 40 nights = \$7,000**
 - **Ground Transportation (in L.A.): \$30/day @ 50 days = 1,500**
 - **Total: \$164,500**

Note. Dr. Marks cover his own meals, gas, and parking.

bryantmarks@me.com
404.805.2014



**Law Enforcement Training: Implicit Bias and 21st
Century Community Policing
Proposal for the Los Angeles Police Department
Like Minds, I.I.C.
Workshop Summary**

Background

Broadly speaking, implicit bias involves varying degrees of stereotyping, prejudice, and/or discrimination below conscious awareness in a manner that typically benefits oneself or one's group; it involves limited or distorted perceptions of others. It is everywhere and affects everyone. We are all biased. The impact of our bias on others, however, significantly depends on our social and professional roles in society. Biases held by police officers, physicians, prosecutors and criminal court judges can literally determine whether someone lives or dies. Few other occupations involve life and death decisions as part of the job description. Implicit bias, however, can also impact significant non-life threatening outcomes such as a manager being less likely to hire an obese rather than regular-weight person or a loan officer offering better interest rates to White rather than ethnic minority mortgage applicants; both findings have been confirmed by researchers.

Additional research reveals that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that limit the likelihood that implicitly biased beliefs will lead to biased behaviors.

Workshop Description

Dr. Marks and his team have developed a half-day (3.5 hours) training session that addresses this very important topic as it applies to community policing.

The half-day training will address the following questions:

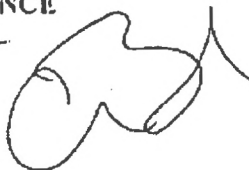
1. What is implicit bias?
2. What does implicit bias look like in the real world?
3. What causes implicit bias?
4. How is implicit bias measured?
5. How does implicit bias affect the person who holds the bias?
6. How does implicit bias affect the attitudes and behaviors of the target group?
7. How can implicit bias be reduced?
8. How can the potential impact of implicit bias on policing be reduced?

The Training will also include:

- An overview of the 21st Century Policing Task Force and report
- An overview of implicit bias research and key findings
- Innovative, engaging, and motivational delivery of content
- Highly interactive and introspective exercises

INTRADEPARTMENTAL CORRESPONDENCE

May 4, 2017
1.0

ev- 

TO: Chief of Police


FROM: President, Board of Police Commissioners

SUBJECT: LOS ANGELES POLICE FOUNDATION GRANT REQUEST
RESTRICTED ACCOUNT

NAME OF GRANT: Implicit Bias and 21st Century Community Policing

It is requested that Board of Police Commissioners be approved for Implicit Bias and 21st Century Community Policing grant. Approval of this grant benefits the Department as follows:

This grant will provide the funding for all sworn members of the Department to receive training relative to recognizing and dealing with implicit bias and community policing. It will also discuss relevant information regarding 21st Century Policing issues. This grant request will be followed by a supplemental grant request when additional donations are received. Should you have any questions please contact Richard M. Tefank, Executive Director, Board of Police Commissioners at (213) 236-1400.


M. JOHNSON, President
Board of Police Commissioners

Attachment