

Stanford DPS

Core Values

Core Values

THE MEMBERS OF THE STANFORD DEPARTMENT OF PUBLIC SAFETY ARE COMMITTED TO PROVIDING HIGH QUALITY, PUBLIC SAFETY SERVICES WITH A STRONG EMPHASIS ON CUSTOMER SERVICE.

TO ACCOMPLISH THIS GOAL:

WE PLEDGE TO HONOR THE SPIRIT AND LETTER OF THE LAWS WE ARE CHARGED TO UPHOLD.

WE WILL DEDICATE OUR FULL ATTENTION TO OUR DUTIES IN ORDER TO PROMOTE A SAFE ENVIRONMENT WHILE EARNING AND MAINTAINING THE PUBLIC'S TRUST.

WE WILL ENDEAVOR TO CONTINUALLY ENHANCE OUR PROFESSIONAL SKILLS AND KNOWLEDGE.

WE WILL HOLD EACH OTHER ACCOUNTABLE FOR DEMONSTRATING PROFESSIONAL AND ETHICAL BEHAVIOR.

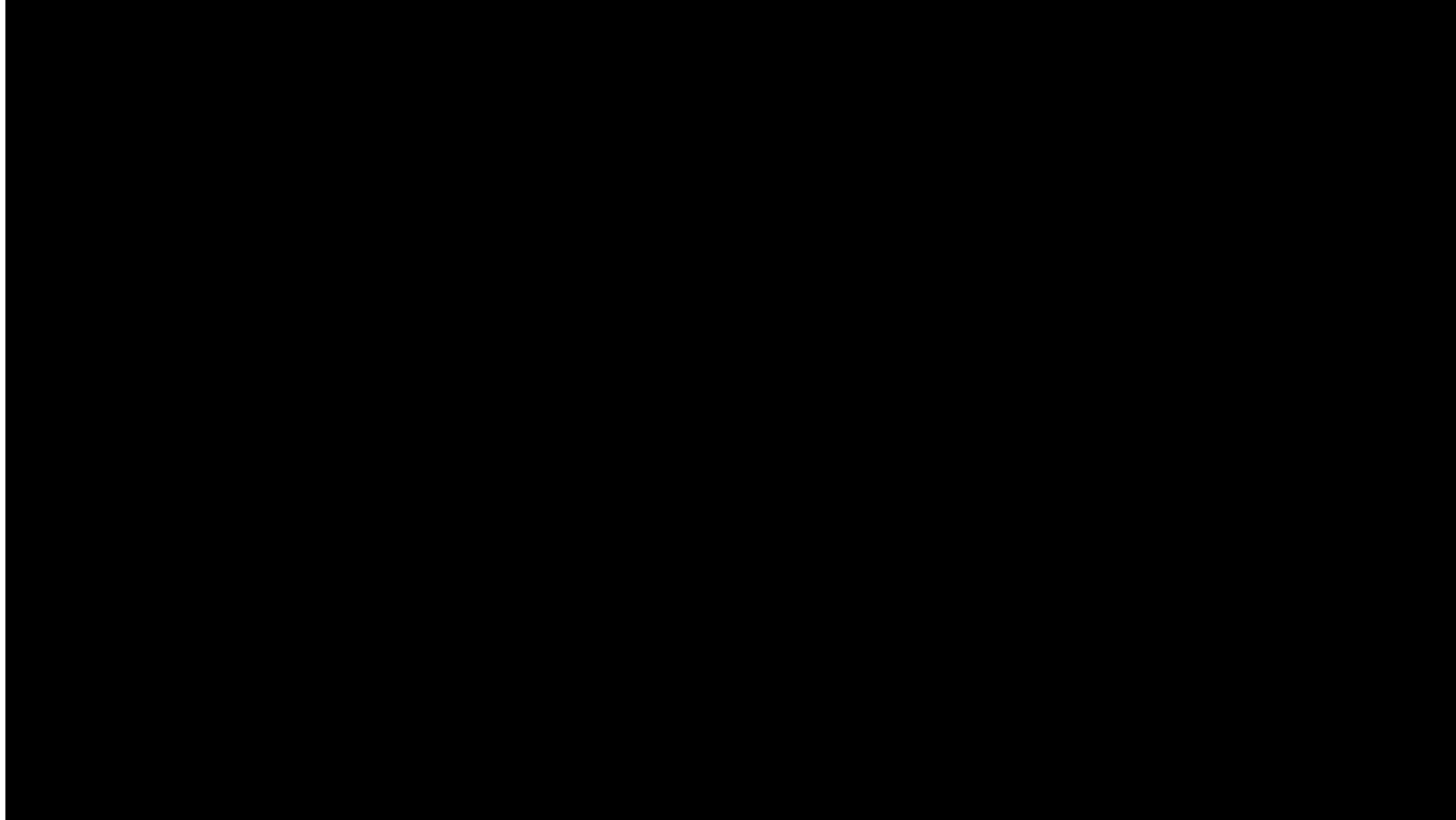
WE WILL ACTIVELY IDENTIFY AND PURSUE OPPORTUNITIES TO IMPROVE OUR DEPARTMENT AND THE WAY WE SERVE THE CAMPUS COMMUNITY.

THE HALLMARKS OF OUR SERVICE ARE A CONSTANT DEDICATION TO THE PRINCIPLES OF HONESTY, INTEGRITY, FAIRNESS, COURAGE AND COURTESY.

Unconscious/Implicit Bias

What is Bias?

- Bias is prejudice in favor or against one thing, person, or group compared with another, usually in a way considered to be unfair.



<https://youtu.be/dVp9Z5k0dEE>

**WE'RE ENCOURAGING
PANEL MEMBERS TO:**



DELIBERATELY
SLOW DOWN
DECISION MAKING

RECONSIDER
REASONS FOR DECISIONS



QUESTION
CULTURAL STEREOTYPES



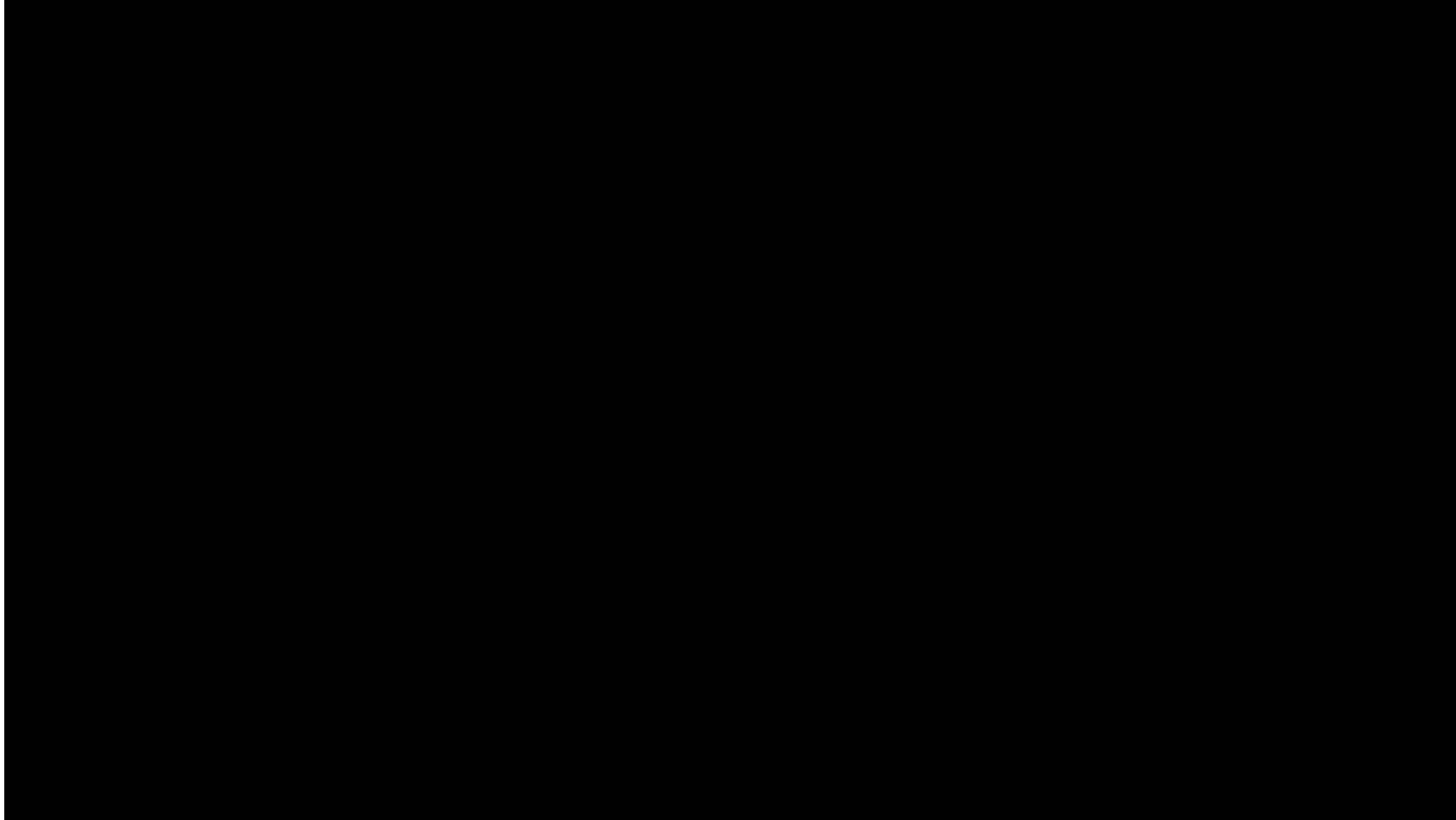
MONITOR
EACH OTHER FOR
UNC

What is Unconscious/Implicit Bias?

- Everyone has unconscious biases
- Our unconscious biases are activated involuntarily.
- Unconscious bias draws from previous patterns in thinking to fill in the gaps so we can quickly make a decision.

Bias in interactions with others

- Biases can cause us to perceive people differently and respond based on those perceptions
- Without recognition of the influence of these biases, we may act in ways that are not aligned with the way our rational brain works
- In our work with the public, there are many opportunities for this inherent and unintentional process to negatively impact our community and our department



<https://youtu.be/kKHSJHkPeLY>

How can we minimize the impact of our unconscious bias?

- Recognize risk factors
 - High pressure situations
 - Distractions
 - Intense emotional states like being extremely angry or happy
- Be open to self-questioning
 - What might you observe if you analyze your sources of implicit biases, such as past experiences, people you know or have seen, and the markers of your in group?

Good workplace strategies for Stanford DPS

- As we are interacting with the campus community, especially during this time when we are making more and more contacts relating to the Public Health Order, remember to:
 - Practice being open to new information
 - Don't get so grounded in the initial observations that new or conflicting information is not fully considered.
 - PHO
 - Self evaluation of your threshold
 - Practice slowing down
 - When time allows, consider alternate modes of thinking prior to engaging
 - Focus on listening and observing before making any judgements

Good workplace strategies for Stanford DPS

- Try not to make assumptions

Carefully ask questions using inclusive language that help you understand a situation before drawing conclusions.

In a situation where you observe 2 people that you perceive as the same sex sitting close together and are going to talk to them about social distancing:

- Instead of saying, “Excuse me ladies/gentlemen, you have to be at least 6 feet apart at all times.”
 - Try saying, “Excuse me everyone, due to the Public Health Order, unless you are members of the same household, everyone has to maintain proper social distancing.” If they respond that they are part of the same household, say “have a nice day” and move on.
- Remember to exercise the spirit of the law

Discussion Questions

Do you feel like you can apply the guidance from this training to slow down, resist drawing conclusions early, and recognize situations in which you may be more likely to be affected by unconscious bias?

What will some of the challenges that will arise from using these techniques in the field?

Can you think of other common situations from our current operations in which you will likely need to practice these skills?