



## IMPLICIT BIAS MITIGATION TRAINING

Built upon a foundation of research conducted at the Sleep and Performance Research Center and Simulated Hazardous Operational Tasks (SHOT) Lab at Washington State University, Counter Bias Training Simulation™ (CBTSim™) is a 4-hour long simulation-based training program. Students train in groups of five, each responding to varied, carefully selected, evidence-based, highly realistic video scenarios.

The CBTSim curriculum package is offered exclusively on MILO Range training simulators. With three scalable options, choose the program perfect for your agency needs. Purchase a curriculum add-on with facilitation by certified cadre or the WSU program developers, or purchase a comprehensive package which also includes rental of the MILO Range.

CBTSim goes beyond "checking the box" of implicit bias training, providing a results-driven curriculum designed to mitigate risk and establish decision-making processes to use force based solely on the level of threat, by removing the potential influence of demographic characteristics.

POWERED BY: **CBT SIM**  
**CBT SIM**



Highly interactive and engaging, with specific learning objectives



Evidence-based framework from empirical academic research in bias counter-conditioning and guided self-reflection



Designed by policing scholars and instructional designers

## Evidence-Based Counter Bias Training

A reality-based training program, grounded in extensive research, designed to help law enforcement personnel identify and overcome implicit biases. Available for purchase on all MILO Range platforms, v5 and newer.

### Choose the Option Based on Agency Need:

#### **CBTSim Curriculum Package on customer-owned MILO**

This option provides extensive instructor materials, including a copyrighted curriculum developed by WSU faculty, and allows the department to train as many personnel as required in any timeframe.

As an add-on option, two WSU instructors are available for a one-day Train-the-Trainer, on how to conduct a CBTSim training course.

#### **Fully Facilitated Counter-Bias Training by WSU faculty**

Bring a WSU faculty CBTSim researcher to your location for a comprehensive training program led by the developers themselves.



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“Training designed to help police officers reduce and manage their human, implicit biases is critically important for 21st century policing. In addition to implicit-bias awareness training—which is most relevant to contemplative (versus split-second) decisions, agencies need to provide force-judgement training that reflects what we know from the science. The CBTSim provides this evidence-based training by combining force judgment and decision-making simulation with facilitated self-reflection about bias. This training regimen is grounded in rigorous experimental research on bias and represents a significant step forward in our ability to reduce the impact of human biases on those split-second use-of-force decisions that officers must make.”

- Lorie Fridell, PhD, Associate Professor with the University of South Florida, is the former director of research at the Police Executive Research Forum (PERF) and is the developer of “Fair and Impartial Policing”