

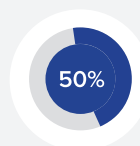


## IMPLICIT BIAS MITIGATION TRAINING

MILO is the exclusive provider of Counter Bias Training Simulation (CBTSim™), the award-winning solution created from over a decade of DOJ grant-funded research. With a combination of evidence-based curriculum and the immersive power of MILO technology, officers are presented with a diverse range of scenarios in which they are required to interact, de-escalate, make split-second decisions, then identify why they made those decisions.

The goal of CBTSim is for officers to treat citizens fairly and free of bias, and to make any use-of-force decisions based on threat cues alone, and not on citizen characteristics like demographics or socio-economic status. The self-reflective debrief following each scenario allows officers to recognize and address any biases they may have in a non-judgmental way. Simultaneously, presenting officers with scenarios in which citizen characteristics are not predictably related to whether or not force is required counters any stereotyping that officers may employ.

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



50% reduction in Officer discrimination complaints after attending CBTSim training

*Data from a 2017 WSU Study*



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



Awarded the Seal of Excellence by the International Association of Directors of Law Enforcement Standards and Training (IADLEST)

## 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.

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.

### 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.



"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"