



**CENTER FOR CRIMINAL JUSTICE  
CALIFORNIA STATE UNIVERSITY, LONG BEACH and  
CA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING**

**PRINCIPLED POLICING:  
Procedural Justice and Implicit Bias**

This eight hour course melds the *Procedural Justice* philosophy with the understanding of Implicit Bias in order to create a broad awareness of these two important concepts. Law enforcement can improve trust and relationships between their agencies and their communities by using these principles to evaluate policies, procedures and training. In addition, developing an understanding of these two concepts will enable law enforcement to improve safety and well-being for the public and law enforcement alike.

This course is a research-based approach designed to increase peace officers' ability to enhance the public's confidence and trust in law enforcement. It teaches policing approaches emphasizing the four tenets of *Procedural Justice*: respect, giving people voice/listening, neutrality, and trustworthiness while also addressing the common implicit biases that can be barriers to these approaches and tenets.

This course is the result of a collaborative partnership between the California Department of Justice, The Commission on Peace Officers' Standards and Training, the Stockton and Oakland Police Departments, Stanford University and the California Partnership for Safe Communities.

**GOAL:**

Create a culture of Principled Policing and Procedural Justice within and throughout California law enforcement in order to strengthen relationships and enhance police legitimacy with the communities we are a part of and whom we serve.

**PROCEDURAL JUSTICE – A DEFINITION AND VALUE STATEMENT:**

*Procedural Justice* is the process and the procedures used by police officers and all agency personnel where citizens and community members are given a voice, as well as treated fairly with respect and dignity. Substantial evidence supports the notion that community members are much more likely to support a "negative" outcome if they view the procedures used as trustworthy and legitimate. *Procedural Justice* leads to legitimacy within the public viewpoint.