

# Potentially Discriminatory Policing Practices

The Phoenix Police Department has taken steps to foster a culture of empathy and respect. The following are some of the initiatives taken to create and strengthen an anti-discrimination culture.

- The Phoenix Police Department has been meeting with and listening to concerns/suggestions from various community advisory boards since roughly 2010. Currently there are advisory boards representing the following communities:
  - African American
  - Arab
  - Asian
  - Cross-Disability
  - Faith Based
  - Hispanic
  - Jewish
  - LGBTQ+
  - Muslim
  - American Indian
  - Refugee
  - Sikh
- **2019** - Implicit bias training mandated for every sworn police employee:
  - Training focused on how bias can affect the unconscious mind and distort the decision-making process.
- **2023** – Active Bystandership in Law Enforcement (ABLE) training implemented:
  - Required of all sworn and professional staff.
  - Training is designed to create a police culture in which officers routinely intervene and accept interventions.
  - Goal is to prevent misconduct, avoid mistakes, and promote officer health and wellness.
- **2023** – Commissioned study by U.C. Berkeley Professor, Steven Raphael which focuses racial disparities in criminal justice outcomes. This study is currently ongoing and will be utilized to assess practices in this area moving forward.