



PRESS RELEASE
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**Delaware Advisory Committee to the
U.S. Commission on Civil Rights Releases Report:
*Implicit Bias and Policing in Communities of Color in Delaware***

The Delaware Advisory Committee to the U.S. Commission on Civil Rights issued a report examining implicit bias and policing in communities of color in Delaware. The [report](#) is based on briefing record that included testimony at a daylong, in-person briefing held in Wilmington, DE on November 1, 2017.

The report noted that police work is always stressful, sometimes dangerous, and that police officers are often underpaid. But, above all, law enforcement officials are public servants and are essential to achieve vitally important community service and public safety.

The Committee's examination highlighted a number of findings and recommendations, including:

- Social science research has established that human biases/prejudices operate on two levels—those that are conscious, i.e., explicit bias; those that are unconscious, i.e., implicit bias. Unconscious bias can affect decision-making.
- Biased policing occurs when law enforcement inappropriately considers race, ethnicity, and other factors when deciding with whom or how to intervene. Police agencies need to take a comprehensive, introspective approach to address implicit biases, including a review of agency policies, procedures, and culture.
- People are more likely to obey the law and trust police when the police are perceived as being courteous, respectful, and acting in procedurally justified ways. Police leadership should focus on teaching officers the importance of giving respect to and appropriately achieving respect from the community.
- Law enforcement officials should seek to develop trust and rebuild relationships with communities of color by focusing more on community building than on arresting and punishing residents.
- Police officers need to be held accountable for their actions. Accountability procedures must be fair for police officers while enforcing a climate of fair police actions toward the public.

In announcing the publication of the Committee’s report, Committee Chair Lisa B. Goodman said:

I applaud the Delaware Committee members for their efforts in examining this most important topic and issuing this report. The Committee learned that law enforcement officials at every level—state and local police, prosecutors and judiciary—are grappling with the issues identified by the Committee. I encourage them, as well as policymakers, community members, and other stakeholders, to continue the important work begun in Delaware. This report is intended to be a tool to help identify and respond to the many issues surrounding implicit bias and policing in communities of color.

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The U.S. Commission on Civil Rights, established by the Civil Rights Act of 1957, is an independent, bipartisan agency charged with advising the President and Congress on civil rights issues. It is the only federal department, agency or commission with a network of 51 statutorily-mandated federal advisory committees, in each state and the District of Columbia, that study civil rights issues in their states and report the results of their reviews to the Commission. For more information about the Commission, and the Delaware Advisory Committee, please visit www.usccr.gov and follow us on [Twitter](#) and [Facebook](#).