



Public Comment #13
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Please pull 2/9/21 BOS Agenda Consent Item #13 for public discussion

1 message

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Mon, Feb 8, 2021 at 12:00 PM

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13. 21-0148 Supervisor Novasel and Supervisor Turnboo recommending the Board implement a requirement that Board appointed members to all Committees/Commissions/Boards participate in an Implicit Bias training. FUNDING: N/A

Most people have no idea what Implicit Bias is, much less what such training is supposed to accomplish. The following articles provide some insight as to the purpose and the ineffectiveness of Implicit Bias training.

<http://www.capoliticalreview.com/capoliticalnewsandviews/l-a-mayor-eric-garcetti-announces-implicit-bias-training-for-all-city-employees/>

If you are an employee of the City of Los Angeles, you will find out, if you are white, you are a racist. If you are a person of color you will be taught you are a victim—giving you the grounds for suing the city. Instead of uniting the employees, making them a Team, Mayor Garcetti is trying to divide the employees and isolate them—he wants them to be leery of their fellow workers.

“Garcetti, speaking from Dodger Stadium at a press conference about the city's coronavirus vaccination effort, said that the city would use “equity” in its distribution of vaccines, to prioritize minority communities hardest hit by the pandemic.

He then added that “in the midst of the clarion calls for racial justice that we saw in the streets of this country,” L.A. would require all city employees to undergo “anti-bias learning” and “mandatory implicit bias training” to help “dismantle racism for good.”

The policy of Garcetti, the Democrats and Los Angeles is racism. Shame.

Last year, President Donald Trump used an executive order to suspend racial bias training in the federal government that used “Critical Race Theory” as a basis, and forbade federal contractors from using such programs.

Critical Race Theory holds that racism is inherent in American institutions. “On a practical level, Critical Race Theory teaches that social interactions are guided by “white supremacy,” and that society is corrupted

by “systemic racism,” according to which black Americans must always be victims — even if unconsciously so.

<https://www.tidalequality.com/blog/dont-do-unconscious-bias-training>

Today, in light of civil unrest over systemic racism and as a response to deepening inequities, we see a number of organizations rushing to tick the box of unconscious bias training.

And if they want to tick a box, well, there we go.

But the fact of the matter is, unconscious bias training was created **not** as a solution for systemic bias, prejudice and discrimination. Unconscious bias training - which targets the individual and their ingrained worldviews and **unconscious** cognitive shortcuts, and not the biased system - **was designed** in the aftermath of the civil rights and women’s equality movements of the twentieth century as a **risk-mitigation and compliance** tool. It was **not** designed by people who experienced and understood discrimination, but by corporate lawyers intent on protecting their organizations from litigation.

<https://spectator.org/implicit-bias-training-useless-pseudoscience-scam-nypd/>

The trainings, which exploded in popularity following the Ferguson riots in 2014, directly respond to accusations that racist police officers are shooting unarmed African Americans. Following the death of George Floyd, multiple states, including [Michigan](#), [New Jersey](#), and [Texas](#), joined the list of states mandating the training for all their officers.

Harvard’s University’s [Implicit Association Test](#), the foundation of the idea of implicit bias, shows that a majority of Americans associate African Americans more quickly with negative words than white Americans when measured in milliseconds. The theory is that these unconscious biases can cause police officers to use a disparate amount of force against African Americans or use racial profiling to stop and arrest African Americans at greater rates.

But we know from [study](#) after [study](#) that so-called “implicit bias” has only the slightest link to how a person actually behaves towards people of different races.

So it’s no surprise that a new [study](#) shows that the NYPD’s \$5.5 million implicit bias training program, which began in 2018, has absolutely no impact on officer behavior.

<https://www.nationalreview.com/2017/01/implicit-bias-debunked-study-disputes-effects-unconscious-prejudice/>

There are legions of people who take the notion of implicit bias very, very seriously. Hillary Clinton thought it could explain [why cops shoot black suspects](#). [Diversity trainers](#) make piles of money “revealing” unconscious bias and explaining how it allegedly influences hiring and other workplace decisions. Universities beat students over the head with the notion that they are racist whether they like it or not. To some, it’s a key explanation for persistent racial disparities in education, housing, employment, and law enforcement — and a justification for cultural retraining.

Melody Lane

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Morpheus to Neo: *“This is your last chance. After this, there is no turning back. You take the **blue pill**—the story ends, you wake up in your bed and believe whatever you want to believe. You take the **red pill**—you stay in Wonderland, and I show you how deep the rabbit hole goes. Remember: all I’m offering is the **truth**. Nothing more.” ~ The Matrix ~*