

*Letter of support for implicit bias and de-biasing training - DRAFT*

The Human Rights Commission supports the proposed training sessions offered by the American Leadership Forum. The three phases include Implicit Bias Training, Dialogue and Communications Training and Multicultural Committee Design Work.

The proposed ALF training series offers insights into the cognitive science of bias. Understanding implicit bias (e.g. individual and institutional) is critical for achieving the Commission's social justice mission which is, "To promote human rights for all people in El Dorado County . . ." and to, "Advocate for necessary policy changes to better protect human rights at the local, state and federal levels." In this moment of national and local reckoning, it is appropriate for the Commission to demonstrate leadership by engaging in this educational opportunity.

Learning the science of implicit bias supports the purpose of the commission to "...promote tolerance and mutual respect among all persons, and to foster peaceful relations in the interest of preserving the public peace among residents of different races, religions, national origins ...". Training in de-bias strategies at the personal, interpersonal, institutional, and structural levels will forward these objectives.

During a time when the national discussion focuses on system fairness, we turn to the science to show us the way. With training and direction from the American Leadership Forum, the Commission can utilize evidence-based information to fulfill its mission and create practices that best benefit our county now and in the future.