



# OAKLAND POLICE ACADEMY

## Combined Regional Emergency Services Training Oakland Community College

2900 Featherstone Road • Auburn Hills, MI 48326-2845 • [oaklandcc.edu/crest](http://oaklandcc.edu/crest)



LAW  
ENFORCEMENT  
TRAINING

## UNDERSTANDING THE EFFECTS OF BIAS

### *-Positive Policing in Pessimistic Times*

**COURSE DESCRIPTION:** In the past year we encountered a World-Wide pandemic, something most of us never thought we would see in our lifetime. We have witnessed multiple police officers, sworn to protect, be convicted of inhumanely taking another's life. In the last year, we have lived in a world unimaginable to most that has adversely affected arguably everyone.

This course is designed to **HELP** police officers get through these trying times. **HELP** officers to understand how and why they seem to be under attack. The program will **HELP** officers to understand their own personal biases and how they affect their actions on the job. Officers will learn how to not end up in the news media due to actions that could have been avoided. Lastly, officers will learn to de-escalate the potentially explosive confrontations that they will certainly experience in today's climate.

**INSTRUCTOR: Darnell Blackburn** - Mr. Blackburn served 19 years as a District Field Representative with the Michigan Commission on Law Enforcement Standards (MCOLES), assigned to oversee standards compliance with police academies in southeastern Michigan and the regulating standards for licensing police agencies in the state.

Prior to joining the MCOLES staff, Darnell served 9 years with the Michigan State University and Auburn Hills Police Departments working in uniformed patrol, community policing and as a narcotics investigator.

Darnell is the Founder and CEO of PRAT LLC, a service consulting company that specializes in training law enforcement officers in Unconscious Bias, Cultural Competency, Stress Management and Verbal De-Escalation. He has acted as a Facilitator for the US. Department of Justice on police and community relations in Washington D.C., alongside the previous Attorney Generals Loretta Lynch and Jeff Sessions. He has also been recognized as a subject matter expert on Implicit and Unconscious Bias, training numerous police agencies on the subject matter as well cultural competency.

Darnell Blackburn has a BA in Psychology from Michigan State University and an MBA from the University of Phoenix.

#### TOPICS INCLUDE:

- Verbal De-escalation
- Tactical Communication
- Cultural Competency
- Implicit Bias
- Unconscious Bias

**DATE:** January 12, 2022

**TIME:** 8:30 am - 5:00 pm

**COST:** \$100.00  
Small Agency Group Discount - FREE

**LOCATION:** Oakland Police Academy  
Oakland Community College  
2900 Featherstone Road  
Auburn Hills, MI 48326-2845  
Phone: 248.232.4220

**REGISTRATION:** [policetraining@oaklandcc.edu](mailto:policetraining@oaklandcc.edu)

**– 302 Funds Eligible –**

**CANCELLATION POLICY:** Class reservations may be cancelled up to 7 calendar days prior to the first day of class with a 100% refund, less than 7 days, but prior to the first day of class with a 50% refund, on the first day of class with a 0% refund. All "no shows" will be charged full price. Please include the registered person's name, course name and date, your signature and date. Students are responsible for amounts not covered by third party sponsors or departments unwilling to satisfy the invoice.



OAKLAND COMMUNITY COLLEGE®

# TRAINING NOTICE