The opinions expressed in this presentation are those of the presenter and do not reflect the official policy or position of the NCC Forensic Psychology Fellowship Program, the Department of Defense (DoD), or the United States Government.

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Any use of medication or other therapeutic treatment described in this presentation for a purpose not officially indicated by the United States Food and Drug Administration is not necessarily an endorsement of that medication or treatment’s efficacy for that purpose, or of the clinical practice of medicine as so described.

These disclosures apply to each of today’s presenters.
Organization

- Walter Reed National Military Medical Center
  - Directorate of Behavioral Health (COL Cheto Navarro)
    - Department of Consultation and Education (LCDR Sheila Houghton-Antonucci)
      - Center for Forensic Behavioral Sciences (LCDR Jonathan Heller)
        » Forensic Psychology Fellowships (Dr. Paul Montalbano)
        » Forensic Psychiatry Fellowship (LCDR Jonathan Heller)
• National Capital Consortium (NCC)
  – Dr. Jerri Curtis (DIO)
  – Located at USU
  – Handles all ACGME requirements
  – Handles all disciplinary actions

• Walter Reed Office of GME
  – COL Maureen Petersen
  – Located in the tower
  – Acts as a liaison between WR/NCC/Training Programs
Who’s Who at CFBS

❖ LCDR Jonathan Heller
  ❖ Acting Chief of CFBS
  ❖ Program Director for Forensic Psychiatry Fellowship

❖ Dr. Paul Montalbano
  ❖ Program Director for Forensic Psychology Fellowship

❖ Nicole Hill
  ❖ Program Specialist for CFBS
  ❖ Program Coordinator for Forensic Psychology & Psychiatry Fellowship

❖ Dr. Denise Mumley
  ❖ Assistant Program Director for Forensic Psychology Fellowship

❖ Dr. Pamela Barrigher
  ❖ Forensic Psychology Faculty

❖ COL Sean McDonald (starting July 2022)
  ❖ Forensic Psychology Faculty
The fellowship began in July 2007 and the first fellow graduated in 2009.

The Postdoctoral Fellowship in Forensic Psychology is the only APA accredited postdoctoral training program.

It was initially accredited in April 2012 for 7 years. It was reaccredited in November 2019 for the maximum 10 years.

Upon graduation fellows will be poised to apply for board certification in forensic psychology.
MAJ Natalia Cardona
  - natalia.h.Cardona.mil@army.mil  graduating June 2022
LCDR(sel) Marcus VanSickle
  - marcus.r.vansickle.mil@mail.mil  entering 2^nd^ year
MAJ Courtney Colllins
  - courtney.g.Collins.mil@mail.mil  entering 2^nd^ year
MAJ Amy Henninger
  - amy.l.henninger.mil@mail.mil  starting July 2022
Application process for Army and Navy for 2023 already in full swing
Fellowship Goals

• Provide in-depth training that fosters the development of advanced skills as forensic psychological practitioners

• Training occurs within the scientist-practitioner model utilizing a mentor model for the interactive transfer of skills & knowledge

• Upon completion graduates will be well-positioned to independently deliver advanced services to military justice system & as noted apply for board certification
Didactics and Seminars

- Forensic Psychology/Psychiatry Seminars
  - ~40 sessions
  - Required readings and Landmark case presentations
  - Attendance is mandatory
  - All seminars are stored in shared drive

- JAG School
  - 3-4 week course on military criminal law

- Preparation for Written Examination as part of Board Certification
  - The seminars and other scholarly activities provide the breadth of knowledge necessary to pass the written examination offered by the American Board of Forensic Psychology (ABFP)
Forensic Rotations

- Clifton T. Perkins Hospital Center-
  - Maximum security forensic hospital in Maryland- access to individuals with severe & persisting mental disorders- risk assessments, CST and CR evaluations
- FBI Behavioral Analysis Unit
  - Consultations to ongoing investigations- participation criminal profiling, research and crime scene analysis
- National Security Agency (NSA)
  - Personnel assessments for high-risk sensitive security positions- TS & polygraph required
- Criminal Investigative Division (CID)
  - Indirect threat assessments, psychological autopsies, aid investigators in interpreting mental health info
Board Certification Goals

• At the end of each year the fellow will take a mock oral examination modeled after the one given by ABFP.

• By the last half of the second year, the fellow should be in a position to submit two written samples of cases.

• With planning the fellow should be ready to apply for board certification and schedule to take the written examination.
Application Process

• Each year the Army and Navy should send out a message by Milper or Duins indicating the fellowships that are available.
• Fellows should notify their Training Director or Specialty Leader of their interest.
• Each fellow should submit an application packet consisting of 1-ORB or OSR, 2- CV, 3- last 3 OERs or FITREPS, 4- copy of graduate school transcript, 5- letter of interest, 6- two letters of recommendation, 7- two anonymized reports, which include the administration of psychological testing and preferably with a forensic focus, if you have any
• Schedule an interview, preferably using a remote video platform
• Wait to see if you are selected
• Good luck!
Referral Issues in the Forensic Setting in the Military

23 June 2022

Denise Mumley, PhD
Center for Forensic Behavioral Sciences

- Faculty and fellows provides forensic evaluations and consultations to military justice system worldwide
  - Forensic evaluations
    - Ordered by the court or convening authority
    - Requested by defense counsel
    - Expert consultation and testimony
Forensic Evaluations

• Sanity Boards: assessments of competence to stand trial & criminal responsibility
• Risk assessments: sexual violence risk, intimate partner risk, general violence risk, child pornography
• Mitigation evaluations
• False confession cases
• Competence to waive *Miranda* rights
Forensic Evaluations

- Fitness for duty evaluations
- Personnel selection for high risk occupations
- Medical Evaluation Boards
- Assessments of competence to participate in an MEB
- Fiduciary competence evaluations
Expert Consultation and Testimony

• Objectives
  – To provide education regarding specialized areas of knowledge to lawyers, judges, and panel members
  – To assist counsel in developing cross-examination of opposing mental health experts
  – To assist with voir dire, i.e., panel/jury selection—although we inform counsel of the limits of our expertise in this area
Expert Consultation and Testimony

- Issues
  - Sexual assault cases
    - Alcohol and memory concerns
    - Counterintuitive victim behavior
  - Issues relevant to sentencing (e.g., risk, mitigation)
  - False confession issues
  - Much more rarely: competence to stand trial and criminal responsibility/mental responsibility
Most Common Referral Issues

• Consultation/testimony: Memory concerns in alcohol-facilitated sexual assault cases

• Evaluation: Competence to stand trial and mental responsibility (criminal responsibility)—RCM 706 evaluations
Role of Forensic Psychology Expert in Sexual Assault Cases

- Consultation/testimony related to the alleged victim’s likely cognitive status
  - Was the victim’s ability to consent to the alleged sexual activity impaired?
  - How accurate is the victim’s memory for the incident?
Role of Forensic Psychologist in Sanity Board Evaluations

• According to Rules for Courts-Martial (RCM) 706, the Sanity Board (sometimes just one psychologist or psychiatrist, sometimes more) is required to answer the following four questions:

  – At the time of the alleged criminal conduct, did the accused have a severe mental disease or defect?

  – What is the clinical psychiatric diagnosis?
Role of Forensic Psychologist in Sanity Board Evaluations

– Was the accused, at the time of the alleged criminal conduct and as a result of such severe mental disease or defect, unable to appreciate the nature and quality or wrongfulness of his or her conduct?

– Is the accused presently suffering from a mental disease or defect rendering the accused unable to understand the nature of the proceedings against the accused or to conduct or cooperate intelligently in the defense?
Data Sources in RCM 706 Evaluations

- Comprehensive clinical interviews of the accused
- Review of relevant records – military, medical, investigative
- Interviews of collateral sources
- Psychological testing
  - Clinical Assessment Instruments
  - Forensic Assessment Instruments
  - Forensically-Relevant Instruments, including those assessing response style and performance validity
Case Example

- ABFAN XX, 22 yo married, A-A man assigned to an aircraft carrier at a naval base in CONUS

- Charged with Carrying a Concealed Weapon, Communicating a Threat, Obstructing Justice

- Found incompetent to stand trial on these charges secondary to suspected psychosis

- Slated to be transferred to the custody of the US Attorney General for hospitalization and restoration of competence

- His defense counsel requested a re-evaluation of his competence to stand trial and an assessment of mental responsibility
Forensic Psychology In the Courtroom

23 June 2022

Pamela Barrigher, PhD
Forensic Psychology in the Military Courtroom

A Few Good Men (1992)
Forensic Psychology in the Military Courtroom

The military justice system differs from civilian justice system in many ways

• Language/Terminology
  – Accused v. Defendant
  – Panel v. Jury

• Processes/Procedures
  – Grand Jury v. Article 32
  – Sentencing

• The role of the expert
Forensic Psychology in the Courtroom

John C Depp II v Amber Laura Heard
In the military justice system, the expert is usually expected to fulfill multiple roles

- Potential Challenges
  - Objectivity
  - Credibility
  - Allegiance bias

- Guidance
  - Ethical Principles of Psychologists and Code of Conduct (APA, 2017b)
    - Standards 3.05, 3.06 (Multiple Relationships, Conflict of Interest)
  - Specialty Guidelines for Forensic Psychologists (APA, 2013)
    - Guideline 4.02 (Multiple Relationships)
Expert Witness

• An expert witness is someone who possesses particular knowledge, skill, experience, training or education and can offer scientific, technical, or other specialized knowledge testimony that will assist the trier of fact to understand the evidence or to determine a fact in issue.
  – FRE/MRE 702
  – Voir Dire
  – Can give testimony in the form of an opinion

• Testimony can occur both pre-trial and during the case in chief and at sentencing

• Common topics for CFBS include:
Forensic Psychology in the Courtroom: Expert Testimony

• Alcohol and Memory
  – Black Outs (fragmentary/en bloc)
  – Pass Outs
  – Memory Errors

• Counterintuitive Victim Behavior
  – Countering rape myths
  – Understanding trauma responses

• Intimate Partner Violence

• DSM-5-TR diagnoses

• False Confessions
Expert Consultation

- An expert consultant can provide counsel with assistance in regard to the trial itself
  - Developing theory of the case
  - Identifying evidence relevant to forensic mental health issues
  - Assisting in the evaluation of scientific and mental health information
  - Assisting in panel selection
  - Assisting with pretrial interviews of witnesses, particularly opposing experts
  - Assisting with formulating cross examination questions for opposing experts

- Defense consultants are covered by attorney-client privilege
  - Must be appointed by the convening authority or military judge

- Prosecution consultants do not require official appointment
Forensic Psychology in the Courtroom: Case example

• **Background**
  - Defendant: 25 y/o Caucasian male charged with 2 counts of sexual assault
  - Victim: female acquaintance, age 22, fellow SM
  - Allegations: Defendant had sexual intercourse with victim while she was incapable of consenting due to alcohol intoxication (she was reportedly asleep/passed out at the time)
  - Victim, defendant, and others were out drinking earlier that evening
  - Victim reported sizeable gaps in memory for the evening in question
## Forensic Psychology in the Courtroom: Case example

<table>
<thead>
<tr>
<th><strong>Prosecution</strong></th>
<th><strong>Defense</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• <strong>Theory of the case:</strong> Sexual activity occurred without the victim’s consent</td>
<td></td>
</tr>
<tr>
<td>– Expert testimony areas</td>
<td></td>
</tr>
<tr>
<td>• Black out v. Pass out</td>
<td></td>
</tr>
<tr>
<td>• Evidence of black out/memory impairment</td>
<td></td>
</tr>
<tr>
<td>• Degree of impairment in victim’s ability to consent</td>
<td></td>
</tr>
<tr>
<td>• Counterintuitive victim behavior</td>
<td></td>
</tr>
<tr>
<td>– Delayed reporting of assault</td>
<td></td>
</tr>
<tr>
<td>• <strong>Theory of the case:</strong> Sexual activity occurred but was consensual</td>
<td></td>
</tr>
<tr>
<td>– Expert testimony areas</td>
<td></td>
</tr>
<tr>
<td>• Memory errors due to fragmentary black out</td>
<td></td>
</tr>
<tr>
<td>• Behavioral evidence suggesting victim’s cognitive functioning was not impaired despite alcohol consumption</td>
<td></td>
</tr>
</tbody>
</table>
Sexual Violence Risk Assessments in the Military

23 June 2022

Major Natalia Cardona, PsyD
• Sexual violence risk assessment – the probabilistic assessment of the risk an individual may pose for perpetrating sexual violence (Hart & Boer, 2010).

• Research indicates that deviant sexual interests and antisocial traits are important predictors of recidivism for sexual offenses in the general population (Hanson & Morton-Bourgon, 2004).

• What we currently know about risk recidivism comes from the literature as it is applied to the general population.

• Military = sentencing occurs after the merit phase of trial
Multiple methods to assessing risk (Melton, Petrila, Poythress, Slobogin, Otto, Mossman, & Condie, 2018).

- Unstructured clinical assessment
- Anamnestic
- Structured professional judgment
- Actuarial
- Adjusted actuarial

A comprehensive risk assessment includes identification of risk factors and strategies to manage those risk factors (Hanson & Morton-Bourgon, 2004).

- Static = historical or unchanging variables
- Dynamic = fluid or changing variables

The use of risk measures that guide the identification of these risk factors can aid in generating an estimate of a person’s risk level for reoffending.
Risk Factor Examples

Static
- Age
- Sex
- Prior violent offenses
- Prior nonviolent offenses
- History of sexual deviance

Dynamic
- Major mental illness
- Substance Use
- Employment
- Interpersonal relationships
- Minimization
Risk Measures for Sexual Violence

Actuarial

- Minnesota Sex Offender Screening Tool – Revised (MnSOST-R)
- Sex Offender Risk Appraisal Guide (SORAG)
- Static-99R
- STABLE 2007

Structured Professional Judgment

- Sexual Violence Risk – 20 (SVR 20)
- Risk for Sexual Violence Protocol (RSVP)

Other Assessment Tools

- Hare Psychopathy Checklist – Revised (PCLR-2)
  - Not a formal risk measure
  - Psychopathy is a robust predictor of risk for violence.
  - Included in test battery
Problem

- It is not known what the most prevalent risk factors for sexual violence recidivism are among service members charged with a sexual offense.

- The military is a unique subculture of the general population subject to various screening processes prior to entering military service.

- Therefore, there is a likelihood service members may enter military service with little to no documented history of risk factors established by the current literature.

- What are the most prevalent risk factors among service members charged with a sexual offense?
Research Proposal

- Step 1: Review the literature
- Step 2: Design a study
- Step 3: IRB Exemption
- Step 4: Data Collection
- Step 5: Data Analysis – Current
• Retrospective and archival research (e.g. completed assessments at CFBS)

• The purpose of the study is to see what risk factors are most commonly identified among military service members charged with a sexual offense when conducting a sexual violence risk assessment.

• The significance of the study is to extend the existing research on sexual violence and the implications of the study could have impacts on the military justice system.
Data

- CFBS case files and reports
- Demographics
- Risk Measure (Risk factor + Risk level)
  - Static-99R
  - STABLE 2007
  - (PCL-R)
  - RSVP
  - SVR-20
Data Collection

• Coding Schemes
  – Risk Factor
    • Some measures use rating schemes of 0, 1, and 2
    • Others use a scheme of Not Present, Partially Present, or Present
      – If present, some ask the evaluator to determine if a risk factor is Not Relevant, Partially Relevant, or Relevant to risk.
  – Risk level
    • Can be communicated as Low, Moderate, or High
    • Static-99R has 5 categories
    • A range of scores
Limitations and Next Steps

- Test revisions over time
- Missing data
  - Referrals
  - Reports
- Rater influence
- Limitations on generalizations


Developing a Ship Captain’s Decision Aid for Firearm Return

23 June 2022

LT Marcus VanSickle, PhD, ABPP
Objectives

1. Review the proposed development of a Commander’s Decision Aid for Firearm Return
2. Review the uses and limitations of lethal means restriction aboard Naval Vessels
3. Review how the proposed tool may be employed to support Commanders and Sailors.
BACKGROUND AND SIGNIFICANCE
A word or two on guns...
Means Restriction as a Safety Intervention

Reduce Access to Lethal Means

Goal within the DoD Strategy for Suicide Prevention (2016):
“Promote efforts within the Department of Defense to reduce access to lethal means of suicide among individuals with identified suicide risk”

Safe Homes Save Lives.
Clinical Challenges

- Lack of familiarity with firearms
- Lack of familiarity with law and/or policy
- Risk assessment for return of firearm
- Planning for return of firearm
Operational processes

- Medical
- Deployment
- Special Duty
- Everyone else
Afloat Commander Decisions

- Use of means restriction as a command tool
- Limited training in risk assessment
- No/Limited access to or input from mental health providers
- Mission requirements
- Role of base rates and the availability heuristic
Firearms are the most common method of suicide within the DoD (59.9%).
The majority of firearms are personally owned (97.4%).
Less than 10% of military suicide deaths involve a Service-issued weapon (9.9%).
Navy 22/100k
DoDSER CY 2019 Annual Report

1 Murder/Suicide: .0000029% or .28/100k
11 Homicides (8 by gunshot wound, 2 were justified): .000017% or 1.7/100k
1,019 Drug Cases (most on base or at gate): .0029% or 291/100k
NCIS CY 2020 Annual Report *(349,593 active duty personnel as of Aug 2021)
Operational Challenges

- Mission demand
- Lack of expertise/resources
- Continued Risk Assessment
- Potential adverse impacts of means restriction
  - Risk does not exist in a vacuum

Potential “Boomerang” Effects:
- Thwarted Belongingness
- Perceived Burdensomeness

Joiner’s Interpersonal-Psychological Theory of Suicidal Behavior (2009)
Addressing the gap

• Development of a Commander’s Decision Aid may:
  ✓ Help assess risk in resource-limited settings
  ✓ Provide a framework for decision making
  ✓ Improve self-efficacy
  ✓ Reduce unplanned losses
METHODOLOGY
Three-Phased Approach

- Development
- Review and Refine
- Pilot
Phase 1: Item Development

- Review of the empirical literature
- Risk and protective factors for:
  1. Attempted and/or completed suicide
  2. Violence toward others
- Review of recent Navy suicide attempts and deaths using military-issued firearms

✓ Beta version of the Commander Decision Aid
✓ Beta version of the standardized Training Curriculum
Phase 2: SME Review and Refinement

- Case vignette development
- Training of commanders and mental health providers
- Interrater reliability of case vignettes
- Feedback solicited from commanders and embedded mental health providers

✓ Refined Commander Decision Aid
✓ Refined Training Curriculum
Phase 3: Pilot-Testing

- Training of afloat commanders
- Implementation data collected after 1, 3, and 6 months of use:
  - Frequency of use
  - Frequency of referral to mental health/cut point
  - Frequency of removal from “Do Not Arm” list
  - Recidivism
  - Adverse incidents and unplanned losses
  - Self-efficacy and reluctance
  - Recommendations for continued refinement

✓ Refined Commander Decision Aid
✓ Refined Training Curriculum
ANTICIPATED DELIVERABLES
Deliverables

- Commander Decision Aid
- Training Curriculum
- Final Report
ON FORENSIC PSYCHOLOGY
Intersection of Forensic Psychology and Military Psychology

- Command recommendations are inherently forensic in nature
- Utilize forensic principles to support military mission
- Increased forensic “awareness” for military clinicians, generally, through exposure
- Own it and Use it: Trifecta of clinical practice, research, and forensics
Email: marcus.r.vansickle.mil@mail.mil

THANK YOU
Development of a bias mitigation curriculum for the Army JAG Corps

23 June 2022

MAJ Courtney Collins, Ph.D.
Agenda

• Contextual background of research
• Examples of curriculum
  – Practical exercises
  – Cognitive psychology – Triune Brain Theory
  – Cognitive psychology – Decision making
  – Heuristics
  – Explicit vs implicit bias
  – Practical applications
  – Mitigation strategies
• Limitations
• Questions
The Role of Forensic Psychologists & This Research Proposal

- Psycholegal evaluations
- *Expert consultant
- Expert witness
- Provide treatment in a forensic setting
- *Teaching, Training, Research

The goal of this project is to develop a bias identification and mitigation curriculum/blocks of instruction for implementation at various echelons of the Army JAG Corps:

- Officer Basic Course students (initial entry students)
- Grad Course students (mid-career JAGs)
- Military Justice Best Practices course (senior JAGs)
- Military Judges’ Course (cross-service military judges)
- Senior Officer Legal Orientation (SOLO) (Pre-command Battalion and Brigade Commanders)

The blocks of instruction are designed to be stand-alone and grounded in cognitive psychology, social psychology, developmental psychology, and legal research
14 July 2020 Memo by SecDef, “Immediate Actions to Address Diversity, Inclusion, and Equal Opportunity in the Military Services:” “I . . . direct[ed] a three-pronged approach to take the initiative against discrimination, prejudice, and bias in all ranks of our Armed Forces. The purpose of this approach is to promote the morale, cohesion, and readiness of the force. Each effort aims to identify actions the Department can take within policies, programs, and processes to improve diversity, inclusion, and equal opportunity for our Service members” including “Add[ing] bias awareness and bystander intervention to the violence prevention framework. Addressing racial prejudice and bias within the force requires a combination of ongoing skill development, leadership, and accountability.”

10 U.S.C. 113(g)(1)(B): “Each national defense strategy shall include . . . Strategic goals related to diversity and inclusion in the armed forces, and an assessment of measures of performance related to the efforts of the armed forces to reflect the diverse population of the United States eligible to serve in the armed forces.”
Practical Exercise #1 - Which dog is more aggressive?
How does the brain work?

The Three-Parted Brain

**Lizard Brain** (Brain stem and cerebellum)
- Autopilot
- Fight & Flight

**Mammal Brain** (Limbic System)
- Emotions
- Memories
- Habits
- Attachments

**Human Brain** (Neo-Cortex)
- Language, abstract thought, imagination, consciousness, reasoning, rationalizing

(From Paul D. MacLean's model of the "Triune Brain")
Theory of Decision Making

**Dual Process Theory**

- **Intuitive/FAST**
  - Recognition
  - Gestalt
  - Heuristic Biases

- **Analytical/SLOW**
  - Normative reasoning
  - Bayesian
  - Exhaustive strategy

*Science. 1974;185(4157):1124-1131*
Cognitive shortcuts that permit us to use a “FAST” thinking approach via the use of pattern recognition.

- **Advantage:**
  - Reduce time and effort to make reasonably good judgments and decisions.

- **Disadvantage:**
  - Potential to lead to systematic cognitive errors called biases

Practical Exercise #2 - Who’s got the higher PT score?
Explicit vs. Implicit Bias

Explicit Bias: “attitudes and beliefs we have about a person or group on a conscious level”

Implicit Bias: “The brain’s automatic, instant association of stereotypes or attitudes toward a person or group, without our conscious awareness.”

- In-group favoritism
- Positive emotions like admiration, sympathy and trust
- Alternatively, can have negative emotions to people from another group, or a group associated with negative stereotype
CPT Stone, commander of HHC, gets a call from 1LT Timmons, one of his platoon leaders. 1LT Timmons is his best performing PL, and has served with CPT Stone for 18 months. 1LT Timmons tells CPT Stone that he received an allegation of misconduct.

- PVT O’Neal alleges that SPC Steele has been maltreating him.

- 1LT Timmons has looked into the matter, and says there is no issue.

- CPT Stone listens to 1LT Timmons’s explanation and trusts 1LT Timmons’s judgment.
Emotional Bias

Negative or positive feelings towards Soldiers influences view of case of disposition (counter-transference)

E.g Soldier with background notable for previous Art 15 for disrespect, saying they didn’t say what they’re accused of saying, ...... “Yeah, they said it”

- Black Soldier tests positive for marijuana
- White Soldier tests positive for cocaine
Heuristics

Anchoring Bias
Focus on features in the Soldier’s initial presentation or first bits of information too early in the investigative process without adjusting the charges or desired outcome when further information is/becomes available.
Recognize you are human and are just as susceptible to biases

- 97% of judges in an education program rated themselves in the top half of judges having the ability to “avoid racial prejudice in decision making.”
- Judges are just as prone to following your intuition or “gut” as lay persons (Type 1 thinking). Often follow it up with more deliberative Type 2 thinking if given the time.
- Studies have shown that most judges (white and nonwhite) show a moderate-to-large degree of implicit bias in one direction or the other.
Recognize you are human and are just as susceptible to biases

- Rachlinski, et al.:
  1) Judges, like the rest of us, carry implicit bias concerning race
  2) These implicit biases can affect judges’ judgment, at least in context where judges are unaware of a need to monitor their decisions for racial bias
  3) When judges are aware of a need to monitor their own responses for the influence of implicit racial bias, and are motivated to suppress that bias, they appear able to do so.
MITIGATION

Continue training
- Include implicit bias training during your “Gateway Session” training
- “Color blindness” is not the goal: actually produces greater implicit bias than strategies that acknowledge race
- Identify distractions and sources of stress in the decision-making environment and remove/reduce them

Get data!: Regularly track race/ethnicity, just like we track MOS, deployments, etc.
- Quarterly/semi-annual assessments of who is appearing before the court, dispositions, sentences, etc.
- Need to have a routine check on thought processes and decisions for possible bias

Assess the known facts: Challenge factual assumptions
- ACKNOWLEDGE we all have biases
- Bias reduction
- Counter stereotypes (put self in their shoes, consciously challenge stereotypical views)
Limitations

• Very early stages:
  – Development is still in progress

• Outcomes slow, difficult to track:
  – Looking at demographics of SMs receiving NJP, CM, investigation *over time*
Questions?

THANK YOU!