



OFFICE OF THE DISTRICT ATTORNEY
TWENTIETH JUDICIAL DISTRICT

Michael T. Dougherty, District Attorney

Press Release

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District Attorney's Office Receives Grant Award for Additional Training to Combat Implicit Bias

The District Attorney's Office is pleased to announce that it has been awarded grant funding through the State Court Administrator's Office for enhanced training on implicit bias for staff of the District Attorney's Office.

Implicit bias – the unwitting way in which our brains categorize the world around us – influence how all of us make decisions, including prosecutors, defense attorneys, judges, and law enforcement. Taking steps to recognize and address bias, both in individual decision-making and at a system-level by addressing policies and procedures, will make the criminal justice system fairer for everyone.

Since last April, the District Attorney's Office has been working to secure additional funding for enhanced implicit bias trainings for our entire office. The District Attorney's Center for Prevention and Restorative Justice collaborated with the State Court Administrator's Office to secure the grant award.

The trainings will cover the impacts of implicit bias on the assessment of someone's risk to the community, judgment of whether someone is appropriately taking responsibility, understanding of people's responses to law enforcement contact, and the consideration of racial trauma; as well as the factors that go into any charging, bond, plea bargain, and sentencing decision-making process, including the decision to refer a defendant to diversion and how diversion determines appropriate interventions.

For several years, the prosecution community has provided trainings on implicit bias. This grant award will provide for additional trainings at a more in-depth level, including working to better understand historical and systemic bias.

District Attorney Michael Dougherty stated, "Racism and bias must not be tolerated at any level. The District Attorney's Office has been working hard to develop systems and tools to better handle crimes of hate and bias. As a part of this effort, our office launched the Bias & Hate

Crimes Initiative, including a hotline number for the community (Hotline number: 303-441-1595). We continue to work and engage with our entire community in the ongoing effort to prevent, investigate and prosecute bias and hate incidents. Additionally, as recent events in Boulder and around the country demonstrate, we must actively work to improve racial equity in our communities; this effort is particularly important in the criminal justice system. While I continue to await the completion of the investigation into the matter involving the Boulder Police Department, I note the Chief's apology and his statement about the need for additional training and accountability. No law enforcement agency, public organization, or district attorney's office is immune from these challenges. We look forward to the enhanced training that this grant award will provide for the staff of the District Attorney's Office."