



- **Conferences and Programs**
- **Publications and Materials**
- **Technical Assistance**
- **Special Prosecution**

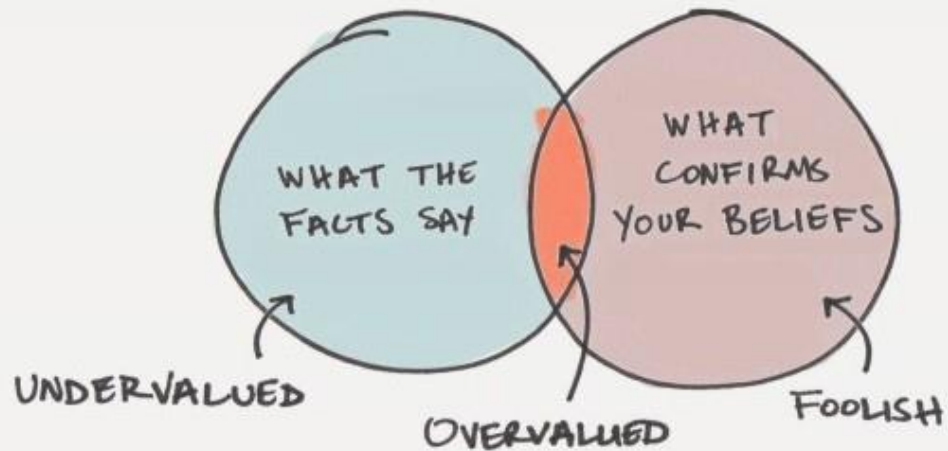
Established 1983

Addressing Cognitive Bias



Prosecutors and Unconscious Bias

THE CONFIRMATION BIAS



IMPLICIT BIAS

WHAT WE DON'T THINK WE THINK



Training and Education

Association Meeting

- 2014 – Ethics and Implicit Bias –**118** Prosecutors Trained
- 2016 – Avoiding Confirmation Bias – **328** Prosecutors Trained
- 2019 – Fairness and Implicit Bias –**363** Prosecutors Trained

Administrative Professionals

- 2017 – Prosecuting Fairly: An Introduction to Implicit Bias –**153** Staff and Investigators Trained

Specialized Courses

- 2017 - Prosecuting Fairly: Implicit Bias - (8 hours) Perception Institute - funded by a grant from Z Smith Reynolds and NC Bar Foundation – **118** Prosecutors Trained
- 2020 Avoiding Confirmation Bias (Virtual) – **146** Prosecutors Trained

New Prosecutors School

- 2019 and 2020 – Implicit Bias - **93** Prosecutors Trained

Publications

- Articles Implicit Bias September 2016 and January 2020, September 2019 Diversity and Inclusion Article -*Now Comes the State* Distributed to **Every** Prosecutor and Staff Member

WHAT YOU DO MATTERS
LESSONS FROM THE HOLOCAUST

Training and Education

- 2018 – **37** Prosecutors and Law Enforcement Trained
- 2019 – **58** Prosecutors and Law Enforcement Trained
- 2020 (virtual) - **118** Prosecutors Trained

How We Think Matters



Report on Race, Equity and Criminal Justice

- **The Conference of District Attorneys will develop and provide education on cognitive bias in the criminal justice process for prosecutors, their staff and officers of justice. The training will focus on investigation, charging, and prosecutorial decision-making and will include recognizing cognitive bias and reducing its impact. These programs will follow recommendations of the American Bar Association and the National District Attorneys Association National Prosecutions Standards to support the impartial, unbiased pursuit of justice.**
- **Implicit bias training will be taught to all new prosecutors. District Attorneys will encourage their staff to attend implicit bias training throughout their prosecutorial career.**
- **The State Bar should adopt a provision allowing for implicit and other cognitive bias training to be categorized as continuing legal education in ethics.**

Future Training, Education and Publications



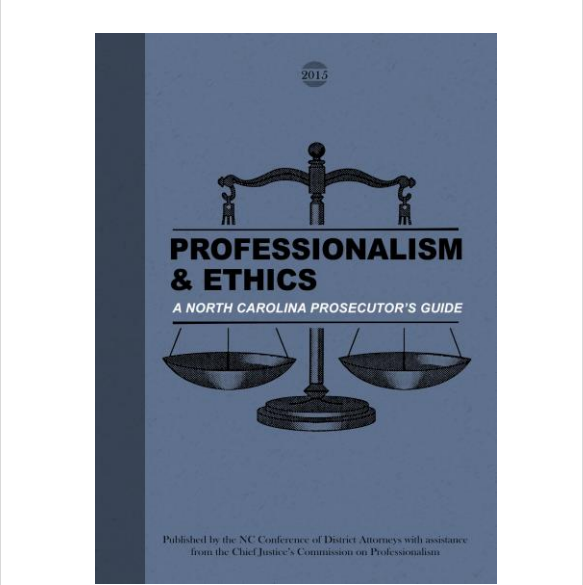
Corporations
UNCONSCIOUS
BIAS
Implicit
Hidden
Race
Measure
People
Behavior
Decisions
Beliefs
Unfair
Judgement
Respect
Stereotypes
Ethnicity
Groups
Social
Unfair
Gende
Preferences
Reaction
Cognition
Respect
Beliefs



WHAT YOU DO MATTERS
LESSONS FROM THE HOLOCAUST

NOW COMES
THE STATE

A Publication of the North Carolina Conference of District Attorneys



Obstacles and Opportunities

- **Race Equity Training is expensive**
- **Programs tailored for prosecutors are difficult to find**
- **Presenter and the delivery matters**
- **Caseloads are high**
- **Slower more deliberate process is recommended**
- **Additional resources are needed**



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