

## Tools for Tolerance® for Law Enforcement Testimonials

"I believe our organization's purchase of Tools for Tolerance® Perspectives on Profiling has been the single best use of training funds in the past year. Thank you for a great product."

(Thomas H. Fautz, Chief of Police, South Bend PD)

"Perspectives on Profiling is a unique and productive tool used to significantly improve one's ability to recognize, confront and eliminate racial profiling. Our research team unanimously recommended Perspectives and we are currently integrating the program into our Cadet and Advanced Officer curriculum. I would not hesitate to recommend this comprehensive training to others."

(Sergeant Fred Fletcher, Austin Police Department)

"The Sacramento Police Department, as part of its approach to address the issue of racially biased policing, is pleased to have selected the Perspectives on Profiling interactive video for the delivery of a training curriculum that raises the awareness of ethics and motivation in decision making."

(Training Director, Tammy Jones, Sacramento PD)

"This was the most profound course of instruction I have ever had in 29 years of law enforcement – one which will always be with me personally, professionally, and spiritually – Thank you! Thank you!"

(Antioch PD)

"We need to look inward, not outward. Change is made 1 person at a time, every time."

(Los Angeles Co. SD)

"This is the best training course I have received by far. It not only trains us in our profession, but more importantly, teaches me how to be a better person." (LAPD)

"This was a life changing and informative {experience} for me. I applaud the time and effort of those who strive to change the injustices in our world and make us aware that we are part of that revolution."

(Riverside PD)

"I was surprised. I expected to leave feeling very sad and depressed yet I feel inspired. I feel honored, powerful and accountable as a police officer again...I can't thank you enough."

(LAPD)

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(LAPD)

"Really made us think and work at thinking. Quality of the instructors – They were extraordinary."

(Ron Dye, Riverside SD)

"[This new thinking] brought me out of the 'doldrums'." (Bob Shoenhoff, Tustin PD)

"Extremely thought-provoking and visceral. Forced me to abandon some of my previous preconceptions. [One of the highlights of the training was] the fact that real learning took place for me."

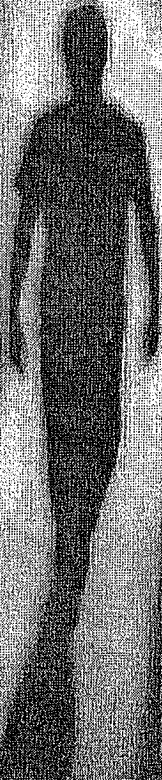
(Captain LAPD)

"A+"

(Chief Jim Taylor, Kingsburg PD)

# PERSPECTIVES ON PROFILING™

TOOL FOR POLICE EFFECTIVENESS  
OR A WEAPON OF BIAS?



## WHAT IS CRIMINAL PROFILING? RACIAL PROFILING?

- When is race an appropriate factor in a profile?
- What is the role of probable cause?
- How are statistics used and misused to predict behavior?
- How can intuitive powers be utilized without unintentional bias?
- How are racist undertones identified within a department's culture?
- What can be done to avoid escalation in racially charged stops?

*Explore these issues and more...*

## THE PRODUCT

Perspectives on Profiling™ is an interactive virtual learning experience that compels users to make critical choices in testing situations. Users' decisions will alter storylines and lead to different outcomes. At numerous intervals, the virtual experience solicits input, emphasizes learning points, asks questions, summarizes knowledge, provides a record of previous events, and offers positive and negative feedback. Unique to this product is the ability to see the outcome of these choices and evaluate their consequences.

## THE LEARNING POINTS

This interactive video delivered on CD Rom is a cutting edge training tool that moves officers into a new paradigm of thought on the subject of Racial Profiling. It is sensitive to the challenges that face Law Enforcement both in reality and in the management of public perception. The product is founded on a robust ethical perspectives projected into real life situational choices.

This unique training tool confronts a number of complex issues that surround the debate on Racial Profiling:

1. The confusion surrounding three terms:
  - Criminal Profiling
  - Racial Profiling
  - Racism
2. The myth that statistics prove that an individual member of a specific racial group is more likely to commit a given crime than anybody else.
3. The danger of Officers abandoning their intuitive skills out of fear of being accused of bias and racial profiling.
4. The dangerous trend of police disengagement from potentially sensitive suspects to avoid accusations of racial profiling or selective engagement to satisfy quotas.

AN INNOVATIVE PRODUCT BY:



TOOLS FOR TOLERANCE FOR LAW ENFORCEMENT  
of the Simon Wiesenthal Center



STRATEGIC BUSINESS ETHICS, INC.



WILL INTERACTIVE, INC.