

## **Beacon Consulting Group, LLC Training Curriculum Summary**

### **Justice Equity Training (JET) Online**

JET Online uses a racial equity framework to discuss the criminal justice system's role in facilitating and maintaining structures of racial injustice in the United States. JET offers five dynamic modules covering everything from the history of racial injustice in the United States to contemporary topics like implicit bias and hypercriminalization. This course aims to correct misinformation about race and crime made popular by the media and political commentators, and arm students with valid and reliable information to use in these important conversations on race and justice. Ultimately, our goal is to empower and support your effort to be an agent of change in your own community as it relates to issues of racial injustice. JET is ideal for criminal justice and human service practitioners, community advocacy organizations, and church groups committed to reimagining and sustaining an equitable justice system for all. Our curriculum is detailed below. (All training modules are approximately 50 minutes long. Self-Directed include over 4 hours of on-demand training.)

### **Module 1: The History of Racial Injustice in America**

#### **Learning Objectives:**

- Identify the onset of racial injustice in the United States
- Demonstrate knowledge of the evolution of racial injustice throughout US History
- Apply the historical context of racial injustice as a lens through which to view present day injustices.

**Module Summary:** This module discusses the roots of racial injustice in the American Colonies, and the evolution of racial inequities throughout American history. The birth of American policing, the prevalence of inequitable laws and policies, and the economic implications of racial injustices are also among the topics discussed. This module aims to provide a context for which to view and understand the racial inequities that exist within our criminal justice system today.

### **Module 2: Racial Injustice Today**

#### **Learning Objectives:**

- Identify the presence of inequities across systems
- Analyze the prevalence and depth of inequities in the criminal justice system
- Explain the role of Systemic Racism in the criminal justice system

**Module Summary:** This module highlights the presence of racial inequities above and beyond the criminal justice system. Issues of racial equity within our education, healthcare, economic, and human services systems are discussed. In addition, this module examines inequities in the criminal justice system. Police traffic-stop data and outcomes, procedural inequities, and Racial and Ethnic Disparities in juvenile justice are among the topics discussed. This module concludes with a discussion defining systemic racism and examines the role of these inequities in maintaining its prevalence.

### **Module 3: Keeping Conversations Going**

#### **Learning Objectives:**

- Explain the role of politics in conversations about justice equity.

- Apply statistics in the proper context to facilitate conversations and correct misinformation about justice equity
- Integrate basic criminological concepts into talking points about justice equity that challenges misguided and misinformed narratives about the intersection of race and crime.
- Identify topics that inhibit conversations about justice equity and redirect them with evidence and best practices.

Module Summary: This module focuses on eliminating topics that inhibit conversations about equity in our justice system. The politics of racial inequities are addressed, highlighting the role of both major political parties in maintaining inequitable structures in our justice system. Moreover, the issue of intraracial (sometimes called “Black on Black”) crime, basic criminology with regard to offending patterns, and other misleading crime narratives are also discussed. This module concludes with a discussion about the dangers of relying on crime statistics to drive justice equity conversations, and provides a framework for maintaining conversations about justice equity in your own private and professional circles.

#### **Module 4: Murky Waters: Implicit Bias and Punitive Excess**

Learning Objectives:

- Define implicit bias, identify the associated problems, and discuss its relevance to Justice Equity
- Define Punitive Excess and Hypercriminalization, and apply its implications to discussion about Justice Equity
- Examine the role of Punitive Excess in the practice of criminal justice and relate its implications to discussions about Justice Equity

Module Summary: This module delves into the issue of implicit bias, illustrating its prevalence in our everyday lives and its implications relative to racial inequities in our justice system. In addition, discussions regarding our justice system’s reliance on punishment as its primary means of social control, and the process of hypercriminalization are highlighted. These topics are discussed while considering the historical context of racial injustice discussed in Module One.

#### **Module 5: Recalibrating: A Path toward Justice Equity**

Learning Objectives:

- Analyze current criminal justice reform efforts, and assess their strengths and weaknesses
- Identify opportunities for improvement of justice equity outcomes at the structural-level
- Identify opportunities for improvement of justice equity outcomes at the individual-level

Module Summary: This module begins with a discussion on criminal justice reform efforts currently underway including the First Step Act (2019), the 8 Can’t Wait campaign, and outlines the tenants of “Defund the Police”. Further, this module outlines what an equity-informed, reimagined justice system may look like. Opportunities for an improved criminal justice system from both an individual and a systemic/institutional perspective are discussed.

## **Clearing the Air: Implicit Bias Training for Criminal Justice Practitioners**

Clearing the Air uses a racial equity framework to discuss the prevalence and implications of implicit bias in criminal justice, as well as strategies to mitigate its impact on the work of criminal justice professionals. This training program offers three dynamic modules detailing the relationship between implicit bias and the historical context of racial injustice in the United States, the implications implicit bias has on decision-making in criminal justice, and strategies to promote and sustain an implicit bias-informed policies and practices in criminal justice. This training initiative exposes students to the scientific origins of implicit bias using real-world language and challenging them to see their work through the equity-informed lens. Clearing the Air aims to empower criminal justice professionals to see issues of implicit bias beyond racial and political contexts, using evidence-based strategies to support their important service to the public. (All training modules are approximately 50 minutes long. Self-Directed include nearly 3 hours of on-demand training.)

### **Module 1: Looking Back: History and Context on Racial Injustice**

Summary: This module outlines roots of racial injustice in the American Colonies, and the evolution of racial inequities throughout American history. Students learn about the nature of racism being both systemic (written into law and policy) and systematic (practiced intentionally and strategically), exploring racial inequities across systems. Racial disparities in criminal justice and beyond, as well as the link between American history and modern day civil unrest are discussed.

### **Module 2: Clearing the Air: Understanding Implicit Bias in Criminal Justice**

Summary: This module delves into the issue of implicit bias, illustrating its prevalence in our everyday lives and its implications relative to racial inequities in our justice system. In addition, discussions regarding our justice system's reliance on punishment as its primary means of social control, and the process of hypercriminalization are highlighted. These topics are discussed while considering the historical context of racial injustice discussed in Module One.

### **Module 3: Creating an Implicit Bias-informed Culture in Criminal Justice**

Summary: This module connects the implications of implicit bias in criminal justice to actionable strategies to mitigate its impact on the work of criminal justice professionals. Building on the foundations established in the first two modules, this module facilitates the translation from understanding implicit bias as a theory to implementing changes in criminal justice policies and practice.

### **About Dr. Glenn**

Dr. Glenn is an experienced educator and researcher who has taught classes centered on the topic of race, ethnicity, and criminal justice for over eight years. While training in the public and private sector is a new endeavor, he has lectured for countless hours, published peer-reviewed manuscripts, spoken at local, regional, and national conferences on the intersection of race and criminal justice. He currently serves Juvenile Justice Planning Committee's Racial and Ethnic Disparities in juvenile justice subcommittee for the State of North Carolina, is a member of the Wake County Juvenile Crime Prevention Council, and serves as the Associate Director of a research institute at a local university. Attached, you will find a copy of Dr. Glenn's curriculum vitae (CV), examples of his published research, and a link to video preview of JET Online, demonstrating his training capabilities.