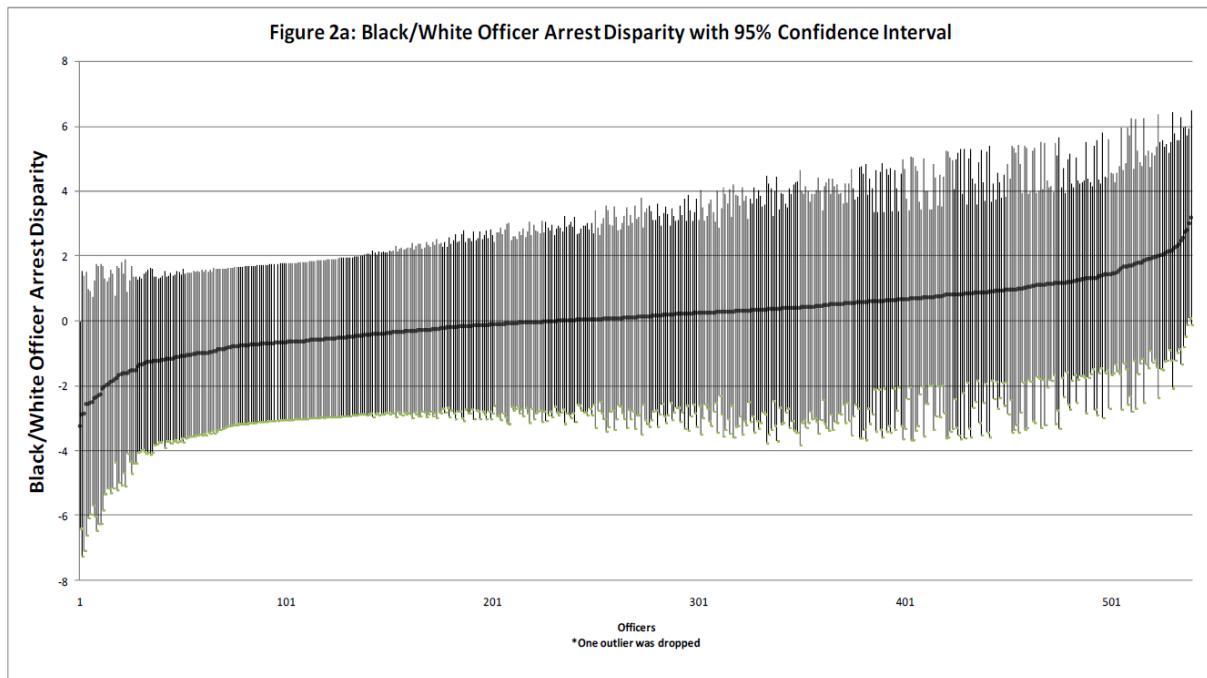


LAPD

<https://ianayres.yale.edu/sites/default/files/files/Ayres%20LAPD%20Report.pdf>

Second, the department should require that all existing and new officers take the Implicit Association Test (IAT) and retain the results of these tests. The IAT is a free Internet test which takes about ten to fifteen minutes to complete.⁴² It produces a measure of unconscious bias with regard to the attribute being tested. For example, the Black/White IAT produces a measure of whether an individual has unconscious negative associations with photographs of African Americans relative to photographs of whites. Collecting information about the IAT of individual officers would provide a powerful validation test of the estimated racial disparities reported in this report. **If the individual officer disparities estimated in Figure 2 are positively correlated with the disparities estimated by the IAT, it would be very hard to accept that the policing disparities were justified by suspect or stop attributes.**



Decomposing IAT

White/Good and Black/Bad

Vs.

White/Bad and Black/Good

Average Sort Time		
	White	Black
Good	x	4x

Bad	x	x
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Versus

Average Sort Time		
	White	Black
Good	x	x
Bad	4x	x

Should 2nd or 3rd moment of distribution be relevant?

Should proportion missorted count?