Lois James, Ph.D.
Assistant Professor, College of Nursing
Founding Director, Counter Bias Training Simulation™ (CBTsim)
Core Faculty Member, Sleep and Performance Research Center
Washington State University
Spokane, WA 99210-1495
Phone: (509) 385-9386
E-mail: lois_james@wsu.edu
Website: cbtsim.com

I. Academic and Professional Preparation

A. Education

Ph.D., Criminal Justice, 2011. Department of Criminal Justice and Criminology, Washington State University

> *Dissertation: The Influence of Suspect Race and Ethnicity on Decisions to Shoot in a Deadly Force Judgment and Decision-Making Simulator*

M.A., Criminal Justice, 2009. Department of Criminal Justice, Washington State University

> *Thesis: The Balance Between Aggression and Restraint: Working Towards a Strategic Dynamic for Handling Conflict*

B.A., Psychology, 2007. Department of Psychology, Trinity College, Dublin University (Ireland)

B. Professional Experience

Founding Director, Counter Bias Training Simulation™ (CBTsim), September 2016 – Present.

Assistant Professor (tenure track), College of Nursing, Washington State University, January 2016 – Present.

Core Faculty Member, Sleep and Performance Research Center, Washington State University, August 2012 – Present.

Research Assistant Professor, College of Nursing, Washington State University, July 2014 – December 2015.

Adjunct Professor, Department of Criminal Justice and Criminology, Washington State University, August 2012 – December 2014.

Post-Doctoral Research Fellow, Sleep and Performance Research Center, Washington State University, August 2011 – August 2012.

Graduate Research Assistant, Sleep and Performance Research Center, Washington State University, May 2009 –August 2011.

Research Assistant, Sleep and Performance Research Center, Washington State University, August 2008 – May 2009.

Statistics and Research Methods tutor, Washington State University, January 2008 – 2011.

II. Scholarly Activities

A. Research, Grants and Contracts

In Progress:
An Evaluation of Simulation vs. Classroom-Based Implicit Bias Training to Improve Police Decision Making and Enhance the Outcomes of Police-Citizen Encounters. Funded by the Office of Justice Programs, Department of Justice. $749,864. (Project PI: Lois James), January 2018 – December 2020. Project preparation phase.

Instrumentation for physiological and neurobehavioral measurement in around-the-clock, high-fidelity laboratory studies of the impact of fatigue on warfighter performance. Funded by the Office of Naval Research. $280,972. (Project PI: Hans Van Dongen), September 2017 – Present. Equipment purchase phase.

Online training for law enforcement to reduce risks associated with shift work and long work hours. Funded by National Institute for Occupational Safety and Health (NIOSH). $189,000. (Project PI: Lois James), December 2016 – Present. Data collection phase.

Using interval-level police performance metrics to test the effectiveness of Seattle Police Department's Early Intervention System. Funded by the Seattle Police Department. $100,000. (Project PI: Stephen James & Lois James), December 2016 – Present. Data analysis phase.

Effects of sleep deficiency on National Guard personnel responding to disasters. Funded by TSNRP. $361,296. (Project PI: Denise Smart). December 2015 – Present. Dissemination phase.

Complete:
Using Novel Experimental Research Data to Better Understand and Manage Fatigue Across the Range of Military Operations. Funded by the Office of Naval Research. $207,712. (Project PI: Stephen James). June 2015 – July 2017. Completed.

Study on the Impact of Work-Shift Related Fatigue on Deadly Force Judgment and Decision Making. Funded by the Domestic Preparedness Support Initiative (DPSI) of the Office of the Assistant Secretary of Defense for Homeland Defense and America's Security Affairs. $211,000. (Project PI: Stephen James). May 2015 – July 2017. Completed.

RCMP "F" Division Fatigue Risk-Management Pilot Study. Funded by the Royal Canadian Mounted Police. $73,570. (Project PI: Lois James), May 2015 – May 2017. Completed.

Counter Bias Training to Repair Damaged Police Community Relationships. Commercialization gap funded by the WSU Office of Commercialization. $12,500. (Project PI: Lois James). December 2015 – December 2016. Completed.

Nursing students' 1st entrée into clinical rotations: Initial behaviors addressing shift work, sleep, and safe practice. Funded by the Oregon Healthy Workforce Center. $25,000. (Project PI: Patricia Butterfield), June 2015 – December 2016. Completed.

Annual Sleep, Recovery, and Human Performance Initiative. Funded by Own the Podium. $225,000. (Project PI: Charles Samuels), September 2013 – December 2015. Completed.

Impact of Work-Related Fatigue on Deadly Force Judgment and Decision Making Performance and Driving Performance Among Day vs. Night Sleepers. Funded by Office of Naval Research $554,598. (Project PI: Bryan Vila), March 2011 – March 2015. Completed.

Experimental Test of the Impact of Work-Related Fatigue on Police Officer Vehicle Collision Risk. Funded by California Commission on Peace Officer Standards and Training. $294,000. (Project PI: Bryan Vila), February 2011 – February 2015. Completed.

Validation of the ACRA Cognitive Assessment System. Contract with NTI. $30,000. (Project PI: Stephen James & Lois James), May 2014 – November 2014. Completed.

Investigating the Health, Wellness, and Safety of Prison Employees. Contract with Teamsters Local 117. $10,000. (Project PI: Lois James), May 2014 – August 2014. Completed.

Using High-Fidelity Video Simulation to Validate Crisis Intervention Team (CIT) Training. Contract with the Spokane Police Department. $45,000. (Project PI: Lois James & Stephen James), May 2013 – January 2014. Completed.

Empowering the Strategic Corporal: Training Young Warfighters to be Socially Adept with Strangers in Any Culture. Funded by DARPA. $2,634,996. (Project PI: Bryan Vila & Lois James), October 2011 – October 2013. Completed.

Inter-Disciplinary Research Liaison for the Strategic Social Interaction Module (SSIM) Program. Funded by DARPA. $250,000. (Liaison: Lois James), January 2012 – October 2013. Completed.

Development of Realistic, High-Definition Video Scenarios for use in Deadly Force Judgment and Decision-Making Simulators. Internally funded. $100,000. (Lead researcher: Lois James), January 2009 – June 2009. Completed.

Developing a Common Metric for Evaluating Police Performance in Deadly Force Situations. Funded by National Institute of Justice. $282,551. (Project PI: Bryan Vila), January 2009 – December 2011. Completed.

Accelerating Realistic Deadly-Force Judgment and Decision Making Training – Phase II. Funded by DARPA, subcontract from Advanced Brain Monitoring. $372,398. (Project PI: Bryan Vila), graduate research assistant, February 2009 – March 2011. Completed.

School Safety Technology Evaluations. Funded by Sheriffs' Association of Texas. $180,000. (Project PI: Bryan Vila), graduate research assistant, December 2008 – June 2011. Completed.

Duration of Restart Period Needed to Recycle with Optimal Performance. Funded by Federal Motor Carrier Safety Administration. $510,300. (Project PI: Hans Van Dongen), research assistant, September 2008 – May 2009. Completed.

B. Scholarly Communications / Electronic Publications

Peer-Reviewed Papers

Smart, D., Odom-Maryon, T., **James, L.**, Roby, A. Development of a Critical Skills Assessment for Military Medical Field Settings. *Nursing Practice & Research*, (forthcoming).

Vila, B., Stephen **J., James**, L. How police officers perform in encounters with the public: Measuring what matters at the individual level. *Policing: an International Journal of Police Strategies & Management,* (forthcoming).

James, L., James, S., Vila, B. Testing the Impact of Citizen Characteristics and Demeanor on Police Officer Behavior in Potentially Violent Encounters. *Policing: an International Journal of Police Strategies & Management,* (forthcoming).

James, L., James, S. Crisis Intervention Team (CIT) Metrics: A Novel Method of Measuring Police Performance During Encounters with People in Crisis. *Mental Health and Addiction Research*, doi: 10.15761/MHAR.1000143 (2017).

James, L., Samuels, C., Vincent, F. Evaluating the effectiveness of fatigue management training to improve police sleep health and wellness: A pilot study. *Journal of Occupational and Environmental Medicine*, 10.1097/JOM.0000000000001174 (2017).

James, L. The stability of implicit racial bias in police officers. *Police Quarterly*, DOI: 10.1177/1098611117732974 (2017).

Postma, J., Tuell, E., **James, L.**, Graves, J. M., & Butterfield, P. Nursing Students' Perceptions of the Transition to Shift Work: A Total Worker Health Perspective. *Workplace Health & Safety*, 2165079917719713. (2017).

James, L., Bindler, R., Todak, N., Daratha, K. BMI and daytime sleepiness: The impact of weight status on subjective daytime sleepiness in a sample of school-aged children. *Health Behavior and Policy Review*, 4(5):446-453 (2017).

James, L., James, S., Vila, B. The Impact of Work Shift and Fatigue on Police Officer Response in Simulated Interactions with Citizens. *Journal of Experimental Criminology* doi:10.1007/s11292-017-9294-2 (2017).

James, L., Todak, N, Best, S. The negative impact of prison work on sleep health. *American Journal of Industrial Medicine*, 60(5):449-456 (2017).

James, L., James, S., Vila, B. Does the "reverse racism effect" withstand the test of police officer fatigue? *Policing: an International Journal of Police Strategies & Management,* Vol 40; Issue 2 (2017).

Vila, B., Stephen **J., James**, L. Novel Process for Developing Metrics That Measure What Police Do. Interservice/Industry Training Simulation and Education Conference, *I/ITSEC Proceedings 2016.*

James, L., Fridell, L., & Straub, F. Psychosocial factors impacting on officers' decisions to use deadly force: The Implicit Bias v. "Ferguson" Effects. The Police Chief. (February 2016 issue).

James, L., James, S., Vila, B. The reverse racism effect: are cops more hesitant to shoot black suspects? *Criminology and Public Policy*, (January 15, 2016).

Samuels, C., **James, L.,** Lawson, D., Meeuwisse, W. The athlete sleep screening questionnaire: A new tool for assessing and managing sleep in elite athletes. *Br J Sports Med* Published Online First: 2 May 2015 doi:10.1136/bjsports-2014-094332.

James, L., Vila, B., Klinger, D. Racial and ethnic in decisions to shoot seen through a stronger lens: Experimental results from high-fidelity laboratory simulations. (*Experimental Criminology,* Vol. 10, Issue 3, pp 323-340, 2014).

Johnson, R., Stone, B., Miranda, C., Vila, B., **James, L.**, James, S., Rubio, R., Berka, C. Identifying psychophysiological indices of expert vs. novice performance in deadly force judgment and decision making. (*Frontiers in Human Neuroscience*, 2014, doi: 10.3389/fnhum.2014.00512).

James, L., Vila, B., Daratha, K. The influence of suspect race and ethnicity on decisions to shoot in a deadly force judgment and decision-making simulator. (*Experimental Criminology,* Vol. 9, Issue 2, pp 189-212, 2013).

James, L., Brody, D., Hamilton, Z. Risk factors for domestic violence during pregnancy: A meta-analytic review. (*Violence and Victims*, Vol. 28, No. 3, pp 359-380, 2013).

Letters to the Editor

James, L., Todak, N., Best, S. A response to the letter "Sleep Problems in Prison Employees" submitted to the American Journal of Industrial Medicine. (*The American Journal of Industrial Medicine*, DOI: 10.1002/ajim.22778, 2017)

Technical Reports

James, S., **James, L.** Vila, B. Study on the Impact of Shift-Work Related Fatigue on Deadly Force Judgement and Decision Making. Final Report for the Domestic Preparedness Support Initiative (DPSI) via Renaissance Science Corporation (NAVAIR). Washington State University, Spokane, Washington, July 2017.

Vila, B., James, S., **James, L**. Expanding Assessment of the Impact of Work-Shift Related Fatigue on Deadly Force Judgment and Decision Making, Driving, Cognition, and Tactical Social Interaction Performance. Final Report for the Office of Naval Research. Washington State University, Spokane, Washington, March 2015.

James, L. and James, S. Using High-Fidelity Video Simulation to Validate Crisis Intervention Team (CIT) Training. Final Report for the Spokane Police Department. Washington State University, Spokane, Washington, February 2014.

Vila, B. and **James, L**. Empowering the strategic corporal: Training young warfighters to be adept with strangers in any culture. DARPA Technical Report. Washington State University, Spokane, Washington, October 2013.

Vila, B., **James, L.**, James, S. ,Waggoner, L. Developing a common metric for evaluating police performance in deadly force situations. National Institute of Justice Technical Report. Washington State University, Spokane, Washington, September 2011.

Vila, B., **James, L.**, James, S., Waggoner, L. School Safety Technology Evaluations*. Subcontracted by the Sheriffs Association of Texas* for *National Institute of Justice Technical Report.* Washington State University, Spokane, Washington, August 2011.

Magazine Articles

James, L."The Impact of Implicit Racial Bias on Police Decisions to Shoot: Research Findings and Training Implications" FLETC Journal, 18: Spring-Summer, 31-36, 2017

Vila, B., James, S., & **James, L.** "From A to Zzzzzzz…: Tired Cops and Distracted Driving."
FLETC Journal,*15*: Fall-Winter, 33-37, 2015

Samuels, C. & **James, L**. Wake-Up Call for Proper Sleep, *STRIVE* Magazine, Alberta Sport
Development Centre – Southeast, January, 2014.

Samuels, C. & **James, L**. Sleep as a Recovery Tool for Elite Athletes, Aspetar Sports Science
Journal, October, 2014.

C. Podium / Poster Presentations

James. L. (October 2017). The Alertness Edge: Managing the Effects of Sleep Loss and Shift
Work on Emergency Service Personnel. 7th Annual Western Canada Emergency Services
Leadership Seminar (keynote speaker by invitation). Leduc, Canada.

James, L. (October 2017). Counter Bias Training Simulation (CBTsim). Innovations in Bias
Training Session, International Association of Chiefs of Police (IACP) Annual Conference.
Philadelphia, Pennsylvania.

James, L. (October 2017). Counter Bias Training Simulation (CBTsim): A Novel and
Interdisciplinary Approach to Overcoming Implicit Bias. Sleep and Performance Research
Center Retreat. Coeur D'Alene, ID.

James, L. (October 2017). Counter Bias Training Simulation (CBTsim): A Novel Approach
to Overcoming Implicit Bias in the Health Care System. Sleep and Performance Research
Center Retreat. Coeur D'Alene, ID.

James, L. (October 2017). Counter Bias Training Simulation (CBTsim): A Novel Approach
to Overcoming Implicit Bias in the Military. Defense Innovation Summit (DITAC), Tampa,
Florida.

James, L. (June 2017). The Effects of Fatigue Management Training on Police Officer Sleep,
Health, and Wellness: Results from a Pilot Study. 12th International Conference on
Occupational Stress and Health. Minneapolis, Minnesota.

James, L. (March 2017). Final Results from the RCMP Fatigue Management Training Pilot
Study. Royal Canadian Mounted Police (RCMP) Depot Training Academy (keynote speaker
by invitation). Regina, Canada.

James, L. (January 2017). Implicit Racial Bias: Evidence and Training Implications. Oregon
Association of Chiefs of Police Annual Conference (keynote speaker by invitation). Seaside,
OR.

James, L. (October 2016). Tired Cops: The Impact of Police Fatigue on Routine Encounters.
National Institute of Justice (NIJ) "Your Brain on Stress" Panel (panelist by invitation) at the
International Association of Chiefs of Police (IACP) 2016 annual conference. San Diego, CA.

James, L. (September 2016). The Impact of Implicit Bias vs. Counter Bias on Police Decisions to Shoot. Federal Law Enforcement Training Center (FLETC) Trending Issues in Policing Summit. Glenco, GA.

James, L. (August 2016). Does Implicit Racial Bias Influence Police Decisions to Shoot? Evidence and Implications. Oregon District Attorney's Association (ODAA) annual conference (guest speaker by invitation). Bend, OR.

James, L. (July 2016). Tactical Social Interaction (TSI): Promoting Cultural Humility and Social Competence across a Range of Disciplines. Washington State University Elson S. Floyd College of Medicine Brown Bag Series. Spokane, WA.

James, L. (May 2016). Differences between Implicit and Explicit Bias in Police Decisions to Shoot. Association of Psychological Science, Annual Conference, Chicago, Il.

James, L. (April 2016). Implicit Bias vs. Ferguson Effects: Findings and Implications to Date. "Can Psychology Improve Policing?" Workshop (guest speaker by invitation). Harvard University, Cambridge, MA.

James, L. (March 2016). Using Multi-Level-Modeling (MLM) for Repeated Measures Designs. Washington State University College of Nursing Analytical Brown Bag Series. Spokane, WA.

James, L. (February 2016). Fatigue, Distraction, and Bias: What they mean for Law Enforcement and the Communities they Serve. Washington State University Common Reading Series. Pullman, WA.

James, L. (January 2016). Royal Canadian Mounted Police (RCMP) F-Division Fatigue Management Training Pilot Study: Executive and Managers' Forum. Regina, Canada

James, L. (January 2016). Royal Canadian Mounted Police (RCMP) F-Division Fatigue Management Training Pilot Study: Members and Spouses' Workshop. Regina, Canada

James, L. (October 2015). Promoting sleep, health and wellness within law enforcement: working at the individual level. Moose Jaw Inaugural Health and Wellness Conference (by invitation). Saskatchewan, Canada.

James, L. (September 2015). The Athlete Sleep Screening Questionnaire (ASSQ): Results to Date. Sleep and Performance Research Center (SPRC) Inaugural Retreat. Spokane, Washington.

James, L. (May 2015). The "Reverse Racism" Effect: Are Cops More Hesitant to Shoot Black than White Suspects? International Association of Chiefs of Police (IACP) Research Advisory Committee Mid-Annual Meeting (by invitation). Alexandria, Virginia.

James, L. (June 2014). The impact of nutrition and exercise on law enforcement health, wellness, and safety. Law Enforcement Officer Safety and Health (LEOSH) (by invitation). Victoria, BC.

James, L. & James, S. (February 2014). The impact of sleep and other stressors on law enforcement health and safety. Orange County Peace Officer Training Commission (by invitation). California.

James, L. (September 2013). Sleep screening for elite athletes: the impact of sleep on performance. Sports Science and Innovation Conference (SPIN Summit), Calgary, Canada.

James, L. (November 2012). The influence of suspect race and ethnicity on participant decisions to shoot in a deadly force judgment and decision-making simulator. WSU Spokane, Sleep Seminar Series.

James, L. (November 2011). The influence of suspect race and ethnicity on participant decisions to shoot in a deadly force judgment and decision-making simulator. American Society of Criminology Annual Conference, Washington D.C.

Vila, B., **James, L.** (December 2010). Accelerating Realistic Deadly-Force Judgment and Decision-Making Training – Phase II: Analysis and Results. DARPA PI conference, St. Michaels, M.D.

James, L. (November 2010). Development of high fidelity video scenarios for use in deadly force judgment and decision-making simulator. American Society of Criminology Annual Conference, San Francisco.

James, L. (November 2010). The results of a meta-analysis on the risk factors for domestic violence against pregnant women. American Society of Criminology Annual Conference, San Francisco.

James, L. (November 2009). Simulated deadly force scenarios: A novel method for measuring racial and ethnic bias in police use of deadly force. Poster presented at the Annual American Society of Criminology Conference, Philadelphia.

III. Honors and Awards

Counter Bias Training Simulation (CBTsim) was recognized with a 2017 TechConnect Defense Innovation Award because it placed in the top 15% of all submitted technologies as ranked by the Program Committee at the Defense Innovation Summit (DITAC), Tampa, Florida.

Counter Bias Training Simulation (CBTsim) was awarded the Seal of Excellence by the International Association of Directors of Law Enforcement Standards and Training (IADLEST).

Awarded Best Paper (out of a selected pool of 171) for " Novel Process for Developing Metrics That Measure What Police Do" at the 2016 Interservice/Industry Training Simulation and Education Conference, the premier international conference in this area funded by the National Defense Industrial Association's affiliate, the National Training and Simulation Association. (2016)

Best Violence Research of 2013
http://www.gmw.rug.nl/~veenstra/CV/PsychologyOfViolence13.pdf
James, L., Brody, D., Hamilton, Z. Risk factors for domestic violence during pregnancy: A meta-analytic review. (*Violence and Victims*, Vol. 28, No. 3, 00 359-380, 2013) was selected as one of the top 10 research articles on violence in 2013

Thomas S. Foley Graduate Fellowship, Foley Institute, Washington State University, June 2010.

Trinity College Dublin Scholarship for Academic Achievement (awarded for receiving a first class honors in the second-year Scholarship exams), March 2005.

Trinity College Dublin Entry Award (awarded for being in the top 1 percent of Ireland's high-school leaving certificate receivers), September 2003.

IV. Professional or Community Service

A. Editorial Review Boards and Manuscript Review
Manuscripts reviewed for:
Nature
Criminology
Justice Quarterly
Police Quarterly
Race and Social Problems
Policing: A Journal of Policy and Practice
Journal of Social Issues
Criminology and Public Policy
Homicide Studies
Psychology of Addictive Behaviors
American Journal of Industrial Medicine
The International Journal of Teaching and Case Studies

Proposals reviewed for:
National Science Foundation

B. Committee Work
International Association of Chiefs of Police (IACP) Research Advisory Council (RAC) member (September 2015 – Present). The IACP RAC drives law enforcement research at the Federal level. They are directly responsible for operationalizing the recommendations made by the President's Task Force on 21st Century Policing.

WSU College of Nursing PhD. Advisory Committee member (January 2016 – Present).
Association of Faculty Women (AFW) member (January 2016 – Present).
Sleep and Performance Research Center (SPRC) inaugural faculty retreat planning committee (January 2015 – September 2015). The Washington State University (WSU) SPRC hosted its first faculty retreat in September 2015. I was one of four SPRC Principal Investigators responsible for planning this retreat.
Spokane Mental Health Steering Committee member (January 2013 – January 2015). The Enhanced Crisis Intervention Team (CIT) Training Curriculum for the Spokane Police Department has been developed based on the results of my 2013 research on CIT training development and evaluation.

C. Consultation and Advisement
Consulting on sleep and jet lag management:
GU men's basketball (June 2016 – Present)
NFL Detroit Lions (June 2015)
Hockey Canada (January 2014 – Sochi Winter Olympics)
Curling Canada (January 2014 – Sochi Winter Olympics)

D. College of Nursing Activities
Sleep and fatigue management education (ongoing). I provide sleep and fatigue management workshops to WSU nursing students, in order to prepare them for coping with shift-work and related sleep restriction.

College of Nursing Scholarly Review (January 2015 – September 2015). I wrote the monthly research E-Newsletter for the College of Nursing.

IV. Education and Teaching

Nursing 526 "Analytical Foundations for Health Science"

Nursing 527 "Association, Group Differences & Regression Techniques"

Criminal Justice 321 "Quantitative Methods"

Criminal Justice 403 "Violence Towards Women"

Criminal Justice 522 "Statistics"

Criminal Justice 555 "Research Methods"

Ph.D. Committee Member for Bernice Gulek-Bakirci, College of Nursing

Masters Committee Member for Jennifer Teiji, Department of Criminal Justice and Criminology (Successfully completed April 2015)

VI. Media

New York Times: http://mobile.nytimes.com/2014/08/31/sunday-review/race-and-police-shootings-are-blacks-targeted-more.html?_r=0

The Washington Post: https://www.washingtonpost.com/news/true-crime/wp/2016/04/27/this-study-found-race-matters-in-police-shootings-but-the-results-may-surprise-you/

NPR: http://nwpr.org/post/battling-bias-wsu-researchers-develop-new-police-simulator-training

EurekAlert: https://www.eurekalert.org/pub_releases/2016-12/wsu-npt120116.php

KXLY: http://www.kxly.com/news/local-news/wsu-spokane-professor-launches-anti-bias-police-training-1/638992487

KREM 2: http://www.krem.com/news/local/spokane-county/wsu-researchers-partner-with-cleveland-pd-for-implicit-bias-study/480889757

KREM 2: http://www.krem.com/news/local/spokane-county/wsu-researchers-create-bias-training-simulator-for-officers/360971001

CNN, Anderson Cooper 360 (aired six times): http://ac360.blogs.cnn.com/2014/08/28/preparing-police-for-confrontation/?hpt=ac_bn1

Fusion TV: http://fusion.net/video/55314/study-cops-are-quicker-to-shoot-a-white-suspect-than-a-black-suspect/

King 5 (part 1): http://www.king5.com/story/news/2015/04/23/wsu-violence-confrontation-lab-police/26271391/

King 5 (part 2): http://www.king5.com/story/news/2015/04/24/police-shooting-simulator/26335909/

News5 Cleveland: http://www.news5cleveland.com/news/local-news/oh-cuyahoga/cleveland-police-to-participate-in-study-aimed-at-decreasing-racial-and-gender-policing-biases

KUOW: http://kuow.org/post/can-police-officers-be-trained-discard-their-racial-biases

NPR LA: Southern California Public Radio

NPR (aired twice): http://www.npr.org/2014/09/25/351373721/police-mental-stamina-metrics-shed-light-on-deadly-force

Channel 9 News (Australia): www.facebook.com/video.php?v=10154648446685514

CBC: http://www.cbc.ca/firsthand/features/what-happens-in-a-cops-brain-as-hes-about-to-shoot

The Washington Times: http://www.washingtontimes.com/news/2015/jan/5/police-officers-more-hesitant-to-shoot-black-suspe/

The Seattle Times: http://www.seattletimes.com/seattle-news/crime/spokane-police-despite-bias-less-likely-to-shoot-black-suspects-wsu-study-finds/

St Louis Post Dispatch: http://www.stltoday.com/news/local/crime-and-courts/white-officers-slower-to-shoot-black-suspects-new-study-finds/article_b4c9fb58-49eb-5a34-8ab8-d97b7307f667.html

The Daily Mail, UK: http://www.dailymail.co.uk/news/article-2899381/Cops-hesitant-shoot-armed-black-suspects-whites-study-finds.html?ITO=1490&ns_campaign=1490&ns_mchannel=rss

Denver Post: http://www.denverpost.com/2017/01/23/mixed-reviews-denver-police-departments-use-of-force-policy/

Portland News Time: http://portlandtribune.com/fgnt/36-news/339741-216832-police-department-tackles-brain-mysteries-and-racial-bias

American Renaissance: http://www.amren.com/news/2016/07/academic-research-on-police-shootings-and-race/

Spokesman Review (Spokane, WA): http://m.spokesman.com/stories/2014/sep/05/wsu-study-finds-local-officers-slower-to-fire-at/

The Inlander: https://www.inlander.com/spokane/battling-bias/Content?oid=5893823

Police One: https://www.policeone.com/patrol-issues/articles/239038006-Unpacking-implicit-bias-in-policing/

WSU Magazine: https://magazine.wsu.edu/2016/01/28/police-training-in-a-new-light/

Vice News: https://news.vice.com/article/study-claims-cops-are-more-willing-to-shoot-white-people-than-blacks

Examiner.com: http://www.examiner.com/article/holder-announces-federal-probe-into-death-of-eric-garner-but-to-what-end

LawOfficer.com: http://lawofficer.com/2016/08/does-the-truth-matter/

Reason.com: http://reason.com/blog/2014/09/03/study-people-more-likely-to-shoot-white

PoliceOne.com: http://www.policeone.com/police-trainers/articles/215931006-A-reasoned-response-to-Colin-Kaepernick-s-national-anthem-protest/

PoliceOne.com: http://www.policeone.com/use-of-force/articles/7653755-Cops-hesitate-more-err-less-when-shooting-black-suspects-study-finds/

PoliceOne.com: http://www.policeone.com/use-of-force/articles/210273006-New-Washington-State-University-study-Even-tired-cops-are-more-hesitant-to-shoot-black-suspects/

TheTruthAboutGuns.com http://www.thetruthaboutguns.com/2016/08/robert-farago/fatigue-study-finds-cops-less-likely-to-shoot-black-suspects/

 KREM news (CBS): http://www.krem.com/news/WSU-study-Officers-hesitate-when-shooting-black-suspects-274348521.html

WSU: https://news.wsu.edu/2014/09/02/deadly-force-lab-finds-racial-disparities-in-shootings/#.VAXlH4Ln_ct

Minot Daily News, North Dakota:
http://www.minotdailynews.com/page/blogs.detail/display/11231/Study-suggests-white-officers-may-hesitate-longer-before-firing-at-black-suspects.html

Refreshing News: http://refreshingnews99.blogspot.com/2015/01/this-new-study-reveals-how-long-cops.html

Capital Bay: http://www.capitalbay.com/latest-news1/658661-cops-are-more-hesitant-to-shoot-armed-black-suspects-than-whites-study-finds.html

The New American: http://www.thenewamerican.com/usnews/crime/item/19855-racial-bias-police-more-willing-to-shoot-whites-study-shows

The Daily Evergreen: https://dailyevergreen.com/19654/opinion/implicit-bias-training-a-necessity-for-law-enforcement-officers/

The Daily Evergreen: https://dailyevergreen.com/18458/news/wsu-spokane-research-developed-police-bias-training/

The Daily Evergreen: http://www.dailyevergreen.com/news/article_b9236fde-3a00-11e4-b9e0-001a4bcf6878.html

Klew TV: http://klewtv.com/news/local/wsu-researchers-investigate-impacts-of-stress-

and-sleep-deprivation-on-police-officers