

Birmingham, AL
Procedural Justice Training, Modules 1 & 2
Training Dates: 2/3/2016 to 5/20/2016

To assess the impact of training conducted as part of the National Initiative for Building Community Trust and Justice, the Urban Institute worked with the Birmingham Police Department to systematically survey officers who went through the Procedural Justice, Modules 1 & 2 training. At the beginning of each class, the department's instructors requested the officers take a short 11-item survey that measured their perceptions on procedurally just behaviors and attitudes. The officers completed the survey in-person in a group setting, on a paper and pen survey. At the conclusion of the two-day training, the instructors repeated the process with a longer survey that measured the same 11-items as well as overall perceptions of the instructor and training. The instructors sent the surveys to Urban, where research staff entered the responses of the paper surveys using the online Qualtrics survey software platform.

According to entered survey data, a total of 817 pretests and 803 posttest surveys were administered for classes held between February 3rd and May 20th, 2016. The training occurred across two consecutive days, where PJ1 was presented on the first day and PJ2 was presented on the following day. Data were group to the class level for better estimates of the officers' perceptions. The results of the measured dimensions are detailed below.

Sample

Table 1 below details the number of surveys taken by each class before and after the trainings were conducted.

TABLE 1

Sample Sizes by Class Date

Class Date	Pretest	Posttest	Total
2/3 & 2/4/2016	30	29	59
2/9 & 2/10/2016	27	25	52
2/11 & 2/12/2016	24	26	50
2/15 & 2/16/2016	21	22	43
2/18 & 2/19/2016	24	23	47
2/22 & 2/23/2016	19	19	38
2/24 & 2/25/2016	23	21	44
3/1 & 3/2/2016	27	26	53
3/3 & 3/4/2016	29	28	57
3/7 & 3/8/2016	28	28	56
3/10 & 3/11/2016	18	25	43
3/14 & 3/15/2016	24	20	44
3/16 & 3/17/2016	28	25	53
3/21 & 3/22/2016	27	25	52
3/23 & 3/24/2016	28	28	56
3/29 & 3/30/2016	29	28	57
3/31 & 4/1/2016	27	28	55
4/4 & 4/5/2016	22	23	45
4/7 & 4/8/2016	27	25	52
4/11 & 4/12/2016	29	25	54
4/13 & 4/14/2016	23	27	50
4/19 & 4/20/2016	17	20	37
4/21 & 4/22/2016	25	24	49
4/25 & 4/26/2016	25	27	52
4/28 & 4/29/2016	39	35	74
5/2 & 5/3/2016	24	23	47
5/4 & 5/5/2016	29	26	55
5/10 & 5/11/2016	31	31	62
5/12 & 5/13/2016	25	26	51
5/16 & 5/17/2016	39	38	77
5/19 & 5/20/2016	29	27	56
Total	817	803	1620

Perceptions of the Training

TABLE 2

Training Scale & Items

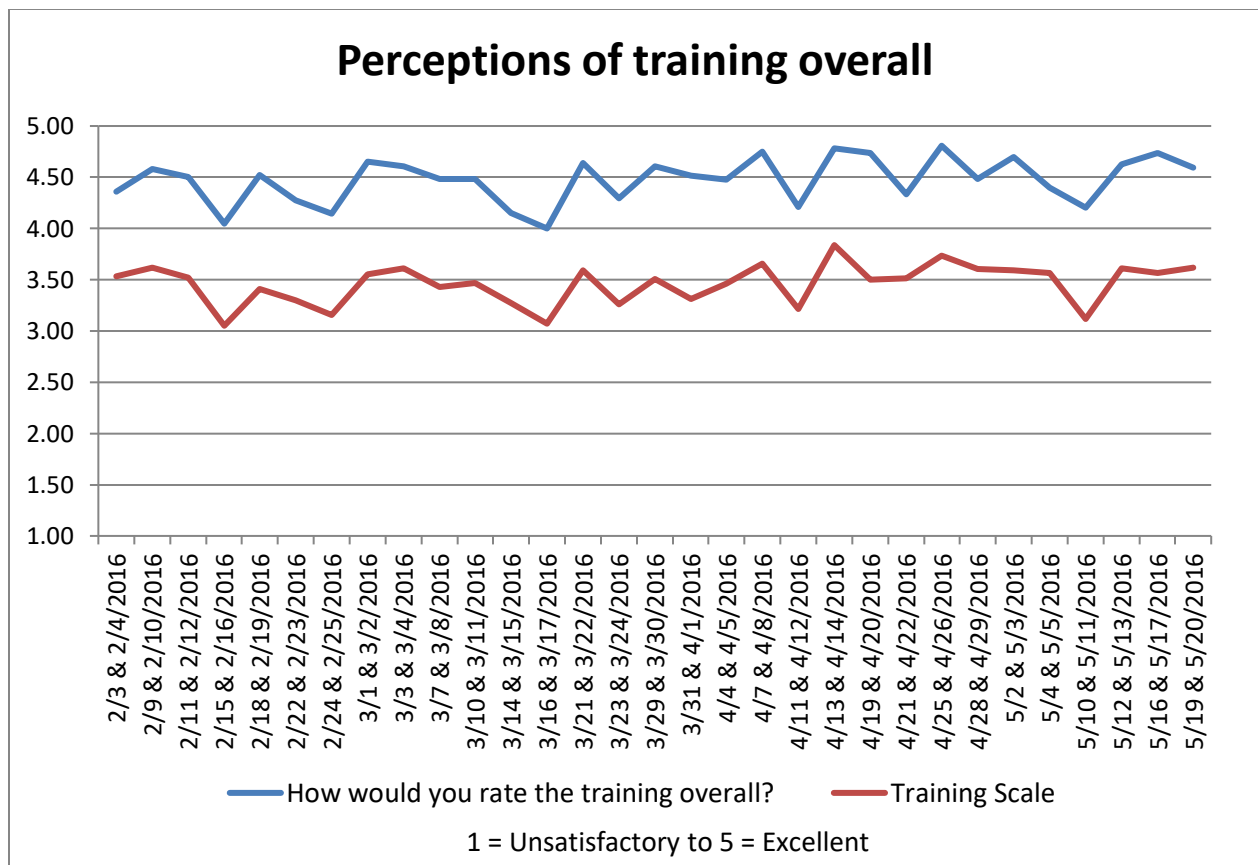
	Average
Training Scale	3.47
The training met my expectations for learning.	3.51
I learned new information from the training that will help me in my job.	3.37
I learned new strategies and skills from the training that will help me in my job.	3.33
The training will help me perform my job more effectively.	3.39
The training was relevant to my job duties.	3.53
I expect to apply much of what I learned from this training to my work.	3.48
I would recommend this training for other police officers.	3.59
My organization will benefit from having completed this training.	3.55

Source: Urban Institute analysis of training surveys from police officers in Birmingham.

Sample Size - 802

Scale Alpha: .94

Items coded as 1 = Strongly Disagree to 5 = Strongly Agree



Perceptions of the Instructor

TABLE 3

Instructor Items

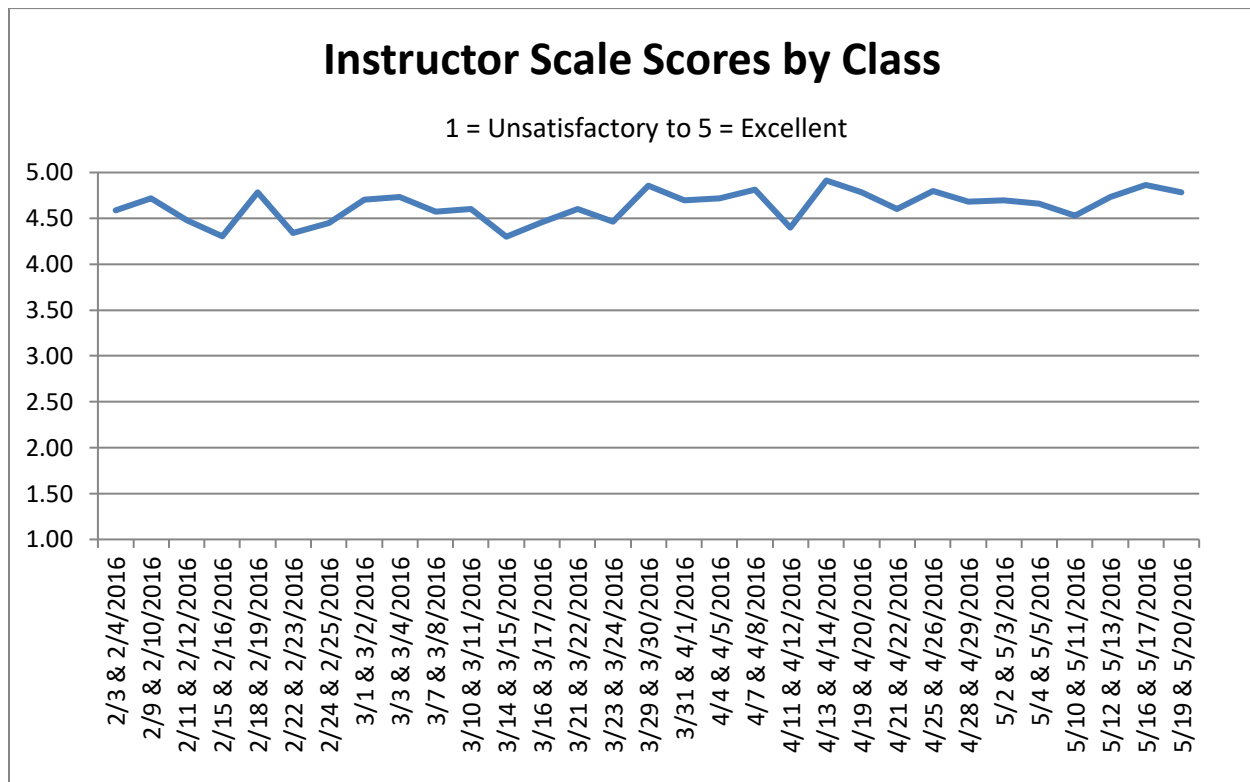
	Average
Instructor Scale	4.64
The instructor used relevant examples	4.54
The instructor responded to questions	4.66
The instructor knew the subject matter	4.69
The instructor used audience participation	4.68

Source: Urban Institute analysis of training surveys from police officers in Birmingham.

Sample Size – 791

Scale Alpha: .94

Items coded as 1 = Unsatisfactory to 5 = Excellent



Procedural Justice - Neutrality

TABLE 4

Mean Difference on Neutrality Scale & Items

	Pretest	Posttest	Diff.
Neutrality Scale	3.47	3.71	***
It is important to give everyone a good reason why we are stopping them.	3.58	3.75	***
If people ask why we are treating them as we are, we should explain our actions as soon as we can.	3.32	3.69	***
When dealing with citizens' concerns, officers need to explain what will happen next, when they are done at the scene.	3.35	3.61	***
It is very important that officers appear neutral in the application of legal rules.	3.63	3.80	***

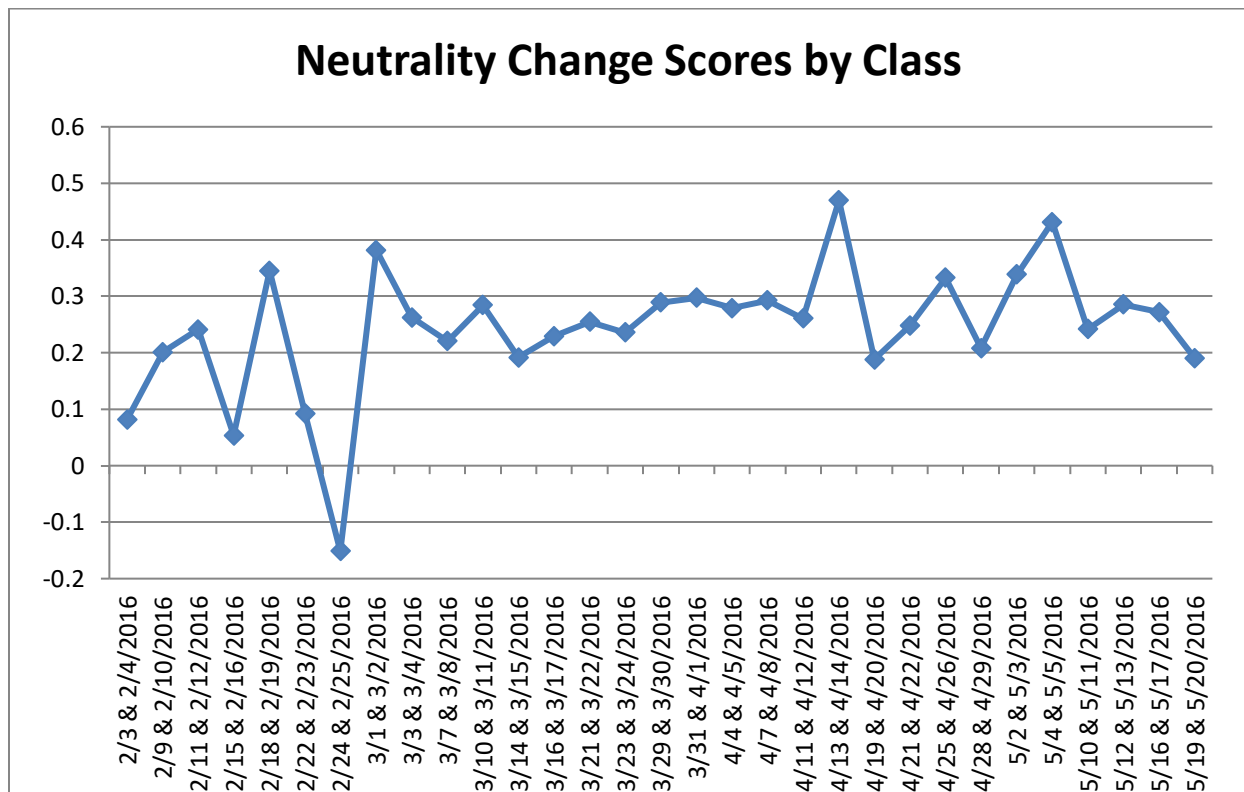
Source: Urban Institute analysis of training surveys from police officers in Birmingham.

Pretest Sample Size – 809; Posttest Sample Size - 802

Pretest Scale Alpha: .82, Posttest Scale Alpha: .83

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: †p<0.10, *p<0.05, **p<0.01, ***p<0.001



Procedural Justice - Respect

TABLE 5

Mean Difference on Respect Scale & Items

	Pretest	Posttest	Diff.
Respect Scale	3.51	3.69	***
Officers should at all times treat people they encounter with dignity and respect.	3.68	3.83	***
People should be treated with respect regardless of their attitude.	3.15	3.43	***
It is important that we understand, follow, and protect the rights of the people with whom we come into contact.	3.72	3.81	***

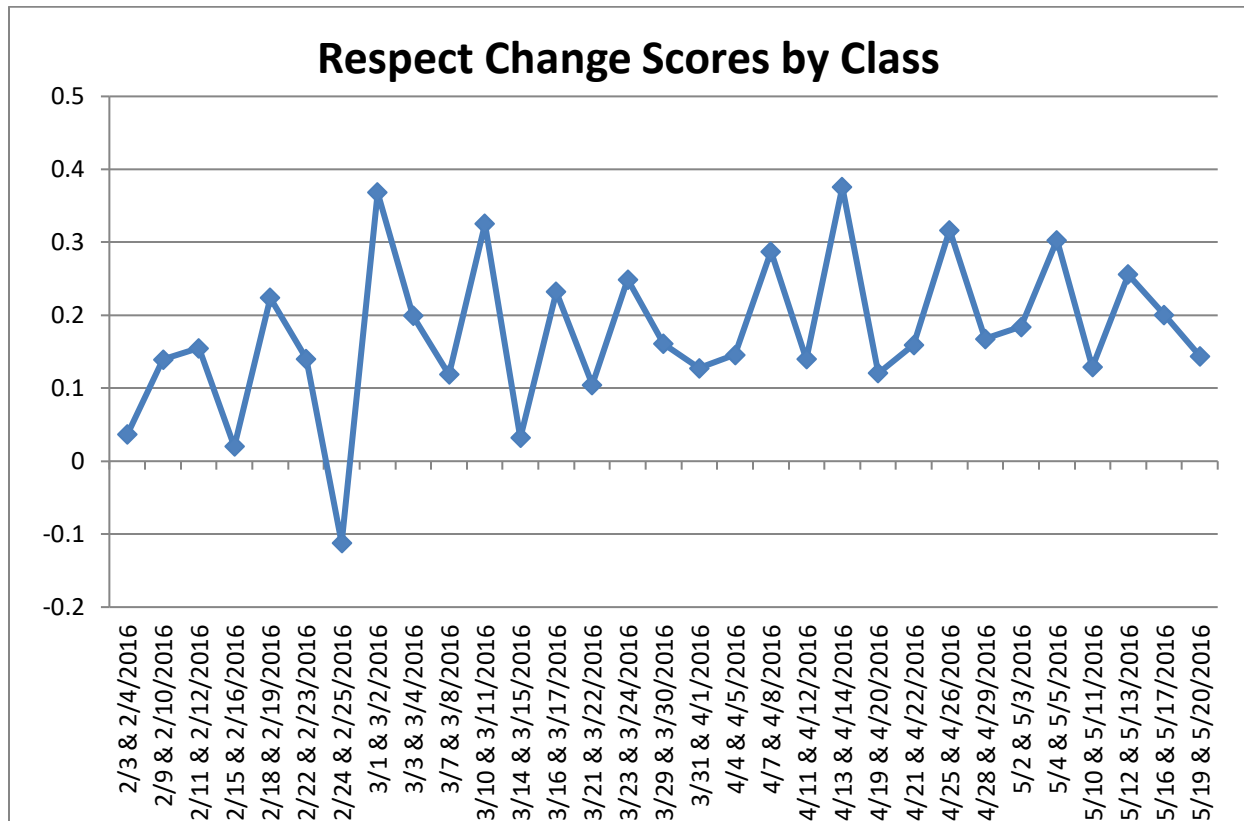
Source: Urban Institute analysis of training surveys from police officers in Birmingham.

Pretest Sample Size – 809; Posttest Sample Size - 801

Pretest Scale Alpha: .73, Posttest Scale Alpha: .72

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, *p<0.05, **p<0.01, ***p<0.001



Procedural Justice - Trust

TABLE 6

Mean Difference on Trust Scale & Items

	Pretest	Posttest	Diff.
Trust Scale	2.67	3.05	***
Police have enough trust in the public for them to work together effectively.	2.39	2.85	***
Officers should treat citizens as if they can be trusted to do the right thing.	2.96	3.26	***

Source: Urban Institute analysis of training surveys from police officers in Birmingham.

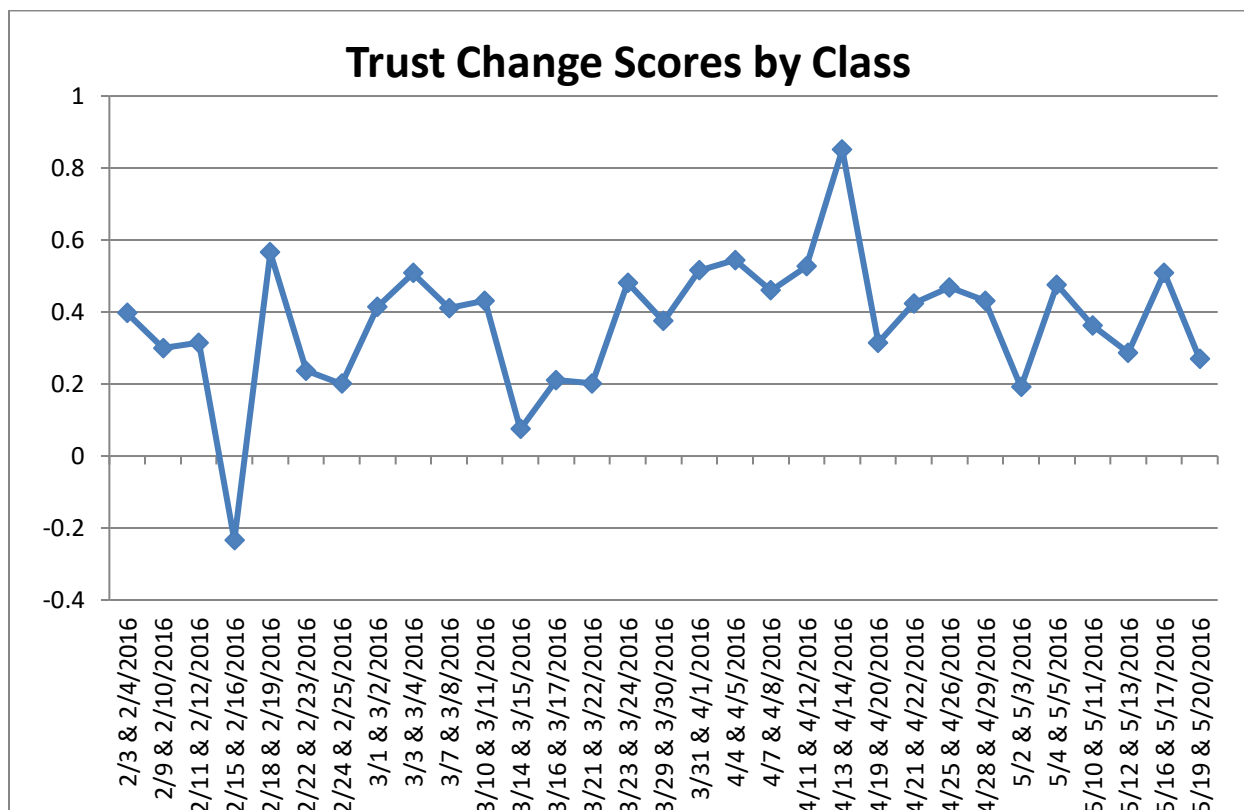
Pretest Sample Size – 806; Posttest Sample Size - 800

Pretest Scale Pearson r: .38***, Posttest Scale Pearson r: .50***

Pretest Scale Alpha: .55, Posttest Scale Alpha: .66

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, *p<0.05, **p<0.01, ***p<0.001



Procedural Justice - Voice

TABLE 7

Mean Difference on Voice Scale & Items

	Pretest	Posttest	Diff.
Voice Scale	3.43	3.66	***
Listening and talking to people is a good way to take charge of situations.	3.47	3.70	***
Officers need to show an honest interest in what people have to say, even if it is not going to change anything.	3.38	3.63	***

Source: Urban Institute analysis of training surveys from police officers in Birmingham.

Pretest Sample Size – 808; Posttest Sample Size - 797

Pretest Scale Pearson r: .54***, Posttest Scale Pearson r: .52***

Pretest Scale Alpha: .70, Posttest Scale Alpha: .69

Items coded as 1 = Strongly Disagree to 4 = Strongly Agree

Note: tests of statistically significant differences were assessed using two-tailed t-tests; significant differences are noted by: 'p<0.10, *p<0.05, **p<0.01, ***p<0.001

