

2023 CALIFORNIA BACKGROUND INVESTIGATORS CONFERENCE
Contemporary Issues in Psychological Pre-Employment Screening
Evaluations for Police Officers

Presented by: Gina Gallivan, Ph.D., ABPP
Police & Public Safety Psychologist
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- I. Review of AB-846
- II. Implicit vs. Explicit Bias
- III. Biased Behaviors
 - A. History of Biased Behavior
 - B. Social Media Postings
 - C. Discipline at Work for Biased Behavior
 - D. Acts of Discrimination, or Harassment
 - E. Use of Offensive Language/Epithets
 - F. Membership, or Participation in a Hate Group
 - G. Association with Others who Participate in Hate Group
- IV. Bias Relevant Traits and Attributes
 - A. Lack of Empathy
 - B. Low Tolerance
 - C. Impulsivity/Externalizing Tendencies
 - D. Antisocial Behavior
- VI. Examples of Mitigating or Protective Factors
 - A. Favorable, or Neutral Experiences with People of Diverse Backgrounds
 - B. Empathy
 - C. High Tolerance
 - D. Travel to Different Countries/Experience with Different Cultures
 - E. Resilience
 - F. Emotional Intelligence
 - G. Strong Moral Values

BREAK

- I. New Trends with Military Personnel
 - A. Lower Incidence of VA Psychiatric Disability Ratings
 - B. Review of VA Psychiatric Disability Ratings
- II. Psychological Testing Assessments
 - A. The MMPI-3
 - B. Assessing for Bias