



General Funk,

I am writing you today on behalf of the members of the Fraternal Order of Police. We understand that you have recently undergone some scrutiny regarding perception of bias on your part which even made the news in the United Kingdom ([LINK](#)).

Based upon your previous comments about MNPD training, it is evident that you are unaware that the MNPD exceeds state standards for police training by almost 400 hours. As part of that, the training provides almost 60 hours of training to all new police officers on diversity and inclusion, civil rights, implicit bias, and related topics; twice the state minimum standard. Similar training is provided to all officers on a recurring basis as a part of in-service training.

The importance of this training in law enforcement agencies cannot be understated. Implicit bias is said to be an automatic association. These unconscious thoughts are not unique to police officers – all humans experience these natural mental associations without even realizing it. Training in implicit bias can provide awareness to alter behavior based on how one believes their actions will be perceived. These observations regarding police training, the role of law enforcement and how law enforcement occurs in Nashville, is surely applicable to others in the criminal justice system, especially the chief prosecutor.

Recognizing that you likely have not received any formal training in diversity and inclusion or implicit bias, the FOP would like to ensure that you are fully aware of the training programs provided to our officers and suggest that you request to attend those courses at the MNPD Training Academy during the next basic training program. Perhaps you will find the training so valuable that you will even seek to educate members of your leadership team at a later date.

As a person who has recently had evidence of apparent previous biases come to international attention, we would hope that, as a criminal justice leader in the community, you would assume a leadership role, see this as a positive opportunity to move past those allegations of any previous biases and seek to demonstrate reconciliation by participating in a recognized training program. Not only would this provide an excellent training opportunity for you with respect to bias training, but it may also provide you an opportunity to better understand the training program our officers undergo, their commitment to service and their willingness to serve all of Nashville.

Respectfully,



James Smallwood  
President  
Fraternal Order of Police  
Andrew Jackson Lodge #5

