

**CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD**

<https://oag.ca.gov/ab953/board>

**POST TRAINING AND RECRUITMENT SUBCOMMITTEE MEETING NOTICE  
AND AGENDA**

**Thursday, May 28, 2020**

**10:00 AM**

**Via Blue Jeans video and telephone conference ONLY. The public is encouraged to join the meeting using the “Join Meeting” link below. The “Join Meeting” link will provide access to the meeting video and audio. We recommend that you log in 5-10 minutes before the start of the meeting to allow sufficient time to set up your audio/video, and to download the Blue Jeans application, if desired.**

[Join Meeting](#)

(Join from computer or phone)

**A phone dial-in option will also be available.**

[+1.888.970.4404](tel:+18889704404) (Toll Free)

Meeting ID: 639 706 751

1. INTRODUCTION (3 min.)  
Welcome Board Member Melanie Ochoa
2. APPROVAL OF June 12 and NOVEMBER 14, 2019 SUBCOMMITTEE MEETING MINUTES (5 min.)
3. ELECTION OF SUBCOMMITTEE CO-CHAIRS (7 min)
4. UPDATE OF AB953 TRAINING BY DEPARTMENT OF JUSTICE (10 min.)
5. OVERVIEW OF POST AND RIPA COLLABORATION WORK PLAN & TRAINING UPDATE BY POST (1 hour )
6. PUBLIC COMMENT (25 min.)  
Both the Blue Jeans application and dial-in number will permit public comment
7. DISCUSSION OF NEXT STEPS (5 min.)
8. SERVICE APPRECIATION BY DEPARTMENT OF JUSTICE (5 min)  
Board Member Micah Ali
9. ADJOURN

**Documents that will be reviewed during the meeting will be available in the Upcoming Meeting section of the Board’s website <https://oag.ca.gov/ab953/board> on May 22, 2020.**

The meeting will begin at the designated time. Other times on the agenda are approximate and may vary as the business of the Board requires. For any questions about the Board meeting, please contact Anna Rick, California Department of Justice, 1515 Clay Street, Suite 2100, Oakland, California 94612, [ab953@doj.ca.gov](mailto:ab953@doj.ca.gov) or 510-879-3095. The meeting site is accessible to persons with disabilities. If you need information or assistance with accommodation requests, please contact Ms. Rick at least five calendar days before the scheduled meeting.

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**POST TRAINING AND RECRUITMENT SUBCOMMITTEE**  
**MEETING MINUTES**

**June 12, 2019 – 11:00 a.m. – 1:00 p.m.**

**Subcommittee Members Present:** Sheriff David Robinson, Micah Ali, Commissioner Warren Stanley, Sandra Brown, Damon Kurtz

**Subcommittee Members Absent:** Reverend Ben McBride

**1. Call to Order and Introductions**

The fifth meeting of the POST Training and Recruitment Subcommittee was called to order at 11:05 a.m. by Kelsey Geiser from the California Department of Justice (DOJ). The meeting was held by teleconference with quorum of members present.

**2. Update from the Department of Justice**

Ms. Geiser provided an overview of the proposed subcommittee work for the annual report including an update with work the Board has completed with POST and a list of best practices for training related to bias-free policing.

We reviewed the webinar presentation provided by CJIS/CRES to Wave 1 agencies when they began to collect the data. The presentation introduced AB 953 and the regulations and is intended to help officers understand better what information they are collecting and why.

**3. Presentation by POST**

Covered updates to their policies covering racial and identity profiling – specifically the online training component to principled policing and the training done through the Museum of Tolerance. None of their current trainings cover the AB 953 regulations or provide an introduction to RIPA or the data collection it requires specifically.

**4. Discussion of Proposed POST Training**

We reviewed the current presentation for content and

POST asked many questions about how we developed the curriculum and who we consulted with (they were confused that this wasn't an official training but rather a presentation). POST made it clear that they want to be very involved in the curriculum development of this potential training.

The subcommittee views this as an opportunity to provide an introduction to the legislation...”this is what you need to know before you start collecting data” – which is particularly helpful for agencies that will be coming on in the next few years.

The subcommittee wants to review trainings that agencies may already have to train their own officers on this topic (e.g. CHP, but CHP collects more data than is required under AB 953).

This training will likely need some flexibility for agencies to add specifics about their own policies and procedures for collecting the information. Commissioner Stanley commented that the CHP created a policy specially devoted to AB 953 data collection which is included in their training on the data collection.

- It could be a good idea to include a model policy on AB 953 or some suggestions or best practices around this. Sounds like they have a very good approach and we will want to get more information on this CHP policy and training.

## 5. Public Comment

A representative from the Santa Monica Coalition for Police Reform indicated that for any training it is important to state the problem being addressed. Also another individual from the public cautioned the subcommittee that Principled Policing training be relevant.

## 6. Approval of November 5, 2018 Subcommittee Meeting Minutes

**MOTION:** Member Robinson made a motion to approve the November 5, 2018 subcommittee meeting minutes. Member Stanley seconded the motion.

**APPROVAL:** Members Robinson, Ali, Stanley, and Brown voted “yes,” no “no” votes, and Member Kurtz abstained.

## 7. Adjourn

Ms. Geiser adjourned the meeting at 12:47 p.m.

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**POST TRAINING AND RECRUITMENT SUBCOMMITTEE**  
**MEETING MINUTES**

**November 14, 2019 – 1:20 p.m. – 2:13 p.m.**

**Subcommittee Members Present:** David Robinson, Sandra Brown, Damon Kurtz

**Subcommittee Members Absent:** Micah Ali, Warren Stanley, Ed Medrano, Ben McBride

**1. Introductions**

The sixth meeting of the POST Training and Recruitment Subcommittee was called to order at 1:20 pm by Allison Elgart from the California Department of Justice (DOJ). The meeting was held by teleconference without a quorum of members present.

**2. Approval of the June 12<sup>th</sup> Subcommittee Meeting Minutes**

Approval of the minutes was tabled and will be taken up during the first subcommittee meeting in 2020.

**3. Overview of the Subcommittee Work**

Ms. Elgart referenced the draft report subsection describing POST's activities and outlined the Board's responsibility for reviewing law enforcement training related to racial and identity profiling. In addition to reviewing the draft report, Ms. Elgart proposed that this meeting would be an opportunity to plan for the work of the subcommittee in 2020.

**4. Discussion with Representatives from POST**

Ms. Elgart welcomed the representatives from POST who would discuss opportunities for POST to work with the subcommittee and the Board. Catherine Bacon-Davis from POST shared that POST had completed and was implementing an eight-hour procedural justice course, along with a 24-hour train-the-trainer course for the procedural justice instructors. She explained that POST was completing a RIPA training video to be used at agencies with a facilitator who would add context and facilitate discussion; in addition, she explained that an online Self-Paced Refresher Course to be completed every five years was in development with a target release date of June 2020. She noted that the Self-Paced Refresher Course would also include a module for supervisors. Ms. Bacon-Davis explained that POST was also working on the Academy learning domain three, Principled Policing in the Community, to include procedural justice, implicit bias and principled policing. She shared that in preparing these trainings, POST spoke with several members of the RIPA Board for input and added that POST was currently trying to

identify community members to participate in the training content development. She expressed appreciation for the assistance that the subcommittee could provide in establishing connections with community leaders. Ms. Bacon-Davis shared that Member Lytle provided input for the video content.

Member Brown asked about the estimated time for the completion of the video and an opportunity for the subcommittee to review it. Ms. Bacon-Davis shared that the video was in post-production and that she would contact the program coordinator to ask about the possibility of editing based on feedback.

Dan Toomey from POST explained that a component on implicit bias, with some input from the RIPA Board, was added to the in-service course developed in 2017 and more recently this material was adapted for basic academy training. He shared that SB 230 required the implicit bias, explicit bias and cultural competency learning objectives be delivered for all academies that begin after April 1, 2020. He explained that community members, instructional designers and instructors participated in a workshop to provide input and the basic course was piloted at three locations. Revisions based on the pilot were being made and POST anticipated that this might be an eight-hour course grounded in active student participation. He shared that the instructor training would be piloted in January 2020, at which point subcommittee members or Board members would be encouraged to review. Mr. Toomey explained that trainers would need to incorporate the primary facets of procedural justice, implicit bias, explicit bias, cultural competency, and briefly address community cynicism and peace officer cynicism. He explained that instructor training also differentiates the instructional needs in the Academy from in-service training needs and a video for academy instructors would be released in June 2020. He added that POST was including uniform definitions across all training materials.

##### **5. Discussion of AB 953 POST-Certified Training**

Kimberly Newport Hewitt from DOJ's California Justice Information Services described the AB 953 POST Certified Training, a three- to four-hour course on AB 953 and its stop data collection requirements to be provided to incoming law enforcement agencies. She explained that her team was seeking to increase the consistency of this training in preparation for the large number of agencies that will begin to collect data in Wave 4.

##### **6. Discussion of Subcommittee Section in Report – Training Related to Racial and Identity Profiling**

Member Robinson asked if there would be course evaluations that could be shared with the subcommittee after students received the training. Ms. Bacon-Davis explained that the evaluations for the Self-Paced Training include a numeric scale and an open

comments section and these evaluation responses could be made available. Mr. Toomey added that the evaluation of the pilot Academy trainings would include on-site evaluators to guide modifications to the course. He highlighted this as a good opportunity for RIPA Board members to attend. He shared that, based on the feedback from the in-service course, POST continues to refine instruction to help learners understand implicit bias in relation to law enforcement work. Ms. Elgart asked if a training schedule could be shared and if a process for sharing the evaluations could be established. Mr. Toomey said that POST could create an electronic evaluation sheet for student input, in addition to the feedback from the course evaluators, and that the course would roll out across regions of California, starting in Sacramento in January.

Mr. Toomey explained that the Academy course outline and videos were complete and a system for sharing them and receiving input would be welcome.

Member Brown expressed that she is looking forward to working with POST. She mentioned feedback and a video resource that she would like to share and her interest in seeing the materials that had been developed.

Member Robinson stated that he was interested in hearing the feedback from instructors about the elements that were and were not effective in the training. Mr. Toomey noted that data had already been collected from the first three pilots and this data guided changes to the curriculum. Ms. Bacon-Davis added that Rachael Salamanca from the Museum for Tolerance had extended an invitation for Board members to attend the Museum for Tolerance's refresher training that is available to law enforcement officers. Ms. Elgart emphasized that if a written invitation were provided, CRES would be able to forward the invitation to the Board.

Aisha Martin-Walton, from DOJ's Civil Rights Enforcement Section, asked how many students at the academy would receive the training annually. Mr. Toomey stated that all recruits at the academy would receive the training, between 3,000 to 5,000 students annually. Ms. Bacon-Davis added that POST can track officer completion of the required refresher course training.

Ms. Bacon-Davis requested the contact information of RIPA Board members to ask them about community leader recommendations. Shardae Adams, instructional designer with POST, shared the goal of broadening stakeholder and community engagement by including the participation of individuals associated with organizations that advocate for immigrants, refugees, indigenous people, and people with disabilities, in addition to faith-based organizations with experiences of racial bias and profiling.

Ms. Elgart asked if it would be helpful to have a subcommittee meeting earlier in the year to provide feedback. Ms. Bacon-Davis agreed that she would share the project schedule with Ms. Elgart to develop dates for subcommittee review and input through a process that would be effective and permitted by the Bagley-Keene Act.

#### **7. Public Comment**

Michele Wittig from the Santa Monica Coalition for Police Reform (SMCPR) stated that the research of Dr. Lorie Fridell and the book *Thinking Fast and Slow* by Daniel Kahneman in the field of cognitive psychology could be used as models for presenting bias that will assist learners to understand that all people are affected by implicit bias. She stated that it was important to have great facilitators to guide thoughtful critique, in addition to using the best training materials that one can find.

Joann Berlin from SMCPR asked if the completed video could be viewed at the November 20<sup>th</sup> Board meeting, as it would not be available on the portal until February. Ms. Bacon-Davis responded that the video would not be available for the Board meeting.

#### **8. Discussion of Next Steps**

Ms. Elgart proposed that the subcommittee might want to develop an approach for addressing best practices in recruitment, hiring, and promotion practices. Ms. Bacon-Davis suggested reaching out to staff at POST that work in the recruitment, leadership and development areas. Ms. Elgart proposed inviting the specialists from POST to the first subcommittee meeting in 2020.

#### **9. Adjourn**

Ms. Elgart adjourned the meeting at 2:13 p.m.

**POST Self-Paced Course Demonstration**  
 POST Subcommittee Meeting, 05/28/2020

**Our Partners & Stakeholders:**

- RIPA Board and Subcommittees
- Museum of Tolerance (MOT)
- Community Leaders & Organizations

**Self-Paced Course Overview**

POST is in the process of creating a self-paced refresher course (in consultation with subject matter experts) to meet the mandate for refresher training every five years set forth in Penal Code section 13519.4. The title of the course will be ***“Implicit Bias and Profiling Update.”*** The course is for both line officers and supervisors and will be accessed via the POST Learning Portal and will be available 24/7. A supervisor resource will be created to provide tools and best practices to assist supervisors and leadership in supporting their officers outside of the training course. Both the course and supervisor resource are designed to be updated over time as needed. The course is on track for release in Summer 2020. The supervisor module is expected to be released within six months after the release of the main course.

**PC 13519.4 Mandated Topics**

- (1) Identification of key indices and perspectives that make up racial, identity, and cultural differences among residents in a local community.
- (2) Negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement, including examination of how historical perceptions of discriminatory enforcement practices have harmed police-community relations and contributed to injury, death, disparities in arrest detention and incarceration rights, and wrongful convictions.
- (3) The history and role of the civil and human rights movement and struggles and their impact on law enforcement.
- (4) Specific obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow peace officers.
- (5) Perspectives of diverse, local constituency groups and experts on racial, identity, and cultural and police-community relations issues in a local area.
- (6) The prohibition against racial or identity profiling in subdivision (f).

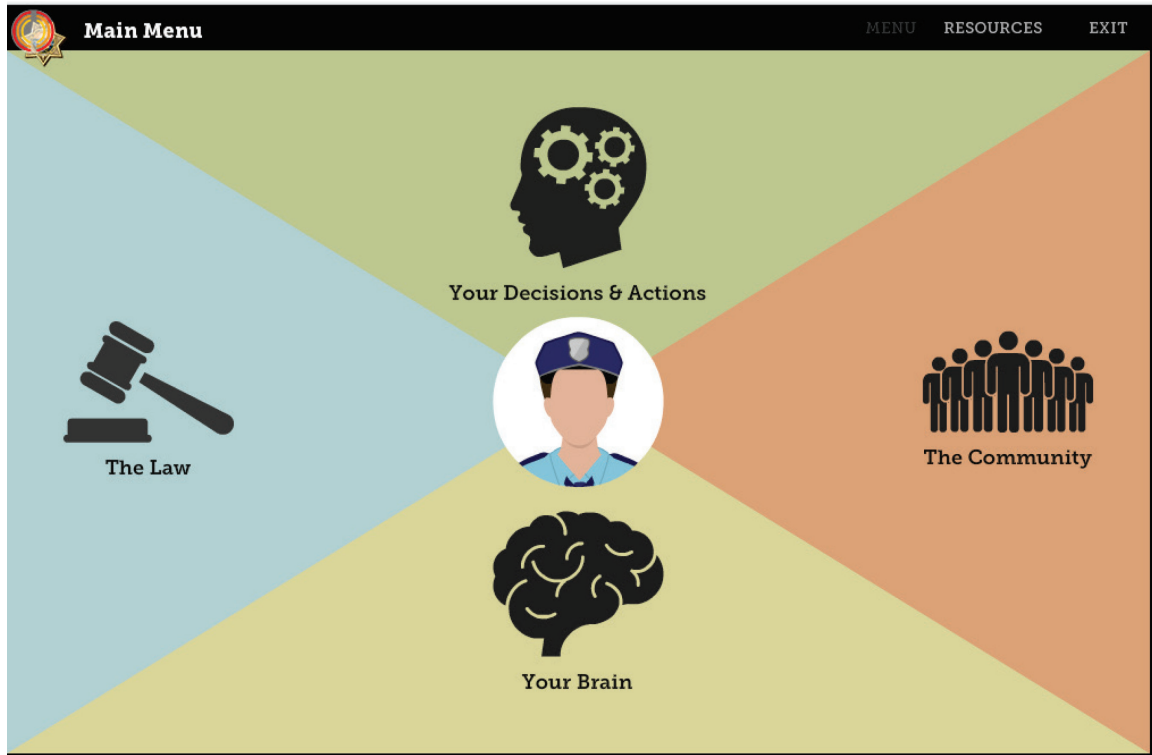
**Self-Paced Course Learning Objectives:**

- Recognize and describe how implicit bias, prejudices and stereotype impact police-community relations.
- Describe the history of laws that govern race and identity and the role of the Civil Rights Movement and the human rights movement in affecting those laws.
- Describe the perspectives of diverse local constituency groups and experts on police-community relations issues in a local area.
- Distinguish racial and identity profiling from criminal profiling.
- Apply best practices to maintain good community relations (Procedural Justice, De-escalation, Community Involvement)
- Identify strategies to prevent, report, and respond to discriminatory or biased practices policing by fellow peace officers.



**POST Self-Paced Course Demonstration**  
*POST Subcommittee Meeting, 05/28/2020*

**Demonstration:**



## **DRAFT OUTLINE<sup>1</sup>**

### **2021 RIPA Annual Report**

1. **Executive Summary**
2. **Introduction**
  - a. Letter from Board Co-Chairs
  - b. Purpose and intent of this year's report
    - i. Summary of the report contents
    - ii. Board ideas for moving from analysis/review to policy and practice recommendations – how do we make this count?
  - c. Overview of the work completed since the release of the 2020 report
    - i. Board meetings and subcommittee meetings.
    - ii. Submission of Wave 1 and 2 stop data records
    - iii. Kickoff meetings and commencement of stop data collection for Wave 3 agencies
    - iv. Survey of Wave 1 and Wave 2 LEAs
3. **Stop Data Analysis** (*Stop Data Subcommittee*)
  - a. Analysis of stop data – January 1, 2019 through December 31, 2019
    - i. Stop Demographics
    - ii. Decision to Stop
    - iii. Comparisons to Census, SWITRS, and Light Condition Data
    - iv. Post-Stop Outcomes (search rates, yield rates)
  - b. Board-focused research questions – intersectional analyses
4. **Racial and Identity Profiling Policies and Accountability** (*State and Local Policies and Accountability Subcommittee*)
  - a. Overview of the Board's charge in regard to racial and identity profiling policies
  - b. Review of "Bias-Free Policing" or equivalent policy from all Wave 2 agencies
5. **Calls for Service and Bias by Proxy** (*Calls for Service Subcommittee*)
  - a. Update to list of best practices for avoiding bias by proxy in calls for service
  - b. Intersection of mental health and law enforcement and best practices for LEAs
6. **Complaints: Policies and Data Analysis** (*Civilian Complaints Subcommittee*)
  - a. Overview of civilian complaint data reported to the DOJ and the Board's charge in regard to civilian complaint policies and procedures
  - b. Analysis of 2019 civilian complaint data
    - i. Overview of data examined
    - ii. Analysis of civilian complaints for stop data reporters statewide

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<sup>1</sup> This proposed outline is for the RIPA Board's consideration and its purpose is to serve as a starting point for discussion of topics to include in the upcoming report. All topics are subject to change.

- iii. Agency-level data snapshot
  - iv. Findings discussion and implications
  - c. Update (if any) on factors impacting disparities in complaint reporting
  - d. Update (if any) on Penal Code section 148.6
  - e. Review of Civilian Complaint Forms of Wave 2 agencies
7. **Training** (*POST Training and Recruitment Subcommittee*)
- a. Overview of the Board's charge in regard to POST and training
  - b. Overview of the development of a POST-certified training on AB 953
  - c. Update and details on Self-Paced Refresher Course
  - d. Update and details on Racial Bias and Profiling Video
8. **Update on Relevant Legislation Enacted in 2020**
9. **Conclusion**
- a. Goals/vision for future reports

### ***Appendices***

Data that is required to be reported per Penal Code section 13519.4, subdivision (j)(3)(E): Each report shall include disaggregated statistical data for each reporting agency. The report shall include, at a minimum, each reporting law enforcement agency's total results for each data collection criteria under subdivision (b) of Section 12525.5 of the Government Code for each calendar year.

We will also include a methodology appendix to reduce the size of the stop data section of the report while still maintaining transparency. In addition, we plan to include an appendix similar to the Technical Report Section 2 from the 2020 RIPA Report.