

**CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD**

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

**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.