1. **Stop Data Analysis Subcommittee**
   - Review existing studies & literature on law enforcement stops in California to describe past and current status of racial and identity profiling
   - Develop framework for LEA-specific stop data analysis – based on academic literature, what are the most important pieces of information to show using this data?
   - Review stop data and data analyses

2. **Civilian Complaints Subcommittee**
   - Analyze existing LEA citizen complaint forms – for example, request copies of LEA citizen complaint forms from a random sample of agencies
   - Analyze citizen complaint data that alleges racial or identity profiling
   - Analyze LEA investigative procedures and remedies for substantiated complaints
   - Develop recommendations for collecting, adjudicating, and resolving complaints
   - Create a model citizen complaint form

3. **POST Training Subcommittee**
   - Analyze POST’s current racial profiling training
   - Review existing trainings on implicit bias, procedural justice, and racial or identity profiling, including POST’s training on implicit bias and procedural justice
   - Develop recommendations for revising the POST training on racial and identity profiling, and for additional actions POST can take to continue to eradicate profiling in policing

4. **State and Local Racial and Identity Profiling Policies Subcommittee**
   - Review and analyze racial and identity profiling policies and practices of agencies across California by:
     - Developing a survey that is sent to LEAs requesting information on, for example:
       - Current racial/identity profiling policies & practices (ability to upload policy)
       - Training on & implementation of policies, including how policies are enforced
       - If violations are observed, the steps or corrective actions taken
       - Information on whether agencies use an early warning/risk management system, including what information is included in that system
   - To the extent possible, describe any associations between LEA training, policies and practices (from survey), and existing stop data or other findings

5. **Calls for Service Subcommittee**
   - Review and discuss issues surrounding potential bias, policies and best practices with respect to law enforcement calls for service
   - Develop recommendations and best practices for potentially biased calls for service to promote fair and impartial policing.