

Racial & Identity Profiling Advisory Board Subcommittees

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.