

**CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD**  
<https://oag.ca.gov/ab953/board>

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

**August 5, 2020 – 10:00 a.m. – 12:00 p.m.**

**Subcommittee Members Present:** Sandra Brown, Damon Kurtz, Melanie Ochoa, Angela Sierra, Warren Stanley

**Subcommittee Members Absent:** None

**1. Introductions**

Co-Chair Sandra Brown called the meeting to order at 10:05am. The meeting was held by videoconference with a quorum of members present. Co-Chair Brown welcomed everyone to the meeting.

**2. Approval of May 28, Subcommittee Meeting Minutes**

**MOTION:** Co-Chair Ochoa made a motion to approve the May 28, 2020 subcommittee meeting minutes. Member Sierra seconded the motion.

**APPROVAL:** The five subcommittee members present voted “yes”; there were no “no” votes and no abstentions.

**3. Update about AB 953 Training by Department of Justice**

The Civil Rights Enforcement Section (CRES) and the Client Services Program (CSP) of DOJ provided the Board a one hour abbreviated version of the AB 953 POST Certified training to be taught by DOJ staff and offered over a period of twelve months twice per day to the 400 law enforcement agencies. The purpose of the course is to ensure uniformity in reporting stop data. Allison Steen of CSP advised that the course would include an overview of the RIPA Act, the history of the mandate, the purpose of the data and importance of uniformity. Kimberly Newport-Hewitt also with CSP, shared that participants would be given an overview of the roles of the RIPA Board, law enforcement agencies, POST and DOJ and the agencies coming on board in four waves. Participants will learn how and where to report the data as well as engage in interactive scenarios officers could encounter. The course would provide a system demonstration to allow participants to see sample data submitted to DOJ and they would receive a virtual tour of the Open Justice portal on the AG’s website to see how the data can be analyzed by the public. Participants will be tested and provided a resource guide.

CRES staff developed a series of interactive scenarios for the training based on frequently asked questions from officers with WAVE 1 and 2 reporting agencies about the reporting form. Kendal Micklethwaite of CRS demonstrated several sample scenarios

being developed related to data collection questions on the form and solicited Board member feedback. The topic areas covered involved, multiple officers at the scene, the location of the stop, officer perception of the person stopped, reason for the stop, and consensual encounters. Domonique Alcaraz also with CRES, presented sample scenarios officers could encounter they asked about to accurately complete the narrative fields. The scenarios touched on actions taken during a stop such as detentions, search and seizures and use of force, special settings, and the results of the stop. Board members provided comments and co-chair Sandra brown and member Damon Kurtz

#### **4. Training Update and Recruitment/Hiring Overview by POST and Board Discussion of Future Collaborations.**

Meagan Catafi, the Legislative Coordinator and public Information officer with POST provided a power point presentation on POST and the AB 953 Racial and Identity Profiling Act (RIPA) training and programs. Specifically she advised that the legislature provided POST with a competitive \$5 million grant to interested Universities and Colleges to develop an online distance learning program for law enforcement. The award would be \$350,000 for each of the following topics: use of force, implicit bias, racial profiling, community policing, cultural diversity, and organizational wellness. The deadline for grant applications was August 3, 2020. Ms. Catafi reported that in addition to the five AB 953 mandated training courses developed by POST, they are developing updates to their use of force training pursuant to SB 23 .

Ms. Catafi explained that this is an extraordinary legislative session due to COVID and police reform. There are over 16 bills introduced in the legislature that affect reforms in the areas public transparency, accountability, de-escalation, use of weapons and defensive tactics. She then summarized the procedural justice and implicit bias training courses and videos s well as POST's \$1.5 million training grant with the Museum of Tolerance.

Raymond Nanadiego, a POST consultant, presented an overview of the 664 hour regular basic training course program offered by POST to new recruits thru POST certified academies and courses. He stated that the primary mission is to prepare students mentally, morally and physically to advance into a field training program. The curriculum is divided into 42 individual topics. Two of the courses were developed to meet the statutory requirement od AB 953; Learning Domain 3, principle Policing in the Community and Learning Domain 42, Cultural Diversity and Discrimination. Mr. Nanadiego discussed the personnel, curriculum, Basic Course Intensive and Basic Course Extended. POST does not present the courses. It certifies the courses for both the Basic and Extended courses. On the topic of recruitment POST staff advised they provide guidelines to law enforcement agencies and develop the training and standards for

recruits in the academies going thru the testing process to become officers however do not hire officers. POST staff concluded by offering to share their power point presentation with the Board.

## 5. Public Comments

**Karen Glover** referred subcommittee members to the September 2017 RIPA meeting POST in which POST gave a presentation with good materials, however that it did not reflect the community. Ms. Glover stated that the first speaker in the public comment section of the 2017 meeting articulated this very well. She then asked how POST integrates accountability into its training? Is it evaluated? The ideas of social justice and implicit bias need to be structural and presented less on a micro level. The problem with POST training is not much has changed since the Rodney King beating.

**Norma Nelson** asked if law enforcement agencies are able to decide whether a written complaint of racial profiling will be filed with the RIPA Board? She filed a complaint with a local law enforcement agency and was told there was no justification for the complaint. The Mayor publicized that for the past five years the city has had a clean record on racial profiling. Ms. Norman had problem with the Mayor's statement knowing she filed a complaint. Co-chair Brown advised that regardless of outcome the complaint should be recorded. Member Ochoa advised that it may not have been recorded if the agency deemed it to be an inquiry in lieu of a complaint or perhaps because the agency determined that the complaint was not justified. Ms. Elgart advised that the 2020 RIPA report explains how officer complaints are counted and the report notes that there are discrepancies in reporting. Rachel Salamana with the Museum of Tolerance shared her perspective from working with hate crimes and stated that the motivation of officers are often unknown. She advised Ms. Nelson not to get discouraged and the best solution is for people to continue filing complaints.

**Richard Hylton** referenced to Ms. Glover's comments and advised that Khalid Alexander was the first public speaker at the 2017 RIPA meeting. Mr. Hylton shared that he wrote two letters to POST in 2017 and 2019 expressing concerns about their training courses. He made several points about the AB 953 training scenarios presented earlier by DOJ staff. Namely, when an officer asks to pat you down for your safety and their safety, that is not consensual, it is coercion, as who can say no. For stops involving probation and parole, they should be based on the data. He talked about welfare checks not being consensual and that transparency of the data collected is critical.

## 6. Discussion of Next Steps

Co-Chair Sandra Brown articulated three possible next steps among other ideas that could be discussed at the next subcommittee meeting. They are; 1) analyze the AB 953 Academy Training courses, 2) get involved earlier in the course development process,

and 3) work with POST to ensure more recommendations and best practices in past RIPA reports are adopted.

## **7. Adjourn**

Subcommittee Co-Chair Brown adjourned the meeting at 12:15 p.m.