

# CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD

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

## POST TRAINING & RECRUITMENT SUBCOMMITTEE MEETING MINUTES

August 30, 2018 – 10:00 a.m. – 12:00 p.m.

**Board Members in Attendance:** Ben McBride, Alice Lytle, Mariana Marroquin, Brian Marvel, David Robinson

**Board Members Absent:** Warren Stanley, Sandra Brown, Micah Ali

### 1. **Call to Order**

The third meeting of the POST Training and Recruitment Subcommittee was called to order at 10:10 a.m. by Kelsey Geiser from the California Department of Justice (DOJ). The Meeting was held by teleconference with a quorum of members present.

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

Ms. Geiser provided an overview of the Board's timeline for the rest of the year as well as a broad review of the proposed subcommittee work for this year's report, including the subcommittee's engagement with POST.

Ms. Geiser provided an overview of the work of this subcommittee and the recommendations made in last year's RIPA report regarding racial and identity profiling training.

### 3. **Overview of Proposed Report Content**

Ms. Geiser provided the subcommittee with an overview of the report outline and highlighted the proposed work of the POST training and recruitment subcommittee specifically. Ms. Geiser commented that the outline distributed was intended for consideration and to encourage discussion of items to be considered for inclusion in the upcoming report. Ms. Geiser stated that one approach to the report would be to include a set of best practice guides in this report that would cover the topics discussed in each subcommittee. These guides would provide an overview of the governing state and federal law on the topic as well as a best of best practice recommendations accumulated from top research on the subject or existing model policies or trainings. Ms. Geiser commented that the best practice guide for the POST training and recruitment subcommittee proposed in the outline covers evidence-based racial and identity profiling training or recruitment.

### **Board Member Comments**

- Member Lytle asked what sources will be used to compile the best practice guide and if we are looking at what law enforcement agencies are doing in other states.
- Ms. Geiser responded the DOJ staff is conducting a literature review of academic sources, law enforcement non-profits, and model trainings and policies. This literature review will focus on California but may include national studies as well.

Ms. Geiser encouraged subcommittee members and members of the public to submit resources to the DOJ.

- Member Lytle suggested reaching out to the defense bar and the civil law bar for feedback and information.

Ms. Geiser commented that this year's report will also include an update on the work that the subcommittee engages in with POST.

#### **4. Discussion of Report Contents on Training**

Janna Monk and Catherine Bacon with POST provided the subcommittee members with an update on POST's trainings related to racial and identity profiling.

Ms. Bacon commented that POST has been in contact with RIPA Board members regarding the Learning Technology Resources Bureau's project to develop a self-paced course to meet the racial and identity profiling update mandate. This project has been put out to bid and they are aiming to begin developing the project in January 2019. Two courses, one for law enforcement officers and other for supervisors, would be on POST's training portal.

Ms. Bacon provided the subcommittee members an overview of the work of the Learning Technology Resources Bureau including self-paced training, video trainings meant to be facilitated, resources for training managers to help keep track of all of the mandated trainings. Some courses are scenario based, though it is not confirmed that the racial and identity profiling training in development will take the same approach.

Ms. Bacon stated that POST just updated the self-paced vehicle pursuit policy training which is a yearly mandated training. This training can be customized based on the agency so ensure that the policy training matches their policy. Ms. Bacon stated that previews and course overviews of this course can be viewed at their website, [lp.post.ca.gov](http://lp.post.ca.gov).

Member Marvel commented that his department just went through this training and stated that the program is interactive, tailored, and scenario-based.

Ms. Munk provided an update on the procedural justice course and stated that POST has hired Rob Patrick as a consultant to develop additional resources and courses. Ms. Munk provided the subcommittee with a list of ideas for potential additional resources and courses and stated that POST would like to engage with the RIPA Board and this subcommittee on their development. Ms. Munk also asked if any of the subcommittee members had suggestions for community members with expertise in these areas who would want to be involved with any course or project development workshops.

Ms. Munk commented that POST is reviewing its basic course and piloting a couple of courses at the Basic Academy in January and working on an eight-hour procedural justice course for recruits. Ms. Munk commented that POST will be hosting several workshops devoted to the development of the curriculum of these courses. Ms. Munk stated the

importance of ensuring that the procedural justice training is implemented consistently and commented that POST is considering engaging with an internal auditor to attend the trainings. Ms. Munk commented that POST is also reviewing the content included in the procedural justice training to ensure that all of the information is up-to-date with the latest studies.

Ms. Munk stated that POST is also considering gathering a group of nationally recognized experts on the topics covered in the procedural justice training to give a series of talks on their expertise and how it related to principled policing. These talks would be available on the online portal, could be used in many trainings, or could be used in the Academy.

Ms. Munk commented that POST is considering utilizing virtual reality and augmented reality in their scenario and simulation trainings.

Ms. Munk stated that some of the largest barriers to officer training is time and money and by engaged in training via their online interactive learning platform, POST provides the officers and agencies with a lot more flexibility to attend trainings.

Ms. Munk commented that when POST identifies a training need, it gathers a collection of subject matter experts and engage on a series of workshops to help develop the training.

#### **Board Member Comments**

- Member Lytle asked how POST identifies members of the community to attend the development workshops.
- Ms. Munk responded that POST reaches out to their stakeholders for community member recommendations that are then vetted. Ms. Munk requested that RIPA Board members send POST any community member recommendations.
- Co-Chair McBride commented that it is important to include community members whose perspectives are not already represented to ensure diversity of outlooks in the room. Co-Chair McBride asked how POST is reaching out to community members who have already been involved in policing work across the State, particularly those who have been working directly with law enforcement and the community. Co-Chair McBride offered to send POST names of some of these community members who are already engaging in this kind of work.
- Member Marroquin offered to participate with POST as a community member in its training development workshops.

#### **5. Discussion of Report Contents on Training**

Member Lytle commented that it is a very large and important topic matter to address that should include a discussion of the associated social science research. Member Lytle suggested that recruitment be addressed in future reports to allow to the Board to address the topic in as much detail as possible.

Co-Chair McBride recommended that the subcommittee begin discussing what it wants covered specifically in the work around recruitment and architect what should be included in future reports for example looking at potential links between stop data and officer profile. This can then inform the types of experts the subcommittee will want to engage with on the topic.

**6. Public Comment**

Michele Witting with the Santa Monica Coalition for Police Reform commented that the best practice guide should include citizen participation should be included in the development and implementation of principled policing training.

Melanie O'Toole with the American Civil Liberties Union of Southern California commented that the Board consider making policy recommendations on policy changes through Lexipol given how many agencies use Lexipol policing. Ms. O'Toole commented that the vetting process for members of the community who engage with POST still allowed for a diversity of viewpoints. Ms. O'Toole commented that the auditing of the courses should ensure that the values are present in all of the trainings.

Ms. Munk responded that POST's vetting process has not been codified but they reach out through organizations such as the NAACP and Disability Rights. Ms. Munk commented that POST is working on ensuring that the procedural justice message is consistent across all relevant trainings.

**7. Selection of Subcommittee Co-Chair**

Ms. Geiser commented that Member Ali has resigned from being co-chair of this subcommittee, but remains a part of the subcommittee.

**MOTION:** Member Lytle nominated herself as co-chair. Co-Chair McBride made a motion to appoint Member Lytle as subcommittee co-chair. Member Marvel seconded the motion.

**APPROVAL:** All subcommittee members in attendance voted "yes," no "no" notes, and no abstentions. Members Stanley, Brown and Ali were not present for the vote.

**8. Approval of Next Steps**

The subcommittee members approved the training section of the proposed outline. DOJ staff will draft a best practice guide on evidence-based racial and identity profiling training. The DOJ staff will work with the subcommittee co-chairs on editing the first drafts which will then be reviewed by the full subcommittee and subsequently the Board.

**9. Adjourn**

The meeting was adjourned at 1:15 p.m.