

California Racial and Identity Profiling Advisory Board Meeting

Current Racial Profiling Training



CALIFORNIA COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

MISSION

The mission of the California Commission on Peace Officer Standards and Training (POST) is to continually enhance the professionalism of California law enforcement in serving its communities.



VISION

The vision of the California Commission on Peace Officer Standards and Training (POST) is to be the leading organization in establishing professional standards, assuring top-quality training, and providing effective services to develop and support the world's finest peace officers and law enforcement organizations.



WHO WE ARE

- **State agency serving CA (38.8m Population)**
- **Legislative mandate in 1959**
 - Established selection and training standards for all peace officers
- **Additional responsibilities:**
 - Public safety dispatchers
 - Records supervisors
 - Coroners
 - Specialized agency personnel (school / railroad / airport)
 - Participation is voluntary



WHO WE ARE

- 118 Employees
- 3 Divisions
- 8 Bureaus
- Headquartered in West Sacramento

Credit for the rich 58-year history that POST developed is due largely to the individuals who have led the way. Their leadership skills resulted in the POST Commission having a positive impact on training in California and throughout the nation.



WHOM WE SERVE

Peace Officers	85,000
Public Safety Dispatchers	8,500
Total	93,500

Agencies	600+
Basic Academy presenters	39
POST Certified Courses	4000



AUTHORITY

California Penal Code 13500 et seq

- Establishes Commission
- Reimbursement
- Powers
- Ability to develop regulations
- Certificates
- Structure and procedures



COMMISSION OVERSIGHT

15 Appointed by Governor

- 5 Chiefs/Sheriffs
- 5 Sergeants or below
- 1 Elected county official
- 1 Elected city official
- 2 Public members
- 1 Educator
- 1 Attorney General (ex-officio 16th member)



WHAT WE DO

- Professional certificates
- Training certification
- Training reimbursement
- Instructor development
- Information services
- Management Counseling
- Regional Skills Centers
- Compliance checks
- Distance learning
- Peace Officer Database
- Field Management Training
- Course quality control
- SAFE Driving Campaign
- Basic Course (Academy) certification



PRIMARY RESPONSIBILITIES

- Selection standards
- Course certification
- Officer and dispatcher training
- Leadership development
- Management counseling studies
- Distance learning – *Self-paced and video*
- Financial assistance to support training
- Resources for law enforcement



RACIAL PROFILING TRAINING HISTORY WITH POST

- Late 1990's – POST Tele-course – Racial Profiling; Issues and Impact
- 1992 – Guidelines for Law Enforcement Design of Cultural Awareness Training
- 1999 – Regular Basic Course (Academy) – Learning Domain 42 (Cultural Diversity)
- 1999 – Tools for Tolerance – Cultural Diversity Training (Museum of Tolerance, LA)
- 2000 – Guidelines for Law Enforcement Design of Hate Crimes Policy and Training
- 2001 – Sexual Orientation Training for Law Enforcement
- 2008 – POST Tele-course – Racial Profiling Update
- 2014 – POST DVD Training Update – Bias-Based Policing: Remaining Fair and Impartial



PROCEDURAL JUSTICE – HISTORY WITH POST

- 1999 – Regular Basic Course (Academy) - Learning Domain 3 – Policing the Community (Community Orientated Policing and Problem Solving)
- 2006 – Tactical Communications – Gaining Voluntary Compliance
- 2009 – Hate Crimes Tele-course – Identifying and Investigating Hate Crimes
- 2015 – Collaborating with Department of Justice to create Procedural Justice/Implicit Bias training for Law Enforcement Executive staff
- March 2016 – Develop roadmap for POST to deploy Procedural Justice training (8-hour course & 16-hour Train-the-Trainer)
- April 2016 – Take course certification from DOJ; coordinate three statewide presenters; CSU Long Beach, South Bay Regional Training Consortium, and Stockton Police Department (Stockton and Oakland PDs were early developers in CA.)



PROCEDURAL JUSTICE – THE FUTURE

- 2016 – Promulgate the Tenets of Procedural Justice:
 - Voice
 - Neutrality
 - Respect
 - Trustworthiness
- into course curricula: Basic Academy, Supervisor Course, Management Course – GOAL to interweave these tenets into the officer's career
- POST staff will provide the POST Commission with regular updates on the status of Procedural Justice training



CONCLUSION

California Peace Officers have received training in the areas of Community Orientated Policing and Problem Solving, Tactical Communications, Hate Crimes, Cultural Diversity, and the tenets of Procedural Justice/Implicit Bias since 1999.

The efforts of the RIPA Board and AB953 are noble and honorable. People can be trained perform a task/function. The vast majority will comply. The 1% who do not comply are currently subject to administrative discipline by their department and/or criminal prosecution.

POST is committed to collaborating with the RIPA Board and DOJ to accomplish our mission: to continually enhance the professionalism of California law enforcement in serving its communities.



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Thank you for your attention!
Questions?



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