

2026 RIPA REPORT
POST Section Research Draft Outline

I. Introduction and Section Roadmap

AB 953 directs the Commission on Peace Officers Standards and Training (POST) to consult with the RIPA Board regarding the development of training for all peace officers that “prescribes evidence-based patterns, practices, and protocols that prevent racial or identity profiling.” (Pen. Code, § 13519.4, subd. (h).) Since RIPA’s enactment, the Board has reviewed seven POST-certified courses and POST’s Guidelines on Racial and Identity Profiling and made recommendations to align those courses with RIPA’s goal of eliminating racial and identity profiling.

Name of Course	Course Type/Length	Year of Board Review
Basic Academy Learning Domain #3 Principled Policing in the Community	Academy – 26 hrs.	2022 Report
Basic Academy Learning Domain #42 Cultural Diversity and Discrimination	Academy – 16 hrs. * MOT training required to facilitate this course	2023 Report
Principled Policing: Implicit Bias and Procedural Justice	In-Service Officers – 8 hrs.	2020 Report
Bias and Racial Profiling Video	In-Service Officers – 2 hrs. *MOT training required to facilitate this course	2021 Report
Beyond Bias Racial and Identity Profiling Online	Supervisors – 2 hrs.	2021 and 2022 Reports
PSP: Strategic Communications	In-Service Officers – 3 hrs.	2021 and 2022 Reports

DRAFT REPORT – PENDING EDITING AND REVIEW

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MOT – Racial Profiling Train-the-Trainer	In-Service Officers – 24 hrs.	2023 Report
Guidelines on Racial and Identity Profiling	Optional Course	2024 Report
Field Training		2025 Report and 2026 Report (forthcoming)

The POST section of this year’s report addresses the Board’s ongoing collaboration with POST. First, it details POST’s response to prior RIPA recommendations—those from the 2025 report as well as years prior. Next, it provides an overview of the Board’s participation in two POST-sponsored workshops: 1) AB 953 Workshop on Guidelines on Racial and Identity Profiling, and 2) AB 443 Workshop to develop guidelines and a definition of “biased conduct.” *[Additional details forthcoming]*

Lastly, the Board provides concrete recommendations to POST and the Legislature that aim to address issues related to racial and identity profiling that the Board identified since the issuance of its 2025 RIPA Report.

II. POST Responses to Prior Board Recommendations

- 2025
- 2024
- 2023

III. POST Workshops

POST’s Guidelines on Racial and Identity Profiling

- In August 2023, POST agreed to the Board’s recommendation to develop racial and identity profiling guidelines as a standalone document and included Board members in their development in two workshops in May and October 2024.
- The Board believes these Guidelines on Racial and Identity Profiling are an opportunity to align all law enforcement training to more effectively tackle barriers to eliminating racial and identity profiling by individual officers and law enforcement agencies.

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AB 443 Workshop

- In March 2025 POST invited Board members to attend its AB 443 Workshop where SMEs developed the definition of “biased conduct” that will impact LEA background bias assessments and internal affairs investigations alleging biased conduct.
- The Board is very pleased with the draft definition the AB 443 Workshop attendees developed after much discussion and deliberation: “any action or inaction by a peace officer, whether on duty or off-duty, that is motivated by bias, whether implicit or explicit, toward a person’s actual or perceived protected class or characteristic(s).”)

IV. Field Training Program First Year Review

The RIPA Board has the authority under state law to review and analyze the training courses certified by the Peace Officer Standards and Training (POST) Commission to assess the effectiveness of the training in eliminating racial and identity profiling by sworn officers. Effective training is an essential component toward eliminating the pernicious practice of racial and identity profiling by law enforcement.

1. FTP and AB 953
2. FTP Materials

In the POST-certified Field Training Program there are 18 competencies where trainees must meet specific objectives for skill, knowledge, ability, and attitude development at a personal and professional level.¹ The subcommittee will review Competency 6: Community Relations/Professional Demeanor with emphasis on sections 6.3: Cultural Diversity and 6.4: Racial Profiling. POST has directed the RIPA Board to these two sections in Competency 6.

- a. Trainees
 - b. Field Training Officer Training
3. Evaluation

V. Recommendations

- For POST
- For California Legislature

¹ California Commission on Peace Officer Standards and Training, *Field Training Program Guide*, Vol. 1, p. 1-2 <https://post.ca.gov/portals/0/post_docs/publications/field-training-program/FTP/FTP-Vol1.pdf>

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