

POST RESEARCH DRAFT OUTLINE

I. Introduction

a. Applicable State Laws

- i. Penal Code section 13519.4, subdivision (f) prohibits peace officers from engaging in racial or identity profiling.
 1. Penal Code section 13519.4, subdivision (d)(4) states that: “Pedestrians, users of public transportation, and vehicular occupants who have been stopped, searched, interrogated and subjected to a property seizure by a peace officer for no reason other than the color of their skin, national origin, religion, gender identity or expression, housing status, sexual orientation, or mental or physical disability are the victims of discriminatory practices.”
- ii. In passing RIPA, the legislature determined that “additional training is required to address the pernicious practice of racial or identity profiling” (Pen. Code, § 13519.4, subd. (d)(5)), and that “every peace officer in [California] should participate in expanded training as prescribed and certified by the Commission on Peace Officer’s Standards and Training (POST) (Pen. Code, § 13519.4, subd. (g)).
 1. The Legislature required POST to develop and disseminate guidelines and training for all peace officers. (Pen. Code, § 13519.4, subd. (a).) It also required POST to consult with the RIPA Board and the RIPA Board to analyze law enforcement trainings related to RIPA’s mandate of eliminating racial and identity profiling by California law enforcement. (Pen. Code, § 13519.4, subd. (h).)

b. Field Training Program (FTP) & AB 953 Guidelines Review

- i. Explanation of why RIPA Board is engaging in: (1) Section 6 (Community Relations/Professional Demeanor) (“Section 6”) FTP Review; and (2) AB 953 Guidelines Review
 1. “Section 6” identified as most relevant to RIPA mandate. Note this is a “Section 6” Review and not an assessment of full FTP experience.
- ii. Reviews of the “Section 6” FTP and Guidelines are important steps in providing the effective, evidence-based training needed to eradicate racial and identity profiling.
- iii. RIPA has been in effect since 2015 and has provided an important space for the RIPA Board and POST to engage on RIPA-related training, as well as related sensitive issues and LEA accountability.

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c. Importance of RIPA-related POST training, given statewide increase in immigration enforcement actions

- i. Discussion of limitations of federal immigration officer training
 1. Stories and data reflecting limitations of immigration enforcement officer training (and use of federal officers deputized as immigration officers) and how this demonstrates importance of RIPA-related evidence-based POST training
 - a. Reference to “Kavanaugh Stops” and more in-depth discussion in policy section of report

II. List of POST courses reviewed by the Board during first 10 years

- a. *[Forthcoming table showing history of Board’s review of POST courses]*

III. “Section 6” Field Training Program Review and Recommendations

- a. Provide background and context: This is year two of the Board’s two-year review of the FTP. The Board reached out to POST in early 2025 to begin that process.
 - i. Guiding questions identified in 2025
 - ii. We asked POST if the “Section 6” materials were most up-to-date versions, and POST affirmed that they were.
 - iii. DOJ and Consultants met with POST and agreed to develop an instructional page for the “Section 6” Review that stated the following:

RIPA Board Field Training Program (FTP) Review: POST Subcommittee Instructions

Thank you for participating in the review of the Field Training Program (FTP) materials promulgated by the Commission on Peace Officer Standards and Training (POST). This packet contains three FTP documents for your review, as well as background materials which are provided to support your understanding and assist you in the evaluation of the FTP.

Focus of the Review

Your FTP Review should concentrate specifically on the three key components identified in the Table of Contents: Standardized Evaluation Guidelines; Daily Observation Report materials; and Section 6 of the Field Training Program Manual, Volume II (Community Relations/Professional Demeanor). As you conduct your review, please keep the following limitations in mind:

- You are evaluating Section 6, not the full FTP experience;

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- You are not evaluating pedagogy, instructional methods, or delivery quality.

The written feedback you provide on the FTP Review Section 6 Rubric should therefore focus on the Standard Evaluation Guidelines, Daily Observation Report form, and the content of Section 6.

Background Materials

The background materials included in this packet (which are identified in the Table of Contents) are intended for reference only. They consist of materials that the POST Subcommittee has previously reviewed and are included here to provide context and continuity. They are not part of the FTP materials, nor are they intended to serve as the primary subject of the POST Subcommittee's FTP Review.

It is important to understand that the Learning Domain (LD) 3 and LD 42 background materials provided are part of the Basic Academy. Within the Basic Academy, the LD 3 and LD 42 Training and Testing Specifications (TTS)—available at LD 3, p. 65 and LD 42, p. 211—represent the minimum required training and testing standards per POST Regulation. Basic Academies are required to use the TTS as they pertain to LD 3 and LD 42. Basic Academies can expand beyond this mandated curriculum. LD 3 and LD 42 Workbooks are optional supplemental materials available for all Basic Academy students; these are available at LD 3, p. 76 and LD 42, p. 220. Use of these workbooks is not mandated by POST Regulation for use by students or instructors.

Thank you for your thoughtful participation.

- b. Overview of what the “Section 6” FTP Review entailed, and what materials were provided to the Subcommittee in 381-page packet:
 - i. Standardized Evaluation Guidelines—Provide brief description
 - ii. Daily Observation Report materials—Provide brief description
 - iii. Section 6 of the Field Training Program Manual, Volume II (Community Relations/Professional Demeanor)—Provide brief description
 - iv. Additional documents for reference only (discussion of background materials in packet)
 - 1. Penal Code section 13519.4

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2. Learning Domain 3 Training and Testing Specifications and supplemental workbook from the Basic Academy and a summary of Learning Domain 3 prepared by the consultants; Learning Domain 42 Training and Testing Specifications and supplemental workbook from the Basic Academy and a summary of Learning Domain 42 prepared by the consultants
3. A note on the POST Basic Academy Course Instructional System prepared by the consultants
4. Excerpt from the 2026 RIPA Report on the FTP
- v. The “Section 6” FTP Review Process: Subcommittee members used the rubric developed by the consultants to assess “Section 6”
 1. Provide explanation of criteria and methodology experts used to develop rubric
 2. Review is only based on the “Section 6” materials; it is not a qualitative review of how POST materials are implemented in practice by individual LEAs
- vi. Board members to finalize feedback in writing by May 15.
- vii. Consultants to provide their own written feedback
- c. The “Section 6” FTP Review Results:
 - i. Review, assessments, and feedback from Board members
 - ii. Review, assessments, and feedback from Consultants
- d. Recommendations from the “Section 6” FTP Review:
 - i. Subcommittee and Consultants provide recommendations, some based on other models
 - ii. Recommendations will consider that each FTP is unique since individual LEAs have discretion to implement the FTP differently; any recommendations will therefore make a distinction between “Section 6” POST materials that can be applied statewide, and recommendations for individual LEAs to consider

IV. AB 953 Guidelines Review and Recommendations

- a. In August 2023, POST agreed to the Board’s recommendation to develop racial and identity profiling guidelines and included Board members in two workshops in May and October 2024.
- b. 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.
 - i. POST issued AB 953 Guidelines last year

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1. The POST Commission approved the AB 953 Guidelines in September 2025
2. Since Subcommittee Co-Chairs attended AB 953 Guidelines workshops in 2024, they conducted initial review and presented their reflections at the March 12, 2026, subcommittee meeting
 - a. Co-Chairs expressed concern approved AB 953 Guidelines may not apply to all POST RIPA-related trainings as the RIPA Board recommended.
 - b. POST strongly feels that the AB 953 Guidelines are flexible to cover any type of RIPA-related training. POST noted that in the introduction of the document it states in the first sentence that the AB 953 Guidelines are for minimum training standards for conducting racial and identity profiling training courses. POST therefore interprets that these guidelines can cover any RIPA-related course.
 - c. All subcommittee members to review the guidelines and provide recommendations, if any

V. Visions for Future Reports

- a. The review of “Section 6” of the FTP and the AB 953 Guidelines concludes the RIPA Board’s first review of all POST RIPA-related courses as required by AB 953. The reviews of these courses have been based on materials and information provided by POST; they have not entailed evaluating pedagogy, instructional methods, delivery quality and/or implementation by individual LEAs across the State.
- b. The Board will continue its mandate to review RIPA-related courses that have been updated or amended in some way since the Board’s first review. The Board will also continue to engage with POST as it modifies and develops additional training to more effectively tackle barriers to eliminating racial and identity profiling by individual officers and law enforcement agencies.

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