

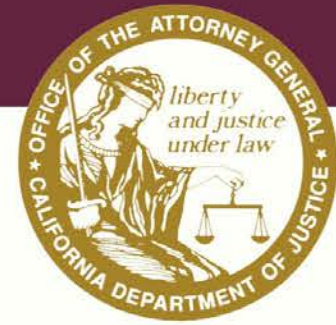


# **FTP Review Takeaways & AB 953 Guidelines Review**

**June 10, 2026**

**POST Subcommittee Meeting**

# Agenda



1. Subcommittee Co-Chair Departure and Election
2. DOJ Consultant Field Training Program (FTP)  
Review
3. POST Subcommittee Member Section 6 FTP  
Review
4. RIPA Course Guidelines Review and Materials  
Package



# Co-Chair Departure and Election



# DOJ Consultant Field Training Program (FTP) Review



# Overview of Consultant Assessment

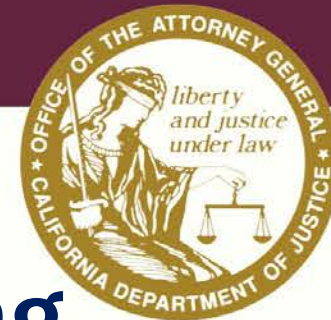
FTP establishes statewide minimum standards for field training.

Evaluation relies heavily on individual FTO judgment and experience.

Daily Observation Report (DOR) assesses 31 competencies.

Limited guidance for evaluating race, culture, procedural justice, and implicit bias.

Written FTP materials influence policing culture and professional norms.



# DOJ Consultant Assessment: Gaps in Community Relations and Bias-Free Policing

Only 1 of 31 competencies directly addresses community relationships.

The DOR lacks explicit standards for:

Equity

Respect

Empathy

Procedural justice

De-escalation

Bias-free policing

- Existing references to culture and community are limited in scope.
- Reliance on behavioral observations may not fully address implicit bias concerns.



# DOJ Consultant Assessment: Recommendations on Profiling, Trust, and Community Engagement

- Strengthen instruction on racial and identity profiling.
- Reinstate explicit anti-profiling language.
- Address harms to legitimacy and community trust.
- Expand discussion of stop data, accountability, and bias prevention.
- Increase emphasis on: Respect, Equity, Procedural Justice, Community Partnership, and De-escalation



# DOJ Consultant Assessment: Strengthening Cultural Competency and FTO Evaluation

- Integrate local community history into field training.
- Expand discussion of cultural and historical context.
- Provide FTO guidance on evaluating cultural competency.
- Improve consistency through:
  - Enhanced evaluator training
  - Stronger behavioral indicators
  - Better documentation guidance
  - Improved calibration across FTOs



# DOJ Consultant Assessment: Aligning FTP With Modern Policing Standards

## Key Areas for Improvement

- Instructional specificity
- Behavioral expectations
- Outcome-based evaluation
- Procedural justice and legitimacy
- Implicit bias and profiling
- Cultural and historical context
- Evaluator consistency
- Academy-to-field training alignment

## Additional RIPA-Related Opportunities

- Educate trainees on agency trust-building efforts.
- Reinforce obligations to prevent and report bias.
- Use local stop-data trends to improve awareness and accountability.



# **POST Subcommittee Member Section 6 FTP Review**



# FTP Review Rubric Dimensions

Board Members Rated Four Dimensions:

- 1) Compliance with Penal Code, section 13519.4
- 2) Continuity of Content
- 3) Inclusion of Core Values
- 4) Outcome-Based Training



# POST Subcommittee Rubric Responses

- Assign a rating in each appropriate section of the rubric
- Provide examples from the materials to support your rating
- Offer comments, suggestions, and/or recommendations
- Include questions you have for POST regarding each dimension
- Include any general feedback or observations



# POST Subcommittee Review: Compliance with Pen. Code, § 13519.4

Reviewers were split as to whether the FTP is fully compliant

Varying levels of confidence in FTO preparedness

Identified Gaps:

- Limited references to stop data collection requirements
- Insufficient emphasis on implicit bias and the harms of profiling
- Limited discussion of sexual orientation, gender identity, and hate crimes
- Lack of clear behavioral guidance regarding culturally responsive interactions across diverse communities



# POST Subcommittee Review: Continuity of Content

Described as strong, but uneven in some topic areas

Potential disconnects → prior learning not explicitly referenced or meaningfully expanded upon

## Identified Gaps:

- Limited reinforcement of implicit bias instruction
- Inconsistent treatment of sexual orientation and gender identity topics
- Insufficient integration of contemporary community engagement practices



# POST Subcommittee Review: Inclusion of Core Values

Present but inconsistently operationalized

Emphasized importance of making values-based expectations observable and measurable

## Identified Gaps:

- Insufficient emphasis on the harms of profiling
- Limited discussion of implicit bias and otherizing
- Potential reliance on culturally narrow communication norms
- Lack of explicit behavioral examples tied to procedural justice and legitimacy-building



# POST Subcommittee Review: Outcome-Based Training

Strong behavioral expectations but inconsistent specificity

Re: DOR → incorporating additional evaluation methods, including community feedback, standardized evaluator calibration, and enhanced narrative documentation guidance

## Identified Gaps:

- Inconsistent evaluator interpretation
- Limited specificity regarding behavioral outcomes
- Insufficient incorporation of contemporary community engagement expectations



# POST Written Response to Board Member Questions



# FTP Review Questions for POST

- 1) **Compliance with Penal Code § 13519.4:** How are FTOs trained to evaluate cultural competency? Are stop data reporting obligations addressed elsewhere in the FTP? Are there additional standardized tools or prompts available to support consistent evaluation?
- 2) **Continuity of Content:** Are FTOs directed to use LD 3 and LD 42 during evaluations? Do more explicit continuity mechanisms exist between academy training, field training, and continuing professional training?
- 3) **Inclusion of Core Values:** How are values-based competencies calibrated across evaluators? Can stronger behavioral anchors or examples be incorporated into the DOR and evaluation standards?
- 4) **Outcome-Based Training:** How is evaluator consistency maintained across FTOs? Does POST intend to strengthen behavioral anchors, diversity-related performance standards, or documentation guidance in future revisions?



# POST Response—Cultural Competency and Bias Free Policing

## Current FTO Training Includes:

- Procedural justice and equitable treatment
- Implicit and explicit bias recognition
- Cultural awareness and protected classes
- PC 13519.4 bias-free policing requirements

## Evaluation Focus Areas:

- Respectful interactions across demographic groups
- Consistent application of laws and discretion
- Awareness of community perceptions
- Documentation, coaching, and remediation of issues



# POST Response— Standardized Evaluation and Accountability Tools

## Tools Available to Support Consistency

- Standardized DOR language
- Behavioral rating anchors
- FTP checklists and sign-off forms
- FTO cue cards and prompts
- Scenario evaluation rubrics
- Audit and feedback mechanisms

## Stop Data Training

- Introduced during orientation and policy training
- Reinforced during field activities
- Evaluated through documentation and testing



# POST Response—Training Continuity

## Current State

- FTOs are not specifically directed to use LD 3 or LD 42 during evaluations.
- Continuity primarily occurs through SEGs and DORs.

## Recommended Continuity Practices

- Curriculum mapping between academy and FTP competencies
- Cross-referencing LD 3 and LD 42 concepts
- Shared behavioral expectations and scenarios
- Academy-to-FTP handoff documentation
- CPT reinforcement of key competencies



# POST Response—Key Takeaways & Future Direction

## Evaluator Consistency

- Maintained through SEGs and DORs
- Values-based competencies supported by rating guidance

## Future Revisions

- No planned changes to DORs or Section 6 at this time

## Overall Themes

- Existing training addresses cultural competency and bias-free policing
- Agencies have flexibility to strengthen continuity and evaluation practices
- Additional standardization tools are available but not uniformly required



# **RIPA Course Guidelines Review & Materials Package**



## **Core Materials:**

- 1) California Penal Code Section 13519.4;
- 2) POST Commission Report on RIPA Course Guidelines Update;
- 3) POST RIPA Course Guidelines; and
- 4) POST Commission Bulletin on the Approval of RIPA Course Guidelines.

## **Background Materials:**

- 1) Excerpts and links to RIPA Course Guidelines-related discussions and/or recommendations in 2023-2026 RIPA Reports;
- 2) Excerpts from the 2023 and 2024 POST Reports on Recommendations made by the RIPA Board related to RIPA Course Guidelines; and
- 3) Excerpts and links of POST Commission Discussions on RIPA Course Guidelines.



## **The written feedback you provide on the RIPA Guidelines should focus on evaluating whether the Guidelines:**

- 1) Fully reflect the legal requirements of Penal Code section 13519.4;
- 2) Can function as a comprehensive framework for all RIPA-related training and/or suggest how to expand them if not;
- 3) Are clear, practical, and structured in a way that agencies can translate into policy, training, and supervision; and
- 4) Include mechanisms to measure training outcomes.



## SECTION 6 FTP REVIEW DISCUSSION ON GUIDING QUESTIONS

- 1) What values does the FTP teach and do those values align with the goals of AB 953?
- 2) How well do the FTP materials cover potential for bias and racial and identity profiling?
  - a) How do trainees learn about bias-reducing police tactics and community engagement?
  - b) How are trainees evaluated on eliminating bias and engaging with community?
- 3) How well do FTP materials and training align with academy training in LD 3 Principled Policing in the Community or LD 42 Cultural Diversity/Discrimination?