



CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD POST SUBCOMMITTEE

FEBRUARY 26, 2024

Racial and Identity Profiling Act of 2015 (AB 953)

- Prohibits racial and identity profiling by law enforcement in California.
- Requires the RIPA Board to analyze POST Commission profiling training courses and include its findings in the annual RIPA Report .
- POST Commission must consult with the Board in developing racial and identity profiling training.

RIPA Board's work with POST

- Over the past seven years, the RIPA Board has reviewed most racial and identity training courses provided by POST.
- RIPA data from 2018-2022 indicate that disparities persist in how individuals perceived by officers as Black, Hispanic/Latine(x) and transgender are treated during traffic stops.
- 2024 RIPA Report Recommendations—to build on individual course reviews, the Board will:
 - Examine research and potential protocols around POST's guidelines for its racial and identity trainings;
 - Emphasize officer accountability and reporting instruction;
 - Review processes for course development;
 - Encourage community engagement earlier and in multiple places in course development; and
 - Encourage academic participation in developing measures of effectiveness.

2025 RIPA Report



The 2025 Report will be devoted to the collaborative development of Racial and Identity Guidelines with POST.

Other Report topics include:

1. Emerging research on bias training
2. Legislative Recommendations

Penal Code section 13519.4

Curriculum Requirements

Prescribe evidence-based patterns, practices, and protocols that prevent racial or identity profiling.

Identify racial, identity, and cultural differences among residents in a local community.

Discuss negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement.

Provide an overview of the history and role of the civil and human rights movement and struggles and their impact on law enforcement.

Obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow peace officers.

Review perspectives of diverse constituency groups and experts on particular racial and identity police-community relations issues in a local area.

Discuss prohibition against racial or identity profiling in subdivision (f).

Guidelines for Racial and Identity Profiling-Related Courses

Board Recommendations for POST Protocols and Procedure for Course Development and Updates

1. Adopt Protocols and Publish Separate Training Guidelines Independent of the Curriculum

2024 RIPA Report, p. 208.

After review and analysis, POST staff support the recommendation posed by the RIPA Board. To show good faith to the RIPA Board, POST has agreed to produce a separate guidelines document on racial and identity profiling at their continued request.

POST Response to 2023 RIPA Report Recommendations, p. 10.

Effective Guidelines must include:

The legal requirements

Discussion of relevant stop data

Personal and peer accountability in the field

A clear reporting process

An overview of the potential consequences of engaging in profiling behavior

Actual profiling incident scenarios

Bias and cultural awareness

Measures of course effectiveness

Community input

2024 RIPA Report, pp. 208-209.

Additional Board recommendations can be found on page 209 of the 2024 RIPA Report.

Examples of Guideline Topics in POST Trainings

LD 42 Cultural Diversity and Discrimination

Discuss the dangers of relying on stereotypes to form judgments or to determine actions

Discuss the legal considerations peace officers should take into account related to racial profiling including:

- Penal Code Section 13519.4
- Fourth Amendment
- Fourteenth Amendments
- Current case law
- Criminal profiling vs. racial profiling

Discuss the obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow officers

Other POST Guidelines

