

Annual Report  
**2025**

Recommendations  
and Best Practices

January 1, 2025

**RACIAL AND  
IDENTITY  
PROFILING  
ADVISORY  
BOARD**

# RECOMMENDATIONS AND BEST PRACTICES

## 2025 RIPA REPORT

The 2025 Annual RIPA Report provides the RIPA Board’s recommendations and best practices for law enforcement agencies, the Legislature, local policymakers, the Commission on Peace Officer Standards and Training (POST), community members, researchers, and advocates to promote evidence-based and data-driven policy reforms to eliminate racial and identity profiling and improve law enforcement and community relations. The Report provides context and research that inform the recommendations and best practices described below. This year, the Board builds on prior recommendations with a specific focus on the impact of policing on youth. These recommendations are not exhaustive but provide a foundation upon which stakeholders can build and develop emerging best practices geared toward safe and equitable policing.

### YOUTH CONTACTS WITH LAW ENFORCEMENT

The Board makes several recommendations to law enforcement agencies, municipalities, and the Legislature regarding youth contacts with law enforcement and the criminal justice system to mitigate the disproportionate and detrimental impacts of law enforcement interactions with youth, and especially youth of color.

#### **The Legislature should:**

- Convene a panel of experts to recommend standards, policies, and training for officers as it relates to the disparities and research set forth in the 2025 RIPA report with respect to youth, with a focus on use of force, de-escalation, and child development. Members of the panel should include, at a minimum, affected community members, experts in the development of use of force policies and trainings, child development experts, law enforcement experts, and human rights experts.
- Review the efficacy of existing deflection and diversion programs and explore the expansion to universal deflection or diversion for youth accused of a status offense, misdemeanor, or other low-level offense with a rebuttable presumption of eligibility that can be overcome with evidence-based considerations.

#### **Law enforcement agencies, municipalities, and the Legislature should:**

- Explore how limiting officer discretion in stops could reduce racial disparities and make specific findings from their study to act on.

#### **Law enforcement agencies should:**

- Reevaluate proactive policing practices that have a disparate impact and should collaborate with community-based organizations to find alternatives to increase public safety.

## POST LAW ENFORCEMENT TRAINING AND RECRUITMENT

Law enforcement training is a vital part of eliminating racial and identity profiling and plays a pivotal role in shaping how law enforcement interacts with the community it serves. The Board makes recommendations to improve training outcomes and reduce disparities.

### **The Board makes several recommendations to the Legislature regarding law enforcement training and POST:**

- Require LEAs to adopt a policy to prohibit racial and identity profiling that includes accountability and consequences of non-compliance (e.g. Senate Bill 2 (SB 2)) based on the POST guidelines.
- Require more frequent, evaluated and evidence-based training on racial and identity profiling more than once every five years, and at a minimum of every three years.
- Require law enforcement supervisors and field training officers receive specialized training on eliminating racial and identity profiling within their departments.
- Explore requiring POST and Museum of Tolerance (MOT) courses on racial and identity profiling to be updated every two years with the latest RIPA findings, current legislation, and community input.
- Require POST-certified courses on racial and identity profiling to be revised to include ways to prevent behavior that could lead to officer decertification for serious misconduct under SB 2.
- Amend the law to increase funding and allow for additional stakeholders, beyond the MOT, to present additional options for the racial and identity profiling training to law enforcement officers.
- Require body-worn camera footage, when available, or highly publicized incidents to be used in the racial and identity profiling training in addition to, staged scenarios.
- Fund an independent study, under the guidance of the RIPA Board and conducted by academic researchers, that assesses the efficacy of POST's racial and identity profiling training on officers' attitudes, prejudices, and enforcement outcomes.
- Provide funding and require POST to report annually on specific training outcome and performance measures. POST should consider looking at implicit bias metrics before and after the trainings to evaluate its effectiveness.

### **The Board also makes the following recommendations directly to POST:**

- Evaluate the academic research underpinning trainings during its course certification process.
- Revise the process for evaluating law enforcement training, in course certification and its quality assessment plans, to include additional course criteria that incorporate training outcomes based on officer actions and behavior in the field.
- Formally evaluate Learning Domain 3 and Learning Domain 42 in the Regular Basic Course comprehensive module tests.

## ACCOUNTABILITY

SB 2 promises to be a valuable accountability tool to address serious misconduct by peace officers. After reviewing the process, which included information from POST, the Board makes the following recommendations designed to enhance SB 2's decertification process and effectuate the Legislature's goal of addressing serious misconduct in policing:

### The Legislature should:

- Enact legislation requiring law enforcement agencies throughout California to modify their disciplinary policies defining serious misconduct to align with the categories in Penal Code section 13510.8, subdivision (b).

### POST should:

- Develop guidelines to assist law enforcement agencies in developing procedures to conduct adequate investigations into complaints alleging bias and guidelines that assist law enforcement agencies with aligning their policies with Penal Code section 13510.8. The guidelines should also apprise law enforcement agencies how to educate the public ways in which a complaint could be filed. In developing the guidelines for investigating complaints about demonstrating bias, POST could consult with the Board.
- Issue guidance apprising officers and law enforcement agencies about the anti-retaliation and workplace protections afforded to an officer who files a complaint against a fellow officer or their agency or who cooperates with an investigation into an allegation of serious conduct. To provide protection for officers who report serious misconduct of fellow officers and to encourage a culture of accountability, the Board recommends that the Legislature amend Penal Code section 13510.8 to include whistleblower protection for peace officers and other individuals within a law enforcement agency who report serious misconduct by fellow peace officers.

## CIVILIAN COMPLAINTS POLICIES

Civilian complaints are an important accountability tool to track and address problematic law enforcement policies and practices and can provide valuable information to evaluate police encounters with vulnerable populations, such as youth. Given that existing regulations do not require law enforcement agencies to collect or report the age of complainants, the Board makes the following recommendation to the Legislature:

### The Legislature should:

- Explore amending Penal Code section 13012 to require law enforcement agencies to report the number of civilian complaints reported by or on behalf of complainants disaggregated by complainants who are 17 and younger and complainants who are 18 to 24 at the time of the underlying incident, if age is known or volunteered at the time the complaint is submitted. This reporting requirement would include complaints filed by a third party on behalf of someone 24 or younger.