

*State of California Racial and Identity  
Profiling Advisory Board*



RIPA BOARD c/o  
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OAKLAND, CA 94612-0550

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February 2, 2022

Via Electronic Mail

Commission on Peace Officer Standards and Training  
c/o Manuel Alvarez, Jr.  
Executive Director  
860 Stillwater Road, Suite 100  
West Sacramento, CA 95605

Re: POST Recommendations – Racial and Identity Profiling Board

Dear POST Commissioners:

We write to you today in our capacities as co-chairs of the State's Racial and Identity Profiling Advisory Board (RIPA Board). Under the Racial and Identity Profiling Act of 2015 (RIPA), the Legislature established the RIPA Board as a nineteen-member state advisory board composed of civil rights advocates, clergy, academics, and law enforcement. The RIPA Board's primary duty is to review and analyze policies and practices, as well as analyze stop data and civilian complaint data in order to make recommendations aimed at eliminating racial and identity profiling in California.

On January 1, 2022, the RIPA Board released its [fifth annual Report](#). Among other things, the Report analyzes millions of stops conducted in 2020 by law enforcement officers from 18 law enforcement agencies in California. The Board provides an overview of the Report in the [Executive Summary](#) and outlines the evidence-based best practices and Board recommendations in the [Recommendations and Best Practices](#) section.

This year the Board wanted to highlight several of its salient recommendations for the POST Commission. For ease of reference, we have attached the Recommendations and Best Practices section to this letter and have highlighted the recommendations the Board directed to POST. These include concrete measures the POST Commission can take to improve training and implement reforms to help achieve the Board and POST's shared mission to eliminate racial and identity profiling and improve diversity and racial and identity sensitivity in law enforcement.

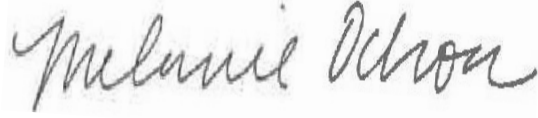
Please do not hesitate to contact us if you would like to discuss these important matters further.

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Sincerely,



Steven Raphael  
Professor of Public Policy  
Goldman School of Public Policy  
University of California, Berkeley  
RIPA Board Co-Chair



Melanie Ochoa  
Director of Police Practices  
ACLU of Southern California  
RIPA Board Co-Chair