Racial & Identity Profiling Advisory Board

2022 Best Practices

RECOMMENDATIONS AND BEST PRACTICES

The 2022 Annual RIPA Report provides recommendations and best practices from the Board for all stakeholders – law enforcement agencies, the Legislature, local policymakers, the Commission on Peace Officer Standards and Training (POST), community members, and advocates – to push for evidence-based and data-driven policy reforms to help all law enforcement agencies eliminate racial and identity profiling and improve law enforcement and community relations. The Report provides helpful context and research that inform the recommendations and best practices described below. These recommendations do not represent the full extent of best practices, but they provide a starting point upon which stakeholders can build to create safe and equitable communities.

From Data to Policies Addressing the Profiling of Transgender People

- Law enforcement agencies should:
    - Work in close partnership with local transgender advocacy organizations knowledgeable about local struggles related to police practices, both when developing policies and the training that supports policy implementation.
    - Require officers to provide a written record of encounters to stopped individuals, identifying the officer and the basis for the stop in a summary way, and include an identification number corresponding to other documentation of the stop.
    - Prohibit basing investigatory stops solely on an individual's response to the presence of police officers, such as an individual's attempt to avoid contact with an officer.
    - Require that a permanent rank supervisor approve or disapprove an officer's request to make an arrest for a Quality of Life offense, e.g. an infraction of a statute or ordinance regarding loitering, trespassing, public urination/defecation, disorderly conduct, failure to obey, disturbing the peace, hindering, open container, or littering.
    - Ensure that policies recognize the existence of individuals with non-binary gender identities and describe how gender-specific policies (for example, forms and records, search procedures, and transportation) apply to non-binary people.
    - Require officers to address members of the public with the names and pronouns they currently use.
    - Require officers to record an individual's gender based on the individual's gender identity as expressed or clarified by the individual, regardless of anatomy, surgical status, or whether their identity is reflected in identification documents.
    - Detail in agency's policies how officers should record an individual's current name, if different from a legal name, in records, forms, and other official documents, and indicate that a current name that is not also the individual's legal name should not be recorded under "alias" or "nicknames." All of the agency's forms and records should include a field for "Name currently used (if different from legal name)" and

"Legal Name," in addition to any field designated for "Alias." Pronouns should be recorded as stated by the individual along with name currently used.

- Include in all forms and records values for "male", "female", a gender-neutral designation (such as "non-binary" or the abbreviation "X"), and "unknown."
- Prohibit inquiring into an individual's anatomy or medical history or conducting a search to determine a person's anatomy or assign gender.
- Explicitly prohibit requesting identification or otherwise initiating contact solely based on the actual or perceived gender identity or expression of any individual.
- Prohibit considering an individual's gender identity, gender expression, or actual or perceived sexual orientation as evidence of any crime, including prostitution-related offenses.
- Prohibit staff members from disclosing an individual's transgender, intersex, or non-binary identity to members of the public or others interacting with the agency, absent a legitimate law enforcement objective.
- Prohibit staff members from disclosing a juvenile's transgender, intersex, or non-binary identity to the juvenile's parents or legal guardians, absent a legitimate law enforcement objective.
- Prohibit use of demeaning or derogatory language aimed at a person's actual or perceived gender identity, gender expression, or sexual orientation.
- Prohibit officers from inquiring about intimate details of an individual's sexual practices, anatomy, or gender-related medical history, except as necessary to serve valid, nondiscriminatory law enforcement objectives.
- Adopt policies indicating that officers may not prolong a stop in order to complete a field interview card and that members of the public are not obligated to answer questions or display tattoos in order to facilitate the completion of field interview cards.
- During supervisory review of records, identify and address instances where individuals were misgendered.
- Clearly prohibit searching or frisking individuals for the purpose of viewing or assigning gender based on the individual's anatomy or subjecting transgender people to more invasive searches than cisgender people.
- Require that when an officer must conduct a search of a transgender individual, the officer ask the individual their preference with regard to the gender of the officer they feel safer conducting a search of their person. For example, "What gender officer would you prefer to search you?" These requests shall be honored absent exigent circumstances. If an officer of their preferred gender is not available, or the individual's request is not honored for any other reason, the preference and the reason it could not be honored shall be documented.

- Require that officers, absent exigent circumstances, transport transgender individuals who are arrested with other individuals of the same self-identified gender, unless the individual has expressed a safety concern and wishes to be transported alone or with people of a different gender. Non-binary individuals shall be transported with individuals of the gender they express to be safest for them.
- Clearly and completely prohibit any on-duty sexual activity by officers; any on- or off-duty sexual activity using agency or government property; using official position to coerce, persuade, or force sexual contact; and failure to report sexual misconduct.
- Adopt policies stating that transgender individuals shall not be asked to remove appearance-related items (such as prosthetics, bras, clothes, undergarments, wigs, chest binders, or cosmetic items) if cisgender individuals of the same gender identity are not also required to do so. Non-binary individuals shall not be asked to remove appearance-related items if individuals of any gender identity are not required to do so.

- Law enforcement agencies and their oversight bodies should:
  - Analyze stop data by gender, including all data values for perceived gender of the person stopped, as defined in the stop data regulations.
  - Analyze stops that result in officers taking no action by identity groups. When disparities exist across identity groups in these stops, carefully evaluate the reasons for these stops to assess how the enforcement strategies promote public safety and community trust and conform to constitutional standards.
  - Analyze data for stops in which reasonable suspicion related to Quality of Life Offenses was the reason for stop to evaluate enforcement priorities and identify patterns in how officers, shifts, units, and districts enforce Quality of Life Offenses and develop interventions to address disparities.
  - Analyze stop data regarding search frequencies and rates at which officers find contraband or evidence across identity groups to evaluate search strategies, the burden that searches may cause to the individuals searched, and the effect of search disparities on law enforcement's relationship with communities.
  - Ensure consistent documentation of specific, individualized description of the facts that, prior to the investigatory stop being made, establish reasonable suspicion to make an investigatory stop.

- With respect to training, law enforcement agencies and POST shall:
  - Include examples and scenario-based training on the law prohibiting using an individual's geographic location – such as presence in a high crime area or proximity to the scene of suspected or reported crimes – without any other reasonable articulable facts that the individual is, has, or is about to be engaged in criminal activity as a basis for an investigatory stop.

- Require multiple hours of LGBT-specific training for all personnel and include LGBT advocacy organizations in training development and facilitation.
- Implement training regarding Penal Code section 647.3(b), which states that possession of condoms in any amount does not provide a basis for probable cause for arrest for specified sex work crimes.
- Include information in training that the presence of needles may be indicative of prescribed hormone therapy and is not necessarily indicative of illegal drug possession, use, or paraphernalia.
- Provide scenario-based training on the law prohibiting officers from conducting a frisk for weapons or pat down during an investigatory stop except where officers have reasonable suspicion, based on articulable facts, that a person is armed with a dangerous and deadly weapon. Provide scenario-based training regarding *Terry v. Ohio* frisks/pat searches.
- Provide training to investigators and adjudicators on civilian complaint review boards to address the types of police profiling and stigmatization experienced by transgender people.

Data Driven Approaches to Disability Justice

- Law enforcement agencies' policies, procedures, and trainings should include the following:
  - Input from disability rights advocacy organizations and community members knowledgeable about disability rights for both their policies and trainings.
  - Real-life examples of profiling based on actual or perceived disabilities, as well as examples of accommodations to provide when interacting with individuals with disabilities.
  - Support for alternative community-based responses to a health-related crisis.
  - Prioritization of responses by trained mental health professionals, an emphasis on de-escalation, and prioritization of the needs of individuals with disabilities. Policies should also incorporate harm reduction principles aimed at reducing harms associated with untreated mental health disabilities or substance abuse disorders while also respecting a person's autonomy and decision regarding how or if they will seek treatment.
  - A preference for the "least police-involved response possible consistent with public safety." When possible, the agencies should consider diverting calls involving a behavioral health component to appropriate community-based crisis response teams.
  - A preference in dispatch protocols for diverting calls involving a person with a mental health disability or experiencing a mental health crisis to a community-based crisis response.

- Language regarding the importance of not criminalizing people with mental health disabilities.
- Language that an officer should not initiate a contact just because someone appears to have a disability or appears unhoused.
- Emphasis on the sanctity of life and the legal requirement that prohibits peace officers from using deadly force when other resources and techniques, such as tactical repositioning or de-escalation, are reasonably safe and feasible.[1]
- A statement in use-of-force policies reflecting the legal requirement that officers shall not use deadly force against a person based on the danger that person poses to themselves, if an objectively reasonable officer would believe the person does not pose an imminent threat of death or serious bodily injury to the peace officer or another person.
- A commitment to a no-force-first approach that emphasizes the importance of engagement, collaboration, and de-escalation.
- Officers should be given clear guidance on how time and distance can benefit someone experiencing a crisis.
- Guidance in policies and procedures about when it is appropriate for officers to engage with family to help de-escalate a crisis or to request additional information to help officers resolve the crisis without force.
- An explanation of reasonable accommodation laws and officers' duty to provide accommodations to individuals experiencing a mental health crisis, especially in the context of use of force.
- Requirements on how to interact with people with disabilities who are not in crisis, with examples of accommodations to provide when interacting with individuals with disabilities.
- A stand-alone policy on effective communication to reasonably ensure people with disabilities, including individuals who are victims, witnesses, suspects, or who are arrested, have equal and meaningful access to agency services, programs, and activities.
- An explanation of how to furnish appropriate auxiliary aids and services where necessary to afford qualified individuals with disabilities an equal opportunity to participate in or benefit from the services, programs, or activities of a public entity.
- A requirement that a person's preferred communication method must be honored unless it is unavailable and another effective method of communication exists under the circumstances.

- Law enforcement agencies and local policymakers should:

[1] Pen. Code, § 835a, subd. (a)(2).

- Eliminate specialized law enforcement outreach teams, such as housing outreach, and instead shift those responsibilities to community-based specialized social services.
- End practices that criminalize social welfare issues stemming from lack of adequate community-based infrastructure, such as housing, and eliminate the practice of "sweeps."
- Adopt a policy that law enforcement supervisors and prosecuting agencies will decline to file or pursue charges if the underlying conduct is based on a mental health disability and was a significant factor in the commission of the alleged offense.

- With respect to training, law enforcement agencies and POST should:
  - Include input from disability rights advocacy organizations knowledgeable about disability rights. Representatives from the disability rights community should also be included in the development and facilitation of training regarding communication and interaction with individuals with disabilities and should specifically provide input into scenario-based training.
  - Provide scenario-based training on interaction with individuals with disabilities.
  - Implement extensive anti-bias training on disability and on how institutional racism and implicit and explicit biases may compound issues surrounding an individual's experience of a mental health crisis or experience of being perceived as having a mental health disability.
  - Address the effects of poverty, class, racism, social isolation, past trauma, sex-based discrimination, and other social inequities on people's vulnerability and capacity for getting treatment. Include relevant applications of harm reduction principles that aim to reduce harms associated with an untreated mental health disability or substance abuse disorder while also respecting a person's autonomy and decision regarding how or if they will seek treatment.
  - Train officers not to make assumptions regarding criminality or dangerousness of an individual based on behavior that may stem from a disability. Train officers on how to distinguish between behaviors that pose a real risk and those that do not, and train officers on how to recognize when an individual needs medical attention, such as when someone is having a seizure or exhibiting signs of psychotic crisis.
  - Strengthen crisis intervention training for all sworn staff, recruits, call takers, and dispatchers that focuses on identifying and effectively responding to individuals with mental health disabilities, including making reasonable accommodations and diversion to treatment services.
  - Conduct training that prioritizes dispatching officers or mental health professionals when available who are specifically trained in de-escalation techniques related to individuals experiencing a mental health crisis.

- Include guidance on how time and distance can benefit someone experiencing a crisis. Eliminate concepts like the "21-foot rule" and "drawing a line in the sand" and focus on training officers to use distance and cover to create a "reaction gap."
- Provide guidance and comprehensive information on alternatives to incarceration, including local mutual aid programs and treatment providers.
- Provide training for sworn staff, call takers, and dispatch personnel regarding how to recognize when a person may have a mental health or other disability that affects their communication by taking into account a number of factors, including self-reporting, information provided by witnesses, the agencies' previous knowledge of the individual, or an officer's direct observation.
- Provide training to all personnel that interact with the public regarding effective communication with people with disabilities. Training should ensure that personnel know how to respect the rights of people with disabilities and will make reasonable accommodations as required by state and federal civil rights laws. The training should include references to reasonable accommodations in the implementation of communication and negotiation de-escalation techniques.

Consent Searches

- The Legislature, law enforcement agencies, and local policymakers should severely limit and/or end the practice of consent searches and require officers to conduct evidence-based searches based on reasonable suspicion or probable cause.
- Law enforcement agencies and local policymakers should review or amend their consent search policies to include specific provisions about interacting with youth or those with mental health disabilities or alternatively prohibiting consent searches of certain vulnerable populations entirely.
- Law enforcement agencies and local policymakers should consider prohibiting consent searches of cellphones and instead require officers to obtain a warrant.

Known Supervision Stops and Searches

- The Legislature, law enforcement agencies, and local policymakers should prohibit or limit supervision inquiries (i.e. asking whether the stopped person is under a form of supervision).
- The Legislature, law enforcement agencies, and local policymakers should prohibit officers from detaining or searching a person simply because an officer is aware of a person's supervision status. Instead, the officer should have, at a minimum, a reasonable suspicion the person is engaged in criminal activity.
- Law enforcement agencies should monitor and review their data regularly for disparities and explore and implement policy changes to address those disparities. When looking at supervision data, law enforcement agencies should ask if the practice helps or hinders community-police relations, individuals' rehabilitation process, and the protection of the community from crime.

Pretext Stops

- The Legislature and local policymakers should consider ways to eliminate pretextual stops.

Racial and Identity Profiling Policies

- Law enforcement agencies that use Lexipol policies should take a proactive role to ensure that their policies meet the Board's and other best practice recommendations by critically reviewing the Lexipol policy provided to the agency and making revisions that best reflect the agency's values and incorporate community needs and input.
- The Board recommends that Lexipol consider changing the name of its policy from "Bias-Based Policing" to "Bias-Free Policing" to more accurately reflect the goal of the policy to reduce and eliminate biased policing.

Accountability Models

- Law enforcement agencies should:
    - Develop policies regarding how the agency will respond to recurring data reporting issues.
    - Include civilian input in policy development processes. Provide the public with better access to stop data, which will allow community members to engage in decision-making and policy development with agencies.
    - Analyze stop data, including body-worn camera footage, to evaluate policies, identify performance issues, and inform both individual and department-wide training.
    - Analyze stop data longitudinally and in relation to the introduction and implementation of reform measures, which will necessitate time stamping new directives, policies, and trainings. Agencies should then evaluate those reform measures for effectiveness.
    - Work in partnership with an academic or research institution to support analysis of patterns and trends in stop data.
    - Implement routine review of service area data by command staff with agency leadership, such as the captain dedicated to the area, and compare stop data for the area to agency-wide stop data and data for other service areas.
    - Implement annual review by supervisors of information about officers' individualized stop data with each officer along with benchmarks, regardless of how they perform.
    - Identify officers with outlier trends in data regarding stops and searches and review this in conjunction with other performance metrics for the officers.
    - Include at least one community member as a voting member of a critical incident review board (CIRB).

- Ensure that community members serving on the CIRB receive use-of-force law and policy training.
- Use district councils (where residents can raise and work to address concerns about policing in the district), surveys, focus groups, and other sources of feedback from communities that show where to look for disparities in stops and analyze stop data in ways that will allow the agency to examine the areas of policing that are priorities for community members.

- With respect to community advisory boards (CABs), law enforcement agencies and advocates should:
  - Consider whether forming a CAB is the best engagement strategy for the agency's jurisdiction.
  - Ensure any CAB is well-resourced.
  - Create a clearly defined charter that establishes realistic expectations.
  - Provide members with technical knowledge necessary to weigh in on policy matters.
  - Ensure membership diversity along several dimensions.
  - Ensure members do not suffer from participation fatigue and burnout.
  - Establish operating procedures and meeting protocols.
- Law enforcement agencies and any oversight bodies should:
  - Systematically audit stop data records to minimize the possibility of recording inaccurate or incomplete information.
  - Cross-review stop data reports and other records that the agency collects, such as daily logs, arrest reports, field interview cards, dispatch logs, body-worn camera logs, use of force reports, civilian complaints, or a combination of these, as a cross-compliance measure.
  - Incorporate video analysis as a component of stop data auditing.
  - Assess outlier patterns in the agency's stop data for validation purposes and follow up with focused audits to determine the causes for the patterns.
  - Compare data fields that correspond to overlapping subject matter to ensure consistency (e.g., ensuring that officers indicate that they made an arrest in the Result of Stop field when officers indicate that they performed a search incident to arrest in the Basis for Search field).
  - Share data auditing findings with the public as a component of agencies' accountability systems.

Calls for Service and Bias by Proxy

- POST should add a required course on bias to the basic training for dispatchers.
- Law enforcement agencies, advocates, and local policymakers should identify what types of calls for service should be diverted to a community-based response and collaborate with community partners so there is effective communication as to who should be responding to each call. Bias-based calls and calls for service in circumstances when officers are not immediately necessary (such as when someone is experiencing a mental health crisis) should be diverted to a community-based response. To that end, law enforcement agencies, advocates, and local policymakers should appropriately fund community-based care.
- Law enforcement agencies should allow for better communication between the dispatcher and officers in the field by exploring new communication tools, such as ones that allow them to live stream 911 calls directly to first responders in the field.
- Local policymakers, law enforcement, and community leaders should try to secure funding for community-based specialized social services, including dedicated emergency lines for behavioral health emergencies and community-based mental health first response teams. They must prioritize having a non-law enforcement response to a mental health crisis and also appropriately fund community-based care.
- Law enforcement agencies, local policymakers, and advocates should make information on alternatives to police services easily accessible to community members.
- Local policymakers should include the following three components in any crisis care model that provides a continuum of care: (1) a regional crisis call center, (2) a crisis mobile response team, and (3) crisis receiving and stabilization facilities providing shorter term care in a home-like, non-hospital environment.
- The community should play an active role in the planning, implementation, and continuous evaluation of the effectiveness of crisis response teams.
- When developing a comprehensive crisis response system, local policymakers, community leaders, advocates, and law enforcement agencies should consider the following, non-exhaustive list of guiding principles:
    - Care First Response / Least Criminalizing Response: Trained mental health professionals should be prioritized as the first response and the well-being of people whose mental health needs are not being met should be centered. When law enforcement agencies receive calls involving a person in mental health crisis or with a mental health disability, the preference should be to rely on a community-based crisis response.
    - Anti-Bias Training: All dispatchers, responders, and healthcare workers should receive extensive training on explicit and implicit bias, which includes ongoing training on structural racism and bias and the unique strengths and needs of Black,

Indigenous, and People of Color (BIPOC) youth and families, and how those intersect with behavioral health crises.

- Trauma-Informed Care: The training for team members (e.g. dispatchers, first responders) should employ trauma-informed care strategies.
- Peer Intervention: Crisis response teams should include peers (for example, those who have experienced mental health crises themselves or survived a suicide) as members.
- Harm Reduction: Crisis response teams should prioritize the autonomy of an individual to choose a treatment plan. They should provide non-judgmental, non-coercive, compassionate care that seeks to reduce harms associated with those who have an untreated mental health disability or substance abuse disorder. Communities must be willing and open to meet the person "where they are" and work to minimize the harmful effects rather than simply ignoring or condemning them.
- Voluntariness: Crisis response systems should consider voluntariness as a cornerstone to any crisis response model. This includes using clear communication to the individual in crisis regarding treatment options available; allowing the person time to understand those options and space for them to express their treatment preferences; engaging the family, where appropriate, to educate about ways to provide support to their family member in crisis; and aiding the person in crisis to participate in their treatment and the development of a safety/recovery plan.
- Violence Free: Law enforcement agencies and community responders should consider a commitment to a no-force-first approach to crisis care and implement policies that prioritize the use of engagement, collaboration, and de-escalation.
- Zero Suicide Aspiration: Both crisis responders and law enforcement agencies should implement policies to prevent suicide, which can range from negotiation strategies to a no-force first approach.
- Least Restrictive Intervention: When connecting a person in crisis with services, the least restrictive intervention –such as using home-like crisis stabilization facilities over traditional hospitalization –should be prioritized.
- Short-Term and Long-Term Connection to Care: A crisis response system should offer both immediate connection to community-based care to address the specific crisis in the short term and aid the person in developing strategies for long-term treatment.
- Housing First: Communities should consider how to establish permanent housing for those experiencing homelessness without a requirement to accept mental health treatment. Access or eligibility to housing should not be contingent upon a person accepting or completing a treatment program, participating in services, sobriety, or a lack of a criminal record.

Civilian Complaints Policies

- The Legislature should:
  - Define "civilian complaint" in Penal Code section 832.5. The Board provides the following recommended definition on 229 of the Report:
    - *(1) Complaint means either of the following:*
      - *(A) any issue brought to a department or agency where the complainant perceives that a department or agency employee engaged in criminal conduct, abusive or discriminatory behavior, inappropriate or discourteous conduct, or violation of any law or rules, policies, and regulations of the department or agency; or*
      - *(B) disagreement solely with the policies, procedures, or services of the department or agency and not with the performance of any personnel. If during the course of investigating this type of complaint, conduct is discovered that could be the basis of a complaint under subdivision (1)(A), the investigator shall report this conduct to a supervisor, which should be logged, tracked, and investigated separately from the original complaint.*
  - Amend the Penal Code to require some standardization in law enforcement agencies' civilian complaint procedures and practices. Specifically, the Legislature should consider amending the Penal Code to require law enforcement agencies to:
    - Provide complaint forms and instructions on filing a complaint in any language spoken by more than 5% of the jurisdiction's population, as defined in Dymally-Alatorre Bilingual Services Act (Gov. Code Section 7296.2 and 7299.6).
    - Ensure complaint forms are made available in an easily accessible location within the agencies' offices and in a variety of governmental and community-centered public locations.
    - In order to fully comply with state law, explicitly inquire on the civilian complaint form whether the complaint alleges racial or identity profiling and, if so, provide space to specify what type of racial or identity profiling alleged.
    - Inform the public of their right to make a complaint by posting signage of that right in any location where complaint forms are available.
    - Require an officer to inform a member of the public of their right to file a complaint and the department or agency's complaint procedures when a member of the public describes alleged misconduct by an officer.
    - Accept all complaints, in any form, including in person, by phone, by e-mail, by fax, and electronically online.

- Create an online portal for members of the public to prepare, submit, and track their complaints.
- Accept complaints from all people, including minors, a parent or legal guardian filing a complaint on behalf of their minor dependent, non-English-speaking persons, third-party complainants (i.e. witnesses to misconduct against another person, persons who are aware of misconduct by an officer), or anonymous parties.
- Assign a number and log every complaint when it is received.
- Provide complainants with written acknowledgement of their complaint with a tracking number, the identity of the investigator, and contact information or other information to track the progress of their complaints.
- Provide complainants with an opportunity to review their complaint and/or statements for accuracy.
- Include clearly delineated standards for review and disposition categories in their policy, procedures, and trainings. These standards and categories should be provided to a complainant upon submission of a complaint.
- Include a timeline for complaint investigations in their policy and procedures that must be followed. This timeline should be provided to a complainant upon submission of a complaint.
- Notify complainants of any delays in the investigation process.
- Investigate all complaints received.
- Conduct audits of the complaint process.
- Require an officer to submit a complaint in the event a member of the public provides the officer with information about alleged misconduct by another officer but does not wish to pursue a complaint themselves or does not express any desire for any remedy, such as discipline of the officer; and
- Prohibit the department or agency from terminating an investigation into a complaint solely on the basis of a complainant's withdrawal of a complaint.

- Revise Penal Code section 148.6 to delete or amend language that requires law enforcement agencies to include an advisory of criminal sanctions for filing a false complaint on their complaint form, and amending the statute's requirement that a complaint but be signed and in writing.
- Amend state law to prohibit agencies from including an advisory regarding officers' rights under of Civil Code section 47.5 on their complaint forms. Section 47.5 allows peace officers to bring an action for defamation against any person knowingly filing a false complaint, and made with spite, hatred, or ill will, that alleges misconduct, criminal conduct, or incompetence.

Addressing Biases in Peace Officers in the Hiring Phase

- The Legislature should consider legislation that would provide funding to stakeholders, including academic researchers and community organizations, to examine and analyze various approaches to identifying and addressing biases within peace officer candidates.

The POST Commission and POST Law Enforcement Training Related to Racial and Identity Profiling Trainings

- The Legislature should increase the number of community members on the POST Commission and require that those community members reflect the diverse experiences of Californians regarding policing.
- The Legislature should conduct a more extensive review about how POST is spending its funding, what trainings it is prioritizing, and what the performance measures are for those trainings prior to allocating additional funding for trainings.
- POST should continue to consult with the RIPA Board to ensure that all trainings reflect a bias-free approach to policing.
- POST should add a mandatory course on bias to the basic training for dispatchers to ensure that all dispatchers receive training on bias that is relevant to their position and eliminate disparities in the foundational training dispatchers receive from their own agencies.
- POST should revise the De-Escalation Module of its Strategic Communications Online Course for in-service officers and dispatchers in the following ways:
  - Provide more examples and opportunities for de-escalation in the scenarios.
  - Emphasize the importance of early initiation of de-escalation strategies.
  - Include, in the introduction, an open discussion with students on terms such as knowing your triggers, disengagement, and neutrality to provide students an opportunity to assess their own triggers, what they could do to remain calm in stressful situations, and how are they being perceived.
  - Illustrate, using scenarios and specific word choices, how officer tone, empathy, and professionalism can de-escalate a communication exchange and can often prevent a situation from escalating at the outset.
- POST should revise its Beyond Bias: Racial and Identity Profiling Update Online Course for in-service officers in the following ways:[2]
  - Explain that bias results in presumptions based on unconscious associations or recognized preferences. Underscore that these presumptions sometimes cause disparate treatment experienced by Black individuals, such as how often individuals

[2] As noted in more detail in the Report, POST has indicated that it has incorporated some of this feedback in its latest revision of the course.

are searched, detained, or handcuffed, or how often contraband is found compared to how often Black individuals are searched.

- Require officers to ask themselves questions about their intended actions that would prompt them to evaluate whether or not their actions have a non-biased intent before pulling a person over.
- Emphasize that community distrust is based on historical experiences by referencing slave patrols and targeted and aggressive police practices during the years of Jim Crow and segregation. Acknowledge the role of elected officials in policing. Discuss present policing conduct in any discussion of the history of policing and do not suggest that the public's views of policing are based upon events that happened 60-200 years ago.
- Show examples of a white person being treated preferentially during a stop.
- Thread stories into the training to show why people may act defensively or be hostile when stopped by law enforcement.
- Add discipline to the discussion of department responses to misconduct.
- In officer stories, show those officers positively connecting to the community.
- In a scenario where an officer makes a stop, include a discussion about the decisions the officer makes during the course of the stop.
- Show examples of officers giving the stopped individual the reason for the stop.
- Provide this training to police executives and elected officials so they can better explain their expectations of officers.

- POST should revise its Supervisory Support: Racial and Identity Profiling Self-Assessment Course in the following ways:[3]
  - Address explicit bias, discuss practices that lead to biased outcomes, such as consent searches, and provide input on how removing these practices could impact policy.
  - Discuss ways to review subordinates' behavior to identify biased treatment and provide examples of discipline. Discuss how a stop with a legal basis may still constitute racial profiling if the stopped person's identity is considered.
- POST should revise its Learning Domain 3 of the Regular Basic Training Course, entitled Principled Policing in the Community, in the following ways:
  - Prioritize and provide in-depth teachings and discussion on implicit bias. Include concrete examples as well as data that discuss implicit bias and how it influences everyday decisions.
  - Prioritize and provide in-depth teachings and discussion on current events, particularly with respect to racial and identity profiling and police murders of Black,

[3] As noted in more detail in the Report, POST has indicated that it has incorporated some of this feedback in its latest revision of the course.

Indigenous, and people of color. Discuss how law enforcement agencies must take ownership of the history of policing and how officers were not just neutrally enforcing the laws of the time. Discuss how contemporary events contribute to community mistrust.

- Provide facilitators with guidance, content, and context when discussing historical and current events listed in the workbook, such as Jim Crow laws, redlining, and segregation, to ensure that facilitators are operating from the same level of knowledge during their discussions.
- Consider the needs of each community by partnering with each community and meaningfully incorporating community perspectives. Include scenarios to help demonstrate the impact of inequitable enforcement activities on different communities.
- Address cultural competencies and examples of bias from a philosophical perspective.
- Alternatives to police interventions, particularly with mental health crises, should be interwoven throughout the course. Teach officers to defer or connect to appropriate agencies for social services, housing for the unhoused, or mental health concerns and be open-minded that they cannot solve all public safety and health concerns.
- Define community policing to emphasize efforts to improve relations with the community and create true partnership. Eliminate references to predictive or targeted policing and "Broken Windows" policing.
- Include scenarios that demonstrate the disparate impact of bias-based and inequitable enforcement activities on different communities as a way to get officers to evaluate their own biases regarding activities viewed as criminal behavior in some communities but not in others. Describe how different communities have different ways of using their public spaces, and that certain activities are not signs of disorder and criminality.
- Emphasize procedural justice and provide real-life examples of how to apply the tenets of procedural justice.