

CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD
<https://oag.ca.gov/ab953/board>

POST TRAINING AND RECRUITMENT SUBCOMMITTEE
MEETING MINUTES

November 5, 2018 – 1:00 p.m. – 3:00 p.m.

Subcommittee Members Present: Dave Robinson, Alice Lytle, Brian Marvel, Sandra Brown, Mariana Marroquin, Warren Stanley

Subcommittee Members Absent: Ben McBride, Micah Ali

1. Call to Order and Introductions

The fourth meeting of the POST Training and Recruitment Subcommittee was called to order at 1:08 p.m. by Kelsey Geiser from the California Department of Justice (DOJ). The meeting was held by teleconference with quorum of members present.

2. Approval of August 30 Subcommittee Meeting Minutes

MOTION: Member Marvel made a motion to approve the August 30, 2018 subcommittee meeting minutes. Member Robinson seconded the motion.

APPROVAL: All subcommittee members in attendance voted “yes,” no “no” votes, and no abstentions.

3. Update from the Department of Justice

Ms. Geiser provided an overview of the proposed subcommittee work for the annual report including an update with work the Board has completed with POST and a list of best practices for training related to bias-free policing.

Ms. Geiser reviewed the recommendations that the subcommittee included in the 2018 annual Board report and reviewed the initial research and compilation of best practices proposed for inclusion in the 2019 report. Ms. Geiser emphasized that this is a draft list, created with the intention of facilitating discussion. Ms. Geiser reminded the subcommittee that this list is not intended to be an exhaustive compilation of every best practice, but rather the standard components that the Board believes should be included in all trainings provided to law enforcement on bias-free policing, no matter the size or resources of that agency.

4. Recap of Three Day POST Training Workshop

Co-Chair Lytle provided the subcommittee with a review of a three day POST training in San Diego she attended. Co-Chair Lytle commented that she felt there was not as much

diverse community representation as she had hoped for, although the people who were in attendance worked very hard. The representation included representatives from several commission review boards, law enforcement, the Museum of Tolerance, and the transgender community. Co-Chair Lytle commented that she was the only African American representative.

The purpose of the meeting was to develop a video training to be involved with POST's Principled Policing training. The attendees spent one day discussing the issues they wished to be covered in the training and the second day was spent discussing the creation of training scenarios to highlight particular issues police deal with, such as dealing with people who are intellectually and emotionally disabled and dealing with traffic stops.

Member Lytle commented that the attendees made a great deal of progress, but that there is more work to be done on creating these scenarios. Member Lytle was pleased with the progress and was pleased with how devoted the officers and community members were.

Member Lytle commented that the next step is to find actors to act out the scenarios they laid out and continue producing the video trainings.

Board Member Discussion

- Member Brown asked if future workshops or meetings would be held in other parts of the State and asked if the filming would occur in San Diego
- Co-Chair Lytle responded that the meetings and filming will take place in San Diego
- Member Marroquin commented that she plans to attend the next meeting in February and suggested extending the invitation to other community members who have previously been involved in RIPA meetings.
- Member Brown commented that she would like to be involved in the next meeting.
- Ms. Geiser asked if the attendees had previously been involved in POST trainings or meetings.
- Co-Chair Lytle responded that most attendees had previously been involved in POST events.
- Ms. Geiser commented that some of the reflections on this training could be included in the 2019 annual report.
- Co-Chair Lytle

5. Discussion of Proposed Best Practice Recommendations

Ms. Geiser reviewed the proposed best practice topic areas, emphasizing that the specific recommendations would be created in light of the current conversation and included in the full report draft to be discussed at the next Board meeting. Ms. Geiser noted that the wording in the disseminated meeting discussion document would not be the final wording to be included in the report draft.

Subcommittee Member Discussion: Best Practices for Training Related to Racial and Identity Profiling

Co-Chair Lytle suggested that the subcommittee and DOJ look into relevant or helpful international research as well as American research.

- Member Brown commented that this would not be advantageous for the Board because international agencies have different standards and different cultural issues.
- Member Commissioner commented that some of CHPs officers have been sent internationally to help train international agencies on best practices regarding collision investigations and basic patrol procedures and stops.
- Member Brown commented that many Canadian agencies are receiving a racial profiling training based on American trainings on the topic.
- Co-Chair Lytle commented that she would like to read some international research to educate herself.

Co-Chair Lytle asked how effective training in a lecture format is for officers.

- Member Stanley commented that lecture formats are necessary but it is important to ensure that it is the right amount of time, that the content is good and compelling, and that the trainer can maintain the attention of the audience. Member Stanley gave Gordon Graham as an example of an effective trainer.
- Member Marvel echoed Member Stanley's comments and commented that it is necessary to find the right presenters for these classes and the training can be interspersed with lecture, role playing scenarios, and videos. Member Marvel commented the POST is building out its instructor pool.
- Member Brown commented that there are programs that would work well alongside Principled Policing and top tier trainers. Member Brown commented that many officers find it difficult to talk with a trainer who has not been in their shoes or has first hand experience. Member Brown commented that we must think about how to present information to officers without telling them everything that is wrong off the bat and losing their trust and attention. Member Brown agrees with having community members involved in the training but commented that some officers or command staff are also involved in the training.

Co-Chair Lytle asked how useful it is to include information on the history of policing in the U.S. in these trainings.

- Member Marvel responded that San Diego Police Department (SDPD) provides a day of training on the history of the SDPD specifically but does not cover an overall history of U.S. policing to provide context.
- Member Brown commented that Procedural Justice covers the historical impact of policing in the U.S.

Co-Chair Lytle commented that the best practices should stay fairly flexible in terms of suggesting how often and how long the trainings should be, but should suggest some level of consistency and regularity.

- Member Brown suggested that the training should be given once a year for between 4-8 hours. Member Brown noted that some agencies do not have the capacity to provide 8 hour trainings, so some flexibility is necessary.
- Member Marvel suggested asking POST for recommendations on this. Member Marvel commented that this training could be incorporated into an agency's annual training, but it would mean pushing something else out of the annual training.

Member Stanley commented that the subcommittee should recommend that POST be accurately funded to provide these trainings, particularly for smaller agencies.

- Co-Chair Lytle commented that this should be covered in the introduction of the report. Co-Chair Lytle suggested the Board encourage the State of California provide the funding necessary for this.
- Member Marvel and Member Stanley agreed with Co-Chair Lytle's suggestion to include this topic in the front of the report and suggested repeating the request in the training section.
- Member Brown commented that POST has had mandated racial profiling training in the past. Member Brown suggested replacing the mandated training that has been in place and give agencies the opportunity to choose the Principled Policing new training and fulfill the mandate. Member Brown commented that many agencies thinking that the Principled Policing is an additional training that needs to be added to and funding must be found for.
- Member Stanley commented that POST is designing a new course that would serve this purpose.

Co-Chair Lytle suggested that the subcommittee recommend trainings adopt a historical approach and discuss the power imbalance between law enforcement and civilians. Co-Chair Lytle emphasized the importance of placing details of racial and identity training in the historical context.

Member Brown commented that implicit bias should be defined and clarified at the beginning of trainings rather than in the middle of a course because once it is understood, there is typically less defensiveness.

- Co-Chair Lytle commented that implicit bias should extend to management practices and dispatch.

Co-Chair Lytle suggested that subcommittee include recommendations for management trainings as well.

- Member Stanley commented that all personnel, including those in management positions, are required to take these same trainings. Member Stanley emphasized that the change needs to come from the bottom up and the top down and the importance of officers seeing and understanding that command staff or management's prioritization of this topic.
- Member Brown commented that there should be training on how to identify and talk about bias at all levels. Member Brown suggested that there should be mid-level management training to support the tenants of procedural justice. Member Brown commented that if only officers receive the training, they will not feel supported by upper level personnel. Member Brown commented that community members should also be aware of the trainings all levels of officers are receiving. Member Brown commented that the trainings should be divided by rank to allow for more open conversation.

Member Brown commented that every agency should have a training on what their policies are, particularly training on their specific racial and identity profiling policy.

Member Brown suggested removing suggestions around mental and physical health because it is varied based on agency.

- Co-Chair Lytle suggested that health and wellness programs and stress management practices be left in but does not need to be overly emphasized.

6. Public Comment

Michele Wittig from the Santa Monica Coalition for Police Reform commented that she is encouraged by the conversation. Ms. Wittig thanked the subcommittee for recommending that community members be involved in the development and implementation of racial and identity profiling trainings. Ms. Wittig suggested that the subcommittee read Kelly Lytle Hernandez's book, "City of Inmates: Conquest, Rebellion, and the Rise of Human Caging in Los Angeles 1771-1965."

Kalyn Dean from PICO California suggested that the Board should recommend that the State of California devote more funding to racial and identity profiling training and encouraged that this be made clear at the beginning of the report. Ms. Dean commented that the 2018 report found that many agencies in the state use their own racial profiling training in addition to or rather than the POST training and suggested that the Board suggest that the procedural justice training be standardized across the country. Ms. Dean

commented that POST is currently developing a curriculum for de-escalation training and encouraged that the Board make recommendations to POST on that topic. Ms. Dean commented that procedural justice does cover health and wellness.

Ms. Geiser commented that the report section will also briefly cover the subcommittee's plan for future work including delving into recruitment best practices.

- Member Robinson commented that this topic should cover who handles recruitment, which varies widely across agencies.
- Member Stanley commented that this topic should also cover instances when agencies have officers they do not want to keep, but have to because of arbitration or other situations.
- Member Stanley suggested covering how to find and recruit young members with a service-minded, community-oriented attitude.
- Co-Chair Lytle agreed with Member Stanley and added recruiting members with a guardian mentality rather than a warrior mentality.

7. Adjourn

Co-Chair Lytle adjourned the meeting at 2:57 p.m.