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POST TRAINING AND RECRUITMENT

I. INTRODUCTION

The California Commission on Peace Officers Standards and Training (POST) is required to consult with the RIPA Board regarding the development of training for all peace officers that “prescribes evidence-based patterns, practices, and protocols that prevent racial or identity profiling.”¹ Since RIPA’s enactment, the Board has reviewed eight POST courses and made recommendations to align those courses with the Board’s goal of eliminating racial and identity profiling.

Figure 1. POST Training Courses Reviewed by the RIPA Board

Name of Course	Course Type/Length	Year of Board Review
Basic Academy Learning Domain #3 Principled Policing in the Community	Academy – 26 hrs.	2022 Report
Basic Academy Learning Domain #42 Cultural Diversity and Discrimination	Academy – 16 hrs. * Museum of Tolerance (MOT) training required to facilitate this course	2023 Report
Principled Policing: Implicit Bias and Procedural Justice	In-Service Officers – 8 hrs.	2020 Report
Bias and Racial Profiling Video	In-Service Officers – 2 hrs. *MOT training required to facilitate this course	2021 Report
Beyond Bias Racial and Identity Profiling Online	Supervisors – 2 hrs.	2021 and 2022 Reports
PSP: Strategic Communications	In-Service Officers – 3 hrs.	2021 and 2022 Reports
MOT – Racial Profiling Train-the- Trainer	In-Service Officers – 24 hrs.	2023 Report

¹ Pen. Code, § 13519.4, subd. (h).

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Guidelines on Racial and Identity Profiling	Optional Course	2024 Report
Field Training		2025 Report and 2026 Report (forthcoming)

This chapter discusses the Board’s ongoing collaboration with POST, and has three primary sections:

In Section II, the Board details POST’s response to prior recommendations from the 2025 RIPA Report, as well as POST’s implementation of these recommendations. The Board’s recommendations to POST, and POST’s consideration of those recommendations in carrying out its work, is consistent with POST’s statutory requirements to consult with the Board in creating evidence-based curricula to train law enforcement officers on issues relating to racial or identity profiling, including implicit bias.²

In Section III, the Board provides an overview of its participation in two POST-sponsored workshops: 1) POST’s AB 953³ Workshop on Guidelines on Racial and Identity Profiling, held in 2024, and 2) POST’s AB 443⁴ Workshop to develop a definition of “biased conduct,” held in 2025. As discussed below, these workshops are important first steps to the further development of effective training on the law’s prohibition of racial and identity profiling in police work going forward.

In Section IV, the Board discusses its two-year review of POST’s Field Training Program (FTP), to take place in this and next year’s Board Reports. The FTP is intended to “facilitate a peace officer’s transition” from the police academy to their work as peace officers in the field.⁵ Among other areas, POST measures whether peace officers have “impermissible biases”⁶ through its FTP.⁷ In this year’s report, the Board begins its review by discussing what the FTP entails, the materials covered, and its approach to reviewing this important program. In the 2027 Board Report, the Board will discuss its review of the FTP and, depending on that review, provide recommendations to POST as to how the FTP can be modified to more effectively train law enforcement officers to reduce or eliminate racial and identity profiling.

² Pen. Code, § 13519.4, subd. (h).

³ Assemb. Bill No. 953 (2015-2016 Reg. Sess.) <<https://tinyurl.com/2w5nxbxy>> [as of Sept. 29, 2025]. AB 953, also known as the Racial and Identity Profiling Act, is the bill that created RIPA and directed POST to develop evidence-based training and protocols designed to prevent racial and identity profiling in collaboration with the RIPA Board.

⁴ Assemb. Bill No. 443 (2023-2024 Reg. Sess.) <<https://tinyurl.com/tjkzatzc>> [as of Sept. 29, 2025].

⁵ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-1 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁶ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 2-8 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁷ See Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Sept. 29, 2025] (noting that “the most effective way to evaluate and measure a recruit on the topic of bias is in the Field Training Program, immediately following the Regular Basic Course”).

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II. POST'S RESPONSE TO THE RIPA BOARD'S 2025 RECOMMENDATIONS

On March 5, 2025, the POST Commission discussed its response to the Board's recommendations to POST in the 2025 RIPA Report.⁸ POST staff presented a draft response during the "Consent Agenda" portion of the meeting, meaning the Commission did not vote on particular recommendations or the language of POST's response; the POST Commission only voted to approve the draft response as written.⁹

POST partially supported two of the five Board recommendations made to POST in the 2025 RIPA Report.¹⁰

Formally evaluate Learning Domain (LD) 3: *Principled Policing in the Community* and LD 42: *Cultural Diversity/Discrimination in the Regular Basic Course comprehensive module tests*.¹¹

POST Response: Partially Support. POST stated that the Regular Basic Course requires a minimum of 26 hours on the topic of Principled Policing in the Community under LD 3 and 16 hours on the topic of Cultural Diversity/Discrimination within LD 24.¹²

POST believed this recommendation had already been addressed when the Board reviewed LD 42 in the 2023 RIPA Report.¹³ POST stated it is researching and exploring how comprehensive testing could be included in LD 42.¹⁴

⁸ See Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, pp. 487-497 <<https://tinyurl.com/29a83akv>> [as of Sept. 29, 2025].

⁹ See Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 3 <<https://tinyurl.com/29a83akv>> [as of Sept. 29, 2025].

¹⁰ POST responded that the RIPA Board's remaining recommendations in the 2025 Report—to "evaluate the academic research underpinning trainings during the course certification process;" revise its process for evaluating law enforcement training "to include additional course criteria [to] incorporate training outcomes based on officer actions and behavior in the field" and to provide "guidance apprising officers and law enforcement agencies" regarding anti-retaliation and workplace whistleblower protections—were not required, as there was a lack of resources available, fell outside the scope of POST's work, or was already sufficiently covered. See Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, pp. 487-497 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹¹ Racial and Identity Profiling Advisory Board, *Annual Report (2025)* ("2025 RIPA Report") p. 139 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Sept. 29, 2025]; see also Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹² Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹³ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Sept. 29, 2025]; see also Racial and Identity Profiling Advisory Board, *Annual Report (2023)* ("2023 RIPA Report") pp. 196-202 <<https://oag.ca.gov/system/files/media/ripa-board-report-2023.pdf>> [as of Sept. 29, 2025] (recommending that POST implement "measures of effectiveness by which to evaluate course outcomes" with regards to racial and identity profiling).

¹⁴ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Sept. 29, 2025]; see also Racial and Identity Profiling Advisory Board, *Annual Report (2023)* ("2023 RIPA Report") pp. 196-202 <<https://oag.ca.gov/system/files/media/ripa-board-report-2023.pdf>> [as of Sept. 29, 2025].

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POST noted that objectives for LD 3 are tested in LDs 15 (Laws of Arrest), 16 (Search and Seizure) and 25 (Domestic Violence), and that, while POST previously included comprehensive tests for LD 3 in this learning domain, it determined this comprehensive testing “redundant,” as it believed it performed such testing in other learning domains.¹⁵ Because of this, POST ended testing on LD 3 in July 2018.¹⁶

POST opined that “the most effective way to evaluate and measure a recruit on the topic of bias is in the Field Training Program,” and noted that the topic of bias is currently measured and tested in the FTP.¹⁷

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 §13510.8. The guidelines should also apprise law enforcement agencies about how to educate the public in ways in which a complaint could be filed. In developing the guidelines for investigating complaints about demonstrating bias, POST could consult with the Board.¹⁸

POST Response: Partially Support. POST stated it “agrees in large part with this recommendation and has already identified subject matter experts, including those on the RIPA Board, to participate in a series of workshops directed to developing the definition of bias conduct for the purpose of guiding agencies in conducting investigations into allegations of improper conduct stemming from implicit or explicit bias.”¹⁹ POST noted that, pursuant to Assembly Bill (AB) 443,²⁰ it was required to establish a definition of “biased conduct” by January 1, 2026.²¹

However, POST noted that the definition of misconduct provided in Penal Code § 13510.8, subdivision (b) and further defined in Commission Regulation § 1205, subdivision (a)(5) is

[2023.pdf](#)> [as of Sept. 29, 2025] (recommending that POST implement “measures of effectiveness by which to evaluate course outcomes” with regards to racial and identity profiling).

¹⁵ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494

<<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹⁶ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494

<<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹⁷ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494

<<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹⁸ Racial and Identity Profiling Advisory Board, *Annual Report* (2025) (“2025 RIPA Report”) p. 158

<<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Aug. 27, 2025]; see also Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

¹⁹ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495

<<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

²⁰ Assem. Bill No. 443 (2023-2024 Reg. Sess.) § 1 <<https://tinyurl.com/tjkzatzc>> [as of Aug. 27, 2025]. Assembly Bill 443 has since been codified as Penal Code section 13510.6.

²¹ Pen. Code, § 13510.6, subd. (a); see also Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025].

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separate from Penal Code § 13510.6, which requires POST to guide law enforcement agencies in determining whether an officer's actions and motives are the result of implicit or explicit bias.²² Therefore, POST found that while the actions and motives of an officer may result from underlying bias, it may not rise to the level of serious misconduct.²³

POST noted that, as of January 2023, it received 1,500 complaints of serious misconduct, including biased conduct.²⁴ POST added that it will continue to make presentations to the public and work with subject matter experts on ways to educate the public.²⁵

On May 21, 2025, POST representatives provided updates to the RIPA POST Subcommittee on actions taken by POST in response to past Board recommendations. POST stated it is adding guidance in its Background Investigations Manual and AB 443 guidance for law enforcement agencies to conduct social media investigations or inquiries in the hiring of dispatchers.²⁶ POST also revised its description of racial profiling in the LD 42 student workbook to include the statement, "Data and research show that racial profiling is not an effective means of policing."²⁷ POST also informed the Subcommittee that the Museum of Tolerance (MOT) incorporated the RIPA Board's recommendations, including adding a discussion of officer accountability in reporting and responding to biased practices observed by fellow officers.²⁸ POST informed the California Department of Justice on September 4, 2025, that MOT is still working on the expanded course and will advise when it is finalized. The RIPA Board looks forward to continuing working collaboratively with POST on identifying ways in which the Board can serve as a resource in POST's consideration or implementation of the Board's recommendations.

²² Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495 <<https://tinyurl.com/29a83akv>> [as of XX, 2025].

²³ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495 <<https://tinyurl.com/29a83akv>> [as of XX, 2025]. As noted in the Complaints chapter of this year's report, the Board is concerned with the very low number of sustained complaints based on racial and identity complaints — just 3 of the 1,552 complaints that reached disposition in 2024. For more information on these statistics, please see the Complaints chapter.

²⁴ It should be noted that as of Aug. 22, 2025, POST has received 11,916 complaints of biased conduct, although it is not clear whether this number also includes the 1,500 complaints received prior to January 2023.

²⁵ Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 495 <<https://tinyurl.com/29a83akv>> [as of XX, 2025].

²⁶ This addresses a 2023 RIPA Report recommendation. See p. 161.

²⁷ This addresses a 2023 RIPA Report recommendation. See p. 197. Student workbook available here: <<https://post.ca.gov/Download-Student-Workbooks/CAv5POSTACC-Workbooks-3>> [as of Aug. 28, 2025].

²⁸ This addresses 2023 and 2024 RIPA Report recommendations. See Racial and Identity Profiling Board, *Annual Report* (2024) ("2024 Report") p. 219 <<https://oag.ca.gov/system/files/media/ripa-board-report-2024.pdf>> [as of Aug. 28, 2025]; Racial and Identity Profiling Board, *Annual Report* (2023) ("2023 Report") p. 197 <<https://oag.ca.gov/system/files/media/ripa-board-report-2023.pdf>> [as of Sept. 29, 2025].

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III. POST WORKSHOPS

A. POST's Guidelines on Racial and Identity Profiling (2024 Workshop)

In August 2023, POST agreed to the RIPA Board's recommendation to develop racial and identity profiling guidelines for all POST trainings related to AB 953.²⁹ Such guidelines are required by statute,³⁰ and, importantly, are an opportunity to align all law enforcement training and policy to more effectively tackle barriers to eliminating racial and identity profiling by individual officers and law enforcement agencies.

In May and October 2024, POST invited Board members and subject matter experts (SMEs) to attend its "AB 953 Workshop" designed to assist POST with creating these guidelines. Board members attended both workshops. In early September 2025, POST confirmed the revisions had been completed and, on September 9, 2025, the proposed Guidelines were presented during the "Consent Agenda" portion of the POST Commission Meeting. POST reported that since no feedback or comment was provided on the proposed Guidelines, it published the Guidelines on its website and issued a related Bulletin to the field on September 23, 2025.³¹ The Board looks forward to reviewing the final version of POST's Guidelines on Racial and Identity Profiling and POST's implementation plan in the 2027 RIPA Report, to ensure that the Guidelines apply broadly to all racial and identity profiling courses, as the Board previously recommended.

1. Consistent with Prior Reports, the Board is Concerned POST and LEAs Do Not Measure the Effectiveness of Existing Trainings

Despite updated training on racial and identity profiling offered through POST, and trainings offered through law enforcement agencies, disparities in who is stopped and subjected to intrusive actions during traffic and pedestrian stops persist in California. Across all years of RIPA data collection (2018-2025), RIPA data show that individuals perceived as Black, as Hispanic/Latine(x), as having a disability, or as transgender are consistently treated in disparate ways.³² The racial and identity profiling training purports to raise cultural awareness, but there is no data demonstrating the effectiveness of the training in reducing disparities in stops and actions taken by officers. These disparities reduce public safety, particularly for individuals of marginalized communities.³³

Researchers recommend a combination of repeated anti-bias trainings and a shift in organizational policies towards fair and impartial policing for sustained changes in officer

²⁹ Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") p. 120

<<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Sept. 29, 2025].

³⁰ Pen. Code, § 13519.4, subd. (a); see also Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") p. 120 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Sept. 29, 2025].

³¹ Com. on Peace Officer Stds. and Training, *Bulletin No. 2025-37: RIPA Course Guidelines Approved by POST Commission* <<https://tinyurl.com/3wkvu5bw>> [as of Sept. 29, 2025.]

³² See Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") pp. 24-31 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Sept. 29, 2025]; Racial and Identity Profiling Board, *Annual Report* (2024) ("2024 Report") pp. 6, 8-10 <<https://oag.ca.gov/system/files/media/ripa-board-report-2024.pdf>> [as of Aug. 28, 2025]; Racial and Identity Profiling Board, *Annual Report* (2023) ("2023 Report") pp. 9-10 <<https://oag.ca.gov/system/files/media/ripa-board-report-2023.pdf>> [as of Sept. 29, 2025]; Racial and Identity Profiling Board, *Annual Report* (2022) ("2022 Report") p. 9-11 <<https://oag.ca.gov/system/files/media/ripa-board-report-2022.pdf>> [as of Sept. 29, 2025].

³³ Accountability Section of 2026 RIPA Report, pp. [REDACTED].

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behavior and field outcomes.³⁴ Anti-bias interventions should therefore be woven into the culture and policies of police departments.³⁵ However, as noted in past RIPA Reports, AB 953 only requires that peace officers receive a refresher course on the prohibitions on racial and identity profiling once every five years.³⁶ Further, much of the mandated training on racial and identity profiling is concentrated in the basic academy, and the POST-certified refresher courses lack standardization; the trainings vary across agencies with differing legal standards, evaluation metrics, and materials on ethical and procedural guidelines. Addressing these issues could better align with the established research advanced by the Board in prior reports,³⁷ and could enhance the effectiveness of the training officers receive.

POST's Guidelines on Racial and Identity Profiling can contribute to impartial and effective policing by helping to standardize trainings across California law enforcement agencies and rooting those trainings in research-based pedagogy. POST has published Guidelines on Racial and Identity Profiling and indicated that it intends for these guidelines to be applied across all courses and learning domains. While this will help to standardize training relating to racial and identity profiling, the Board remains concerned that the trainings will focus too heavily on cultural sensitivity and the absence of mechanism to evaluate the effectiveness of POST's training will make it difficult to assess where modifications in the content or modality of trainings may be needed.³⁸

The Board shared with POST concerns with the absence of training effectiveness assessments. POST's response was that "[m]easuring the effectiveness of any [POST] course has proven to be difficult. POST does not collect data and lacks legal authority to collect data on individual peace officer actions and performance unless it is related to serious misconduct."³⁹

While it may be difficult for POST to measure course effectiveness with regards to training on racial and identity profiling than training in other areas, the Board believes that the issuance of POST guidance would assist law enforcement agencies in measuring the training effectiveness at the law enforcement level. The Board understands that POST does not employ individual peace officers, and thus does not set behavioral and performance metrics for employment purposes, unless it is related to serious misconduct, such as bias. However, POST could be instrumental in developing and issuing guidance to encourage law enforcement agencies to measure the

³⁴ Lai and Lisnek, *The Impact of Implicit Bias-Oriented Diversity Training on Police Officers' Beliefs, Motivations, and Actions* (2023) 34 Psychological Science 1, 12 <<https://osf.io/preprints/psyarxiv/dxfq6>> [as of Aug. 28, 2025]; See also Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") pp. 126-129 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Aug. 28, 2025].

³⁵ Lai and Lisnek, *The Impact of Implicit Bias-Oriented Diversity Training on Police Officers' Beliefs, Motivations, and Actions* (2023) 34 Psychological Science 1, 12 <<https://osf.io/preprints/psyarxiv/dxfq6>> [as of Aug. 28, 2025]; See also Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") pp. 129-130 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Aug. 28, 2025].

³⁶ Pen. Code, 13519.4 subd. (i). In the 2025 RIPA Report, the Board recommended more frequent, evaluated and evidence-based training on racial and identity profiling, at a minimum of every three years. See Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") p. 136 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of XX, 2025].

³⁷ See Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") p. 136 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of XX, 2025].

³⁸ See Racial and Identity Profiling Board, *Annual Report* (2025) ("2025 Report") pp. 119, 127 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Sept. 29, 2025]; Racial and Identity Profiling Board, *Annual Report* (2024) ("2024 Report") p. 26 <<https://oag.ca.gov/system/files/media/ripa-board-report-2024.pdf>> [as of Sept. 29, 2025].

³⁹ POST Report on Recommendations Made by the RIPA Board 2025, pg. 4

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effectiveness of courses using various behavioral and performance metrics. For example, POST guidance could encourage law enforcement agencies to: 1) administer pre- and post-course assessments to evaluate individual officers' understanding of relevant laws, implicit bias, and procedural justice before and after a course;⁴⁰ 2) administer attitude surveys to measure changes in attitudes toward race, identity, profiling, and bias;⁴¹ 3) have newly assigned officers respond to hypothetical policing scenarios that reveal bias awareness or decision-making since their answers can become a diagnostic tool that exposes whether bias awareness is activated and whether decision-making reflects training goals;⁴² 4) engage in body camera footage analysis by reviewing random samples of interactions that showcase respectful language, tone, and de-escalation practices since this connects training to real-world interactions and has the potential of reducing disparities in officer behavior;⁴³ and/or 5) monitor for shifts in the number and nature of citizen complaints related to racial and identity profiling and biased policing.⁴⁴ The Board recommends that POST continue to work with the Board to explore ways to measure its course effectiveness.

2. Guidance to Support Law Enforcement Agencies

The Board acknowledges that factors beyond the existence of effective training can undermine the utility of courses since training does not operate in isolation. Structural and cultural conditions within law enforcement agencies can impact the effectiveness of training.⁴⁵ Examples of structural conditions include lack of accountability mechanisms;⁴⁶ promotion and reward structures;⁴⁷ inadequate data collection;⁴⁸ limited community oversight;⁴⁹ and short-term or one-off training models.⁵⁰ Examples of cultural conditions include an “us vs. them” mentality and

⁴⁰ See Lai and Lisnek, *The Impact of Implicit Bias-Oriented Diversity Training on Police Officers' Beliefs, Motivations, and Actions* (2023) 34 *Psychological Science* 424, 435 <<https://pubmed.ncbi.nlm.nih.gov/36735465/>> [as of Jul. 24, 2025].

⁴¹ See Worden et al., *The Impacts of Implicit Bias Awareness Training in the NYPD* (2020) Internat. Assn. of Chiefs of Police: Center for Police Research and Policy 1, 83 <<https://www.theiacp.org/sites/default/files/2020-09/NYPD%20Implicit%20Bias%20Report.pdf>> [as of Jul. 24, 2025].

⁴² See Dube et al., *A Cognitive View of Policing* (September 2023) NBER Working Paper, No. w31651 <https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4567655> [as of Jul. 31, 2025].

⁴³ See Hetey et al., “When the Cruiser Lights Come On:” *Using the Science of Bias & Culture to Combat Racial Disparities in Policing* (2024) 153 *Daedalus* 123, 125 <https://doi.org/10.1162/daed_a_02052> [as of May 29, 2025].

⁴⁴ See Camp et al., *Leveraging body-worn camera footage to assess the effects of training on officer communication during traffic stops* (2024) 3 *PNAS Nexus* 359, 360 <<https://doi.org/10.1093/pnasnexus/pgae359>> [as of Jul. 24, 2025].

⁴⁵ See Worden et al., *Implicit Bias Training for Police: Impacts on Enforcement Disparities* (2024) 48 *Law and Human Behavior* 338-355 <<https://tinyurl.com/ywx6rp27>> [as of Sept. 29, 2025].

⁴⁶ See Hetey et al., “When the Cruiser Lights Come On:” *Using the Science of Bias & Culture to Combat Racial Disparities in Policing* (2024) 153 *Daedalus* 123, 124 <https://doi.org/10.1162/daed_a_02052> [as of Jul. 24, 2025].

⁴⁷ See Gau et al., *Looking Up: Explaining Police Promotional Aspirations* (2013) 40 *Criminal Justice and Behavior* 247, 250 <<https://doi.org/10.1177/00938548124584>> [as of Jul. 29, 2025].

⁴⁸ See American Civil Liberties Union, *The United States' Lack of Comprehensive Federal and State Data Collection on Policing* (June 2022) pp. 1, 7, 12 <<https://tinyurl.com/mrymftef>> [as of Sept. 29, 2025].

⁴⁹ See Urban Institute, *Learning to Build Police-Community Trust* (Aug. 2019) p. 15 <<https://tinyurl.com/4tzfuvvj>> [as of Sept. 29, 2025].

⁵⁰ See Lai and Lisnek, *The Impact of Implicit Bias-Oriented Diversity Training on Police Officers' Beliefs, Motivations, and Actions* (2023) 34 *Psychological Science* 424, 435 <<https://pubmed.ncbi.nlm.nih.gov/36735465/>> [as of Jul. 24, 2025].

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workplace culture;⁵¹ resistance to acknowledging systemic racism;⁵² peer pressure and group allegiance;⁵³ leadership tone and example;⁵⁴ and the normalization of racialized policing.⁵⁵ Other relevant factors can also include the agency's institutional incentives to eradicate racial and identity profiling, and other partners, such as local government, that influence a law enforcement agency's priorities and culture.⁵⁶

Still, the Board believes that POST can provide law enforcement agencies a framework for enhancing training and policies aimed at reducing racial and identity profiling. For instance, POST guidance could encourage law enforcement agencies to: 1) engage in more rigorous trainer selection and vetting so that facilitators have cultural competency, subject matter expertise, and credibility with newly assigned officers;⁵⁷ 2) ensure instructors are trained in adult learning theory and capable of facilitating dialogue on race, identity, and trauma-informed approaches;⁵⁸ 3) evaluate facilitators through anonymous participant feedback and periodic peer observation;⁵⁹ 4) normalize accountability by establishing clear expectations for behavior aligned with racial and identity profiling trainings and by communicating consequences for violations;⁶⁰ 5) change narratives by incorporating stories of successful community policing and ethical decision-making into training and communications;⁶¹ 6) remove incentives for aggressive policing that correlate with profiling, such as formal or informal arrest or citation quotas, and institutionalize protections for whistleblowers;⁶² 7) make performance data (e.g. racial and

⁵¹ See Thai, *Policing and Symbolic Control: The Process of Valorization* (2022) 127 Am. J. of Sociology 1183, 1213 <<https://doi.org/10.1086/718278>> [as of Jul. 29, 2025].

⁵² See Worden et al., *The Impacts of Implicit Bias Awareness Training in the NYPD* (2020) International Association of Chiefs of Police: Center for Police Research and Policy 1, 14 <<https://tinyurl.com/bdz827wb>> [as of Sept. 29, 2025].

⁵³ See Hetey et al., “When the Cruiser Lights Come On:” *Using the Science of Bias & Culture to Combat Racial Disparities in Policing* (2024) 153 Daedalus 123, 127 <https://doi.org/10.1162/daed_a_02052> [as of Jul. 24, 2025].

⁵⁴ See Engel, *The Effects of Supervisory Styles on Patrol Officer Behavior* (2000) 3 Police Quarterly 262, 283 <<https://tinyurl.com/3p2az3mx>> [as of Sept. 29, 2025].

⁵⁵ See Camp, *Institutional Interactions and Racial Inequality in Policing: How Everyday Encounters Bridge Individuals, Organizations, and Institutions* (2023) 18 Social and Personality Psychology Compass 1, 5 <<https://doi.org/10.1111/spc3.12930>> [as of Jul. 29, 2025].

⁵⁶ See Hetey et al., “When the Cruiser Lights Come On:” *Using the Science of Bias & Culture to Combat Racial Disparities in Policing* (2024) 153 Daedalus 123, 126, 129 <https://doi.org/10.1162/daed_a_02052> [as of Jul. 24, 2025].

⁵⁷ While POST does take some steps in assessing trainer quality, such steps could be strengthened, for instance, through continuous quality control. See also Baker, *Confronting Implicit Bias in the New York Police Department*, N.Y. Times (Jul. 15, 2018) <<https://tinyurl.com/3csm7vtx>> [as of Sept. 29, 2025]; James, *Can Cops Unlearn Their Unconscious Biases?* The Atlantic (Dec. 23, 2017) <<https://tinyurl.com/2s4z5ez3>> [as of Sept. 29, 2025].

⁵⁸ See Baker, *Confronting Implicit Bias in the New York Police Department*, N.Y. Times (Jul. 15, 2018) <<https://tinyurl.com/3csm7vtx>> as of [as of Sept. 29, 2025].

⁵⁹ See Carter et al., *Developing & Delivering Effective Anti-bias Training: Challenges & Recommendations* (2020) 6 Behavioral Science and Policy 57, 64-65 <<https://doi.org/10.1177/237946152000600106>> [as of Jul. 30, 2025].

⁶⁰ See Mosley and McMahon, *In Wake of George Floyd's Death, Psychologist Reexamines Racial Bias in Policing*, WBUR (May 29, 2020) <<https://www.wbur.org/hereandnow/2020/05/29/psychologist-police-bias-training>> [as of Jul. 29, 2025].

⁶¹ See Lawrence and McCarthy, *What Works in Community Policing? A Best Practices Context for Measure Y Efforts* (2013) The Chief Justice Earl Warren Institute on Law and Social Policy 1, 2 <<https://tinyurl.com/4zyjmjav>> [as of Sept. 29, 2025].

⁶² See Ghandnoosh, *One in Five: Disparities in Crime and Policing*, The Sentencing Project (Nov. 2023) <<https://tinyurl.com/mrxa62mu>> [as of Sept. 29, 2025].

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identity disparities in stops) part of performance reviews;⁶³ 8) provide mentorship and coaching by pairing newly assigned officers with senior officers who demonstrate equitable policing practices;⁶⁴ and/or 9) offer periodic racial and identity profiling training refreshers, simulations, or debriefs tied to real cases.⁶⁵

By implementing POST's Guidelines on Racial and Identity Profiling and providing related guidance to law enforcement agencies—like the guidance suggestions listed under subsections 1 and 2 above—POST can help law enforcement agencies create an anti-bias culture, improve relationships with the public, reduce racial disparities, and enhance public safety.

B. POST's Definition of Biased Conduct Under AB 443 (2025 Workshop)

Assembly Bill 443, enacted in 2023, requires POST to establish a definition of “biased conduct” for purposes of law enforcement officer certification.⁶⁶ The bill, codified as Penal Code section 13510.6, requires that POST, as well as state and local law enforcement agencies, use that definition in pre-employment background investigations, as well as in any investigation into a bias-related complaint or an incident that involves possible indications of officer bias, and to determine if any racial profiling occurred.⁶⁷ The Legislature directed POST to establish this definition by January 1, 2026.⁶⁸

Government Code section 1031 requires a pre-employment background investigation for peace officers.⁶⁹ As noted by POST in its *Background Investigation Manual: Guidelines for the Investigator*, “Backgrounds are among the most important investigations that a law enforcement agency will ever conduct. The manner in which a background investigation is conducted can make the difference between hiring an individual who will truly protect and serve, versus someone who may cause harm to oneself, the agency, and society.”⁷⁰ Establishing a “biased conduct” definition to use in these pre-employment background investigations that involve bias assessments will therefore play a crucial role in preventing biased conduct and promoting accountability by: 1) identifying prejudicial attitudes and behaviors; 2) promoting a culture of integrity; 3) enhancing decision-making processes such as recruitment and promotions; 4) providing documentation for accountability; 5) supporting training and development; and 6) reducing legal and reputational risks.⁷¹ Similarly, establishing a “biased conduct” definition to guide internal affairs investigations into biased conduct allegations will play a significant role in promoting accountability within law enforcement agencies (LEAs) by: 1) promoting thorough and objective fact-finding; 2) establishing consequences for misconduct; 3) promoting

⁶³ See Internat. Assn. of Chiefs of Police, *Starting with What Works* (Feb. 2017) p. 4 <<https://tinyurl.com/2cpv5xfb>> [as of Sept. 29, 2025].

⁶⁴ See Worden et al., *The Impacts of Implicit Bias Awareness Training in the NYPD* (2020) International Association of Chiefs of Police: Center for Police Research and Policy 1, 16-17 <<https://tinyurl.com/bdz827wb>> [as of Sept. 29, 2025].

⁶⁵ See Baker, *Confronting Implicit Bias in the New York Police Department*, N.Y. Times (Jul. 15, 2018) <<https://tinyurl.com/3csm7vtx>> as of [as of Sept. 29, 2025].

⁶⁶ Assem. Bill No. 443 (2023-2024 Res. Sess.) § 1 <<https://tinyurl.com/tjkzatzc>> [as of Aug. 28, 2025].

⁶⁷ Pen. Code, § 13510.6.

⁶⁸ Pen. Code, § 13510.6.

⁶⁹ Gov. Code, § 1031; see also Com. on Peace Officer Stds. and Training, *Background Investigation Manual: Guidelines for the Investigator* p. iii <<https://tinyurl.com/24uecwas>> [as of Aug. 28, 2025].

⁷⁰ Com. on Peace Officer Stds. and Training, *Background Investigation Manual: Guidelines for the Investigator* p. 1-1 <<https://tinyurl.com/24uecwas>> [as of Aug. 28, 2025].

⁷¹ Cal. State Auditor, *Law Enforcement Departments Have Not Adequately Guarded Against Biased Conduct* (Apr. 26, 2022) pp. 72-85 <<https://information.auditor.ca.gov/reports/2021-105/index.html>> [as of Jul. 31, 2025].

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transparency and trust; 4) preventing repeat offenses; 5) informing policy and training improvements; 6) ensuring legal and ethical compliance; and 7) encouraging a culture of accountability.⁷²

In March 2025, POST invited RIPA Board members and subject matter experts (SMEs) to attend its “AB 443 Workshop,” designed to assist POST with drafting a definition of “biased conduct” pursuant to its statutory obligations. Most SMEs invited by POST represented members of the law enforcement community; Board members who attended the AB 443 Workshop noted the lack of community representation within the organizations the SMEs represented.⁷³ Nevertheless, attending Board members appreciated the collaborative and consensus-building process they undertook with the other SMEs to develop this important definition pursuant to AB 443.

After much discussion and deliberation over a period of two days, the Board members and other SMEs developed the following definition of “biased conduct”:

Any action or inaction by a peace officer, whether on duty or off-duty, that is motivated by bias, whether implicit or explicit, toward a person’s actual or perceived protected class or characteristic(s).

The POST Commission convened on June 4, 2025, to finalize the definition of “biased conduct” pursuant to the mandates of AB 443. Despite the consensus reached by the SME working group, POST elected not to present the above definition to the POST Commission for adoption. Instead, POST provided the Commissioners with two alternate definitions of “biased conduct”: Option A defined “biased conduct” using statutory language only.⁷⁴ Option B added some, but not all, of the language from the definition above to the statutory definition.⁷⁵

⁷² Cal. State Auditor, *Law Enforcement Departments Have Not Adequately Guarded Against Biased Conduct* (Apr. 26, 2022) pp. 72-85 <<https://information.auditor.ca.gov/reports/2021-105/index.html>> [as of Jul. 31, 2025].

⁷³ Out of about 15 SMEs, the majority represented law enforcement agencies, few represented academic and/or research institutions, and only one represented a community-based organization. SMEs included members of the California District Attorneys Association, the California State Sheriffs’ Association, the Peace Officers Research Association of California, background investigators, and internal affairs investigators.

⁷⁴ Option A definition: “Pursuant to Penal Code section 13510.6[subdivision] (a), when investigating any bias-related complaint or incident that involves possible indications of officer bias, a law enforcement agency shall determine whether the conduct being investigated constitutes ‘biased conduct,’ using the following definition: Biased conduct includes any conduct, including, but not limited to, conduct online, such as social media use, engaged in by a peace officer in any encounter with the public, first responders, or employees of criminal justice agencies, as defined in [Penal Code] Section 13101, motivated by bias toward any person’s protected class or characteristic, whether actual or perceived, that is described in subdivision (b) of Section 51 of the Civil Code. For purposes of this definition: (a) Biased conduct may result from implicit and explicit biases. (b) Conduct is biased if a reasonable person with the same training and experience would conclude, based upon the facts, that the officer’s conduct resulted from bias towards that person’s membership in a protected class described in paragraph (1) of Penal Code [section] 13510.6[subdivision] (a). (c) An officer need not admit biased or prejudiced intent for conduct to be determined to be biased conduct.” Commission on Peace Officer Standards and Training, *6/4/25 Agenda Item Report: Report on Establishing a Definition of “Biased Conduct” Pursuant to Assembly Bill 443 and Penal Code 13510.6* (Approved May 13, 2025), p. 3 <<https://tinyurl.com/mrwbbzth>> [as of Aug. 28, 2025].

⁷⁵ Option B definition: “Pursuant to Penal Code section 13510.6(a), when investigating any bias-related complaint or incident that involves possible indications of officer bias, a law enforcement agency shall determine whether the conduct being investigated constitutes ‘biased conduct,’ using the following definition: Biased conduct includes any

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The Commission discussed the main differences between the two; as noted by the Commissioners, Option B defined “biased conduct” as potentially resulting from action and inaction and potentially occurring on-duty or off-duty.⁷⁶ The discussion included concerns related to the fact that law enforcement does not always have a duty to act and, without context, adding the word “inaction” to the “biased conduct” definition presented in Option B could potentially lead to mislabeling inaction and linking it to bias.⁷⁷ While the Commission acknowledged that more context for any additions suggested by SMEs could be provided in future guidelines, and that the concerns related to the inaction language could be addressed with potential additional language that could help mitigate such concerns, ultimately, the POST Commission decided to adopt Option A.⁷⁸

While the Board is disappointed that POST did not adopt the language and definition developed at the AB 443 Workshop, it is hopeful that revamped pre-employment background investigations that involve bias assessments will help LEAs demonstrate due diligence in preventing biased conduct and improve their decision-making in recruitment. An explicit definition to screen for biased conduct will also help law enforcement agencies reduce potential legal challenges or reputational harm resulting from hiring peace officers who then engage in prohibited conduct.

The Board also hopes consistency and transparency in internal affairs investigations involving allegations of biased conduct will send a strong message that biased conduct will not be tolerated in agencies. In addition to improving community trust and partnerships, this will encourage officers to report biased conduct without fear of retaliation and contribute to an LEA culture of accountability and ethical behavior. Addressing biased conduct through internal affairs investigations could also lead to improved community trust and public safety outcomes.

Proposed Definitions of “Biased Conduct”

AB 443 Workshop (developed by SMEs): “Any action or inaction by a peace officer, whether on duty or off-duty, that is motivated by bias, whether implicit or explicit, toward a person’s actual or perceived protected class or characteristic(s).”

conduct, including, but not limited to, conduct online, such as social media use, engaged in by a peace officer in any encounter with the public, first responders, or employees of criminal justice agencies, as defined in Section 13101, motivated by bias toward any person’s protected class or characteristic, whether actual or perceived, that is described in subdivision (b) of Section 51 of the Civil Code. For purposes of this definition: (a) Biased conduct may result from action or inaction. (b) Biased conduct may occur on duty or off duty. (c) Biased conduct may result from implicit and explicit biases. (d) Conduct is biased if a reasonable person with the same training and experience would conclude, based upon the facts, that the officer’s conduct resulted from bias towards that person’s membership in a protected class described in paragraph (1) of Penal Code 13510.6(a). (e) An officer need not admit biased or prejudiced intent for conduct to be determined to be biased conduct.” Commission on Peace Officer Standards and Training, *6/4/25 Agenda Item Report: Report on Establishing a Definition of “Biased Conduct” Pursuant to Assembly Bill 443 and Penal Code 13510.6* (Approved May 13, 2025), pp. 3-4. <<https://tinyurl.com/mrwbbzth>> [as of Jul. 17, 2025].

⁷⁶ Com. on Peace Officer Stds. and Training, *Commission on Peace Officer Standards and Training Advisory Committee Meeting Tuesday, June 3, 2025*, pp. 136-142 <<https://tinyurl.com/3wdjhvnz>> [as of Aug. 28, 2025].

⁷⁷ Com. on Peace Officer Stds. and Training, *Commission on Peace Officer Standards and Training Advisory Committee Meeting Tuesday, June 3, 2025*, pp. 136-142 <<https://tinyurl.com/3wdjhvnz>> [as of Aug. 28, 2025].

⁷⁸ Com. on Peace Officer Stds. and Training, *Commission on Peace Officer Standards and Training Advisory Committee Meeting Tuesday, June 3, 2025*, p. 149 <<https://tinyurl.com/3wdjhvnz>> [as of Aug. 28, 2025].

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POST Option A (adopted): “Pursuant to Penal Code § 13510.6(a), when investigating any bias-related complaint or incident that involves possible indications of officer bias, a law enforcement agency shall determine whether the conduct being investigated constitutes ‘biased conduct,’ using the following definition:

Biased conduct includes any conduct, including, but not limited to, conduct online, such as social media use, engaged in by a peace officer in any encounter with the public, first responders, or employees of criminal justice agencies, as defined in [Penal Code] § 13101, motivated by bias toward any person’s protected class or characteristic, whether actual or perceived, that is described in subdivision (b) of Section 51 of the Civil Code.

For purposes of this definition:

- (a) Biased conduct may result from implicit and explicit biases.
- (b) Conduct is biased if a reasonable person with the same training and experience would conclude, based upon the facts, that the officer’s conduct resulted from bias towards that person’s membership in a protected class described in paragraph (1) of Penal Code § 13510.6(a).
- (c) An officer need not admit biased or prejudiced intent for conduct to be determined to be biased conduct.”

POST Option B (rejected): “Pursuant to Penal Code § 13510.6(a), when investigating any bias-related complaint or incident that involves possible indications of officer bias, a law enforcement agency shall determine whether the conduct being investigated constitutes ‘biased conduct,’ using the following definition:

Biased conduct includes any conduct, including, but not limited to, conduct online, such as social media use, engaged in by a peace officer in any encounter with the public, first responders, or employees of criminal justice agencies, as defined in [Penal Code] § 13101, motivated by bias toward any person’s protected class or characteristic, whether actual or perceived, that is described in subdivision (b) of Section 51 of the Civil Code.

For purposes of this definition:

- (a) Biased conduct may result from action or inaction.
- (b) Biased conduct may occur on duty or off duty.
- (c) Biased conduct may result from implicit and explicit biases.
- (d) Conduct is biased if a reasonable person with the same training and experience would conclude, based upon the facts, that the officer’s conduct resulted from bias towards that person’s membership in a protected class described in paragraph (1) of Penal Code § 13510.6(a).

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(e) An officer need not admit biased or prejudiced intent for conduct to be determined to be biased conduct.”

IV. FIELD TRAINING PROGRAM: FIRST YEAR REVIEW

The Board is mandated to review and analyze the training courses certified by POST to assess the effectiveness of the training in eliminating racial and identity profiling by sworn officers.⁷⁹ Such training is an essential component toward eliminating the pernicious practice of racial and identity profiling by law enforcement.

At POST’s AB 443 Workshop, subject matter experts from law enforcement identified that field training officers have a tremendous influence on shaping the behaviors of basic academy graduates.⁸⁰ Evaluating the POST-certified Field Training Program (FTP) is critical to understanding the context and regulation of peace officer training in California.⁸¹ Field training is the only POST-identified course remaining for the Board to review before it turns back to prior courses to review any updates.

A. Overview of the Field Training Program (FTP)

Field Training is a continuation of the Basic Academy and a significant proportion of an officer’s training overall. The Basic Academy is 664 hours, while Field Training is 440 hours and a minimum of 10 weeks under POST regulations.⁸² The FTP is intended to facilitate a peace officer’s transition from the academic setting (or custody assignment) to the performance of uniformed patrol duties of the employing LEA. Newly assigned officers and deputies must receive additional training in the field to bridge the gap between Academy training and solo patrol duty. The FTP covers at least 18 core “competency areas,” including officer safety, use of force, report writing, search and seizure, crisis intervention, community relations, and more.⁸³

To make new officers’ field training as effective as possible, each officer is assigned to a Field Training Officer (FTO) in order to engage in supervised field work and real-world policing scenarios through actual calls for service.⁸⁴ The FTO must hold Basic POST Certification, have at least one year of patrol experience, be selected by the agency, and complete a 40-hour POST

⁷⁹ Pen. Code, § 13519.4, subd. (h).

⁸⁰ See Com. on Peace Officer Stds. and Training, *Assembly Bill 443 Determination of Biased Conduct Workshop: Input from Subject Matter Experts* p. 3 <<https://tinyurl.com/2k5wsux2>> [as of Sept. 5, 2025].

⁸¹ This is consistent with POST’s response to the Board’s recommendations in the 2025 Report. See Com. on Peace Officer Stds. and Training, *POST Commission March 5, 2025 Agenda*, p. 494 <<https://tinyurl.com/29a83akv>> [as of Aug. 27, 2025] (noting that “the most effective way to evaluate and measure a recruit on the topic of bias is in the Field Training Program”).

⁸² See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-3 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁸³ See Com. on Peace Officer Stds. and Training, *Option 1: Field Training Program* <<https://post.ca.gov/field-training-program>> [as of Jul. 17, 2025].

⁸⁴ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-1 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

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FTO training,⁸⁵ in addition to 24 hours of refresher training every three years.⁸⁶ POST also requires crisis-intervention training for FTOs.⁸⁷ The trainee's performance is evaluated by the FTO and monitored by the Field Training Program Supervisor, Administrator, or Coordinator (FTO SAC) through daily and/or weekly reviews.⁸⁸ FTOs typically use Daily Observation Reports (DORs) to track performance, remedial training, and formally document trainee competence.⁸⁹

According to the POST FTP Guide, field training is “the most effective influence on the future direction of a department. The law enforcement department head and their field training staff must be certain that their FTP not only develops the necessary technical skills but also reflects the policing philosophy of the department and the community that it serves.”⁹⁰

Like many of POST's courses, the FTP has components that relate to the training of officers about the law's prohibitions on racial and identity profiling and the reduction or elimination of bias.

Given the size and importance of POST's FTP, the Board will conduct its review of this program over a two-year period. This year's review focuses on a) the materials comprising the FTP, b) the role of the FTO as it relates to the FTP, and c) research related to Field Training.

B. FTP Materials

To aid in the Board's review of the POST FTP and related course materials, DOJ retained two consultants: one with expertise in law enforcement academic research, including the study of bias, and the other a former California law enforcement executive with 37 years of operational experience. These consultants reviewed Basic Academy materials identified by POST as relating to the FTP and its training on racial and identity profiling: Learning Domain 3—*Principled Policing in the Community* (LD 3);⁹¹ Learning Domain 42—*Cultural Diversity/ Discrimination* (LD 42);⁹² and POST's *Field Training Program Guide*, Volumes I⁹³ and II.⁹⁴ The consultants

⁸⁵ See Com. on Peace Officer Stds. and Training, *Field Training/Police Training Programs* <<https://post.ca.gov/Field-Training-Police-Training-Programs-FAQs>> [as of Aug. 28, 2025].

⁸⁶ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-7 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁸⁷ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-7 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁸⁸ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 2-1 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁸⁹ See Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-12 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁹⁰ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-1 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025]. Not all law enforcement agencies participate in POST-certified field training and next year's RIPA Report will discuss field training alternative for non-participating agencies.

⁹¹ Com. on Peace Officer Stds. and Training, *Learning Domain 03: Principled Policing in the Community (Version 6.0)* <<https://tinyurl.com/mrytda6a>> [as of Aug. 28, 2025].

⁹² Com. on Peace Officer Stds. and Training, *Learning Domain 42: Cultural Diversity/ Discrimination (Version 7.0)* <<https://tinyurl.com/mwa8knxf>> [as of Aug. 28, 2025].

⁹³ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁹⁴ Com. on Peace Officer Stds. and Training, *Field Training Program Guide, Volume II* <<https://tinyurl.com/3ysawcwe>> [as of Aug. 28, 2025].

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also familiarized themselves with Penal Code section 13519.4 and its prohibition on racial and identity profiling, as well as the correlated the California Code of Regulations implementing AB 953.

From those materials, the consultants prepared a course rating rubric for Board members to record their independent reviews and comments, and created summaries of two POST Basic Academy courses, LD 3 and LD 42. The consultants focused on these learning domains since POST has previously explained that, while officer training and guidelines on racial and identity profiling are scattered across various LDs, LD 3 and LD 42 provide the theoretical foundation trainees are expected to build on and apply during field training under the supervision of Field Training Officers (FTOs).⁹⁵ DOJ's consultants also reviewed materials on alternative law enforcement FTP models to assess the FTP and its parameters.⁹⁶

After reviewing this information and preparing the rubric, the consultants developed field interview questions for law enforcement agencies who use POST's materials to conduct their own FTP programs at their agencies. DOJ's consultants then interviewed representatives from a number of mid- to large-sized law enforcement agencies from various locations throughout California, as well as a number of POST representatives overseeing the FTP. These interviews provided first-hand insight into how the POST FTP guidelines are being implemented by different LEAs throughout the State. Finally, the consultants gave a presentation on their progress and observations at the September 8, 2025, RIPA POST Subcommittee meeting.

C. The Role of the Field Training Officer (FTO) and the FTO Supervisor/Administrator/Coordinator (FTO SAC)

As noted above, in the FTP, newly assigned officers are assigned a Field Training officer (FTO) selected and trained to conduct field training and an FTO Supervisor/Administrator/Coordinator (SAC).

1. Role of the FTO

FTOs have "significant" responsibilities to train new officers, over and above their standard law enforcement duties.⁹⁷ FTOs must guide trainees through a comprehensive curriculum, and at times, may be required to intervene during questionable or unsafe trainee behavior.⁹⁸ The FTO's role also includes setting a positive example and offering consistent encouragement and direction

⁹⁵ Racial and Identity Profiling Advisory Board, *Annual Report* (2025) ("2025 RIPA Report") p. 122 <<https://oag.ca.gov/system/files/media/ripa-board-report-2025.pdf>> [as of Aug. 27, 2025].

⁹⁶ See Fischer, *Best Practices Guide: Field Training for Today's Recruits*, International Association of Chiefs of Police: Smaller Police Departments Technical Assistance Program (2018) <<https://tinyurl.com/5ef4uytr>> [as of Sept. 29, 2025]; Thompson, *Field Training Program and Concerns with the San Jose Model*, Florida Department of Law Enforcement <<https://tinyurl.com/2w9hy7e6>> [as of Sept. 29, 2025]; *The Reno Model: Reno Police Department's Police Training Officer Program Basic Manual*, Reno Police Department (2017) <<https://tinyurl.com/bdf8y2tm>> [as of Sept. 29, 2025]; *A Problem-Based Learning Manual for Training and Evaluating Police Trainees*, Community Oriented Policing Services (COPS) U.S. Department of Justice <<https://tinyurl.com/4j9nbmdd>> [as of Sept. 29, 2025].

⁹⁷ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-9 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

⁹⁸ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* pp. 1-9-10 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

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to the trainee,⁹⁹ as well as providing critical feedback and clear direction to guide the trainee to an acceptable level of competence.¹⁰⁰

2. Role of the FTO SAC

The role of the FTO SAC is to ensure that the standards and objectives of the department's FTP are adhered to.¹⁰¹ To meet these requirements, the FTO SAC must monitor the training activities of the FTOs and seek periodic feedback on the newly assigned officer's training progress from the FTOs.¹⁰² In administering the FTP, the FTO SAC is responsible for ensuring that the department's program complies with the minimum standards established by POST.¹⁰³ FTO SACs must be trained in the various components of the FTP and should serve as the main resource for any field training concerns within the department.¹⁰⁴ FTO SACs are expected to develop, maintain, and oversee the selection process of FTOs in the FTP and serve as the academy course liaison in order to closely align field training with the Academy's Regular Basic Course.¹⁰⁵

D. Field Training Research

During the first-year review of the FTP, the consultants also engaged in research related to alternative law enforcement FTP models, and reviewed related manuals, best practices, and scholarly articles. This informed their understanding of POST's FTP and related materials, and will inform potential recommendations developed during the second-year review of the FTP.

E. Second-Year Review of the FTP

Next year, in the 2027 RIPA Report, Board members will assess the FTP and, depending on that assessment, may provide recommendations to improve field training and related POST curriculum materials. The following questions will guide the Board's assessment and development of recommendations:

1. *What values does the FTP teach and do those values align with the goals of AB 953?*

The Board acknowledges that field training affects entire law enforcement agencies, not just individual newly assigned officers. During the September 8, 2025, POST Subcommittee Meeting, Board members noted how significantly the FTP can impact the culture of agencies since newly assigned officers witness and experience an agency's chain of command, leadership styles, disciplinary systems, and informal norms in action. Newly assigned officers can therefore

⁹⁹ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-10 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰⁰ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-12 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰¹ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-13 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰² Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-13 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰³ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-13 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰⁴ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-13 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

¹⁰⁵ Com. on Peace Officer Stds. and Training, *Field Training Program Guide—Volume I: Overview & Appendices* p. 1-13 <<https://tinyurl.com/3aydd4df>> [as of Sept. 29, 2025].

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internalize unit-specific customs, rituals, language, and professional conduct. In addition, the mentorship newly assigned officers receive (or do not receive) helps shape their sense of identity and belonging within the agency.

In exploring this question, the Board will also consider current recruitment issues and generational differences impacting field training, as well as differences of approach between academy and field training officers in terms of quality of instruction.

2. *How well do the FTP materials cover potential for bias and racial and identity profiling?*
 - a. *How do trainees learn about bias-reducing police tactics and community engagement?*
 - b. *How are trainees evaluated on eliminating bias and engaging with community?*

In assessing the POST-certified FTP materials, the Board will also evaluate *Field Training Program Guide, Volume II, Competency 6—Community Relations/Professional Demeanor*,¹⁰⁶ with a focus on Sections 6.3: Cultural Diversity and 6.4: Racial Profiling. While reviewing such materials, the Board will identify the existence or absence of related rubrics; whether and how POST uses specific terminology (e.g. “procedural justice,” “principled policing”) related to racial and identity profiling; and how POST incorporates scenario-based and reality-based training (e.g. real-life simulations, role-playing exercises, use of virtual reality) to train its officers.

The Board will also examine FTO training in order to assess how POST-certified trainers relate concepts such as bias-reducing police tactics and community engagement to trainees, and how they evaluate trainees on eliminating bias and engaging with the community. FTOs should be experienced, exemplary officers with strong leadership skills. They should receive specialized training in adult learning, coaching, and evaluation methods. In reviewing the FTO training, the Board will consider how law enforcement agencies assess whether or not the FTO training is effective and how they measure such effectiveness.

3. *How well do FTP materials and training align with academy training in LD 3 Principled Policing in the Community or LD 42 Cultural Diversity/Discrimination?*

Completion of LD 3 and LD 42¹⁰⁷ is critical to a newly assigned officer’s progression since they must demonstrate mastery of each course’s learning objectives. The FTP is designed to provide newly assigned peace officers opportunities to apply the principles, knowledge and skills acquired in LD 3 and LD 42 classrooms, in real life call for service situations.

The RIPA Board has previously reviewed LD 3 and LD 42 and provided recommendations to POST in the 2022, 2023, and 2025 RIPA reports. In the 2027 report, the Board will focus on

¹⁰⁶ Com. on Peace Officer Stds. and Training, *Field Training Program Guide, Volume II, Competency 6—Community Relations/Professional Demeanor* <<https://tinyurl.com/mtan53nn>> [as of Aug. 28, 2025].

¹⁰⁷ Com. on Peace Officer Stds. and Training, *Field Training Program Guide, Volume II, Competency 6—Community Relations/Professional Demeanor* <<https://tinyurl.com/mtan53nn>> [as of Aug. 28, 2025].

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assessing how well POST's FTP aligns with the learning objectives articulated in LD 3 and LD 42.¹⁰⁸

As part of its review of the FTP, the Board will also look at the recently published POST Guidelines on Racial and Identity Profiling, and may also look to additional U.S.-based and/or international field training models to guide its development of potential recommendations.¹⁰⁹

V. VISION FOR FUTURE REPORTS

During the September 9, 2025, POST Commission meeting, RIPA Board Co-Chair Sierra provided the Commission with an overview of the RIPA statute, an overview of the RIPA statute, examples of findings from previous reports, and a preview of the work the Board is engaged in related to the Field Training Program.

Co-Chair Sierra also answered questions from Commissioners. This presentation and dialogue highlight the fact that the Board and Commission aim to strengthen their partnership by working more collaboratively in the future. For example, the Board hopes to engage in more targeted outreach to law enforcement agencies. During the September 8, 2025, POST Subcommittee meeting, Board members noted that this outreach would be beneficial since RIPA data is reported using non-identifying officer numbers, and peace officers have repeatedly expressed concerns with DOJ using RIPA data to identify individual officer information. Working with POST to provide outreach and better access to resources will address these concerns by ensuring that peace officers and law enforcement agencies throughout the State understand that DOJ does not use RIPA data to identify individual officers, nor does it disaggregate RIPA data for this purpose.

In addition to engaging with POST in these ways, over the next year, the Board looks forward to completing its review of the FTP, and in future reports, the Board will continue to review RIPA course updates. The Board will also further collaborate with POST regarding requests for input on guidelines, regulations, and training courses being developed and updated relating to racial and identity profiling.

¹⁰⁸ These are materials identified by POST as relating to the FTP and its training on racial and identity profiling: Learning Domain 3—*Principled Policing in the Community* (LD 3), and Learning Domain 42—*Cultural Diversity/ Discrimination* (LD 42). See Com. on Peace Officer Stds. and Training, *Learning Domain 03: Principled Policing in the Community (Version 6.0)* <<https://tinyurl.com/mrytda6a>> [as of Aug. 28, 2025]; Com. on Peace Officer Stds. and Training, *Learning Domain 42: Cultural Diversity/ Discrimination (Version 7.0)* <<https://tinyurl.com/mwa8knxf>> [as of Aug. 28, 2025].

¹⁰⁹ Ontario Police College in Canada (training programs with emphasis on de-escalation techniques, communication skills, and conflict resolution) (see Office of the Solicitor General, *Ontario Transforming Police Response and Training*, (Apr. 3, 2018) <<https://news.ontario.ca/en/bulletin/48794/ontario-transforming-police-response-and-training>> [as of Jul. 31, 2025]); UK Police Degree-Based training (integrates academic learning with practical training) (see *Apprenticeship (PCDA) Entry Route*, *Joining the Police* <<https://tinyurl.com/mxzhsnv9>> [as of Jul. 28, 2025]); Germany Police training program (extensive, sometimes lasting 2-3 years with a strong focus on ethical training and legal education) (see Staller et al., *Police Recruits' Wants and Needs in Police Training in Germany* (2022) 36 *Security Journal* 249, 250-251 <<https://link.springer.com/article/10.1057/s41284-022-00338-1>> [as of Jul. 31, 2025]); Japan Police Academy training program (focus on legal studies, community engagement, and public service as well as physical fitness and discipline) (see Charle, *Tokyo (Japan) Police Academy* (1979) 2 *Police Magazine* 49, 49-53.) <<https://www.ojp.gov/ncjrs/virtual-library/abstracts/tokyo-japan-police-academy>> [as of Jul. 31, 2025].

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