

# Welcome!

## *CARE Community Briefing:* **2025 RIPA Report**

**TUESDAY, JANUARY 21ST | 11AM**



## Accessibility/Accesibilidad

- **Find the menu bar at the bottom of your zoom window** | *Busque la barra de menú en la parte inferior de su ventana de zoom*
  - **For closed captioning, select “more”** | *Para subtítulos, seleccione “more”*
  - **For Spanish interpretation, select the image that looks like this/Para interpretación en español, seleccione la imagen que se parece a esta:**



# AGENDA

- I. Welcome
  - II. RIPA Overview (DOJ)
  - III. Presentation on 2025 RIPA Report  
(RIPA Board Members)
  - IV. Questions
  - V. Thank you
-

## National Day of Racial Healing

It takes all of us to do this work, and as a coalition of Californians committed to justice, equity and dignity, we will continue on this journey:

to tell the truth about our history and build trust with diverse communities;

to work together to hold our institutions accountable so that individuals' life outcomes do not correspond with racial and ethnic identity; and

to transform the systems in which racism is embedded by mobilizing our shared vision within our spheres of influence.



## AB 953: The Racial and Identity Profiling Act (RIPA)

Goals of RIPA are to develop evidenced-based solutions by

1. Collecting stop data; and,
2. Convening a board comprised of experts and representatives of the community tasked with the mandate of eliminating racial and identity profiling.





## The RIPA Board

The RIPA Board is a 19-member Board made up of community advocates, spiritual leaders, academics, attorneys, and law enforcement. The Board's mission is to eliminate racial and identity profiling and to improve diversity and racial and identity sensitivity in law enforcement.



## DOJ's Role

- Assist the RIPA Board in research, drafting, and publishing their annual RIPA reports;
- Draft and publish the RIPA regulations for the collection and reporting of data;
- Assist law enforcement in understanding the data collection methods and requirements;
- Receive and analyze stop data and civilian complaint data from agencies; and
- Publish data on OpenJustice.



## Data Collection

Since RIPA's enactment in 2015, the DOJ has:

- Onboarded over 400 + Law Enforcement Agencies;
- Collected over 19 million records;
- Responded to 100's of PRA requests; and
- Created, implemented, and assisted law enforcement agencies in compliance with RIPA Regulations.



## Stay informed about RIPA

- Visit the AG's website at <https://oag.ca.gov/ab953>
- Subscribe to the AB 953 RIPA email list at <https://oag.ca.gov/subscribe> and check the AB 953 box for key meeting dates and past reports
- Attend or view Board or subcommittee meetings held throughout the year in different regions of California. <https://oag.ca.gov/ab953/meetings>
- Provide public comments verbally at all meetings or in writing via email at [AB953@doj.ca.gov](mailto:AB953@doj.ca.gov)
- Review interactive data comparisons via OpenJustice at <https://openjustice.doj.ca.gov/exploration/stop-data>



## 2025 RIPA Report

The 2025 Report analyzes **4.7 million of stops** conducted in 2023 by 539 law enforcement agencies in California.

The RIPA regulations define a “stop” as

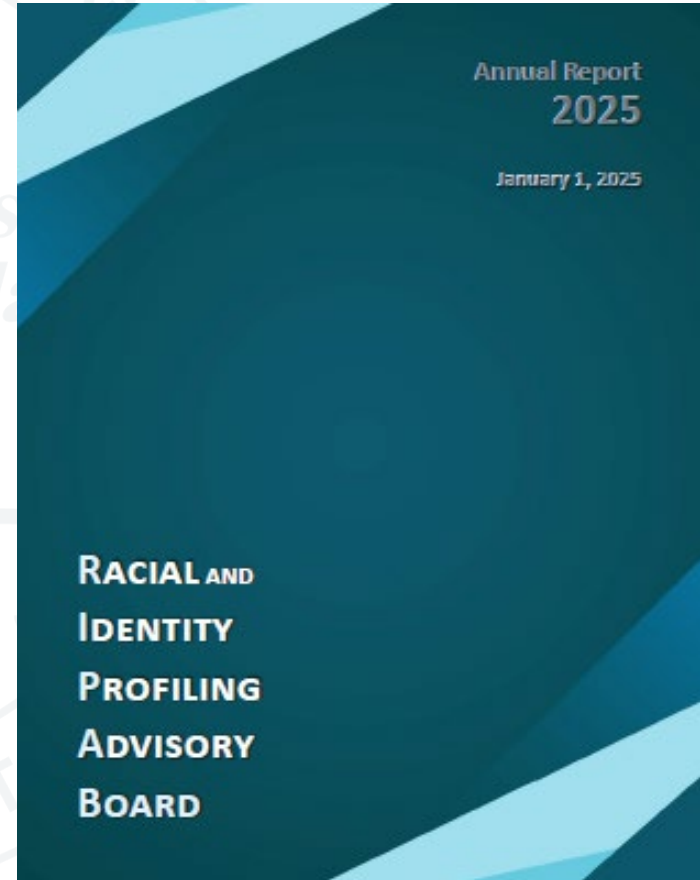
1. any detention by a peace officer of a person; or
2. any peace officer interaction with a person in which the officer conducts a search. (11 Cal. Code. Regs. § 999.224, subd. (a)(14).)



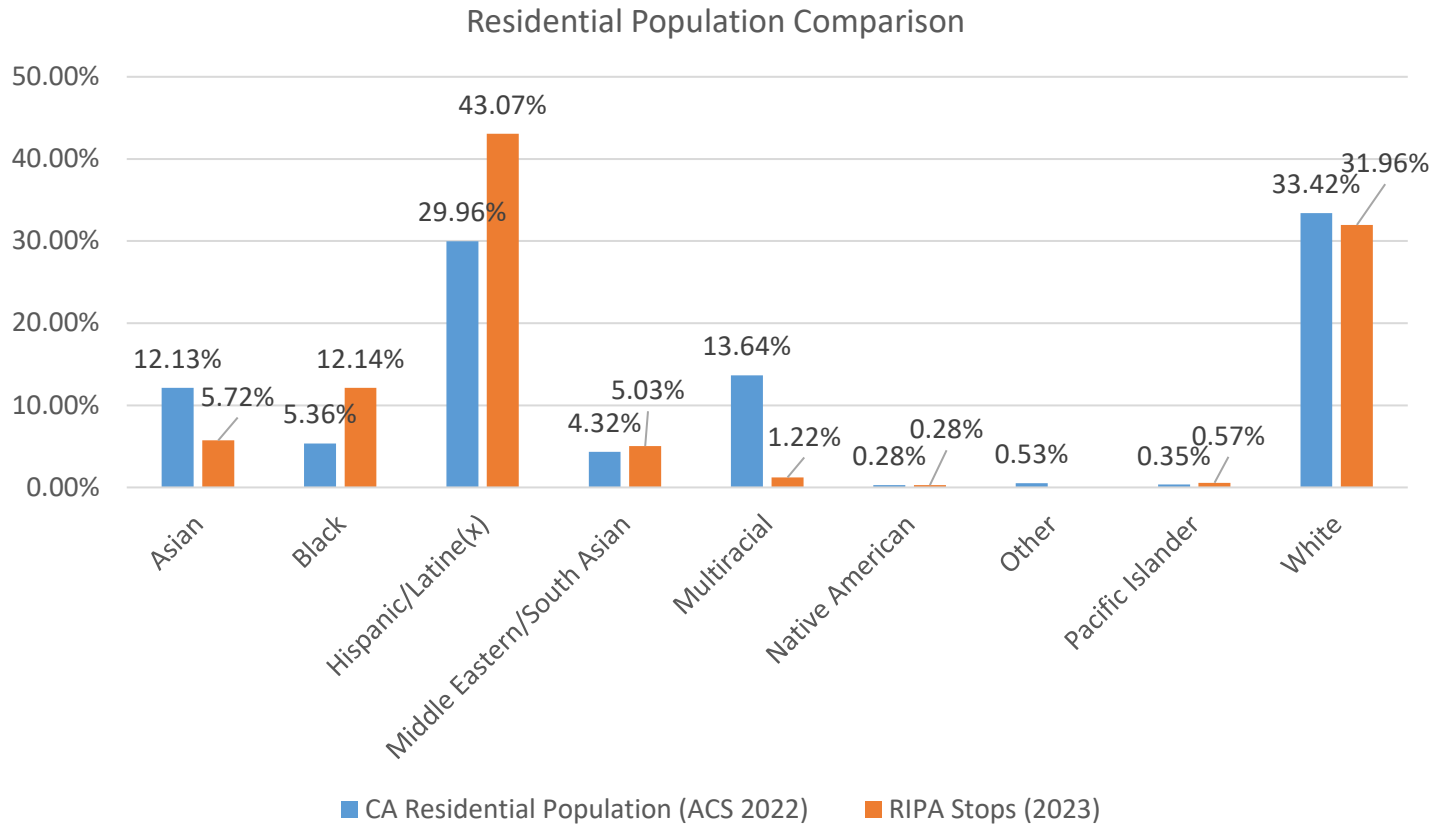
# CARE Community Briefing: 2025 RIPA Report

## Overview

- 2025 Report
  1. Findings on 2023 Stop Data
  2. Policy-Focused Data Analysis
  3. POST Training and Recruitment
  4. Accountability
  5. Civilian complaints
- Recommendations
- Public Participation

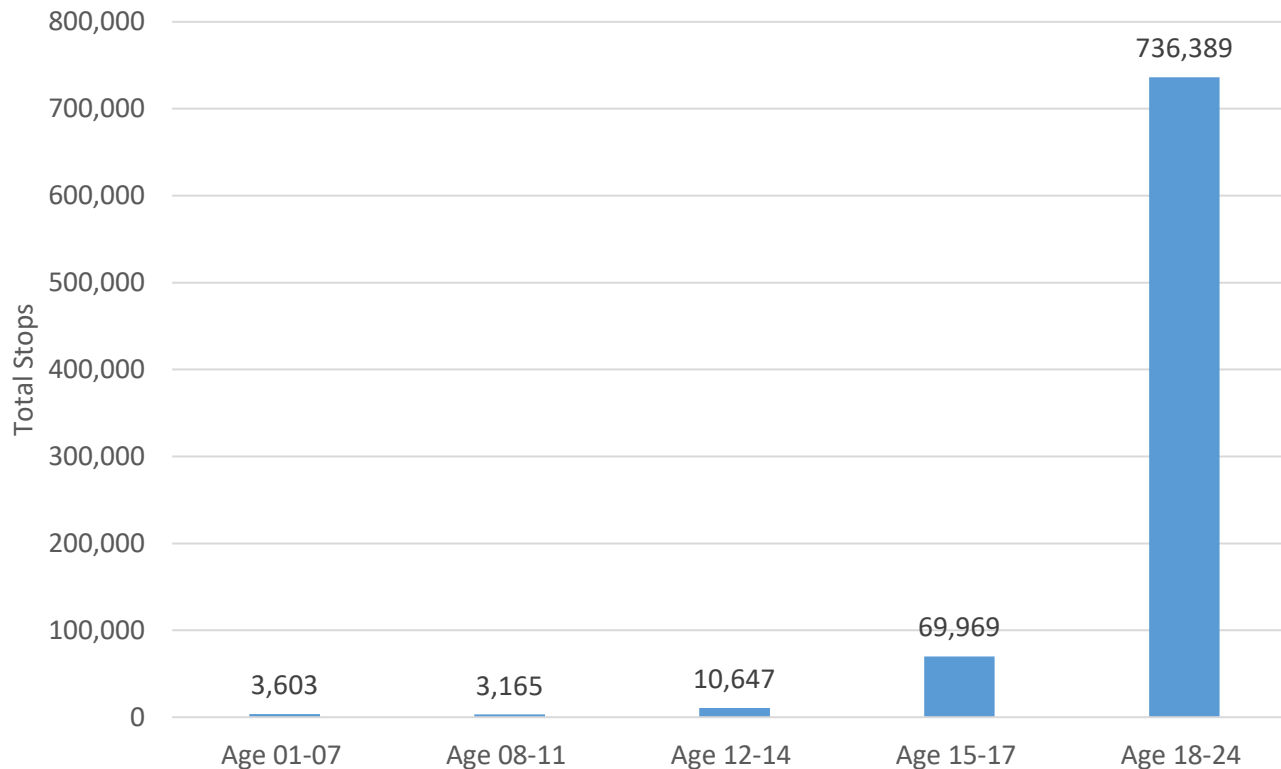


## Findings on 2023 Stop Data *Stop Disparities by Race*



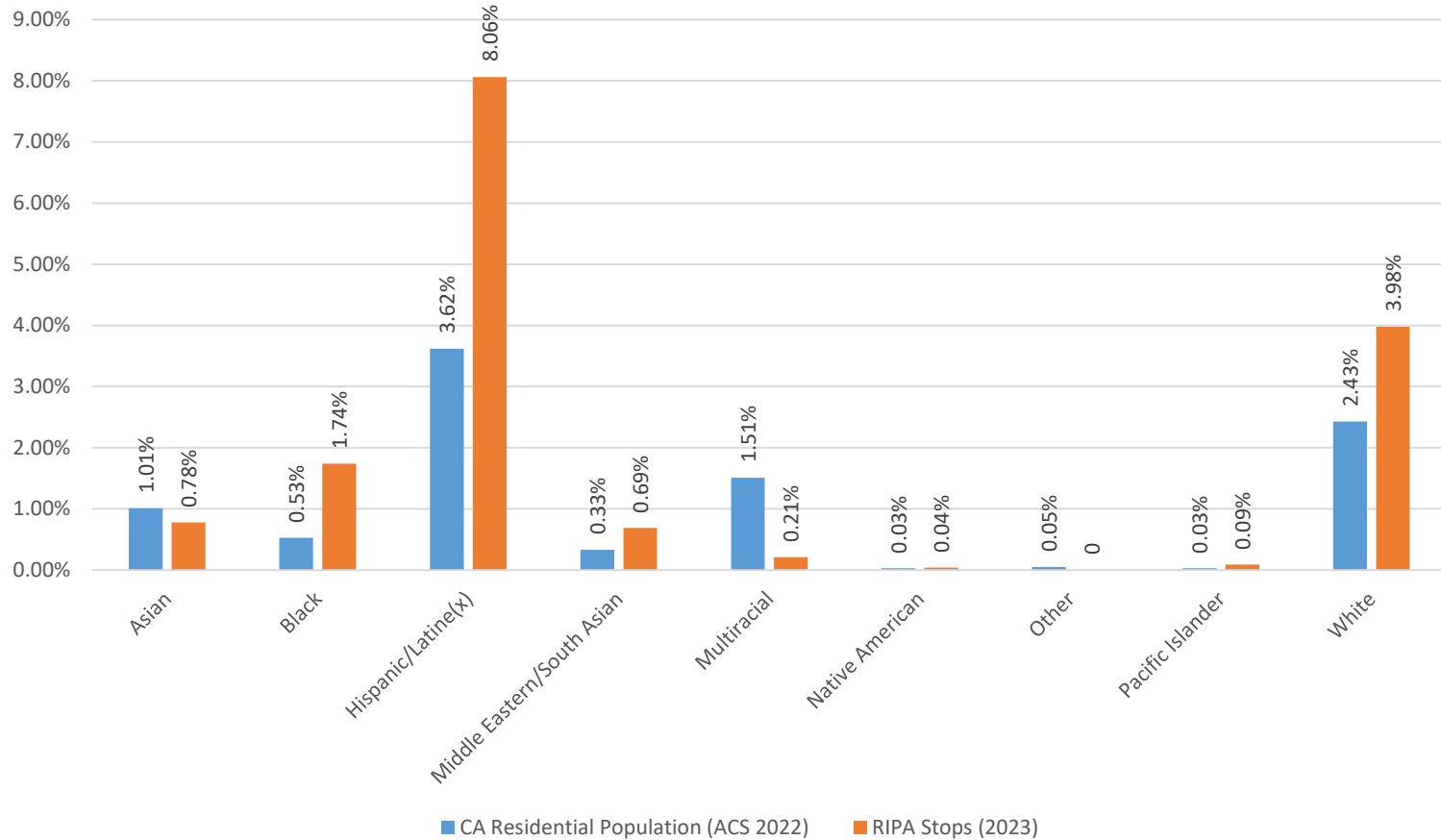
## Youth-Focused Data Analysis *Total Stops by Age (Youth under 25)*

Individuals perceived to be 24 and younger were 17.5% of all stops in 2023.



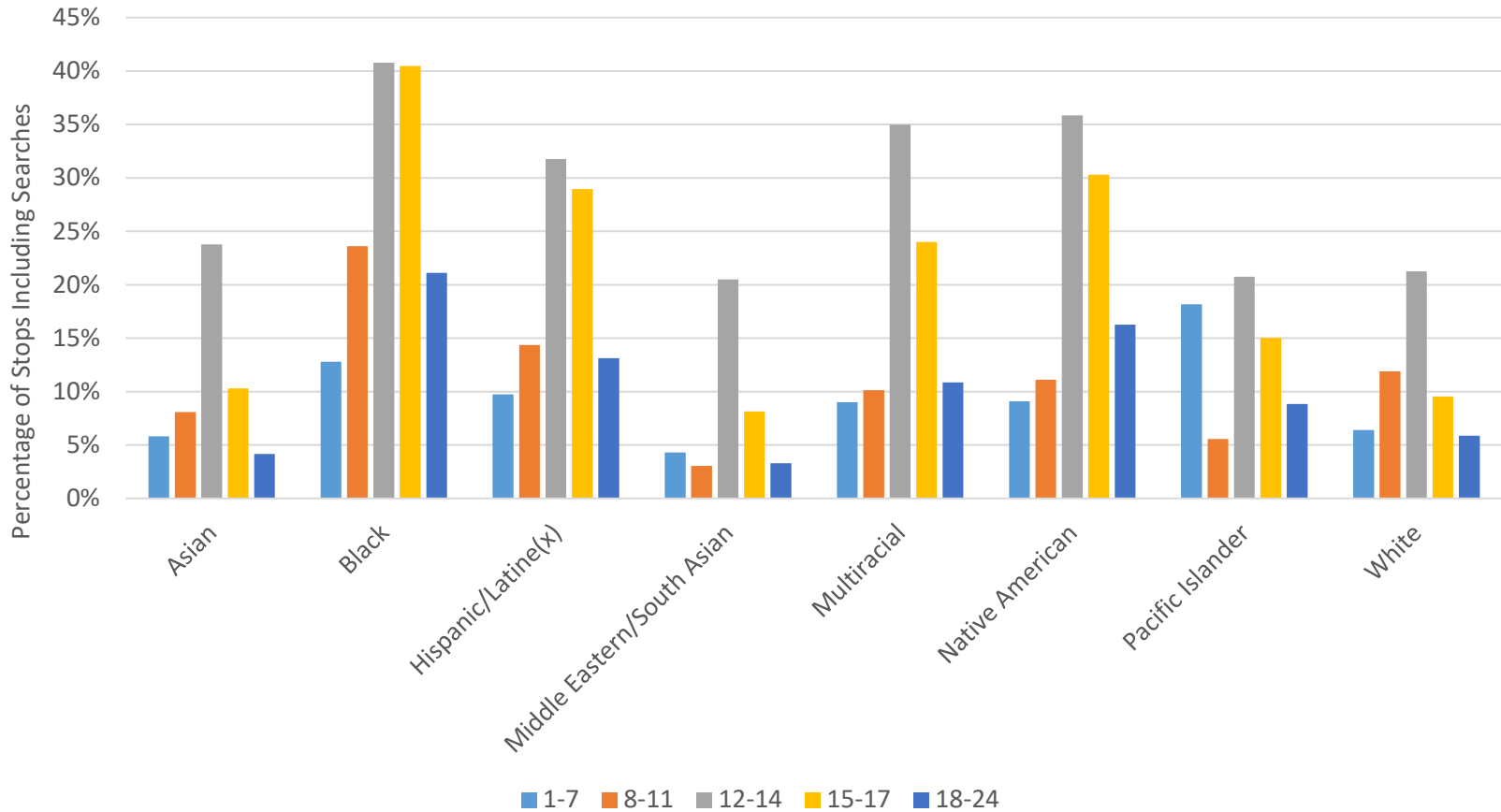
# CARE Community Briefing: RIPA Overview

## Youth-Focused Data Analysis Residential Population Comparison to Stop Data (Ages 18-24)

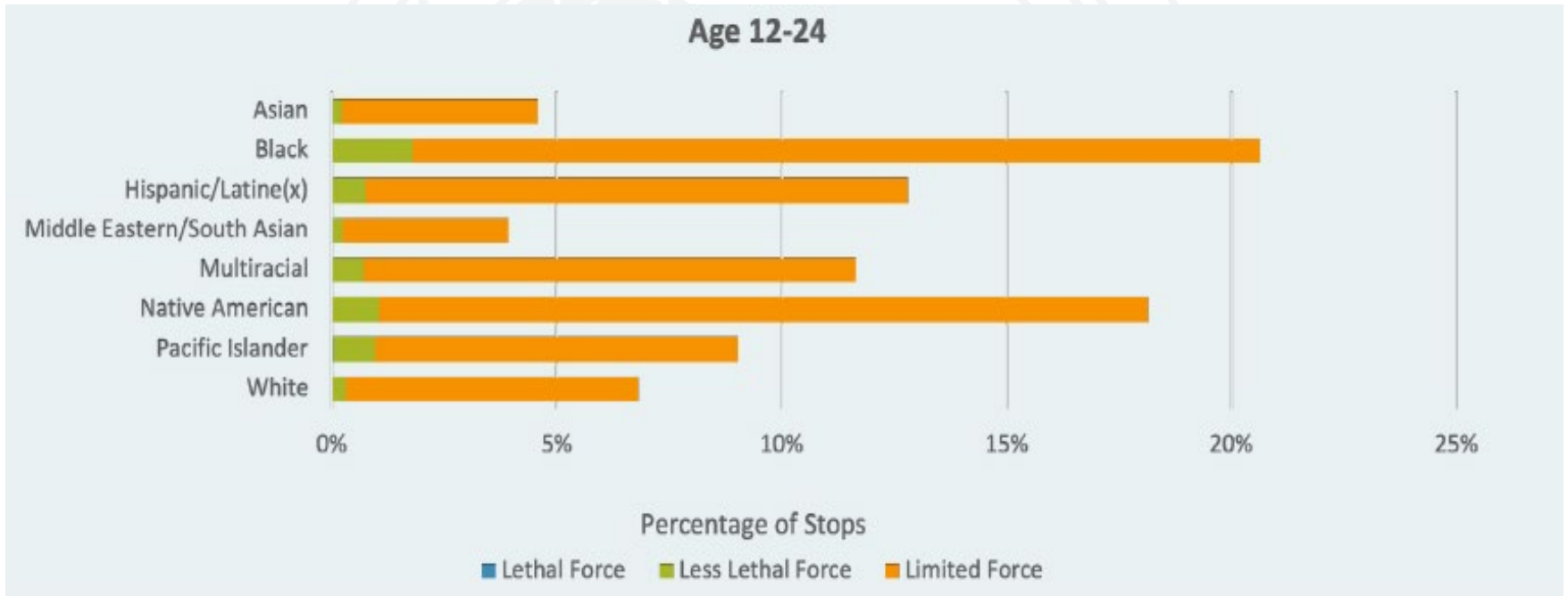




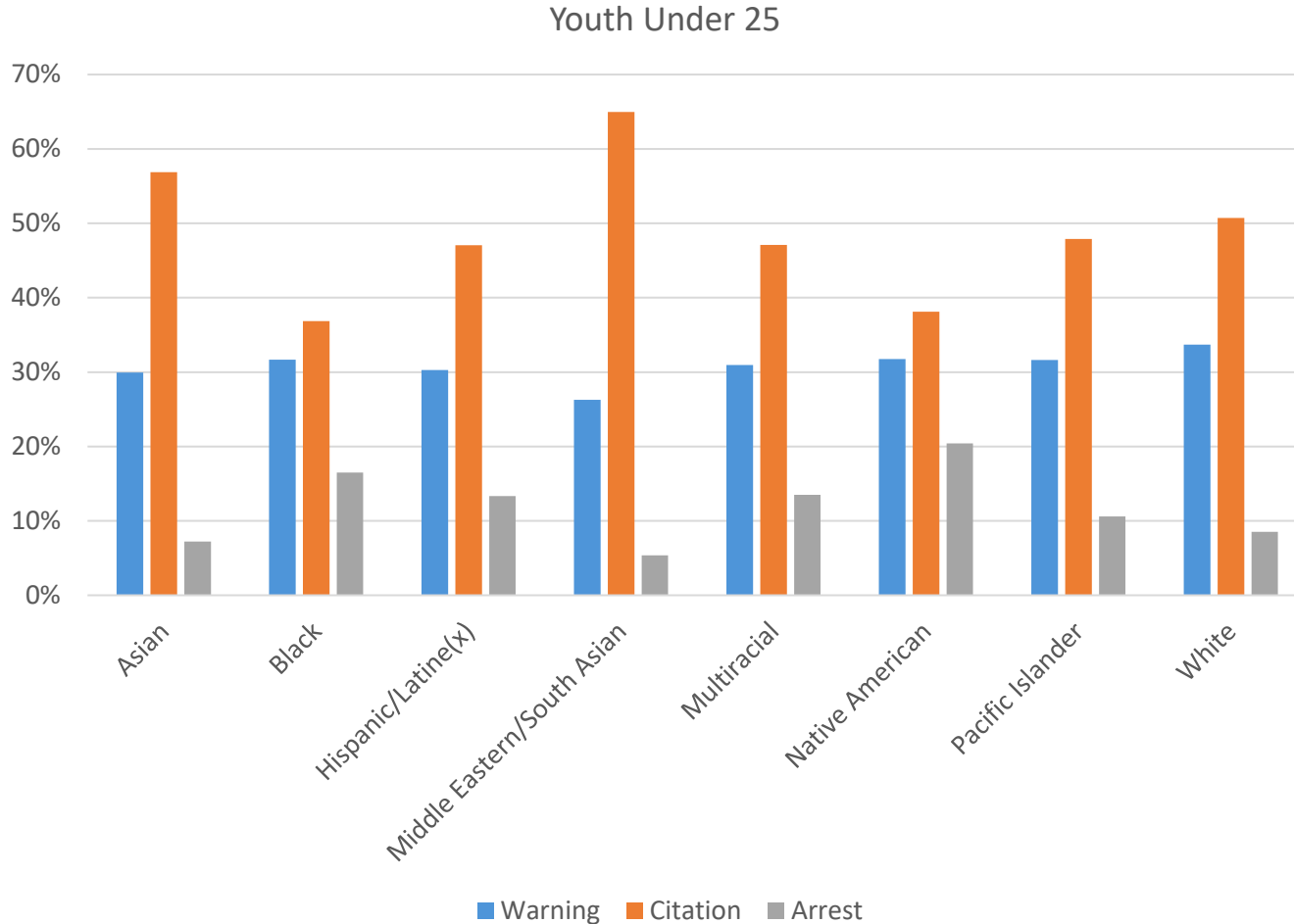
## Youth-Focused Data Analysis *Stops Including Searches by Race and Ethnicity*



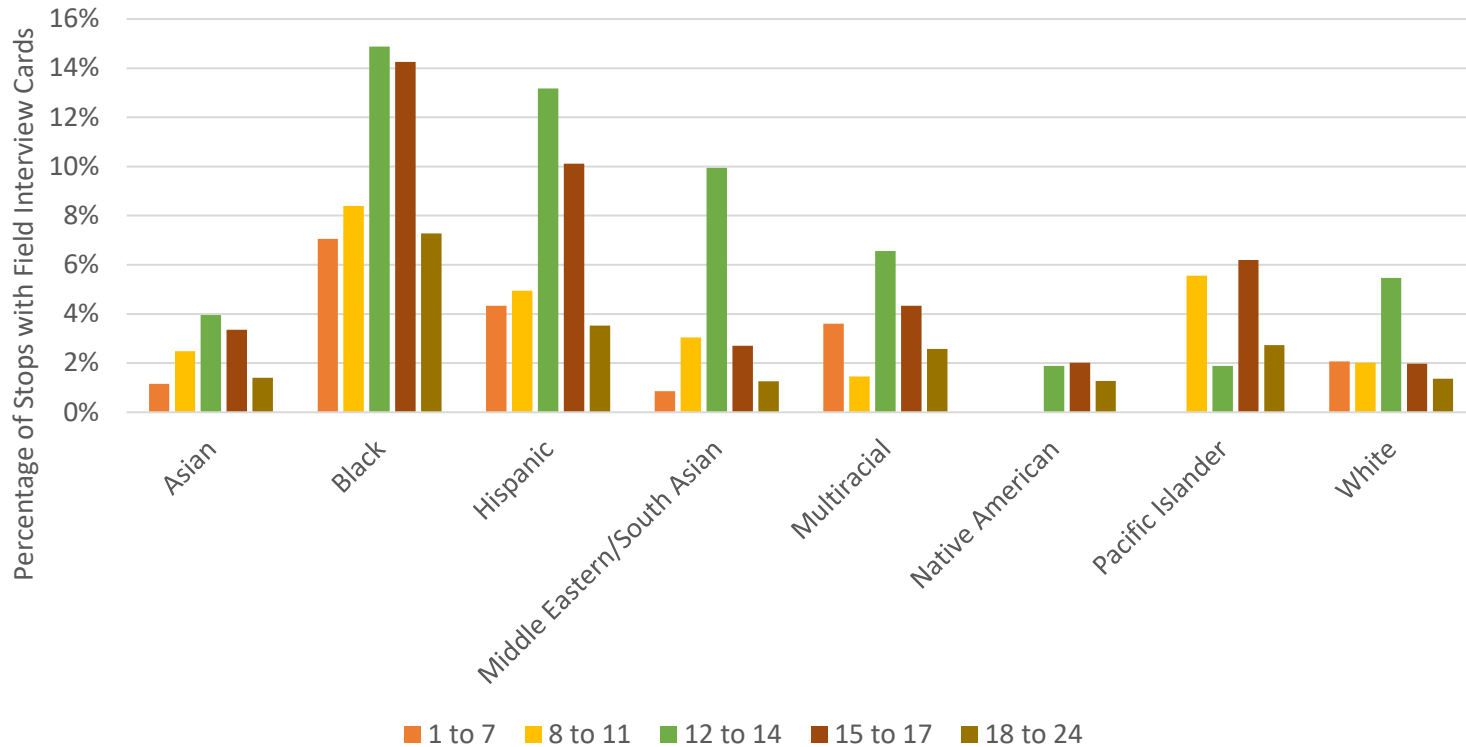
## Youth-Focused Data Analysis *Use of Force (Ages 12-24)*



## Youth-Focused Data Analysis *Results of Youth Stops Separated by Race/Ethnicity*



## Youth-Focused Data Analysis *Field Interview Cards*



A field interview card is a document officers can elect to fill out during an interaction. They can contain information such as who the person is with, what they are wearing, any social media accounts, or nicknames of the person.



## Policy-Focused Data Analysis

As of 2022, there are over 12 million (nearly 1 in 3) Californians under 25, and nearly nine million (approximately 1 in 5) Californians under 18.

Given the size of this population, its unique vulnerabilities, and the data indicating disparities, **it is crucial to adopt youth-specific policies that seek to eliminate disparities, are developmentally appropriate, and provide additional protections.**



## Legislative Recommendations

1. Convene a panel of experts to recommend standards, policies, and training for officers as it relates to the disparities and research set forth in the 2025 RIPA report with respect to youth, with a focus on use of force, de-escalation, and child development.
2. Review the efficacy of existing deflection and diversion programs and explore the expansion to universal deflection or diversion for youth accused of a status offense, misdemeanor, or other low-level offense with a rebuttable presumption of eligibility that can be overcome with evidence-based considerations.
3. Explore how limiting officer discretion in stops could reduce racial disparities and make specific findings from their study to act on.
4. Law enforcement agencies should reevaluate proactive policing practices that have a disparate impact and collaborate with community-based organizations to find alternatives to increase public safety.





## POST Training and Recruitment

To eliminate bias, researchers recommend:

- Repeated training sessions;
- Supervisor support to influence cultural shifts within departments;
- Using body-worn camera footage to train officers and examine their behavior in the field;
- Integrating implicit bias-oriented and diversity trainings within broader organizational initiatives;
- Evaluating bias intervention as part of job performance; and
- Adopting policies that limit peace officer discretion during stops, encourage intelligence-based stops, and disrupt the influence of implicit biases.

### Explicit and Implicit Bias Can Both Affect Behavior

#### IMPLICIT BIAS

Attitudes that are *unconscious and involuntary* but may still affect an individual's behavior.

#### EXAMPLES:

- Unintentionally promoting stereotypes.
- Unconsciously considering a person's identity characteristics when taking actions.



#### EXPLICIT BIAS

Attitudes and beliefs held about a person or group on a *conscious* level that affect an individual's behavior.

#### EXAMPLES:

- Making jokes or comments that deliberately express a prejudice related to a person's identity characteristics.
- Intentionally promoting stereotypes.
- Using racial or ethnic slurs toward individuals.

## Legislative Recommendations

- Require more frequent, evaluated and evidence-based training on racial and identity profiling more than once every five years, and at a minimum of every three years.
- Require law enforcement supervisors and field training officers receive specialized training on eliminating racial and identity profiling within their departments.
- Explore requiring POST and Museum of Tolerance (MOT) courses on racial and identity profiling to be updated every two years with the latest RIPA findings, current legislation, and community input.
- Amend the law to increase funding and allow for additional stakeholders, beyond the MOT, to present additional options for the racial and identity profiling training to law enforcement officers.
- Fund an independent study, under the guidance of the RIPA Board and conducted by academic researchers, that assesses the efficacy of POST's racial and identity profiling training on officers' attitudes, prejudices, and enforcement outcomes.



## POST Recommendations

- Evaluate the academic research underpinning trainings during its course certification process.
- Revise the process for evaluating law enforcement training, in course certification and its quality assessment plans, to include additional course criteria that incorporate training outcomes based on officer actions and behavior in the field.



## Accountability

SB 2, the Kenneth Ross Jr. Police Decertification Act of 2021, created a statewide system to decertify or suspend peace officers who engage in serious misconduct, including officers who demonstrate bias or engage in racial and identify profiling.

Serious Misconduct includes:

- Dishonesty
- Abuse of power
- Physical abuse
- Sexual assault
- Demonstrating bias
- Acts that violate the law and are sufficiently egregious or repeated
- Participation in a law enforcement gang
- Failure to cooperate with an investigation into potential police misconduct
- Failure to intercede during excessive force



## Common Grounds for Certification Actions Initiated by POST

Basis	Certification Actions	
	Number	Percent
Acts that Violate the Law	91	59.48%
Physical Abuse/Excessive Force	28	18.30%
Sexual Assault	17	11.11%
Dishonesty	11	7.19%
Demonstrating Bias	8	5.23%
Abuse of Power	6	3.92%
Failure to Cooperate	2	1.31%



## Legislative Recommendations

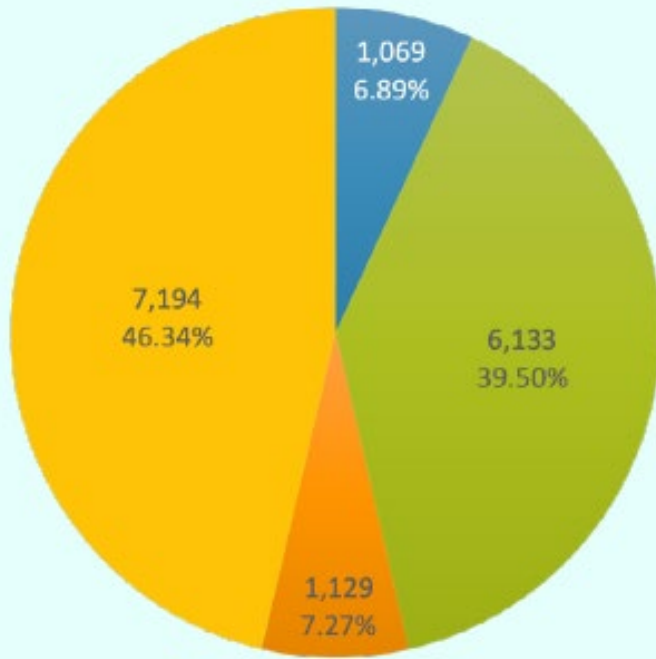
- Enact legislation requiring law enforcement agencies to modify their disciplinary policies defining serious misconduct to align with the categories in Penal Code section 13510.8, subdivision (b).
- Amend Penal Code section 13510.8 to include whistleblower protection for peace officers and other individuals within a law enforcement agency who report serious misconduct by fellow peace officers to provide protection for officers who report serious misconduct of fellow officers and to encourage a culture of accountability.





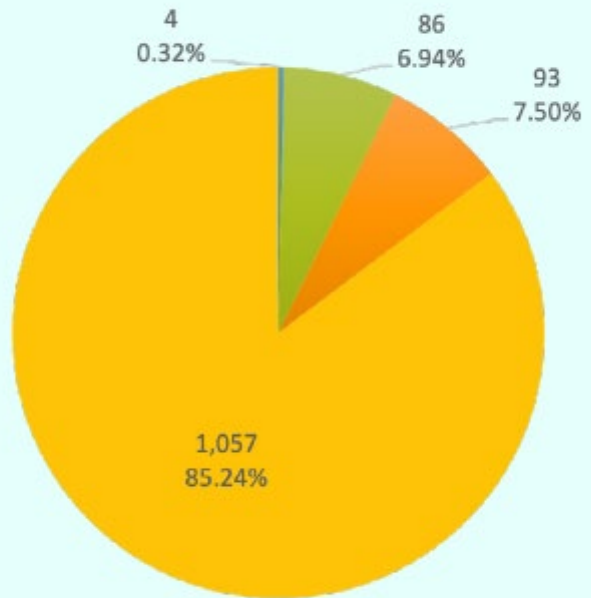
## Civilian Complaints

### Total Complaints Reaching a Disposition in 2023



■ Sustained ■ Exonerated ■ Not Sustained ■ Unfounded

### Racial and Identity Complaints Reaching a Disposition in 2023



■ Sustained ■ Exonerated ■ Not Sustained ■ Unfounded



## Legislative Recommendations

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

## How to Stay Engaged

### RIPA Resources

- **Subscribe** to AB 953 RIPA email list: <https://oag.ca.gov/subscribe>
- **Attend or view Board or subcommittee meetings** held throughout the year. Our next meeting is March 13<sup>th</sup>.
- Provide **public comments** verbally at all meetings or in writing via email at [AB953@doj.ca.gov](mailto:AB953@doj.ca.gov)
- **Review interactive data** comparisons via OpenJustice at <https://openjustice.doj.ca.gov/exploration/stop-data>

### File a Complaint with POST

- Members of the public can **submit complaints** regarding officer misconduct with POST directly here: <https://post.ca.gov/public-complaint-form>
- If you have any questions regarding the complaint process, POST can be contacted at [ComplaintIntake@post.ca.gov](mailto:ComplaintIntake@post.ca.gov) or call (916) 227-2822.



# CARE Community Briefing: RIPA Overview

## Q + A

Learn more at the AG's website: <https://oag.ca.gov/ab953>

Further Questions? Email us! [AB953@doj.ca.gov](mailto:AB953@doj.ca.gov)



**THANK YOU FOR ATTENDING TODAY'S WEBINAR**

- **Video and Presentation Materials Will Be Available At:**

[oag.ca.gov/care/community-briefings](https://oag.ca.gov/care/community-briefings)

*Note: Please allow at least 2 weeks for the video to be uploaded.*