



CALIFORNIA RACIAL AND IDENTITY PROFILING ADVISORY BOARD POST SUBCOMMITTEE

MARCH 10, 2025

Racial and Identity Profiling Act of 2015 (AB 953)

- Prohibits racial and identity profiling by law enforcement in California.
- POST Commission must consult with the Board in developing racial and identity profiling training.
- Requires the RIPA Board to analyze POST Commission profiling training courses and include its findings in the annual RIPA Report.

Penal Code section 13519.4 Curriculum Requirements

Discuss prohibition against racial or identity profiling in subdivision (f).

Obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow peace officers.

Prescribe evidence-based patterns, practices, and protocols that prevent racial or identity profiling.

Provide an overview of the history and role of the civil and human rights movement and struggles and their impact on law enforcement.

Identify racial, identity, and cultural differences among residents in a local community.

Review perspectives of diverse constituency groups and experts on particular racial and identity police-community relations issues in a local area.

Discuss negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement.

POST Subcommittee Role

- 3 subcommittee meetings
- 4 full RIPA Board meetings
- Engagement and discussion at the full board meeting on topics covered in subcommittee meeting
- Review POST-courses on racial and identity profiling
- Evaluate latest research

Prior POST course reviews

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. * 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

2025 Report: Guidelines

- **August 2023:** POST agreed to develop racial and identity profiling guidelines as a standalone document and included Board members in their development
- **May 14-16, 2024:** First POST workshop at the Museum of Tolerance (MOT)
- **July 2024:** RIPA Board submitted feedback to draft guidelines
- **October 8-9, 2024:** Second POST workshop
- **Early 2025:** Anticipated publication of guidelines

2025 Report: Research findings



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.

2025 Recommendations to the Legislature

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.

Require POST-certified courses on racial and identity profiling to be revised to **include ways to prevent behavior that could lead to officer decertification** for serious misconduct under SB 2.

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.

Provide funding and require **POST to report annually on specific training outcome and performance measures**. POST should consider looking at implicit bias metrics before and after the trainings to evaluate its effectiveness.

2025 Recommendations to POST

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.

Formally evaluate Learning Domain 3 and Learning Domain 42 in the Regular Basic Course comprehensive module tests.

Questions?

2026 RIPA Report

- Review of published POST Guidelines
- POST Response to 2025 Report Recommendations
- Begin Field Training course review
 - 2026: focus on education
 - 2027: review course materials
- Legislative and POST Recommendations