



# Training Bulletin

SANTA BARBARA POLICE DEPARTMENT



LORI LUHNOW, Chief of Police

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## Bias and Racial Profiling

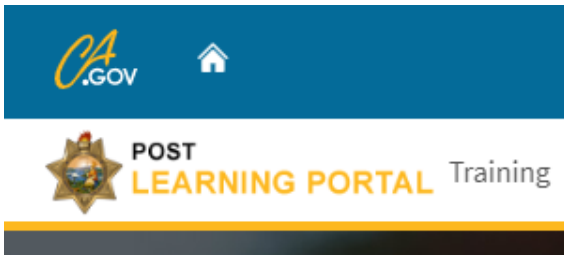
ACTION REQUIRED

In order to meet the training requirements of PC 13519.4, POST has developed training for peace officers in California on the topics of Racial and Cultural Diversity & Racial Profiling. This course of instruction stresses understanding and respect for racial, identity and cultural differences. "Bias and Racial Profiling" is the latest release in POST's line of racial and cultural differences trainings, that satisfies not only a Post requirement, but a legislative mandate as well. Per the directives set by the mandate, this training is to be conducted every 5 years. The Santa Barbara Police Department last completed this training in 2017.

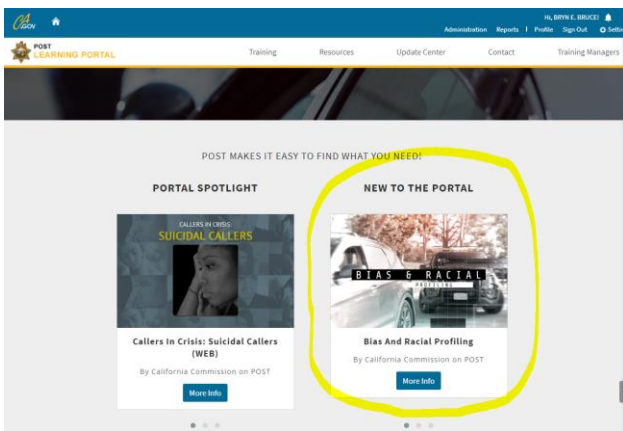
It is mandatory that ALL DEPARTMENT PERSONNEL complete.

### Directions:

- Copy and paste the link into Chrome, access the POST Learning Portal and Sign In. <https://lp.post.ca.gov/>



- Under "New to Portal" you will find: Bias & Racial Profiling or search for it via search bar



- Review Each section till complete. You do not have to finish all sections in one sitting, but once you start a section you will need to finish it, as it will not save if closed prior to completion.


POST LEARNING PORTAL Settings

BIAS & RACIAL PROFILING INFORMATION / INDIVIDUAL VIEWING  
Main Menu

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- Overview ✓
- History and Why It Matters ✓
- The Importance of Community ✓
- Understanding Bias and Profiling ✓
- Recognizing Diverse Cultures and Populations ✓
- Final Thoughts ✓

- Complete the attached worksheet as you work through the training. Once finished please place the worksheet (2 pages) in the large receiving envelope located in the WCs Office. For Annex personnel, outside the YSS Office.

**BIAS AND RACIAL PROFILING**  **PARTICIPANT'S GUIDE**

Name: \_\_\_\_\_ Body #: \_\_\_\_\_ Viewing Date: \_\_\_\_\_

As you watch the training video in the Informational/Individual Viewing mode, follow along and answer the questions below. You may pause the video and view a section again if needed. The goal is for you to complete this assessment and then discuss the material with your supervisor.

**ASSESS WHAT YOU LEARNED**

**From a law enforcement perspective, a better knowledge of history may accomplish all the following except:** (circle one)

- A. Provide greater understanding of others' concerns, fears, and expectations
- B. Prevent repetition of past mistakes
- C. Distort an officer's view of a group or community
- D. Identify avenues law enforcement may utilize to address specific concerns
- E. Greatly affect, either positively or negatively, the future view of today's officers and actions

**Recognizing the needs of certain populations or cultures and adjusting tactical and communicative responses will aid officers in all the following except:** (circle one)

- A. Reducing amount of time needed
- B. Stable resolutions
- C. Greater safety for all parties
- D. Increasing community trust
- E. None of the above

**Understanding the cultural context of an individual's behavior, comments, and views toward law enforcement will assist an officer by providing:** (circle one)

- A. Improved communication
- B. Positive public perception
- C. Conformance with the law enforcement mission
- D. All of the above
- E. B and C only

**To employ empathy while maintaining officer safety, an officer may need to adjust an approach to a call in all the following areas except:** (circle one)

- A. Positioning
- B. Time
- C. Physical contact/control
- D. Voice/tone
- E. None of the above

*Continued*

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CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

- This training is due to be completed by **Friday, July 10, 2020.**

Thank you.