

Released | **May 2020**

Multimedia ID | **288**

CPT Credit | **2**

Meets Mandate | **Yes**

Format | **Online & DVD**

VIEW THE VIDEO

To access this video online, visit the [POST Learning Portal](#). DVD disc versions may be available; learn more about DVD ordering at [POST Training Videos](#).

VIEWING MODES

Facilitated Group Course Viewing

Each segment features a short introduction, followed by scenarios with related questions and activities to assist in facilitating a group discussion. The facilitator has the option to play subject matter expert comments after the discussion to re-emphasize a training point. A "Facilitator's Guide" document (pdf) is included for this viewing mode.

Informational / Individual Viewing

This viewing mode allows an individual to view the training video without classroom facilitation by an instructor (it features the same scenarios and questions/activities as the "Facilitated Group Course" track). Individual viewers view sample group discussions, followed by comments from subject matter experts that reinforce the teaching points. A "Participant's Guide" document (pdf) is included for this viewing mode.

ABOUT THIS VIDEO

The goal of this training program is to provide law enforcement with an understanding of historical contexts and how they affect law enforcement's ability to serve. This training will review the idea of history as it relates to racial bias and community perceptions, review potential ways biases may affect decision making, reveal how bias and profiling impact the profession and influences public perception, identify various communities' perspectives and concerns, and reflect on diversity within law enforcement agencies.

Successful completion of this program meets the two-hour refresher requirement for Racial Profiling Training pursuant to Penal Code section 13519.4(i) and Regulation 1081 only when this program is facilitated in a group setting by a qualified racial profiling instructor (i.e., an instructor who has completed the requirements prescribed in Regulation 1070), or when viewed by an individual participant and the completed Participant's Guide self-assessment is reviewed by a qualified racial profiling instructor.

VIDEO CONTENTS

- **Overview**
- **Scenario 1 - History and Why It Matters**
The effects of personal and community histories on perception are discussed by individuals of varied backgrounds. The idea that one's actions today affect both tomorrow's understanding and the quality of future relationships is revealed, as is the need to recognize every person has a perspective, or bias, based on their history that, if understood, can enhance relationships and improve impartial decision making.
- **Scenario 2 - The Importance of Community**
Officers respond to a woman reporting an unidentified male refusing to leave her home. The involved subjects, one with Alzheimer's and the other with autism, require understanding and tailored approaches. The officers work to safely resolve the call and minimize future response needs and exposure.
- **Scenario 3 - Understanding Bias and Profiling**
After seeing two people commit the same traffic infraction, an officer stops a third person who makes the same violation. The stop and subsequent line of questioning raise concerns for the influence of bias and profiling in an everyday activity and provide a basis for dialogue about officer and public perceptions and the means through which bias may be reflected or perceived in officer actions.
- **Scenario 4 - Recognizing Diverse Cultures and Populations**
An officer makes a vehicle stop for a traffic violation. Upon noticing a difference with the driver's physical appearance and the driver license picture and name, the officer removes the driver from the presence of her coworkers in order to confirm her identity while not taking liberty to do so in front of her coworkers.
- **Final Thoughts**