

## **Vacaville Police Department Racial Profiling Update Expanded Course Outline**

**Introduction and Purpose:** This is a 2-hour update course intended to satisfy the requirements of Section 13519.4 PC. It may be presented as a stand-alone course or as part of a series of related classes on cultural diversity and diversity in the workplace.

- I. Introduction
  - a. Historical Review
    - i. Reason why racial profiling training is required
    - ii. Criminal and civil consequences of racial profiling
    - iii. The history and role of the civil and human rights movement and struggles and their impact on law enforcement.
  - b. Local agency values and expectations (presented by the agency executive)
    - i. Overview from the agency executive
    - ii. Community perspectives and expectations
    - iii. Identification of key indices and perspectives that make up racial, identity, and cultural differences among residents in a local community
  - c. Discussion of past experiences (group activity)
- II. Empowering the Officer to Act – Authority to Police
  - a. Consensual Encounters
    - i. No reason needed for a “stop and talk”
    - ii. No obligation for the citizen to agree, provide ID or be searched
    - iii. Consent requires MUTUAL agreement between officer and citizen
    - iv. Refusal to give consent does not create reasonable suspicious
    - v. Specific obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow peace officers.
  - b. Detentions
    - i. Racial profiling concerns need not detract from aggressive policing

- ii. Reasonable suspicion defined
  - iii. Review of 4<sup>th</sup> and 14<sup>th</sup> Amendment, others (i.e. Wren Decision)
  - iv. Negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement, including examination of how historical perceptions of discriminatory enforcement practices have harmed police-community relations and contributed to injury, death, disparities in arrest detention and incarceration rights, and wrongful convictions.
- III. Avoiding Racial Profiling Perceptions
  - a. The prohibition against racial or identity profiling
  - b. Effective Communication with Citizens
    - i. How misperceptions occur
    - ii. Explaining the cause for a stop without compromising an investigation
  - c. Proper Documentation of Reasonable Suspicion
    - i. F.I. Cards and reports
    - ii. “Articulating” reasonable suspicion
  - d. Recognizing Problems Before They Happen
    - i. Professional concern
    - ii. Avoiding complaints – taking an extra minute to listen and talk
- IV. Application and Practice

Exercise: Using a scenario involving a consensual encounter and a detention, the instructor will role play a citizen being stopped and the student will role play an officer. The student will demonstrate how to effectively communicate with the citizen the reason for the stop in order to avoid a perceptions of racial profiling. The instructor will then facilitate a debriefing of each scenario in order to identify other strategies for handling the stop.