



MODESTO POLICE DEPARTMENT

BIAS BASED POLICING TRAINING



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Modesto Police Department



POST Learning Domain 3

Principled Policing in the Community

- Chapter 1 – Community Policing
- Chapter 2 – Community Partnerships
- Chapter 3 – Problem-Solving
- Chapter 4 – Principled Policing
- Chapter 5 – Historical and Current Events
- Chapter 6 – Implicit Bias



Learning Domain 3 Chapter 4 – Principled Policing

- Implicit Bias
- Explicit Bias
- Cultural Competency
- Procedural Justice
- Legitimacy
- Historical Events



POST Learning Domain 42

Cultural Diversity/Discrimination

- Chapter 1 – Recognizing Diversity
- Chapter 2 – Prejudice, Discrimination, and Racial Profiling
- Chapter 3 – Effective Law Enforcement Contacts
- Chapter 4 – Sexual Orientation and Gender Identity
- Chapter 5 – Hate Crimes
- Chapter 6 – Sexual Harassment



13519.4 California Penal Code

- Operative January 1, 2023
- Provides definition for racial profiling and requirement for ongoing training for peace officers in California
 - Training is required every five years and includes sections on history of profiling in law enforcement, managing bias, procedural justice and community connections.

The City of Modesto requires employees to attend racial bias training every two years.



MPD Policy 402

- MPD Policy 402 defines bias based policing or improper profiling as – An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin (including limited English proficiency), religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement. This includes explicit and implicit biases (i.e., conscious and unconscious beliefs or attitudes towards certain groups)
- Reinforces requirements of 13519.4 PC



Cultural Relations Coaching

- Facilitated by Michael Baldwin
- Ten sessions of four hour blocks
 - In the first two sessions the groups meet separately to discuss unconscious bias, sensitivity to cultural differences, how fear can affect decision making and trauma.
 - In the next eight sessions, the groups meet together for discussions on personal history, role playing, situational stimulation, and tough and constant conversations. Conversations include what shapes us, what has brought us to this point in our lives, and systemic racism.
- To date, 87 MPD officers have completed the class



Questions?



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