

## RACIAL AND CULTURAL DIVERSITY TRAINING IN OTHER JURISDICTIONS

**Berkeley Police Department:** For recruits in the Academy, there is a half day or one day training that consists of video and lecture through POST. There is no specific hourly requirement for mandated continual POST training but must occur every five years. Berkeley Police Department's sworn officers completed the requirement through the POST learning portal. The Training Cycle was most recently completed in 2008.

**Seattle Police Department:** Seattle Police Department recently implemented in 2009 "Perspectives in Profiling" as training on racial and cultural diversity. Seattle PD uses a DVD that was prepared by the Museum of Tolerance in Los Angeles, California. The DVD is used in conjunction with a Power Point presentation prepared by Seattle PD. Training is conducted by three facilitators (40 hours training each at the Museum of Tolerance) and the classroom training is eight hours of instruction. The DVD is interactive which allows interactive training with audience members. The class participants are shown approximately four to five hours of video. Class participants (class of 24 approximately) use a remote and select responses based on hypothetical videos. The content of the video uses "branching technology" which allows for different scenarios to play out depending on the responses of the audience members. Scores are tabulated from the class and anonymously displayed. The class and facilitators then engage in conversations about the meaning of the scores. The intent of the training is to have a better understanding of the multitude of definitions about racial profiling and gaining a better understanding of bias, issues of profiling through interactive class discussion. The entire Seattle PD has been trained as Part of Phase One of the "Perspectives in Profiling" training.

Sgt. David Drain from Seattle PD says that there is no state required racial diversity training. However, the City of Seattle also includes a "Race and Social Justice Initiative" (RSJI) (<http://www.seattle.gov/rsji/>) which includes five classes/32 hours of classroom training. RSJI is "a citywide effort to end institutionalized racism and race-based disparities in City government. There was no roadmap for this work; no American city or other government institution had ever undertaken an initiative that focuses explicitly on institutional racism." Officers will likely receive eight hours of classroom training from a few courses offered through this program. One course which will be taken is Race: Power of Illusion."

Seattle PD emphasized that in order to achieve optimal results, each department should have a five year plan of the goals of training.

**San Jose Police Department:** Two hours of POST mandated training is administered to the officers every five years. San Jose police changed its racial profiling policy recently, making it a violation for an officer to show any biased behavior at any time during an encounter with the public. Before, it was considered a violation only if the officer first stopped an individual solely because of race, gender or other biased reasons.

**San Francisco Police Department:** The San Francisco Police Department Training Division was contacted for information and materials but failed to respond to our request at this time.