



TOWN OF FAIRFAX

STAFF REPORT

October 6, 2021

TO: Mayor and Town Council

FROM: Lorena Barrera, Administrative Analyst (Shared services with Corte Madera)

SUBJECT: Proposed Racial Equity and Social Justice Programs and Initiatives for Town Council's Consideration and Direction.

RECOMMENDATION

Staff is requesting that Council 1.) Take consideration of the list of items proposed 2.) Provide feedback on the proposed items 3.) Provide consensus on allowing staff to move forward with the implementation of items that do not require Council approval and 4.) Direct staff to report back on specific items that require Council action prior to implementation.

BACKGROUND

In May 2020, the world was struck by the shocking video of a black man being pinned to the ground by the knee of a white police officer. George Floyd gasped for air and claimed he could not breathe, became unconscious and died in the hospital later that day. This incident triggered anger in people of all ages and backgrounds and led to protests all over the country and in various parts of the world. After the death of George Floyd and later, other black Americans, the fight for social equity continues and the call for action is now.

Americans have been more outspoken and pushing for action against racism and for equality. Governments all over the country have taken different approaches to addressing these matters. In Fairfax, the Town Council took action in this ongoing fight by forming a committee to examine issues of racial equity, social justice, systemic racial bias, and diversity in the Town, thereby establishing the Racial Equity and Social Justice Committee ("RESJ"), composed of 11 members of the community, two councilmembers and up to two ex-officio youth members. The RESJ was formed in July 2020 and held 13 meetings over a period of 13 months. As required by the Town Council, RESJ was to conduct meetings in accordance with the Brown Act which was created for government transparency in California and to guarantee the public's right to attend and participate in meetings of local legislative bodies.

The RESJ was assigned to "focus on actively dismantling and eradicating systemic and individual racism, bigotry, and discrimination within our Town, in an effort to create a Fairfax that is explicitly antiracist, equitable, and inclusive in both word and deed," but considering the subject matter, the various opinions people have on the issues of racism and police brutality and the discussion limitations set by the Brown Act, these factors created various levels of frustrations that led to several committee members resigning from RESJ and RESJ's last public meeting on August 5, 2021. These resignations said a lot about the difficult work RESJ was to address but most importantly opened the door to an opportunity for the Town Council to consider a new direction on the road to a Fairfax that is anti-racist, forward-thinking and more inclusive of all of its residents.

DISCUSSION

On the path to this new direction for Fairfax, staff is proposing Council consider the following “menu items” to develop a plan that would help address the same issues RESJ was working to address. For a better understanding of what the menu items are intended to help address, each item has been placed under a category type and each item should be considered individually. Items where staff is recommending a collaboration with non-Town staff (consultants, other organizations or residents) are labeled individually. The category types are as follows:

1. Overview and Development of Town Policies, Plans, Surveys and Training
2. Community Collaboration and Town Partnerships
3. Economic Development
4. Communication and Understanding
5. Public Safety and Police Practices

These menu items are recommendations that are being suggested after researching programs, policies and plans in other areas of the state and country. Council should note this is not meant to be an exhaustive list but simply a list of options that were identified to be a good fit for the Fairfax community. It is also important to note that when deciding what type of menu item(s) might help the Town of Fairfax, being able to show progress and measure success will be a necessity in order to determine what works and what doesn't. No program, policy or plan is perfect but being open to trying something new will help guide the Town in the right direction.

1. Overview and Development of Town Policies, Plans, Surveys & Training

For a government employer like the Town of Fairfax, it is important to keep in mind that Town employees are public servants who work for the public good. In order for staff to effectively address issues the Fairfax community is challenged with, the Town should develop policies, procedures, and plans that will help the Town of Fairfax become an organization that is responsive and considerate to all of its residents. To continue improving the work for the community, Council can consider directing staff to work on creating or updating policies around the menu items below.

Racial Equity Action Plan (possible collaboration opportunity)

Local municipalities all over the state and country have taken the first step toward change by developing a Racial Equity Action Plan. These municipalities understand that change has to start at the top and that means with government. A Racial Equity Action Plan would assist a local municipality in examining its own policies and practices to determine what should be addressed in order to develop institutional change. In order to properly develop this type of plan, Town Council can consider analyzing existing Town policies or creating new policies around areas like: hiring practices, employee retention, employee promotion, leadership and management policies, contracting and town partnerships with community organizations. Council can also consider becoming a member of the Government Alliance on Race and Equity (GARE), which is a national network of governments working to achieve racial equity and advance opportunities for all. GARE provides a toolkit to assist local governments in developing strategies that reduce racial inequities and improve success for all groups.

Handbook for Recruiting, Hiring, and Retaining Employees

The Town of Fairfax can consider working on developing a handbook for recruiting, hiring and retention that can include steps and points for Human Resources Departments, hiring managers, and staff members to consider to help achieve racial equity. Many local jurisdictions have this type

of handbook in place. This handbook could include information related to the Town's Equal Employment Opportunity Policy and Plan, information related to bias awareness, information on how to select a proper interview panel, guidelines for interviews, tools for retaining employees, and tools for understanding workplace culture. Currently, the Town of Fairfax does not have such a document.

General Plan Update

At the last RESJ Regular Meeting held on August 5, 2021, a discussion was held regarding the proposal to make text amendments to the General Plan. This proposal was made by Shelley Hamilton of Hamilton Consulting. Hamilton is proposing that the General Plan text edits replace vague and ambiguous instances of the terms "community character" and "neighborhood character" with Fairfax descriptions that are appropriate and descriptive and that also provide clarification to the implementation of the General Plan. Hamilton states that these amendments would move away from perpetuating the use of systemically racist terms that were used in the 1900's. Under Hamilton's proposed recommendation, the Town Council has the ability to make changes to the General Plan up to four times in one year. This proposal makes no material changes to the General Plan and therefore, should be considered by Council.

Community Survey for the Town of Fairfax (Collaboration opportunity)

Participative leadership involves the solicitation of ideas and feedback from the people that leaders are supposed to be serving. A great way to solicit input from residents in Fairfax is through a community survey. Council can consider contracting with a consulting firm to design a survey that will help the Town Council understand the various opinions Fairfax residents have regarding the services provided by the Town. The survey can include questions related to the various departments, including police, and anything else that Council believes would be important to ask residents. Although there are free services that can be used to generate surveys, it is important to have a survey that is more scientific and that contains questions that are written in a way that are balanced and not persuasive. For those reasons Council should consider a consulting firm that specializes in this type of work. Upon conducting the first survey, Council can then consider conducting the survey on an annual basis.

Diversity and Inclusion Training Program

Diversity and inclusion training programs are intended to help employees, council members, board members, commissioners and committee members to understand and respect various differences among themselves. These differences include but are not limited to race, ethnicity, national origin, gender, age, and sexual orientation. A diversity and inclusion training program should target all employees within the Town and all council members, board members, commissioners and committee members. This type of program should offer learning opportunities around topics like unconscious bias and cross-cultural communications and should be conducted every two years. Diversity and inclusion training programs should be related to the mission, values and goals of Fairfax. Currently, the Town of Fairfax lacks this type of program.

2. Community Collaboration and Town Partnerships

The Fairfax community is very familiar with events like the *Fairfax Festival and Ecofest*, the *Streets for People* event, *Winter Craft Fair* and various car shows. These types of events bring in a large demographic of the Fairfax community however, that does not mean that there isn't room to enhance existing events and create new events that are inclusive of everyone in Fairfax and also help residents understand and experience the greatness in the different cultures of many people

within the community. In order to have more of a variety of events, local community organizations can develop partnerships with other organizations and with the Town of Fairfax. The Town Council can consider partnering and promoting events like the following:

Job Fairs (Collaboration Opportunity)

Many people have never attended a career or job fair. This type of event is normally on the radar of students at a local high school or college institution. However, career and job fairs are relevant and important for all people seeking employment or looking for change in their current job. A job fair can help with exploring job options, networking, and sometimes even with seminars and lectures that help people get a better understanding of how to acquire a job today. Times have changed and with the current pandemic, it might be difficult for people to understand new procedures in applying for a job. In order to help assist local residents in their search for new opportunities, Council can consider partnering with the College of Marin and neighboring towns like San Anselmo and Ross to put on a job fair that everyone can attend. This would also be a great participation opportunity for local businesses and even Town staff because these types of events provide an opportunity for employers who are recruiting for individuals of diverse backgrounds.

Pop-up Events (Collaboration Opportunity)

Pop-up events are temporary events that can be held in open public spaces and even unused retail space. Like a farmer's market, pop-up events can be very beneficial to small businesses and even local artists. These events can be a great way to expose Fairfax residents to new types of businesses and more importantly, to diversity of all sorts. For this recommendation, Council can consider partnering with local organizations around the area to put together a pop-up event that is inviting of minority-owned businesses and entrepreneurs. Such an event can be a culinary event that also partners with Town restaurants and caterers. Similar to places where this type of food event has been a success, the Town can call the event, *Taste of Fairfax*. Council can also consider having a small stage for entertainment and options for different types of music. Fairfax has a reputation for appreciating musical artists and having that availability for attendees to enjoy might be greatly appreciated.

Partnerships with the Local Library (Collaboration Opportunity)

The library in Fairfax is one of several branches that are a part of the Marin County Free Library (MCFL). The MCFL provides welcoming, equitable and inclusive opportunities for all to connect, learn and explore. The MCFL works with local school districts and community partners to design inclusive, multilingual programs that are intended to help children who are challenged by barriers to early childhood education, literacy development, and high school graduation on the basis of race and income. A few examples of programs put together by MCFL include: a free speaker series called "Building Bridges Beyond Bias", *Queer Teen Support Group*, *Conversation Club* in English and Spanish, and a *Bilingual Book Club*. Although the MCFL provides great programs and services there is still room for improvement and the Town Council can consider assisting the library with outreach on their great programs by helping with promoting events the library puts together, suggesting programs or event ideas and partnering with MCFL to organize events or programs that would benefit the Fairfax community.

3. Economic Development

Town businesses operate within the economy and a healthy economy requires growth and sustainability. In today's world, the face of the workforce has evolved and business owners need

to make changes that embrace equity, opportunity, and inclusion. Supporting businesses in Fairfax is important for all who live here and Council should consider options to continue doing so while working to increase the mixture of business types serving Fairfax residents and visitors.

Redevelopment Funding (Possible Collaboration Opportunity)

The American Rescue Plan Act (ARPA) was passed by the federal government to help with public health and economic recovery from the COVID-19 pandemic. Part of the funds from ARPA are allocated for local municipalities and from the funds designated to each municipality there are different ways to use the funds. The Town Council can consider addressing negative economic impacts in Fairfax including economic harms to workers and small businesses by creating a loan program to assist small businesses. Council can designate a percentage or a specific amount from the funds Fairfax will be receiving to be used specifically for minority-owned businesses. This will help the businesses in Fairfax that were not eligible for funds through the CARES Act or other payment programs. Council can also consider designating funds for businesses and a separate fund for minority-owned businesses that were forced to provide an outdoor service area or are currently in the process of creating a permanent outdoor operations area.

Resources for Local Businesses (Collaboration Opportunity)

Small businesses are important drivers in the economy and it is important to support them in every way possible, not just by shopping locally. The Town Council can consider helping Fairfax businesses through a partnership with the Small Business Development Center (SBDC) of Marin, which is an organization that supports businesses with tools and insights around growth and improvement in the business world. The Town could sponsor entrepreneurship events (e.g., speakers, outside consultants) to local businesses through SBDC which already provides many services and training that many small businesses are unaware of. These services could be packaged with a small revolving loan fund for business start-ups and small firms that come to Fairfax and a focus could be made on minority-owned businesses.

4. Communication and Understanding

One of the most important components to effective local governance is communication. Communication is the key to developing and strengthening relationships with the residents of Fairfax. We must recognize that people use different resources to communicate and when it comes to local issues, most people are unaware of the actions being taken by the Council unless residents are active participants in the community, are people who have a specific concern on something that impacts them directly or are people who are angry about something happening in their town. Understanding this can help local agencies develop a plan to broaden participation from all residents in order to conduct better decision-making in the community.

Communications Program Development (Collaboration Opportunity)

In order to improve communication for Fairfax's residents, Council can consider contracting a communications consultant to work with the Town's communication staff to enhance the use of social media, learn techniques using plain language that will allow more residents the opportunity to understand projects and the work conducted by the Town. A consultant could also help the Town understand how to incorporate all communication avenues in order to reach all Fairfax residents and include the broader community.

Teaming up with Community-Based Organizations (*Collaboration Opportunity*)

Teaming up with community-based organizations (CBO) helps extend outreach, improve cultural competency, and reduce public mistrust. It also helps with the formation of relationships so that communication can continue from all ends. In times when the Council, boards, commissions and committees are working on updating plans or policies that will have a major impact on the overall community, it will be extremely important to include the community in the conversation. For times like this, Council can consider developing a recommended procedure that will direct staff on how to work towards including the entire community. Using CBO's as part of the outreach methods and including diverse stakeholders are a few examples of things that should be considered as part of the procedures.

Two-Way Communication: *Creating a Safe Space*

Freedom of speech is part of the First Amendment of our Bill of Rights. This freedom gives us the opportunity to speak our minds and share information. However, within that right, it sometimes becomes difficult to listen to opposing opinions and that can sometimes silence individuals who fear their opinions will not be heard in a peaceful manner. In order to begin the creation of what people are calling "A Safe Space," Council should take the lead in acknowledging and declaring the importance of hearing all points of views in order to properly understand all sides to a story. As the highest leaders in the Town of Fairfax, Town Council should consider adopting a "commitment to civil engagement" declaration that states that any community meetings held with the assistance of the Town will require a respectful environment where disagreements are heard and supported. Such a declaration can be incorporated in all agendas for Brown Act and non-Brown Act meetings. Individuals who voluntarily decide to participate in community meetings should be made aware that freedom of speech is still a right to all but that a violation of a "commitment to civil engagement" can allow the meeting facilitator the right to proceed to hearing from another speaker. Additionally, individuals participating in meetings should be reminded to listen with an open mind to all information because dissenting points of view are what provide learning opportunities for everyone. Participants should also be reminded that opinions and comments should not be dismissed simply because the opinions and comments made are not in alignment with everyone's points of view. It is important to see "Safe Space" discussions as educational discussions where opinions and points of view are very likely to be challenged by others and this challenge that is conducted is part of the process of understanding an issue in order to make proper change.

5. *Public Safety and Police Practices*

One of the tasks assigned by Council to the RESJ was to create a subcommittee that would explore police practices, public safety alternatives and funding, and other related issues. Since law enforcement agencies normally have strict policies and training requirements in place, it is important to understand those in order to make proper recommendations on addressing issues connected to law enforcement happening in Fairfax.

Police Chief Annual Statistics Report to Council

It is important for Council to be aware of the different types of calls for service that the Fairfax Police Department (FPD) has to address. Like most people, there is a general idea of crimes that a police officer normally responds to however, the types of crimes vary and understanding patterns of crimes and the duties of FPD can help the Council, residents and FPD determine trends and issues that need to be addressed. Council can drive change by requesting an annual presentation from the Fairfax Police Chief on statistics related to Fairfax. This type of action

contributes to the efforts of educating the entire community and being transparent. The Police Chief can also take this opportunity to provide a general statistical overview of the information that is being tracked per the requirements set by the Racial and Identity Profiling Act (RIPA) of 2015 (AB 953) which requires state and local law enforcement agencies to collect data regarding stops of individuals and to report this data to the California Department of Justice (DOJ) on an annual basis. The FPD is already establishing a process for the collected data to be made available to the community and incorporating this information with an annual statistics report will be very helpful for the community. (See Attachment C). Note that upon full implementation of the data tracking system, this information, along with routine data, will be made available to the community on a quarterly basis.

Community Outreach

Having a trusting relationship with the community is important for FPD. Currently, FPD attends community events, sponsors local teams, shares information on its social media accounts, and includes FPD updates in the Town newsletter. In order to build on the current relationship with the community, FPD can increase the outreach with the community by organizing a “Coffee with a Cop” type of event at a local business.

Training and Course Requirements for the Fairfax Police Department

Prior to being hired by the FPD, officers are required to attend a police academy where each individual must receive and pass the Peace Officer Standards and Training (POST) minimum training requirements for California entry-level peace officers. This is where officers learn about fundamental principles, procedures and techniques of law enforcement, including: Criminal Law, Patrol Procedures, Cultural Diversity, Investigative Procedures, Report Writing, Defensive Tactics, Firearms, Leadership, Ethics, Community Policing, Police Vehicle Operations, Traffic Enforcement, Accident Investigation, Handling Emotional Situations and First Aid/CPR.

In the hiring process, FPD seeks the best candidates. Finding and retaining applicants can be difficult and to address that, FPD has continuous recruitment on government recruiting websites like CalOpps, the POST website, recruitment at local police academies, and recruitment at college campus career fair events. Even though recruitment is difficult, FPD continues to be at the forefront of diversity with the current team being predominantly non-white. These types of hiring efforts will help get the best and most qualified people for the job.

Upon getting hired with FPD, officers continue to receive training as required by POST. Over the last three years FPD officers have received training in the areas listed below. A brief summary of what each training entails can be found in Attachment B.

- Crisis Intervention Training
- Threat Assessment – De-Escalation Strategies
- Practical De-Escalation & Tactical Conduct
- Principled Policing – Procedural Justice & Implicit Bias
- Callers in Crisis – Suicidal Callers
- Reporting Stop Data for RIPA (AB 953)
- Bias and Racial Profiling
- Ethical Decision Making
- De-Escalation
- Tactical Communication
- Hate Crimes

- Crowd Management, Intervention and Control
- Domestic Violence Response & Lethality Assessment
- Use of Force – Totality of The Circumstances
- AB 392 California’s New Use of Force Standards

In addition to these trainings, FPD’s scheduled training for 2022 includes:

- Force Options Use of Force / De-Escalation:
 - Cultural Diversity
 - Hate Crimes for Investigators
 - Implicit Bias and Racial Profiling
 - LGBT Community Awareness for Law Enforcement
 - Force Option-Simulator

The trainings conducted by FPD must be fulfilled per the POST requirements and recommendations. The FPD works to make sure that officers are up-to-date with their required trainings.

Mobile Crisis Response Team Service Efforts

The MCRT is a team staffed by one Licensed Mental Health Clinician and one peer provider. The purpose of the MCRT is to respond to mental health and substance abuse crises and psychiatric emergencies in the community throughout Marin County. While FPD already works with MCRT, the hours are limited to Monday - Saturday, 1pm-9pm. Fairfax Police Department will continue to collaborate with MCRT.

Conclusion

The menu items proposed in this report are determined to be a recommended starting point for Council to consider in order to bring about change within Fairfax. Council should take consideration of each item individually, provide Town staff with feedback on the proposed items, provide consensus on allowing staff to move forward with the implementation of items that do not require Council approval and don’t have a collaboration recommendation and to direct staff to report back on specific items that require Council action prior to implementation.

Staff should proceed, per Council’s direction and acquired feedback and return with a progress update over a period of six (6) months. At the six-month period, staff should request direction from Council on possibly creating a task force to assist staff with implementation of items where a collaboration is noted and recommended.

FISCAL IMPACT

There is no fiscal impact associated with this report. However, upon direction to staff to proceed in the implementation of various items from the provided list, Council will need to make budgetary adjustments in order to cover the costs associated with some of the items. The costs will depend on the direction staff is provided specifically for items that require action from the Council.

ATTACHMENTS

- A. Reference of Menu Items
- B. FPD Training Descriptions
- C. RIPA Information Sheet

REFERENCE OF MENU ITEMS

1. Overview and Development of Town Policies, Plans, Surveys and Training
 - Racial Equity Action Plan
 - Handbook for Recruiting, Hiring, and Retaining Employees
 - General Plan Update
 - Community Survey for the Town of Fairfax
 - Diversity and Inclusion Training Program
2. Community Collaboration and Town Partnerships
 - Job Fairs
 - Pop-Up Events
 - Partnerships with the Local Library
3. Economic Development
 - Redevelopment Funding
 - Resources for Local Businesses
4. Communication and Understanding
 - Communications Program Development
 - Teaming Up with Community-Based Organizations
 - Two-Way Communication: *Creating a Safe Space*
5. Public Safety and Police Practices
 - Police Chief Annual Statistics Report to Council
 - Community Outreach
 - Training and Course Requirements for the Fairfax Police Department
 - Collaboration with Mobile Crisis Response Team

TRAINING COMPLETED BY FAIRFAX POLICE DEPARTMENT IN THE PAST THREE (3) YEARS

- **Crisis Intervention Training:** This type of training is presented by specially trained law enforcement, mental health professionals and family advocates. It includes identification of the more common types of mental illnesses, skills for de-escalation, assessment of medication and suicide intervention. CIT training fosters interaction between law enforcement and County Mental Health Services. Research suggests this training will serve individuals in crisis and reduce the number of injuries to citizens and peace officers.
- **Threat Assessment – De-Escalation Strategies:** This course defines “de-escalation” in today’s ever-changing environment. It presents ideas and tactics beyond traditional communication strategies. Pre-planning calls for service, threat assessments, and force mitigation techniques are explored and adapted by the attendees.
- **Practical De-Escalation & Tactical Conduct:** Officers in this training learn to employ the core concepts of procedural justice and to apply those concepts within an effective de-escalation model in an effort to build trust and legitimacy within the communities they serve. Officers also explore Implicit Bias and the impact it has on policing and communicating with diverse communities.
- **Principled Policing – Procedural Justice & Implicit Bias:** This course provides instruction in policing approaches that emphasize respect, listening, neutrality, and trust (Procedural Justice) while also addressing the common implicit biases that can be barriers to these approaches (Implicit Bias). Law enforcement can improve trust and relationships between agencies and their communities by using these principles to evaluate their policies, procedures, and training within their departments.
- **Callers in Crisis – Suicidal Callers:** In this course, using actual 911 call scenarios, officers learn techniques to build rapport with a suicidal caller. Suicidal callers need a different approach that requires an officer to slow down and take time to establish trust.
- **Reporting Stop Data for RIPA (AB 953):** This course provides an overview of the stop data reporting requirements pursuant to Assembly Bill (AB) 953 the Racial and Identity Profiling Act of 2015 and its implementing regulations (collectively referred to as “RIPA”). RIPA requires all city and county law enforcement agencies (LEAs) in California, as well as the California Highway Patrol and peace officers of California State and University educational institutions, to collect perceived demographic and other detailed data regarding pedestrian and traffic stops.
- **Bias and Racial Profiling:** This course exposes officers to the meaning, causes, consequences and solutions regarding implicit bias and its potential impact on community policing. The course helps develop empathetic, relationship-focused

officers who solve long-term community problems while building public trust. It also provides officers with an understanding of what racial profiling is and the negative impact it can have on the entire community.

- **Ethical Decision Making:** Every day officers are presented with choices that can have long-term career consequences. This course takes a deep dive into the application of the Six Pillars of Character as it relates to applied ethics and dealing with hidden and ignored ethical challenges.
- **De-Escalation:** This course is designed to provide officers with the knowledge and strategies to safely bring volatile situations with persons in crisis to a non-violent conclusion. This course provides assessment techniques allowing officers to recognize signs of crisis and potential underlying causes of crisis. Officers gain an awareness of individual behaviors and traits that enhance or hinder de-escalation efforts, and develop the ability to implement verbal and non-verbal de-escalation strategies, including self-control, when encountering a person in crisis.
- **Tactical Communication:** The intent of the course is to improve the student's ability to generate voluntary compliance through the art of persuasion and utilizing the tools of interpersonal and tactical communication. The course consists of a hands-on/practical strategic communications training for in-service personnel.
- **Hate Crimes:** This course prepares law enforcement first responders to recognize, document and investigate hate crimes. Officers learn about state and federal hate crime laws, how to support hate crime victims, and hate crimes trends in California.
- **Crowd Management, Intervention and Control:** A fundamental role of law enforcement is the protection of the rights all people have to peacefully assemble, demonstrate, protest, or rally. In turn, law enforcement also has the responsibility to ensure public safety and to protect the lives and property of all people. This training is designed to assist law enforcement leadership in addressing the many challenges and issues surrounding response to incidents of crowd management.
- **Domestic Violence Response & Lethality Assessment:** This training is aimed at patrol officers and supervisors responsible for the preliminary response to domestic violence calls. This training provide officers with the skills necessary to safely and successfully handle these calls for service.
- **Use of Force – Totality of The Circumstances:** The course provides officers with the minimum topics of Use of Force required in the POST Perishable Skills Training Program (PSP). The intent of the course is to improve the officer's knowledge of use of force laws and policies as well as critical decision-making skills.
- **AB 392 California's New Use of Force Standards:** The AB 392 Use of Force Update provides officers with a clear understanding of changes to PC 196 and 835a, as well as the impact of interacting with people with disabilities and use of force

considerations. Officers review AB 392 and learn about the “objectively reasonable officer” standard, the “totality of circumstances,” what “imminent” means, and how a warning of deadly force may take shape.

TRAINING SCHEDULED FOR FAIRFAX POLICE DEPARTMENT FOR 2022

- **Force Options Use of Force / De-Escalation:** The course provides officers with the minimum topics of Use of Force required in the POST Perishable Skills Training Program (PSP). The intent of the course is to improve the student’s knowledge of use of force laws and policies as well as critical decision-making skills and the subsequent process for conducting UOF Investigations.
- **Cultural Diversity:** This course help officers understand how biases, stereotyping, and cultural humility impact present-day policing practices. By increasing cultural humility, dispelling myths about common stereotypes, and understanding implicit biases, officers will improve community relationships and increase officer safety. Officers learn principled policing techniques and communication strategies to effectively interact with diverse populations to gain greater voluntary compliance.
- **Hate Crimes for Investigators:** This course prepares officers to recognize, document and investigate hate crimes. Officers learn about state and federal hate crime laws, how to support hate crime victims, and hate crimes trends in California. This course reviews, updates, and expands on the content required in the basic course.
- **Implicit Bias and Racial Profiling:** This course outlines differences between racism, racial profiling, and criminal profiling. Officers analyze how bias, stereotypes, and racial profiling impact interactions and trust within the community. Officers apply strategies and perspective to dispel common stereotypes and biases to increase officer safety, while using principled policing techniques to gain greater voluntary compliance. This course also identifies relevant legal, ethical, and community considerations when working with diverse populations.
- **LGBT Community Awareness for Law Enforcement:** This course is designed to increase law enforcement's effectiveness in responding to and investigating domestic violence and hate crimes involving sexual orientation and gender identity minorities. Officers learn the difference between sexual orientation and gender identity and how these two aspects of identity relate to each other and to race, culture and religion as well as the current terminology used to identify and describe sexual orientation and gender identity.
- **Force Option-Simulator:** This simulation is designed to increase awareness in current law and departmental policy in the use of force. Officers increase proficiency in selections of appropriate force options, improve skills in tactics and force options by utilization of the simulator.

Racial and Identify Profiling Act (RIPA)

What is RIPA?

The Racial and Identity Profiling Act (RIPA) of 2015 (AB 953) requires state and local law enforcement agencies, as specified, to collect data regarding stops of individuals, including perceived demographic information on the person stopped, and to report this data to the California Department of Justice (DOJ) on an annual basis.

This data collection has been implemented in a phased in approach based on the size of the police agencies. The Fairfax Police Department is mandated to begin collecting data in January 2022. The collected data is to be reported to the Department of Justice no later than April 2023. The Department of Justice will then post the collected data to their web site sometime after April 2023. Data collection will be ongoing with submission to DOJ required no later than April of each year for the prior year's data.

In advance of these required dates, the Fairfax Police Department began collecting data in test mode in July 2021 (six months prior to the mandate). In addition, while not required to submit data until April 2023 to the DOJ, the Fairfax Police Department has implemented a RIPA Dashboard making collected data available to the public starting in October 2021 on our web site. The Dashboard allows users to filter Fairfax Police stop data by date, perceived race, perceived gender, reason for the stop and result of the stop.

The Dashboard is not "live data." It will be updated at least quarterly (Jan, April, June and Sept) While the filter for a date search will allow the user to input any date span, users should remain cognizant of our quarterly upload dates. This process and the Dashboard will be evolving as we continue to refine the processes.

Without this Dashboard, the public would not be able to see our collected data until DOJ posts it sometime after April of the following year of collected data. We felt it was important to create a mechanism to provide our data to the public in a more timely manner.

What data are Fairfax Police Officers required to report for each stop, detention or search of an individual?

- Agency Identification Number (ORI) date, time, and duration of the stop
- Location of stop
- Perceived race or ethnicity of person stopped
- Perceived gender of person stopped
- Person stopped perceived to be LGBT
- Perceived age of person stopped
- Perception that person stopped has limited or no English fluency
- Perceived or known disability of person stopped
- Reason for stop

- Stop made in response to a call for service
- Actions taken by officer during stop (predesignated selections are defined by DOJ – if none of those are applicable, “none” is the answer required by DOJ).
- Results of stop
- Officer’s Identification (ID) Number
- Officer’s years of experience
- Type of assignment of officer

**All fields and selection options are designated by DOJ.

How to read the RIPA Dashboard: You can utilize the filtering tools located at the top of the dashboard to refine your search results of posted data. The dashboard is not designed to nor has it the ability to display all the data that is collected, but rather to provide the public with basic stop data. When the Department of Justice posts data that will be all inclusive.

Stop Data | Available Date Span: Shows the start and end date span of available data. When using the “Filter by Date Range” option, only dates within this listed date span will show data results.

Total Number of Stops: Shows the number of individuals detained/stopped by Fairfax Police Officer.

Percentage of Stops | Perceived Race: Shows the percentages of persons stopped based on perceived race. You can place the cursor over the pie chart to see breakdown by race.

Number of Stops | Gender: Shows the number of individuals stopped by gender.

Number of Stops | Reason for Stop: The number at the top of each blue bar graph represents the number of individuals stopped by Fairfax Police Officers according to the reason for the stops.

Date of implementation: Fairfax Police Department Stop Data is generally posted quarterly in January, April, June and September. The Stop Data began being collected on July 1st, 2021. There is no stop data prior to July 1, 2021. The Dashboard was made available to the public starting October 2021.