



City of
**Mountain
View**

Presentation on PSAB Ad Hoc Committee
Recommendations on Bias and Extremism in
Policing

October 26, 2023



Presentation Overview

- Background
- The CLEAR Act
- State Auditor's Report
- Work of the Ad Hoc Committee
- Ad Hoc Committee's Recommendations



Background

- Work Plan Background
- Ad Hoc Committee Direction



The CLEAR Act / AB 655

- CLEAR Act Background
- CLEAR Act Overview



State Auditor's Report

- Auditor's Report Background
- Auditors Report Overview



State Auditor's Report-Cont.

- **Key Areas of the Report**

- Representative Diversity
- Community Engagement
- Employee Training
- Identify Bias Behavior
- Investigations of Alleged Bias

- **Recommendations**

- Recruiting strategies
- Community engagement strategies
- Processes for early identification of potential bias
- Oral board questions to evaluate applicants' ability to interact with a diverse population
- Framework for consistently identifying, investigating and tracking incidents of bias
- Internal investigations into bias should incorporate reasonable appearance of bias
- Background investigators should contact secondary references for improved assessment of bias
- Background investigators' review social media of applicants to look for examples of bias, prejudice or hate group affiliation



Work of Ad Hoc Committee

- Review / Discussion:
 - CLEAR Act
 - State Auditor's Report
 - MVPD Policy: Complaint Procedures, bias and tattoos
- MVPD Staff Interviews
 - Professional Standards Unit
 - Personnel and Training
 - Recruiting Team



Work of Ad Hoc Committee

- Comparison of MVPD Policies/Practices to CLEAR Act/ Auditor's Report
 - Officer Recruiting
 - Current Recruiting Strategies
 - Investigations of Bias / Misconduct
 - Background Investigation Processes
 - POST Bias Training Requirements



Recommendation

1. MVPD should continue to comply with existing City, POST, legal, and legislative requirements regarding training, hiring, and investigations of misconduct.
2. MVPD should ensure a focus on recruiting and training qualified applicants who represent the diversity of Mountain View.
 - a. Develop a formal MVPD recruiting plan that addresses recruiting efforts that represents the diversity of our community.
 - b. Develop a process for monitoring data on the diversity of applicants, new hires, and existing personnel.
 - c. Incorporate the feedback from the LCAC and FLAC to inform the recruiting plan, hiring process, and department training.
 - d. Formalize in-house training with new and lateral officers to include cultural appreciation of our diverse community, the values of the City and Department and the culture of the MVPD as a community partner.
3. MVPD should prioritize the assessment of applicant's ability to work with Mountain View's diverse community by incorporating questions designed to gauge cultural competency into the hiring process interviews.
 - a. The MVPD should consider inviting Chief's advisory committee members or other community stakeholders to meet with hiring panels and the Police Chief to provide input on the characteristics and qualities they desire in their MVPD officers.
4. MVPD should continue to seek and grow opportunities for community engagement and to use those opportunities to promote awareness of the diversity of Mountain View for all officers in the department, providing valuable connections and insights into our unique Mountain View community.



Recommendation-Cont.

5. MVPD should continue to survey our community to assess effectiveness of communication and solicit feedback on the Department's performance and look for areas of disparity amongst our diverse community; seek to provide those survey tools in the languages predominantly spoken in the Mountain View community.
6. MVPD should continue to work with their vendors whose products cover use of force, pursuit driving, complaints, and customer satisfaction to identify opportunities to adopt systems designed to identify potential issues or patterns of conduct and provide early opportunities for intervention and training.
7. MVPD should continue to report data allegations of bias misconduct to the PSAB and include a specific notification in the Twice-Yearly Report on Mountain View Police Department Performance and Feedback Data to PSAB if such allegations are sustained.

Questions ?

