



City of  
**Mountain  
View**

Presentation on CLEAR Act and State Auditor's  
Report on Bias and Extremism in Policing

November 17, 2022





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- Background
- The CLEAR Act
- State Auditor's Report
- Current MVPD Practices
- Considerations
- Recommendation
  - Subcommittee Action Steps

- Work Plan Item
  - Bias
  - Extremism

- CLEAR Act Background
- CLEAR Act Overview

- Auditor's Report Background
- Auditors Report Overview

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

- Recommended Best Practices
  - Formalized Strategies
  - Early Identification and Intervention
  - Peace Officer Selection
  - Peace Officer Background Investigations
  - Established Standard for Internal Investigations of Bias



- Current MVPD General Orders
- Existing Law
- POST Requirements
- POST Updates
- Decertification

- Internal Affairs Investigations
- Background Investigations
- Social Media Review

- How to compare findings and identify best practices
- Adherence to legal requirements
- Tracking the shifts in perception and meaning of extremists iconography / associations
- How to identify intent when iconography and associations are shared with extremist and non-extremists
- Lack of legal precedent on how to differentiate between bias and nonbiased expressions of political, religious and personal beliefs
- Link of beliefs to behavior and performance

- Formation of a subcommittee
- Subcommittee action steps



# Questions ?

