



City of
**Mountain
View**

Follow-up on PSAB Ad Hoc Committee's
Recommendations on Bias and Extremism in
Policing

February 22, 2024



Background

- Work Plan background (FY 22/23)
- Ad Hoc Committee recommendations
- PSAB approved Ad Hoc Committee recommendations on bias and extremism in policing
 - Modified the recommendations for reporting of sustained bias-based complaints
 - Requested more detailed timelines for the approved recommendations



Approved Recommendations

1. MVPD should continue to comply with existing City, POST, legal, and legislative requirements regarding training, hiring, and investigations of misconduct.

- **Ongoing and continuous**



Approved Recommendations –Cont.

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.

- **Anticipated Completion by the end of CY 2024**

b. Develop a process for monitoring data on the diversity of applicants, new hires, and existing personnel.

- **Anticipated May 2024**



Approved Recommendations –Cont.

2. MVPD should ensure a focus on recruiting and training qualified applicants who represent the diversity of Mountain View.

c. Incorporate the feedback from the LCAC and FLAC to inform the recruiting plan, hiring process, and department training.

- **With the training plan / In place now**

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.

- **In place now**

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.

- **Completed by time of next entry interviews / In place for Chief’s interview.**

- 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.
- **Completed by time of next entry interviews / In place for Chief’s input**



Approved Recommendations – Cont.

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.
 - **In place now / data being collected for 2024 annual report**



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.

- **In progress for contacts / Implemented by March 2024 for events**



Recommendation-Cont.

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.

- **Pending availability**

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.

- **Amended to include a report on sustained allegations of bias upon completion of the investigative process at the subsequent PSAB meeting**
- **Notification to include: Nature of the Allegation, Findings of the Investigation, and the discipline administered.**

Questions ?

