Examining Biased Conduct in California Law Enforcement Agencies

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May 2025

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Executive Summary

Law enforcement agencies are essential in providing services to their communities, including ensuring the public's safety. Peace officers are entrusted with such significant and unique authority that other professions do not require. These peace officers hold the power to deprive individuals of their freedoms and the authority to use deadly force. This report examines how law enforcement agencies in California are still experiencing peace officers who demonstrate biased conduct in the form of implicit bias and provides policy recommendations. Over the years, there have been efforts to address the biased conduct that continues to occur in law enforcement agencies across the state. However, biased conduct continues to occur in law enforcement agencies. By examining the biased conduct occurring in law enforcement agencies and previous efforts to address this issue, while using elements of the Retrospective Policy Analysis (RPA), specific policy recommendations are proposed to address this issue and bring more accountability to law enforcement agencies in California. We must ensure that law enforcement agencies are accountable and employ the right individuals to uphold this significant authority.

This report analyzes secondary data, such as reports, academic papers, and California legislation, to see how law enforcement agencies continue to have biased conduct with their peace officers. In addition to secondary data, I use elements from the Retrospective Policy Analysis (RPA) to provide policy recommendations. Based on the Retrospective Policy Analysis (RPA), there are two recommendations provided in this report.

To bring more transparency to the communities in California, law enforcement agencies must report all serious misconduct to the California Commission on Peace Officer Standards and Training (POST), due to Senate Bill 2. This report recommends that the California Legislature create legislation that gives the California Commission on Peace Officer Standards and Training (POST) the authority to look into agencies that may not report serious misconduct. The legislation would allow the California Commission on Peace Officer Standards and Training (POST) to have an audit function, allowing the agency to visit law enforcement agencies, look at internal affairs investigations, and see if each agency accurately reports serious misconduct. Another element to consider is ensuring we keep the best peace officers employed in California law enforcement agencies. California law enforcement agencies are now required to conduct pre-employment screening for explicit and implicit biases toward race or ethnicity, gender, nationality, religion, disability, or sexual orientation. There is still the potential for employed peace officers to post biased content on social media after they have been employed. This report recommends that California law enforcement agencies continue social media checks after the employment of peace officers. California law enforcement agencies need to ensure they continue to employ high-level peace officers. This policy report is a step toward reducing and eliminating biased conduct in California law enforcement agencies.

Introduction

What is the Problem?

Law enforcement agencies and peace officers are responsible for keeping communities safe daily. For these law enforcement agencies to fulfill their responsibility, officers must be willing and able to work in challenging environments requiring quick decisions. Several law enforcement agencies have peace officers who have demonstrated biased conduct, whether off duty on social media or on duty (Tilden, 2022). Bias can take explicit and implicit forms. Explicit biases are considered conscious and deliberate. This form of bias can include derogatory comments or even racial slurs. Implicit bias is one that all people possess. Unconscious thoughts about specific groups of people characterize implicit bias (Tilden, 2022). The policy issue is that biased misconduct still occurs in law enforcement agencies; additional action is needed to address this issue.

Why is this important?

Law enforcement agencies play a crucial role in providing services to their communities, including ensuring community members' safety. The services that they provide are essential to communities. Law enforcement agencies play a unique role in their communities. They are entrusted with such significant and unique authority that other professions do not require. Officers hold the power to deprive individuals of their freedoms; this requires them to be able to make the right decisions (Tilden, 2022). This is why law enforcement agencies and peace officers are held to such a high standard. In addition, officers have the authority to use deadly force. We must ensure that law

enforcement agencies employ the right individuals who are given significant authority and uphold these high standards.

Peace officers are expected to treat each individual with the same level of fairness, regardless of their identity. Specifically, the Racial and Identity Profiling Act (RIPA) prohibits peace officers from engaging in racial or identity profiling (AB 953, 2015). This bill was passed in California in 2015. The identity characteristics protected under this law are as follows: race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, and mental or physical disability (RIPA, 2021). This applies when an officer decides to detain or search an individual; the following characteristics should not influence their decision. However, state law allows an officer to rely on identifying characteristics when describing a suspect.

Although measures have been implemented to address biased conduct among officers, biased conduct continues to occur within law enforcement agencies in California. Recent events have sparked attention among officer-involved shootings of unarmed black individuals and the surfacing of biased social media content associated with officers (Tilden, 2022). There must be more accountability regarding our law enforcement agencies in California.

Purpose

Despite efforts to address bias in law enforcement agencies, communities continue to be impacted by biased conduct within these agencies. All communities and their members should be able to and comfortable trusting their local law enforcement agency. This is only possible if we can ensure that law enforcement agencies employ

the right individuals to uphold these high standards and hold them accountable. Therefore, this policy report aims to reveal the importance of addressing biased conduct within California law enforcement agencies and provide policy recommendations.

Summary of the Rest of the Paper

The remainder of this policy report explores California law enforcement agencies and how biased conduct continues to occur in some law enforcement agencies. The **Background** provides insight into previous and current policies addressing biased conduct in law enforcement agencies. Due to biased conduct being a topic of discussion over the years, there have been multiple actions to address this issue. The **Methodology** section describes the various methods used in this policy report to analyze biased conduct in California law enforcement agencies. The various methods will be used to establish policy recommendations to address this issue. The **Findings and Discussion** section will summarize the findings from secondary data regarding biased conduct that continues to occur in California law enforcement agencies and what has not been done to address this issue. The **Policy Recommendations** section provides two recommendations to address biased conduct in law enforcement agencies. Lastly, the **Conclusion** summarizes the methods and findings of the policy report. This section also mentions factors to consider when reviewing this policy report and possible limitations.

Background

Although California is one of the leading states working to prevent racial and other forms of identity profiling in law enforcement (Woods, 2023), there is still more that can be done to address this issue. California made a significant step forward by passing the Racial and Identity Profiling Act (RIPA) in 2015. This law requires law enforcement agencies to collect and report data regarding pedestrian and traffic stops. It aimed to eliminate racial and other identity profiling in California law enforcement policies and practices (Woods, 2023). The data reported by RIPA has been crucial in the conversation about stopping data collection. The data collected by RIPA is available for community members to access, allowing them to see specific data for their community. Allowing the community to access this data creates an opportunity to build trust between law enforcement and the communities, which is worth discussing.

Trust is also a crucial factor in this discussion. There must be trust in California's communities and local law enforcement agencies. In 2015, Attorney General Kamala Harris committed to identifying strategies to strengthen trust between law enforcement and communities. The commitment led to the Department of Justice (DOJ) offering California law enforcement executives the Principled Policing course (Principled Policing, 2015). The Principled Policing course was the first ever Commission on Peace Officer Standards and Training (POST) certified course in the nation that focused on procedural justice and implicit bias (Principled Policing, 2015). In addition to developing the course, Attorney General Kamala Harris was dedicated to bringing together the 21st Century Policing Working Group. This group consisted of multiple law enforcement leaders in California. The main goal of the 21st Century Policing Working Group was to

develop solutions, increase mutual understanding, and strengthen trust between law enforcement and communities (Principled Policing, 2015).

The California Commission on Peace Officer Standards and Training (POST) plays an important role in law enforcement agencies. The Legislature established this agency in 1959 to set minimum selection and training standards for California law enforcement (POST, 2025). There has been a long history of the California Commission on Peace Officer Standards and Training (POST) offering the necessary training for peace officers and giving them the tools and strategies to engage with members of their communities. However, possible evidence-based approaches were developed to help bridge the gap between law enforcement and communities. It was clear that there was a need for change. This led to the development of the first Commission on Peace Officer Standards and Training (POST) certified Implicit Bias and Procedural Justice training in the United States. This course covered various elements of strengthening the trust between law enforcement and communities. A main aspect that came from this course was procedural justice and allowing community members to explain their side of the story. For law enforcement to build trust with the community, they must be willing to stay neutral and allow individuals to tell their side of the story (Principled Policing, 2015). In addition, there is a need to treat people with respect. A common phrase is "treat others as you want to be treated". This comes into play when peace officers are engaging with community members. Peace officers must also be willing to show their awareness of people's concerns to demonstrate trustworthiness (Principled Policing, 2015). Taking these procedural justice measures allows communities in California to feel that they can trust their law enforcement agencies.

Another aspect of the course was implicit bias. Implicit biases are thoughts and feelings about social groups that can influence people's perceptions, decisions, and actions without awareness (Principled Policing, 2015). This bias is important because individuals are unaware of their thoughts; this can be dangerous for peace officers in this profession, where they have the power and ability to make such decisions that can potentially end an individual's life or take away one's freedom. It is also important to mention that these individuals are also those who are influenced by this action. It is common for some individuals to act on their biases in certain situations. This course offers the idea of how law enforcement leaders can expose their officers to specific situations to help guide the officers on how to respond in certain situations and protect them from any bias they may have that could impact their decision making, and to instead be procedurally just in these situations (Principled Policing, 2015).

Additionally, in 2015, the Department of Justice (DOJ) created the OpenJustice system. This online database was created to establish accountability with law enforcement in California and improve public policy in the criminal justice system (OpenJustice, 2025). During this period, there was a strong need to rebuild trust between law enforcement and communities in California. This initiative was also part of Attorney General Kamala Harris's 21st Century Policing Working Group. The OpenJustice system offers a wide variety of criminal justice data. Members of communities can see the data for their specific community, allowing the Department of Justice to be transparent with communities in California.

More recent actions have also been taken against serious misconduct by California law enforcement agencies. After the killing of George Floyd in 2020 by a

Minneapolis peace officer, there was a significant call for accountability within law enforcement agencies (Premkumar et al., 2024). This is when State Senator Steven Bradford (D-Gardena) wrote legislation to prevent peace officers who are fired, resign, or are disciplined for misconduct from moving to another law enforcement agency within California, which is now known as Senate Bill 2 (Senate Bill 2, 2021). When the legislation was written, 46 other states had a peace officer decertification process to prevent these corrupt peace officers from switching to other law enforcement agencies (McGreevy, 2021). There was the realization that California needed a decertification process for peace officers. Although California was one of the leading states for addressing bias within law enforcement agencies, the state was behind in having a decertification process for peace officers. This was an interesting finding, considering that other professions have a decertification process, such as nurses in the healthcare industry.

This bill gave the California Commission on Peace Officer Standards and Training (POST) new powers. These new powers consist of investigating serious misconduct and suspending or revoking the certification of a peace officer. The Commission has defined nine areas of misconduct. The nine areas of misconduct are the following: dishonesty, abuse of power, physical abuse, sexual assault, demonstrating bias, acts that violate the law, participation in a law enforcement gang, failure to cooperate, and failure to intercede (POST, 2025). With the passing of this bill, there was an expectation that this would bring more accountability to peace officers who commit serious misconduct, including bias. Although the bill passed, there was still opposition. The majority of the opposition came from law enforcement groups,

especially associations. There was much hesitancy from the law enforcement community (McGreevy, 2021).

Another recent action to address bias within California law enforcement agencies is Assembly Bill 846. This bill established additional requirements for law enforcement agencies employing peace officers. An existing law already requires peace officers to meet the minimum standards. The minimum standards include the following: peace officers must be evaluated by a physician and psychologist and be free from any physical, emotional, or mental condition that could affect their powers as a peace officer (AB 846, 2020). The additional requirements from Assembly Bill 846 require that peace officers going through the hiring process undergo an evaluation process that includes bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation (AB 848, 2020). This bill was ultimately created to increase the efforts to eliminate bias in policing during the hiring process for peace officers.

Methodology

This report analyzes secondary data, such as reports, academic papers, and California legislation, to analyze how law enforcement agencies continue to have biased conduct with their peace officers. The purpose of using secondary data is to provide insight into the biased conduct occurring in some California law enforcement agencies. By analyzing the secondary data, I provide potential policy recommendations to address the impacts of biased conduct within California law enforcement agencies. The secondary data also provides recent data from California law enforcement agencies and helps define the problem.

In addition to secondary data, I use elements from the Retrospective Policy Analysis (RPA) to provide policy recommendations. The Retrospective Policy Analysis (RPA) model focuses on existing programs and policies and helps us determine how well they work (Linquiti, 2023). There are six steps within the RPA: 1) delineate the program and identify its purpose, 2) build a logic model based on a Theory of Change, 3) decide on the scope of the evaluation, 4) identify evaluation questions and select research design, 5) define counterfactual for impact evaluation (if needed), and 6) conduct evaluation, draw conclusions, and communicate results. (Linquiti, 2023). Retrospective analysis can be used to examine policies that are outdated, ineffective, or insufficient and modify, streamline, expand, or repeal them with what has been learned (Lutter, 2013). An important element of retrospective analysis is identifying the impacts of the implementation of policies or regulations (Aldy, 2014). The retrospective policy analysis helps address the issue of implicit bias within policing by examining previous policies implemented to address this issue and provide policy recommendations.

The Logic Model describes a chain of causality. There are different logic models, but the usual approach contains five sequential components: inputs, activities, outputs, outcomes, and impacts. Inputs are generally the human, physical, financial, and intellectual resources made available to operate a program. Activities are the tasks, processes, actions, and operations completed within the program's confines using the inputs. The outputs are the results of the activities undertaken by the program. Program outputs create the outcomes; they are changes experienced by individuals, companies, or government agencies because of the program's outputs. The program's impact is the

difference between the actual state and a conjured state of the world where the department did not exist (Linquiti, 2023).

The evaluation questions guide the research design. The purpose of the research design is to have an approach to the research process that will allow for the collection and analysis of data in a way that answers the questions. The research design has three elements: the information you seek, the method you collect, and the techniques you use to analyze the data (Linquiti, 2023). There are various illustrative research design options, and the research design is usually closely related to the scope of the analysis.

The equity lens helps better understand equality, liberty, justice, stability, security, wealth, and poverty (Linquiti, 2023). Within the equity lens, I focus on justice. Regarding justice, public policy is the consistent application of all government actions to all residents. There are two justice factors: *de jure* and *de facto*. De jure is the differential treatment of individuals permitted by public policy. At the same time, de facto refers to the day-to-day operations of government policies and can have differential impacts on the people (Linquiti, 2023). Such disparities can exist when it comes to government personnel like peace officers. Especially concerning policing, we expect government processes to operate dependably in a fair, predictable, and non-discriminatory manner.

Additionally, I use an effectiveness lens. The effectiveness lens helps better understand how effective a policy is and its outcomes. It is important to consider whether the policy accomplishes the desired goals (Hartnett, 2023). There is also the consideration of how the policies impact the communities law enforcement agencies

serve. I consider an equity and effectiveness lens in this policy report when analyzing the secondary data and providing recommendations.

Findings and Discussion

I analyze data from an auditor's report in this policy report. The California State Auditor wrote this audit report. The California State Auditor is the State's independent and nonpartisan audit, evaluation, and investigation arm of the Legislature and citizens of California (California State Auditor, 2025). The California State Auditor investigated five law enforcement agencies: the Los Angeles Sheriff's Department, the San Bernardino Police Department, the San Jose Police Department, the Stockton Police Department, and the California Department of Corrections and Rehabilitation (CDCR).

The research design used in this audit report is a summative program evaluation, though there are some elements of a formative assessment. This research design compares program activities and outputs to stakeholder expectations. The Racial and Identity Profiling Advisory (RIPA) Board is a critical stakeholder in the auditor's report. This stakeholder collaborates with state and local law enforcement agencies to analyze and review racial and identity profiling policies. Another stakeholder involved in the research design is the Department of Justice (DOJ). The Department of Justice (DOJ) has been reviewing police practices since 1999, involving many law enforcement agencies throughout California (Tilden, 2022).

Data was collected using social media. Social media is a platform for information to flow through every day. The audit report uses qualitative information. They were able to use social media to find evidence. In most cases, using social media is a bad idea

when doing a policy analysis; in this case, it was beneficial. Another method of collecting data was documentation. Within each law enforcement agency, documentation from the agencies was found. The documentation included the agencies' efforts to monitor for hate group affiliation or other signs of bias. The auditor did a deep dive into the five law enforcement agencies to determine if the protocol for investigating biased conduct was weak.

The specific malfeasance investigated in this report is officers who had posted biased content on their social media accounts or demonstrated bias in their work environment. By examining the auditor's report, I break down the logic model through the auditor's report under consideration. The inputs are the existing procedures and the peace officers. The activities are the documentation of biased conduct and staff following established procedures. The outputs are the services, providing safety for the community, and responding to calls. The outcome is the impact of the five law enforcement agencies' services on the community members.

There was a selection of 753 officers for review. Only 450 officers had public social media accounts; after reviewing these accounts, 13 officers were found to have made biased statements while their law enforcement agency employed them (Tilden, 2022). Figure 1 shows which agencies had peace officers who made biased statements on social media. The auditor's report identified the content as biased because it promoted negative stereotypes of certain groups or hateful speech of a specific group. In this process, there was also the finding that six officers had posted content suggesting they supported problematic principles or activities (Tilden, 2022). However, no evidence suggested that any officers were part of hate groups. Although there was

no evidence to suggest that the officers were part of any hate groups, it did prove that they displayed bias.

Figure 1. Some Officers Made Biased Statements on Social Media

Officers selected:	753
Officers with public social media accounts:	450
Officers who posted biased statements while employed as peace officers:	13
From CDCR:	7 officers
From Los Angeles Sheriff:	3 officers
From San Bernardino Police:	3 officers
From San José Police:	0 officers
From Stockton Police:	0 officers

Note: California Auditors Report (2022)

When the auditor looked into the social media accounts of the peace officers, they found four officers who posted biased content on their personal social media accounts before their law enforcement agencies hired them (Tilden, 2022). Figure 2 shows the breakdown of which agencies had peace officers who made biased comments before employment. The auditor's report provided examples of the biased or prejudiced statements made by peace officers on social media. Due to the nature of the social media posts, I will only be giving brief details of the social media posts. In summary, the social media posts referenced statements that were racist and prejudiced towards people of color and members of the transgender community (Tilden, 2022). Having these officers employed harms the trust of the communities they serve.

Figure 2. Four Officers Made Biased Statements on Social Media Prior to Their

Employment

- From CDCR: 0 officers

- From Los Angeles Sheriff: 0 officers

- From San Bernardino Police: 1 officer

- From San Jose Police: 2 officers

- From Stockton Police: 1 officer

Source: Public social media accounts of selected officers at the five departments.
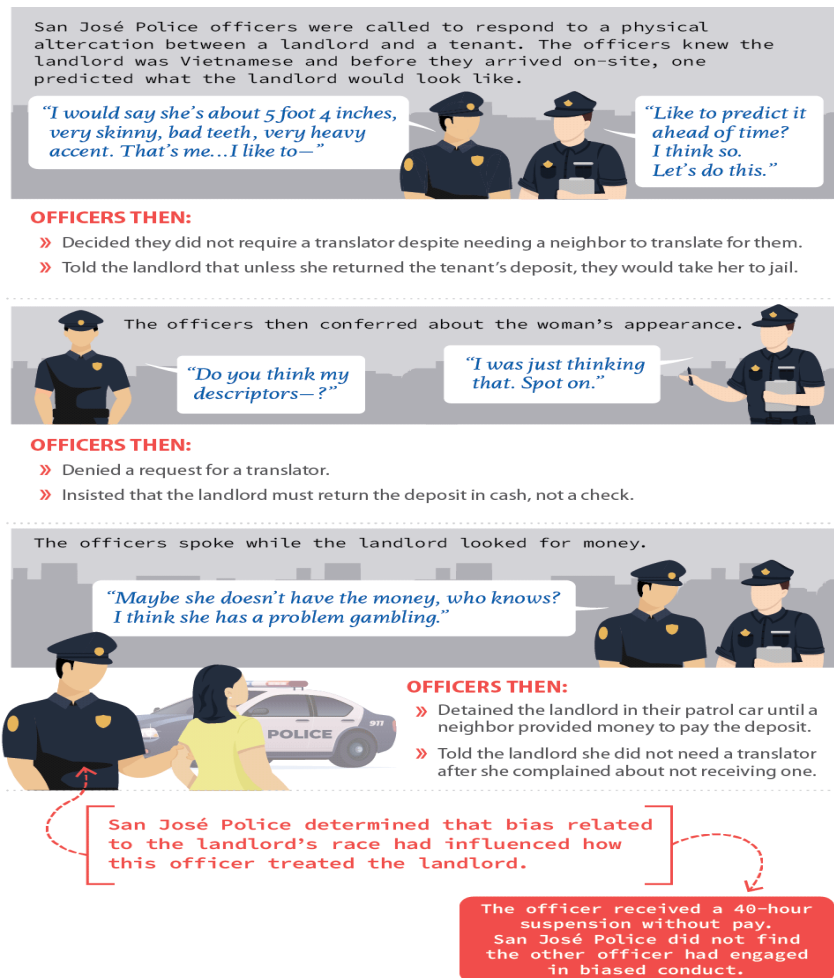
Note: California Auditors Report (2022)

The important question when looking at the biased and prejudiced comments made by these peace officers is how they were not found prior to their employment with their law enforcement agencies. Individuals seeking employment with law enforcement agencies go through an extensive background check. This background check is crucial for making sure that law enforcement agencies are hiring the most qualified individuals to fill these positions within law enforcement agencies. Law enforcement recruits are required to go through an extensive background check process. In 2021, agencies were required to start evaluating candidates for any potential biases (RIPA Report Best Practices, 2021).

The auditor's report found that some officers demonstrated biased conduct in the work environment. An example is from the San Jose Police Department, where officers

had to respond to a physical altercation between a landlord and a tenant. Before they went to the scene, they knew that the landlord was Vietnamese and then predicted what the lady would look like before seeing the woman. Once the officers arrived, they continued to talk about the woman's appearance and whether the officer's predictions were accurate. During the incident, the officers did not request a translator even though they had to use the neighbor as a translator (Tilden, 2022). Figure 3 illustrates the incident that involved the San Jose peace officers. It is important to note that one of the officers received a 40-hour pay suspension without pay, and the officer was found not to have engaged in conduct.

Figure 3. Incidents Involving San Jose Peace Officers

Note: California Auditor's Report (2022)

This audit also unravels how law enforcement agencies had not appropriately

addressed indications of bias when it was occurring. In the audit, they found a

significant weakness in their approaches to investigating whether bias had influenced

officers' actions (Tilden, 2022). If biased conduct happens within law enforcement

agencies, there is a threat to the justice of the local communities. The auditor found that

agencies often limited investigations to examining whether officers had engaged in only

the most blatant forms of bias. An example from the audit is a member of the public who

submitted a complaint to one of the agencies and stated that an officer had made a

prejudicial statement after the officer posted on social media promoting negative stereotypes about Black parents and reposted an article that implied that all Syrian refugees were terrorists. After the complaint, there was an investigation where the agency did not analyze the officer's use of stereotypes; instead, they concluded that they were "unable to find any racially derogatory remarks" (Tilden, 2022). This brings up the concern that law enforcement agencies may not be investigating all biased misconduct, which could affect their ability to accurately report serious misconduct to the California Commission on Peace Officer Standards and Training (POST), which is required by Senate Bill 2.

This is where de facto plays a role in this audit because it addresses how some of these officers show bias towards specific individuals on social media and in their policing, which causes injustice in these communities. Greater statewide oversight could increase law enforcement agencies' adoption of best practices for addressing bias (Tilden, 2022). Applying the equity lens to the policy issue allows for recognizing disparities in law enforcement agencies. The auditor made suggestions to ensure that law enforcement agencies correctly identify and respond to possibly biased conduct by their officers. These suggestions consisted of having the Legislature amend the state law by creating a definition of biased conduct that law enforcement agencies must use when investigating any bias-related complaint or any incident that involves possible indications of officer bias, along with requiring the Department of Justice (DOJ) to develop standard investigative protocols that law enforcement agencies must follow when evaluating officers engaging in biased conduct. Applying the effectiveness lens to the policy issue allows for recognizing if the policies already address bias in law

enforcement agencies. Although policies are put in place, how do we ensure agencies are effective?

Figure 4 is a representation of a culture cycle being applied to racial disparities and bias within law enforcement agencies. This guide can be used to guide and promote culture change within law enforcement agencies. There are four levels within the culture cycle: ideas, institutions, interactions, and individuals. All four levels interact and influence one another and are all equally significant (Hetey et al., 2024). Figure 4 shows how bias can manifest and be present within peace officers. Officers' biased thoughts and beliefs play a significant role in their interactions with community members. Each interaction that a peace officer has with a community member has the potential to either build or diminish public trust. The culture cycle can also identify where bias can occur within an institution or organization. By identifying where bias can be present, there is the ability to advise how to mitigate bias and reduce racial disparities in law enforcement (Hetey et al., 2024). Institutional interactions can contribute to racial gaps in law enforcement-community trust and impact the relationship between law enforcement and the public (Camp, 2024).

Figure 4. Culture Cycle Applied to Law Enforcement Agencies
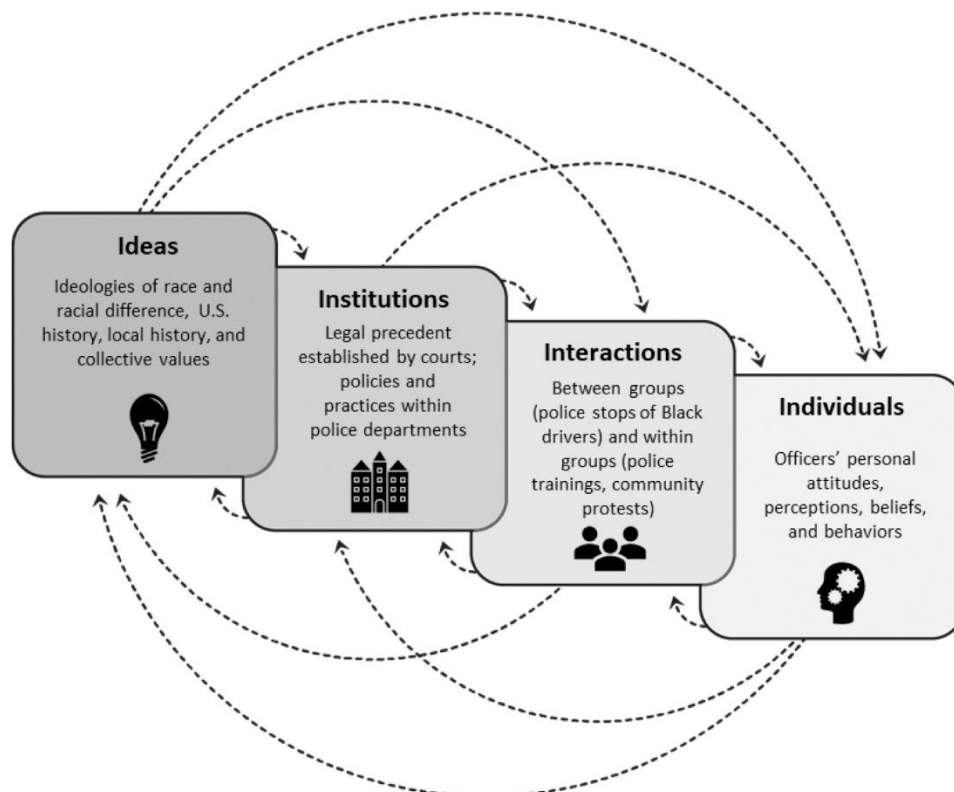
Note: When the Cruiser Lights Come on (2024)

Policy Recommendations

The California Commission on Peace Officer Standards and Training (POST) needs more authority regarding agencies that potentially do not report serious misconduct, such as biased conduct. Ensuring that California law enforcement agencies accurately report misconduct within their agencies is crucial. Regarding Senate Bill 2, the bill did not give the California Commission on Peace Officer Standards and Training (POST) the authority to hold agencies accountable for reporting serious misconduct, such as biased misconduct. Senate Bill 2 was established to bring accountability and transparency to California law enforcement agencies. However, who is responsible for ensuring that all California law enforcement agencies accurately and truthfully report

any serious misconduct occurring within their agency? Since there is no accountability for the law enforcement agencies reporting serious misconduct, there is no way to ensure that the reporting is entirely accurate. The potential lack of transparency for these law enforcement agencies removes the accountability piece of Senate Bill 2.

1. I recommend that the California Legislature create legislation that gives the California Commission on Peace Officer Standards and Training (POST) the authority to look into agencies that may not report serious misconduct. This recommendation addresses the lack of transparency of law enforcement agencies, due to the potential of not reporting serious misconduct. The legislation would allow the California Commission on Peace Officer Standards and Training (POST) to have an audit function, allowing them to visit agencies, look at internal affairs investigations, and see if the agency accurately reports all serious misconduct. Establishing this new legislation would prevent potential implicit bias in policing interactions by holding peace officers and law enforcement agencies accountable for reporting serious misconduct, such as biased conduct. This would also be a good learning tool for smaller agencies that may not understand Senate Bill 2 or what is considered serious misconduct under this bill.

Although California law enforcement agencies are now required to conduct pre-employment screening for explicit and implicit biases toward race or ethnicity, gender, nationality, religion, disability, or sexual orientation. How can we ensure that potential biased social media posts do not occur among employed peace officers? When recruits go through the background process of becoming a peace officer, they check social media. The social media check ensures that peace officer candidates are suitable for

employment. The social media checks ensure the candidates have not made any statements, postings, and/or endorsements of biased information (POST Background Investigation Manual, 2024).

      2. I recommend that California law enforcement agencies continue social media checks after the employment of peace officers. It is crucial to have social media checks prior to the employment of the peace officers. However, it is also important to continue the efforts to ensure that the employed peace officers are still held to a high standard and do not possess forms of bias. There is the potential that candidates could have cleared out or completely deleted their social media prior to going through the background process to become a peace officer. Implementing continuous social media checks for bias would be a consistently high standard that all peace officers must follow. I would propose conducting these social media checks annually to see if peace officers have posted biased content on their personal social media accounts. Again, this is crucial, especially for this profession, due to the unique level of authority that they all possess. Peace officers can deprive one of their freedoms or even take one's life. With this unique authority, they should be held to a high standard. It is also important for California law enforcement agencies to ensure they continue to employ high-level peace officers.

Conclusion

      In conclusion, this policy report brings awareness to the biased conduct that continues within some California law enforcement agencies. The summary of key findings emphasizes the need for more action to address the biased conduct and the need to continue holding peace officers to a high standard. Policymakers, stakeholders,

and law enforcement agencies must be open to the call for action. Implementing policies and procedures for law enforcement agencies can address the misconduct, specifically biased conduct, among law enforcement agencies. However, collaboration and openness to change are needed for any change. There could be potential pushback from California law enforcement agencies due to the potential feeling that this call to action is a form of criticism of the agencies. When analyzing the data and developing recommendations to address this policy issue, the primary focus was equity and effectiveness for California law enforcement agencies. When community members rely on law enforcement for services, they deserve dependable, fair, predictable, and non-discriminatory services. If officers demonstrate bias on social media, how can we ensure they will not display those actions while on duty? It is important to ensure that law enforcement agencies effectively eliminate bias in their agencies.

Another element to consider when reading this policy report is the small number of peace officers who demonstrated biased conduct while employed at their law enforcement agencies. This small portion of peace officers stands out due to their misconduct, which affects how communities view law enforcement agencies. It is important to remember that there are still peace officers in this profession who are good human beings. This policy report is a step toward reducing and eliminating biased misconduct in California law enforcement agencies. It is also important to note that this policy report has its limitations. This policy report relied on secondary data analysis about biased conduct in California law enforcement agencies. The secondary data provided data and insight in several California law enforcement agencies. However, there is still a large number of law enforcement agencies in the state that need to be

examined. Future research could look at a more extensive selection of law enforcement

agencies. However, this does not take away from the fact that there is still a policy issue

of biased misconduct occurring in California law enforcement agencies, and there is a

need for action to address this issue.

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