



Burbank Police Department

Michael Albanese, Chief of Police

LESSON PLAN

- LESSON TITLE:** Beyond Bias: Racial & Identity Profiling Update
- INSTRUCTORS:** Various - California P.O.S.T. Learning Portal 4 hours
- LESSON TOTAL TIME:** Four hours
- LEARNING OBJECTIVE:** Training will review the history of racial bias and community perceptions, review potential ways biases may affect decision making, review how bias and profiling impact the profession and influences public perception, identify various communities' perspectives and concerns, and reflect on diversity within law enforcement agencies.
- COMPLETION STANDARDS:** Police Officers are required to view the course in its entirety.
- INSTRUCTIONAL METHOD:** Discussion-format video with simulated scenarios.
- INSTRUCTIONAL MATERIALS:** California P.O.S.T. online learning portal.
- LESSON PLAN REVISION DATE:** November 2023
- APPROVAL:** Sergeant J Dugas

Content	Instructor Notes
Video discussion-format	<p>All sworn police officers are required to watch the California P.O.S.T. discussion video via the P.O.S.T. learning portal.</p> <p>Upon completion, Police Officers will earn a certificate of completion and four hours of California P.O.S.T. training credit.</p>