

2021-105 AUDIT SCOPE AND OBJECTIVES

Peace Officers—Hate Group Affiliations

The audit by the California State Auditor will provide independently developed and verified information about the extent to which the California Department of Corrections and Rehabilitation (CDCR) and a selection of local law enforcement agencies selected by the California State Auditor vet law enforcement officers for potential affiliation with hate groups and the extent to which state agencies provide the local law enforcement agencies with guidance and data to aid them in this process. The audit's scope will include, but not be limited to, the following activities:

1. Review and evaluate the laws, rules, and regulations significant to the audit objectives.
2. Determine the actions state entities, such as the California Department of Justice and the Governor's Office of Emergency Services, take to collect and maintain information about hate groups and their membership. Identify and assess any processes these agencies employ in making information about membership in such hate groups available to local law enforcement agencies and CDCR for employment screening purposes.
3. Assess the sufficiency of guidance—including that from the California Commission on Peace Officer Standards and Training—provided to local law enforcement agencies and CDCR related to diversity and screening individuals for associations with hate groups during peace officer recruitment, hiring, and ongoing employment.
4. Determine whether any legal impediments or employment-related issues exist that would prevent local law enforcement agencies and CDCR from identifying and making employment decisions about peace officers and peace officer applicants who are members or associates of hate groups, including but not limited to any provisions in state or federal law.
5. For a selection of four local law enforcement agencies, evaluate the agencies' processes for the following:
 - (a) Screening peace officer applicants for past or current membership in or association with hate groups, collecting information about any such associations, and reaching hiring decisions.
 - (b) Monitoring to determine whether peace officers develop associations with hate groups while employed.
 - (c) Recruiting and hiring peace officers who reflect the agencies' respective communities.
6. Assess whether the selected local law enforcement agencies have implemented effective practices in the following areas:
 - (a) Training peace officers about bias and prejudice and the threats that bias and prejudice can pose to effectively protecting and serving communities.

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- (b) Implementing processes to identify biased or prejudicial statements or actions by peace officers—including those alleged in complaints against officers—and to intervene through education, disciplinary action, or both.
 - (c) Promoting a diverse and inclusive workforce and professional culture.
- 7. For a selection of four local law enforcement agencies and CDCR, do the following to the extent possible:
 - (a) Identify biased or prejudicial statements, postings, or actions by peace officers, including but not limited to those alleged in official complaints.
 - (b) Identify past or current memberships, associations, or participation in any known hate groups.
- 8. Review and assess any other issues that are significant to the audit.