

Community Police Review Commission Training Tracker

3.54.110 - Commission Training

Each commission member shall successfully complete a comprehensive training and orientation program, and newly appointed commissioner members shall also complete such training, each within three months of appointment. Failure to complete the training may result in disqualification. The training program shall consist of at least eight hours of training and cover standards of investigative review, fundamentals of evidence and due process, recognizing bias and implicit bias, constitutional rights and civil liberties, de-escalation tactics, the Public Safety Officer Procedural Bill of Rights, an overview of Richmond Police Department's policies, practices and procedures, and the history of the Community Police Review Commission and civilian oversight of the Richmond Police Department, as well as police officer shadowing activities, such as ride-alongs, participation in the Richmond Citizen Academy or other similar activity. Training shall also include Richmond Commission Guidelines and the Brown Act. Each commission member shall also actively participate in appropriate annual training.

Training	Marisol Cantu	Charlene Engle	Oscar Flores	Carol Hegstrom	Andre Jackson	Daniel Lawson	Carmen Martinez	Danyell Menifee	Ana Tellez- Witrigo
<i>Investigative Review</i>	✓ 8/2/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 12/18/25	✓ 3/3/26
<i>Fundamentals of Evidence</i>	✓ 8/2/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 12/18/25	✓ 3/3/26
<i>Due Process</i>	✓ 8/2/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 12/18/25	✓ 3/3/26
<i>Recognizing Bias and Implicit Bias</i>	✓ 8/2/25 & 12/3/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 12/3/25	✓ 3/3/26
<i>Constitutional Rights and Civil Liberties</i>	✓ 8/2/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 12/18/25	✓ 3/3/26
<i>Public Safety Officer Procedural Bill of Right</i>	✓ 8/2/25	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 8/2/25	✓ 12/18/25	✓ 3/3/26
<i>History of the Community Police Review Commission and Civilian oversight of the Richmond Police Department</i>	✓ 1/7/26	✓ 1/22/2026	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 3/3/26
<i>Police Officer Shadowing Activity (1hr)</i>	✓ 1/29/26 (4 hours)	✓ 2/6/26 (4 hours)	✓ 01/23/26 (1 hour)	✓ 1/27/26 (1 hour)	✓ 2/5/26		✓ 1/25/26 (4 hours)	✓ 1/27/26 (6.5 hours)	✓ 3/3/26 (4 hours)
<i>Richmond Police Department's policies, practices, and procedures (Use of Force, De-escalation)</i>	✓ 8/2/25 & 1/6/26	✓ 1/23/2026 & 1/24/2026	✓ 8/2/25 & 1/6/26	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 8/2/25 & 12/3/25	✓ 1/6/26	✓ 3/3/26
<i>Brown Act</i>	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26	✓ 2/4/26
<i>Rosenberg Rules</i>	✓ 1/7/26	✓ 1/22/2026	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 1/7/26	✓ 3/3/26
<i>Other Training</i>	<ul style="list-style-type: none"> ✓ NACOLE Conference 10/25/25 - 10/30/25 ✓ NACOLE Bay Area Regional Conference 8/27/25 - 8/28/25 						<ul style="list-style-type: none"> ✓ NACOLE Conference 10/25/25 - 10/30/25 ✓ Webinar Series - Hate Crimes, Explicit Bias, and Implicit Bias: Evolution of Standards for Decertification of Peace Officers in California 8/6/25 		

*August 2, 2025 – The Commission participated in a 6.5-hour training session covering multiple subject areas.

**Updated as of March 04, 2026