



2023 Annual Non-Bias Based Policing Administrative Review

Dublin Police Department

POLICY AND PROCEDURE 101.02

APRIL 11, 2024

Review Completed By: Tom Hirschy, Law Enforcement Planner

Review Approved By: Justin Paèz, Chief of Police



**Dublin Police Department
Bias Based Patterns Administrative Review for 2023**

Introduction

The Dublin Police Department believes in the fair, impartial, and unbiased treatment of citizens regardless of their sex, gender, race, age, color, ethnicity, sexual orientation, religion, national origin, or disability. The Dublin Police Department is sensitive to the concerns of persons from racial and ethnic groups and takes a serious stance on the protection of everyone’s liberties. The Dublin Police Department does not condone or support biased policing and if it does occur, the Dublin Police Department will severely punish any employee who commits and/or condones biased policing. As part of the Dublin Police Department’s beliefs in fair, impartial, and unbiased treatment of citizens, the department conducts an annual administrative review to determine if any biased treatment of citizens is occurring, specifically as it relates to race, sex, and/or age.

This report shall serve as the documented annual administrative review in accordance with Policy & Procedure 101.02. This administrative review was conducted on citizen complaints, a sample of traffic stops and a sample of self-initiated suspicious person activity data from 2023. The traits reviewed were sex, race, and age. The Law Enforcement Planner conducted the data collection and analysis for this period and the administrative review was conducted by the Police Department’s Executive Command Staff (Chief and the Deputy Chiefs).

City of Dublin Diversity, Equity, and Inclusion Statement

Dublin is a community that values diversity, equity, and inclusion for all. As calls for social equality echo throughout the nation, the City of Dublin is committed to providing opportunities for residents, businesses, and visitors’ voices to be heard.

Diversity Statement

“We are a team of different and unique qualities which enable us to best serve our community.”

Equity Statement

“We acknowledge our different and unique qualities, be they advantages, disadvantages or otherwise, and we embrace fairness so that all might have an opportunity to achieve similar outcomes.”

Inclusion Statement

“We welcome and expect diversity and we provide opportunities for all team members to contribute to the City’s success.”

<https://dublinohiousa.gov/diversity-equity-inclusion/>

Dublin Police Department Mission Statement

Dublin Police Department employees are committed to protecting life, liberty, and property. We will provide the highest level of service and work in partnership with our community to ensure public safety by focusing on the following core principles:

- Vigilant, Ethical and Impartial Enforcement of Law
- Critical Incident Preparedness and Response
- Crime Prevention, Reduction and Deterrence
- Improvement of Traffic Safety
- Community Outreach and Engagement

We will remain dedicated to service and committed to excellence, focusing on the following core values:

Professionalism: We are members of an exceptional and highly trained law enforcement organization. Our conduct and demeanor adhere to the highest standards of personal and organizational excellence.

Integrity: We hold ourselves accountable to the highest level of honesty, truthfulness, and ethical conduct.

Respect: We ensure that all persons are treated with equality, dignity, and courtesy.

Commitment: We are dedicated to our Profession, our Community, our Agency, and our Mission.

Police Department Policy

Policy and Procedure: 101.02 – Non-Bias Based Policing

PURPOSE

Bias-based Policing may lead to allegations of violations of the constitutional rights of the citizens we serve, undermine legitimate law enforcement efforts, and may lead to claims of civil rights violations. Additionally, biased policing alienates the public, fosters distrust of law enforcement by the community, invites media scrutiny, invites legislative action, and judicial intervention. Law enforcement personnel should focus on a person's conduct and not consider common traits unless that trait has been associated with a specific suspect of a crime or the suspects associated with a pattern of incidents in a particular area. The purpose of this policy is to establish written procedures regarding biased policing (CALEA 1.2.9).

POLICY

All uniformed officers are expected to enforce the law, and stop and detain persons whenever there is reasonable suspicion that they have committed, are committing, or are about to commit an infraction of the law. Officers must conduct themselves in a dignified and respectful manner and any and all contact with the public will be conducted in accordance with statute and applicable case law.

I. Procedure

A. Prohibition against profiling (CALEA 1.2.9 A)

- Officers are prohibited from stopping, questioning, detaining, searching, seizing property, seeking asset forfeiture, or arresting anyone on the basis of any type of bias. Officers will make stops and conduct field interviews only on the basis of reasonable suspicion and shall make arrests only on the basis of probable cause.
- This policy shall not preclude officers from stopping a person to offer assistance. This policy does not prohibit stopping someone suspected of a crime based on a description that includes one or more of those identified attributes, or considering a person's apparent age when investigating curfew or liquor law violations.
- When an officer initiates contact with a person on any traffic stop or suspicious person contact, the officer SHALL include in the clearance of the contact the race (or ethnicity) and the sex of the person and the reason for the contact, e.g., clear code "A" from a "70" for speed, male white driver. (This information SHOULD already be included on all citations in order to make the citation complete.)
- Supervisory personnel are expected to monitor officer's activity to ensure practices are compliant with policy and that practices are lawful, constitutional, and nondiscriminatory.

B. Bias-based profiling training (CALEA 1.2.9 B):

- The agency will provide annual training for sworn personnel on non-bias-based policing including legal aspects, and will ensure that officers receive training in professional traffic stops.

C. Administrative Review of Agency Practices

Complaints

- Any person may file a complaint with the Police Department if they feel they have been stopped or searched based on illegal profiling or subjected to improper treatment and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint.
- The Chief of Police or his designee will be notified as soon as practicable of any complaints of discrimination and/or violations of civil rights. These complaints will be thoroughly investigated, regardless of a formal complaint being filed, and if found, shall result in a recommendation for corrective action including, but not limited to counseling, training, punitive actions, and/or policy review and revision.

Administrative Review

- The agency will review traffic stops, complaints, and suspicious person contacts to ensure compliance with the law and to determine any deficiencies.
- A documented annual administrative review of data collected as a result of this directive will be conducted by the Operations Bureau Commander and will be shared with and discussed with all supervisory personnel in a staff meeting. The Police Department will analyze data from its various records programs to ensure that racial/ethnic characteristics are not being

used in traffic enforcement and to attempt to proactively identify potential training or policy issues.

- The review of data is intended to identify patterns of conduct and will include analysis of percentages of racial and ethnic groups, or other protected classes; reason(s) for contact; dispositions of the contacts; and other factors as may be identified by the administration.

Police Department Training

Per the Dublin Police Departments' Professional Standards Manager, Whitney Aebker, members of the Dublin Police Department completed the following training in 2023.

Diversity, Equity, and Inclusion Matter

- In-person training 2.5 hours, Dr. Linda Burrs, Diversity of Perspective
- September-October 2023

Non-Biased Based Administrative Review

- New Employees reviewed and signed off on policy, various dates

Restraining and Confining Pregnant Female Offenders - 301.08

- Review of policy and procedure during February 16, 2023, Supervisor staff meeting
- Officers and NRECC staff signed off on updated policy in 2023

Diversity, Inclusion and Community Outreach Unit

The Diversity, Inclusion and Community Outreach Unit serves to bridge the gap between law enforcement and Dublin's diverse communities by providing relevant resources, training, and information to officers and to members of these communities. The Diversity, Inclusion and Community Outreach Unit will work to recognize and address the needs of Dublin's diverse populations regarding safety and/or policing issues, develop resources to aid this department in working with diverse populations, provide and promote training to officers regarding cultural issues and expectations, and to provide and promote education and outreach for the community members regarding interactions with law enforcement. These populations include but are not limited to the following individuals and/or groups: racial, ethnic, LGBTQ, faith based, elderly, impoverished and those struggling with mental health crisis. Community Liaison Officers will assist the police department with aligning its mission and goals with community expectations by conducting research, soliciting community feedback about the department, reviewing policies and procedures, and supporting the department's efforts in community outreach & engagement.

Per Sergeant Morris, the following were training, programs, and events that officers were involved with in 2023:

The unit continued in the development of the "Safe Space" program and provided training for officers and participants in the program. Officer Scott Brown was recognized by the Asian American Commerce Group of Ohio as a diversity leader for his contribution to the vitality and success of the Asian American community. Officer Loni Ives-Stone was added to the unit early in December. Below are some of the training, programs, and events the officers were involved with in 2023.

All Community Liaison Officers participated in training focusing on diversity, equity and inclusion and unconscious bias:

- Community Liaison officers completed training titled "Diversity of Perspectives" presented by Dr. Linda Burrs.

Miscellaneous Activities and Outreach:

- Sgt. Morris and Officer Brown participated in the Chinese New Year festival.
- Officers Brown and Nichelson attended the Greater Columbus Cherry Blossom festival.
- Officer Nichelson attended a Bellefontaine touch a truck event.
- Officer Nichelson attended the Asian American and Pacific Islander conference.
- Officers Nichelson, Brown, McCloskey, and Quintanilla attended a Japan-America Society of Central Ohio seminar.
- Officers Brown and Quintanilla helped with One Dublin at their family fun day at Bridge Park.
- Officer Nichelson attended a Dublin Pride gathering at Riverside Park.
- Officer Ives-Stone participated in the Westerville "Cops and Kids" day.
- Officer Brown and Sgt. Morris attended the EASE Logistics touch a truck event.
- Officer Nichelson participated in the "Safety on Sandusky" event in Delaware.
- Sgt. Morris and Officer Brown presented a safety seminar to the residents of Waterford Village.
- Officer Nichelson assisted with the One Dublin back to school event.
- Officer Brown and Nichelson attended the Asian American Commerce Group award ceremony where Officer Brown was recognized as a Diversity Leader by the organization.
- Officer Nichelson participated in the OCLC wellness fair.
- Officers Brown and Nichelson were guests at the India festival held at the Celeste Center.
- Officers Nichelson, Quintanilla, and McCloskey assisted with the Powell Police and Fire night.
- Officer Brown attended the Washington Elementary family social.
- Officers McCloskey and Ives-Stone were presenters at the Active Aging Resource Fair.
- Sgt. Morris organized a donation event from Dublin residents to provide bicycles to kids in need. Dublin residents donated approximately 130 bicycles, which were given to the Starfish Assignment and the Columbus Police department. The bicycles were given away at the Far East Columbus recreation center and the Sullivant Gardens recreation center.
- Officer Nichelson continued his role as the police liaison to Franklin County's "Handle With Care" program. "Handle With Care" is an initiative designed to help youths or their families who have had an interaction with the police and assist them with any difficulties they may experience. Officer Nichelson helps administer the program in the Dublin City Schools.
- CLO's and SRO's combined to support Feed the Kids Columbus and the Starfish Assignment in distributing approximately 2,000 "break food bags" to students and families for their Spring, Thanksgiving and winter breaks.
- Officer Nichelson collaborated with the Powell Police Department to organize a "Shop with a Cop" event.
- Sgt. Morris organized a toy drive with the Get Behind the Badge organization to help children of first responders and families affected by domestic violence.
- CLO's conducted numerous Books and Badges events at elementary schools. Books and Badges is a program where police officers read books to children that are donated by the Starfish Assignment.

Police Department Recruitment Activities

The Dublin Police Department maintains an Equal Employment Opportunity Recruitment and Selection Manual. The policy statement for the manual reads:

- It is the policy of the Dublin Police Department and Northwest Regional Emergency Communications Center (NRECC) not to discriminate against applicants on the basis of race, color, national origin, religion, sex, genetic information, pregnancy, age, ancestry, military status, sexual orientation, gender identity, disability, marital status, or veteran's status, with respect to recruitment, hiring, training, promotion, or other terms and conditions of employment.
- Accordingly, all employment decisions shall be consistent with the principle of Equal Employment Opportunity (EEO). All promotion decisions shall be consistent with the principle of EEO, and only valid qualifications will be required for promotions.
- An employee who believes he or she has experienced unlawful discrimination is encouraged to report such discriminatory actions, conduct or behavior through the applicable grievance procedure in his or her Collective Bargaining Agreement, directly to his or her Division or Department Head, or directly to the Director of Human Resources, the Human Resource Manager, or a Human Resource Business Partner. It shall be the employee's right to choose the reporting option with which he or she is most comfortable. The employee's option to report an incident directly to the Division of Human Resources shall not be blocked, restricted, or prohibited in any way by Division or Department Heads or other supervisory personnel within the employee's Division or Department. Efforts at the Divisional or Departmental level to block, restrict, or prohibit the employee's choice to report an incident directly to Human Resources, shall result in disciplinary action.
- Upon receiving a report, an investigation into the alleged conduct shall be completed in a prompt manner, with a full written report being made to the Director of Human Resources recommending the appropriate action to be taken. Until which time the investigation is completed and the recommendations in the written report are implemented, the identities of the directly involved parties shall be kept as confidential as is reasonable under the circumstances. Following the closure of the investigation, the investigation results shall be disclosed directly to the affected parties.
- Employees who report incidents of unlawful discrimination are protected from retaliatory conduct/behavior because they report such incidents. Retaliatory conduct/behavior on the part of Division Heads, other supervisory personnel, co-workers, or other employees is unlawful and shall not be tolerated. Such retaliatory conduct/behavior shall result in severe disciplinary action.

See Dublin Police Department - Equal Employment Opportunity Recruitment and Selection Manual for further details.

Per Sergeant Kovacs, the following were recruitment related activities conducted by Dublin Police personnel in 2023:

- January 2023 - Officer Ives-Stone conducted a Radio interview that ran through February (then was turned into a commercial and still currently running)
- April 2023 - Recruiting and Candidate Pool Conversation, April 18, 2023, Supervisor staff meeting - discussed other options for recruitment to increase our candidate pool. Colleges, Clippers, Blue Jackets, making new contacts throughout year.
- May 2023 - Bike rodeo. Sgt Kovacs, Officer Nicholson and Officer Popson spoke to multiple families and kids as well as handed out recruitment materials.
- June 2023 - Summer Hiring Event 6/24 – 44 applicants took the written test (hired 4 from this test).
- July 2023
 - Officer Ives-Stone and Sergeant Ratliff attended the Columbus Police – Women focused Multi-Jurisdictional Law Enforcement Career Fair spoke to approximately 12-15 people.
 - Officer Ives-Stone and Officer Brown ran a table at the Dublin Bridge Park Market and spoke to people about opportunities.
- October 2023 - Fall hiring process. First lateral process conducted. 9 applicants to panel interview.
- November/December 2023
 - Sgt Kovacs attended Ohio State University and spoke to 4 separate classes. 2 for Professor Martin's classes and 2 for Professor Hinton's classes. Each class had approximately 15-35 students ranging in years from Freshman to Senior.
 - Sgt Ratliff attended the Tiffin University career fair.
- DC Tabernik went to the University of Dayton four times in 2023 to speak with Criminal Justice career development classes in hopes of recruiting future officers/support personnel.
- Sgt Ratliff attended Hocking College's Police Academy cadets spoke to roughly 12-15 people.

*Note: Sergeant Kovacs took over the recruitment initiatives on or around March 2023.

Per Human Resources Business Partner, Jillian Fair, the Dublin Police Department advertised for the recruitment of open positions in 2023 with:

Internet/Websites:

- City of Dublin Website
- Governmentjobs.com
- Ohio Means Jobs.com
- VeteranJobListings.org
- Ohio Hispanic Coalition
- NENA (CT only)
- Ohio APCO (CT only)
- APCO (CT only)

Organizations:

- Various Ohio Basic Peace Officer Academies
- Ohio FOP #9
- FOP
- SOAR
- Tolles
- OSU Department of Sociology
- Columbus Chinese Academy
- Hispanic American Police Command Officers Association
- International Association of Woman Police
- Ohio Association of Chiefs of Police
- Japan-America Society of Central Ohio
- OPBA

Social Media:

- Facebook
- Instagram
- LinkedIn
- Twitter

Other Media:

- Radio – Sunny 95 (94.7) and Mix107.9
- Recruitment Video

Other:

Handshake – 52 schools, colleges and universities

Citizen Complaints

Per Administrative Support, Becky Metcalf, in 2023, there were zero (0) citizen complaints filed against officers that alleged bias.

Property Seizures

Per Lieutenant Carlson, the Dublin Police Department had the following property seizures in 2023:

- In 2023 The Dublin Police Department completed a property seizure from a criminal investigation. The defendant was a 39 y/o white male.
- In 2023 The Dublin Police Department completed a property seizure from a criminal investigation. the defendant was a 23 y/o white male.

Data Review

The following was a review of the data samples intended to identify patterns of conduct and included:

- A review of percentages of racial make-up of the self-initiated traffic stop sample and the self-initiated suspicious person contact sample.
- A review of the sex of the self-initiated traffic stop sample and the self-initiated suspicious person contact sample.
- A review of reasons for contacts.
- A review of dispositions of the contacts.
- Other factors may be identified by the police administration.

Administrative Issues

The National Incident Based Reporting System (NIBRS) User Manual (6/30/2023) defines the race of a person as:

- White – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American – A person having origins in any of the Black racial groups of Africa.
- American Indian or Alaska Native – A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.
- Asian – A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Native Hawaiian or Other Pacific Islander – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands, e.g., individuals who are Carolinian, Fijian, Kosraean, Melanesian, Micronesian, Northern Mariana Islander, Palauan, Papua New Guinean, Ponapean (Pohnpelan), Polynesian, Solomon Islander, Tahitian, Tarawa Islander, Tokelauan, Tongan, Trukese (Chuukese), and Yapese.
 - Note: The term "Native Hawaiian" does not include individuals who are native to the state of Hawaii simply by virtue of being born there.

The National Incident Based Reporting System (NIBRS) defines the ethnicity of a person as:

- Hispanic – The ethnic designation of Hispanic or Latino includes persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

For the purposes of data collection and for purposes of administrative review, the Dublin Police Department utilized ethnicity as a race for the non-bias-based policing administrative review.

In addition to these codes and definitions, some additional codes were added for administrative review purposes:

- NL = Not Listed (not an official NIBRS race code)
- O = Other (not an official NIBRS race code, but used by officers when they encounter a person who may be of more than one race)
- U = Unknown (not an official NIBRS code, but used by officers when they are unable to determine a person's race)

Below is the list of approved race codes for traffic stops and suspicious person contacts.

Race Codes	Sex Codes
A = Asian B = Black/African American H = Hispanic I = American Indian/Alaskan Native P = Native Hawaiian/Other Pacific Islander O = Other U = Unknown W = White	In general, the following codes were used for sex: M = Male F = Female U = Unknown

During the review, it was determined that several officers and/or communications technicians utilized a race code of "M". In the past, "M" was utilized for Middle Eastern, but that code was retired in 2015. For purposes of this administrative review, any calls for service with an "M" designation in the race, were subsequently moved to the "unknown" race category.

Field Contacts

In the field, officers collect information (e.g., sex, race, and age) from traffic stop contacts and suspicious person contacts in different ways.

- Officer Visual Observation and Judgment
- Driver License or Identification Card Information
- Officer Verbal Interaction with the Contact
- Information Collected by Programs used by Dublin Police (e.g., LEADS/NCIC, OHLEG, iLincs)
- Information Provided to an Officer from NRECC

Dublin Police are sensitive to a persons' sex, race, and age. As such, information provided in this report was designed to provide a fact-based approach to the delivery of information and there was no intention to offend any person's sex, race, and/or age.

Suspicious Person Contacts

The following was an administrative review of a sample set of self-initiated suspicious person contacts from 2021 through 2023. In 2023, 411 self-initiated suspicious person contacts were conducted by the Dublin Police Department. For purposes of this administrative review, a sample set of 163 self-initiated suspicious person contacts was utilized. This sample set represents 39.7% of the total self-initiated suspicious person contacts. The sample size of 163 out of 411 (39.7%) provided an 85% confidence level with a 5% margin of error.

Data Collection Criteria for Suspicious Person Data Sample

A number of criteria were established to select the data sample set:

- The suspicious person contact had to have occurred between 1/1/2023 and 12/31/2023.
- The suspicious person contact had to be listed as a Code 60 in the Computer Aided Dispatch (CAD) system.
- The suspicious person contact had to be self-initiated by a Dublin Police Officer.
- The suspicious person contact had to be listed in the call for service (CFS) as a: Suspect, Arrest, Operator, or FIS (field interview).
- If there were multiple contacts listed in a single call for service (CFS), the focus was on determining the identification of a person matching the criteria listed above.
- If multiple contacts with the same involvement were listed in the call for service, the first contact listed in the Cognos query was generally used, unless another contact had more complete information listed (e.g., sex, race, and age), and as long as it met the other listed criteria.
- If an incorrect race code was used (e.g., "M"), it was moved to the "Unknown" category.
- The Law Enforcement Planner used his professional judgment when applying these criteria to the data sample.

Sample Data Set and Percentage of Suspicious Person Contacts by Sex

Year	Male	Male %	Female	Female %	Not Listed	Not Listed %	Unknown	Unknown %	Total Sample
2023	106	65.0%	53	32.5%	3	1.8%	1	0.6%	163
2022	132	73.7%	43	24.0%	2	1.1%	2	1.1%	179
2021	157	75.5%	43	20.7%	4	1.9%	4	1.9%	208

Data Analysis: Over the three-year period analyzed, male suspicious person contacts decreased from 75.5% to 65.0% (-10.5%). Female suspicious person contacts increased from 20.7% to 32.5% (+11.8%). Not listed and unknown category percentages remained low (under 2.0%) over this same period.

Sample Data Set of Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	96	33	6	13	0	0	0	9	6	163
2022	117	27	9	11	0	0	0	5	10	179
2021	127	33	10	14	1	0	0	9	14	208

Percentage of Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	58.9%	20.2%	3.7%	8.0%	0.0%	0.0%	0.0%	5.5%	3.7%	163
2022	65.4%	15.1%	5.0%	6.1%	0.0%	0.0%	0.0%	2.8%	5.6%	179
2021	61.1%	15.9%	4.8%	6.7%	0.5%	0.0%	0.0%	4.3%	6.7%	208

Data Analysis: Over the three-year period analyzed, White suspicious person contacts fluctuated between 58.9% and 65.4%. Black suspicious person contacts fluctuated between 15.1% and 20.2%. Asian suspicious person contacts fluctuated between 6.1% and 8.0%. Hispanic suspicious person contacts fluctuated between 3.7% and 5.0%. Of the sample total, fifty-two suspicious person contacts in 2023 were categorized as either Black, Hispanic, or Asian in race. Two of the 52 (3.8%) resulted in a Code RM clearance. A Code RM clearance represents that an incident or offense report number was issued which means that an official police action took place (e.g., report taken, arrest made, property impounded, etc.).

Sample Data Set of Male Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	57	26	4	10	0	0	0	5	4	106
2022	84	24	7	9	0	0	0	2	6	132
2021	99	29	8	10	0	0	0	2	9	157

Percentage of Male Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	53.8%	24.5%	3.8%	9.4%	0.0%	0.0%	0.0%	4.7%	3.8%	106
2022	63.6%	18.2%	5.3%	6.8%	0.0%	0.0%	0.0%	1.5%	4.5%	132
2021	63.1%	18.5%	5.1%	6.4%	0.0%	0.0%	0.0%	1.3%	5.7%	157

Data Summary: Over the three-year period analyzed, White male suspicious person contacts fluctuated between 53.8% and 63.6%. Black male suspicious person contacts fluctuated between 18.2% and 24.5%. Asian male suspicious person contacts increased from 6.4% to 9.4% (+3.0%). Hispanic male suspicious person contacts fluctuated between 3.8% and 5.3%. Of the sample total, 40 male suspicious person contacts in 2023 were categorized as either Black, Hispanic, or Asian in race. Two (5.0%) resulted in a Code RM clearance. A Code RM clearance represents that an incident or offense report number was issued which means that an official police action took place (e.g., report taken, arrest made, property impounded, etc.).

Sample Data Set of Female Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	39	7	2	3	0	0	0	1	1	53
2022	33	3	2	2	0	0	0	1	2	43
2021	28	4	2	4	1	0	0	3	1	43

Percentage of Female Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	73.6%	13.2%	3.8%	5.7%	0.0%	0.0%	0.0%	1.9%	1.9%	53
2022	76.7%	7.0%	4.7%	4.7%	0.0%	0.0%	0.0%	2.3%	4.7%	43
2021	65.1%	9.3%	4.7%	9.3%	2.3%	0.0%	0.0%	7.0%	2.3%	44

Data Summary: Over the three-year period analyzed, White female suspicious person contacts fluctuated between 65.1% and 76.7%. Black female suspicious person contacts fluctuated between 7.0% and 13.2%. decreased from 20.4% to 7.0%. Hispanic female suspicious person contacts decreased from 4.7% to 3.8% (-0.9%). Asian female suspicious person contacts fluctuated between 4.7% and 9.3%. Of the sample total, twelve female suspicious person contacts in 2023 that were categorized as either Black, Hispanic, or Asian in race. Zero (0.0%) resulted in a Code RM clearance. A Code RM clearance represents that an incident or offense report number was issued which means that an official police action took place (e.g., report taken, arrest made, property impounded, etc.).

*Note: 4 persons were categorized as "Not Listed" or "Unknown" in sex and not included in this analysis.

Sample Data Set of Suspicious Person Contacts by Age

Age Group	2023	2022	2021	2023%	2022%	2021%
0-17	30	25	33	18.4%	14.0%	15.9%
18-20	33	43	59	20.2%	24.0%	28.4%
21-29	35	42	44	21.5%	23.5%	21.2%
30-39	22	23	24	13.5%	12.8%	11.5%
40-49	18	19	18	11.0%	10.6%	8.7%
50-59	12	5	11	7.4%	2.8%	5.3%
60-69	1	5	8	0.6%	2.8%	3.8%
70-79	2	1	0	1.2%	0.6%	0.0%
80-89	0	0	1	0.0%	0.0%	0.5%
90 and Older	0	0	0	0.0%	0.0%	0.0%
Not Listed	10	16	10	6.1%	8.9%	4.8%
Total	163	179	208	---	---	---

Data Summary: Over the three-year period analyzed, the top five (5) age groups were 49 and under. Based on 2023 data, persons 39 years of age or younger accounted for 73.6% of the sampled suspicious person contacts.

Suspicious Person Contact Dispositions

In 2023, only fifteen (15) or 9.2% of the 163 self-initiated suspicious person contacts sampled resulted in an incident or offense report number being issued (Code RM). In 2021 that figure was 6.7% and in 2022 that figure was 5.0%. This represents a fluctuation over the past three years in self-initiated suspicious person contact data samples resulting in an incident or offense report being issued (Code RM). An incident or offense report number indicated that an official police action took place (e.g., report taken, arrest made, property impounded, etc.).

A breakdown of the fifteen (15) self-initiated suspicious person contacts that resulted in an incident report being filed:

- 10 of the 15 suspicious person contacts were categorized as White persons. One was categorized as a Hispanic person, one was categorized as a Black person, one was listed as unknown, and two were not listed.
- 9 of the 15 suspicious person contacts were male, 4 of the 15 were female, and 2 of the 15 were Not Listed.
- The age range for the suspicious per contacts was between 17 and 51. One was not listed. 9 of the 15 (60.0%) suspicious person contacts were under the age of 39.

Incident ID	Race	Sex	Age	Description
230010519	W	F	44	Warrant Arrest
230100700	W	F	22	Small amount of marijuana located – warning issued
230260459	H	M	40	Cited for open container
230520026			18	Curfew violation and underage possession of alcohol
230750514				Warrant Arrest
230760156	W	M	40	Warrant Arrest
231190110	U	M	26	Direct indictment for carrying concealed weapon
231740629	W	M	37	Drugs and drug paraphernalia found; summonsed
231890466	W	F	17	Found smoking marijuana; released to parent & diversion
232030034	W	M	20	Underage possession of alcohol & fake ID – cited
232160380	W	F	36	Drugs located and warrant arrest
232710359	W	M	35	Warrant Arrest
232720030	W	M	42	Small amount of marijuana located – warning issued
232760010	B	M	51	Warrant Arrest
233500079	W	M	37	Crashed vehicle, fled, found later, issued citation

Data Summary. The percentage of incident/offense numbers being issued (Code RM) out of self-initiated suspicious person contacts fluctuated over the past three years between 5.0% and 9.2%. The predominant sex of suspicious person contacts was male, and the predominant race of suspicious person contacts was White.

Individual Officer Review

On April 9, 2024, the individual officer self-initiated suspicious person contact sample data was presented during a meeting with the police executive command staff. Techniques were used to present the individual officer data - descriptive statistics, counts, percentages, heat mapping, averages, standard deviations, etc. The police executive command staff discussed and reviewed the collective and individual officer findings. Each individual officer's contacts for suspicious persons were reviewed by sex, race, and age. Practical judgment was applied in addition to the administrative review of the data. A review of the data indicated no patterns of bias-based profiling (sex, race and/or age) were detected on the part of any current individual officer with the Dublin Police Department.

Traffic Stop Contacts

The following is an administrative review of a sample set of traffic stop contacts from 2021 through 2023. In 2023, the Dublin Police conducted 7,475 self-initiated traffic stops. For the purposes of this administrative review, a sample set of 6,415 traffic stop contacts was utilized. This sample set represents 85.8% of the total traffic stops. The sample size of 6,415 out of 7,475 (85.8%) provided a 99% confidence level with a 1% margin of error.

Data Collection Criteria for Traffic Stop Person Data Sample

A few criteria were established to select the data sample set:

- The traffic stop contact had to have occurred between 1/1/2023 and 12/31/2023.
- The traffic stop had to be listed as Code 70 in the Computer Aided Dispatch (CAD) system.
- The traffic stop contact had to be self-initiated by a Dublin Police Officer.
- The traffic stop contact had to be listed in the call for service (CFS) as a: Arrest, Operator, or Field Interview (FIS).
- If there were multiple contacts listed in a single call for service (CFS), the focus was on determining the identification of the operator (driver) of the vehicle.
- If multiple contacts with the same involvement were listed in the call for service (e.g., three persons listed as an operator) and the operator (driver) of the vehicle could not be determined, the first contact listed in the Cognos query was generally used, unless another contact had more complete information listed (e.g., sex, race, and age).
- If an incorrect race code was used (e.g., Code "M"), it was moved to the "Unknown" category.
- For purposes of this review, a Code C indicated a traffic citation was issued.
- The Law Enforcement Planner used his professional judgment when applying this criterion to the data sample.

Sample Data Set and Percentages of Traffic Stop Contacts by Sex

Year	Male	Male %	Female	Female %	Not Listed	Not Listed %	Unknown	Unknown %	Total Sample
2023	3,813	59.4%	2,576	40.2%	23	0.4%	3	0.0%	6,415
2022	2,512	59.0%	1,729	40.6%	14	0.3%	2	0.1%	4,257
2021	2,944	57.3%	2,159	42.0%	34	0.7%	1	0.0%	5,138

Data Summary: Over the three-year period analyzed, male traffic stop contacts increased from 57.3% to 59.4% (+2.1%). Female traffic stop contacts decreased from 42.0% to 40.2% (-1.8%). Not Listed and Unknown traffic stop contact percentages remained below 1.0%.

Sample Data Set of Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	4,086	934	357	721	27	0	4	44	242	6,415
2022	2,863	585	196	430	12	0	5	26	140	4,257
2021	3,484	701	234	489	12	0	5	91	122	5,138

Percentage of Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	63.7%	14.6%	5.6%	11.2%	0.4%	0.0%	0.1%	0.7%	3.8%	6,415
2022	67.2%	13.7%	4.6%	10.1%	0.3%	0.0%	0.1%	0.6%	3.3%	4,257
2021	67.8%	13.6%	4.6%	9.5%	0.2%	0.0%	0.1%	1.8%	2.4%	5,138

Data Summary: Over the three-year period analyzed, White traffic stop contacts decreased from 67.8% to 63.7% (-4.1%). Asian traffic stop contacts increased from 9.5% to 11.2% (+1.7%). Black traffic stop contacts increased from 13.6% to 14.6% (+1.0%). Hispanic traffic stop contacts increased from 4.6% to 5.6% (+1.0%). The unknown race category increased from 2.4% to 3.8% (+1.4%) - It should be noted that traffic stop contacts were categorized as "M" which is not a race category; therefore, they were added to the Unknown race category. In 2023, the number of Code "M" traffic stop contacts was 72. In 2021, there were 44 "M" traffic stop contacts and in 2022 there were 60 "M" traffic stop contacts. Based on the comparative data, it was believed the "M" race categories being moved to the unknown race category may have contributed to the increase in percentage in the unknown category from 2021 to 2023.

Sample Data Set of Male Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	2,271	609	249	479	23	0	4	15	163	3,813
2022	1,622	372	135	270	7	0	5	5	96	2,512
2021	1,906	449	176	290	8	0	2	39	74	2,944

Percentage of Male Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	59.6%	16.0%	6.5%	12.6%	0.6%	0.0%	0.1%	0.4%	4.3%	3,813
2022	64.5%	14.8%	5.4%	10.7%	0.3%	0.0%	0.2%	0.2%	3.8%	2,512
2021	64.7%	15.3%	6.0%	9.9%	0.3%	0.0%	0.1%	1.3%	2.5%	2,944

Data Summary: Over the three-year period analyzed, White male traffic stop contacts decreased from 64.7% to 59.6% (-5.1%). Asian male traffic stop contacts increased from 9.9% and 12.6% (+2.7%). Black male traffic stop contacts fluctuated between 14.8% and 16.0%. Hispanic male traffic stop contacts fluctuated between 5.4% and 6.5%. The Unknown category increased from 2.5% to 4.3% (+1.8%).

Sample Data Set of Female Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	1,815	325	108	242	4	0	0	7	75	2,576
2022	1,241	213	61	160	5	0	0	7	42	1,729
2021	1,576	252	58	199	4	0	3	20	47	2,159

Percentage of Female Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2023	70.5%	12.6%	4.2%	9.4%	0.2%	0.0%	0.0%	0.3%	2.9%	2,576
2022	71.8%	12.3%	3.5%	9.3%	0.3%	0.0%	0.0%	0.4%	2.4%	1,729
2021	73.0%	11.7%	2.7%	9.2%	0.2%	0.0%	0.1%	0.9%	2.2%	2,159

Data Summary: Over the three-year period analyzed, White female traffic stop contacts decreased from 73.0% to 70.5% (-2.5%). Black female traffic stop contacts increased from 11.7% to 12.6% (+0.9%). Asian female traffic stop contacts increased from 9.2% to 9.4% (+0.2%). Hispanic female traffic stop contacts increased from 2.7% to 4.2% (+1.5%). The Unknown category increased from 2.2% to 2.9% (+0.7%).

*Note: There were 26 traffic stops (23 Not Listed and 3 Unknown) where the sex was not determined. These 26 added with male traffic stop contacts (3,813) and female traffic stop contacts (2,576) add up to the total of 6,415 traffic stops.

2023 Sample Data and Percentage of Traffic Stop Contacts by Sex Resulting in a Citation

Sex	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
Male	3,813	2,611	68.5%	1,064	27.9%	138	3.6%
Female	2,576	1,850	71.8%	673	26.1%	53	2.1%
Unknown	3	1	33.3%	1	33.3%	1	33.3%
Not Listed	23	15	65.2%	4	17.4%	4	17.4%
Total	6,415	4,477	69.8%	1,742	27.2%	196	3.1%

2021 to 2023 Percentage of Traffic Stop Contacts by Sex Resulting in a Citation

Year	Male	Female	M to F Differential	Total Average
2023	27.9%	26.1%	+1.8%	27.2%
2022	16.3%	12.6%	+3.7%	14.8%
2021	32.6%	26.9%	+5.7%	30.1%

Data Summary: In all three years analyzed, male traffic stop contacts were cited at a higher rate than female traffic stop contacts, however the differential rate between males and females (%) decreased over the past three years from 5.7% to 1.8% (-3.9%).

2023 Data Sample and Percentage of Traffic Stop Contacts by Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	4,086	2,940	72.0%	1,065	26.1%	81	2.0%
Black	934	657	70.3%	221	23.7%	56	6.0%
Hispanic	357	190	53.2%	138	38.7%	29	8.1%
Asian	721	490	68.0%	216	30.0%	15	2.1%
American Indian/Alaskan Native	27	23	85.2%	4	14.8%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	0.0%
Other	4	3	75.0%	1	25.0%	0	0.0%
Not Listed	44	23	52.3%	14	31.8%	7	15.9%
Unknown	242	151	62.4%	83	34.3%	8	3.3%
Total	6,415	4,477	69.8%	1,742	27.0%	196	3.1%

2021 to 2023 Percentage of Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	Avg.
2023	26.1%	23.7%	38.7%	30.0%	14.8%	0.0%	25.0%	31.8%	34.3%	27.2%
2022	13.0%	21.4%	31.6%	10.9%	8.3%	0.0%	0.0%	11.5%	15.0%	14.8%
2021	27.8%	36.8%	53.0%	26.8%	8.3%	0.0%	0.0%	33.0%	29.5%	30.1%

Data Summary: In 2023, using a metric of greater than +5.0% differential (> 32.0%) between a race category and the total sample average, one race category was identified for further review.

In 2023, Hispanic traffic stop contacts that resulted in a traffic citation was 38.7%, which was a differential of +11.5% higher than the total average of 27.2% for traffic stop contacts by race resulting in a citation. The differential for Hispanic traffic stop contacts in 2021 was +22.9% and +16.8% in 2022.

Using 2023 data from the Dublin Police Records Management System (RMS) – Citations Module – a sample of 138 traffic citations (non-crash related) were issued to Hispanic traffic stop contacts was analyzed and found:

- 53 of the 138 (38.4%) charges were for driver’s license suspension, no operator’s license, temporary permit violation, or other similar driver’s license violation charges.
- 49 of the 75 (35.5%) charges were for a speeding violation. 40 of the 49 speeding charges had speeding data included in the RMS and the average violation was 21 MPH over the posted speed limit.
- 30 of the 138 (21.7%) charges were for driving under the influence of alcohol/drugs.

*Note: More than one charge can be filed on a citation; the most significant charge was selected in each event for this sample. Based on a review of the citations for Hispanic traffic stop contacts, in general, the majority of the types of traffic charges were considered low discretion events that normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Hispanic traffic stop contacts.

In the Dublin Police Records Management System (RMS) Citation Module, there was no race field for Hispanic. Information about the ethnicity of a traffic stop contact was captured in the Ethnicity field. Based on the review of the CAD and RMS data, it was believed that there were citations issued to Hispanic traffic stop contacts in 2023 in which the Hispanic ethnicity was not captured in the citation module of RMS.

2023 Data Sample and Percentage of Traffic Stop Contacts by Male Sex and Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	2,271	1,610	70.9%	609	26.8%	52	2.3%
Black	609	418	68.6%	149	24.5%	42	6.9%
Hispanic	249	124	49.8%	99	39.8%	26	10.4%
Asian	479	331	69.1%	138	28.8%	10	2.1%
American Indian/Alaskan Native	23	19	82.6%	4	17.4%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	0.0%
Other	4	3	75.0%	1	25.0%	0	0.0%
Not Listed	15	5	33.3%	7	46.7%	3	20.0%
Unknown	163	101	62.0%	57	35.0%	5	3.1%
Total	3,813	2,611	68.5%	1,064	27.9%	138	3.6%

2021 to 2023 Percentage of Male Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	AVG	Total Sample
2023	26.8%	24.5%	39.8%	28.8%	17.4%	0.0%	25.0%	46.7%	35.0%	27.9%	3,813
2022	14.9%	21.5%	31.9%	11.5%	0.0%	0.0%	0.0%	0.0%	14.6%	16.3%	2,513
2021	30.0%	36.1%	58.0%	31.0%	12.5%	0.0%	0.0%	41.0%	25.7%	32.6%	2,944

Data Summary: In 2023, using a metric of greater than +5.0% differential (> 32.9%) between a race category and the total sample average, one race category was identified for further review.

In 2023, Hispanic male traffic stop contacts that resulted in a traffic citation was 39.8%, which was a differential of +11.9% higher than the total average of 27.9% for male traffic stop contacts by race resulting in a citation. The differential for Hispanic traffic stop contacts in 2021 was +25.4% and +15.6% in 2022. This number has decreased over the past three years from 25.4% to 11.9% (-13.5%).

Using 2023 data from the Dublin Police Records Management System (RMS) – Citations Module – a sample of 112 traffic citations (non-crash related) were issued to Hispanic male traffic stop contacts in 2023 was analyzed and found:

- 42 of the 112 (37.5%) charges were for driver’s license suspension, no operator’s license, Temporary permit violation, or other similar driver’s license violation charge.
- 41 of the 112 (36.6%) charges were for a speeding violation. 33 of the 41 speeding charges had speeding data included in the RMS and the average violation was 22 MPH over the posted speed limit.
- 25 of the 112 (22.3%) charges were for driving under the influence of alcohol/drugs.

*Note: More than one charge can be filed on a citation; the most significant charge was selected in each event for this sample. Based on a review of the citations for Hispanic male traffic stop contacts, in general, most of the types of traffic charges were considered low discretion events that normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Hispanic male traffic stop contacts.

2023 Data Sample and Percentage of Traffic Stop Contacts by Female Sex and Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	1,815	1330	73.3%	456	25.1%	29	1.6%
Black	325	239	73.5%	72	22.2%	14	4.3%
Hispanic	108	66	61.1%	39	36.1%	3	2.8%
Asian	242	159	65.7%	78	32.2%	5	2.1%
American Indian/Alaskan Native	4	4	100.0%	0	0.0%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	0.0%
Other	0	0	0.0%	0	0.0%	0	0.0%
Not Listed	7	4	57.1%	3	42.9%	0	0.0%
Unknown	75	48	64.0%	25	33.3%	2	2.7%
Total	2,576	1,850	71.8%	673	26.1%	53	2.1%

2021 to 2023 Percentage of Female Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	AVG	Total Sample
2023	25.1%	22.2%	36.1%	32.2%	0.0%	0.0%	0.0%	42.9%	33.3%	26.1%	2,576
2022	10.4%	21.1%	31.1%	10.0%	20.0%	0.0%	0.0%	14.3%	14.3%	12.4%	1,729
2021	25.2%	38.1%	37.9%	20.6%	0.0%	0.0%	0.0%	40.0%	34.0%	26.9%	2,159

Data Summary: In 2023, using a metric of greater than +5.0% differential (>31.1%) between a race category and the total sample average, two race categories were identified for further review.

In 2023, Hispanic female traffic stop contacts that resulted in a traffic citation was 36.1%, which was a differential of +10.0% higher than the total average of 26.1% for female traffic stop contacts by race resulting in a citation. The differential for Hispanic female traffic stop contacts in 2021 was +11.0% and +18.7% in 2022. This number has fluctuated over the past three years between 10.0% and 18.7%.

Using 2023 data from the Dublin Police Records Management System (RMS) – Citations Module – a sample of 25 traffic citations (non-crash related) were issued to Hispanic female traffic stop contacts in 2023 was analyzed and found:

- 10 of the 25 (40.0%) charges were for driver’s license suspension, no operator’s license, or other similar driver’s license charges.
- 8 of the 25 (32.0%) charges were for a speeding violation. 7 of the 8 speeding charges had speeding data included in the RMS and the average violation was 18 MPH over the posted speed limit.
- 5 of the 25 (20.0%) charges were for driving under the influence of alcohol/drugs.

*Note: More than one charge can be filed on a citation; the most significant charge was selected in each event for this sample. Based on a review of the citations for Hispanic female traffic stop contacts, in general, most of the types of traffic charges were considered low discretion events that normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Hispanic female traffic stop contacts.

In 2023, Asian female traffic stop contacts that resulted in a traffic citation was 32.2%, which was a differential of +8.7% higher than the total average of +6.1% for female traffic stop contacts by race resulting in a citation. The differential in 2022 was -2.4% and in 2021 was -6.3%.

Using 2023 data from the Dublin Police Records Management System (RMS) – Citations Module – a sample of 88 traffic citations (non-crash related) were issued to Asian female traffic stop contacts in 2023 was analyzed and found:

- 75 of the 88 (85.2%) charges were for was for a speeding violation. 72 of the 75 speeding charges had speeding data included in the RMS and the average violation was 19 MPH over the posted speed limit.

*Note: More than one charge can be filed on a citation; the most significant charge was selected in each event for this sample. Based on a review of the citations for Asian female traffic stop contacts, in general, most of the types of traffic charges were considered low discretion events that normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Asian female traffic stop contacts.

Due to low numbers, Not Listed and Unknown were not evaluated. Relative changes in small numbers can appear to be more significant than they are. This is because a small absolute change in the number can result in a large percentage change. Therefore, the context matters when reviewing small numbers that result in large percentage changes.

*Note: There were traffic citations where the sex was not determined and/or the race was not determined. Therefore, they were not analyzed.

2023 Traffic Stop Contacts Data Sample and Percentage by Age

Age Group	2023	2022	2021	2023%	2022%	2021%
0-17	277	210	238	4.3%	4.9%	4.6%
18-20	553	371	504	8.6%	8.7%	9.8%
21-29	1,511	1,075	1,293	23.6%	25.3%	25.2%
30-39	1,409	903	1,027	22.0%	21.2%	20.0%
40-49	1,215	704	840	18.9%	16.6%	16.4%
50-59	694	478	624	10.8%	11.3%	12.1%
60-69	452	278	310	7.0%	6.5%	6.0%
70-79	180	134	133	2.8%	3.2%	2.6%
80-89	39	23	33	0.6%	0.5%	0.6%
90 and Older	2	3	5	0.0%	0.1%	0.1%
Not Listed	83	78	131	1.3%	1.8%	2.6%
Total	6,415	4,257	5,138	---	---	---

2023 Traffic Stop Contacts Data Sample by Age and Traffic Citation Percentage

Age	Traffic Stop Sample	Traffic Stop %	Code C Clearance Sample	Traffic Citation %
0-17	277	4.3%	76	4.4%
18-20	553	8.6%	159	9.1%
21-29	1,511	23.6%	444	25.5%
30-39	1,409	22.0%	407	23.4%
40-49	1,215	18.9%	343	19.7%
50-59	694	10.8%	151	8.7%
60-69	452	7.0%	112	6.4%
70-79	180	2.8%	32	1.8%
80-89	39	0.6%	3	0.2%
90 and Older	2	0.0%	1	0.1%
Not Listed	83	1.3%	14	0.8%
Total	6,415	---	1,742	---

Data Summary. Over the three-year period analyzed, the top three age ranges (21-29, 30-39, and 40-49) were the highest categories for traffic stop contacts. Over the three-year period analyzed, the top three age ranges (21-29, 30-39, and 40-49) were also the highest categories for traffic stop contacts resulting in a "Code C" (traffic citation). Based on a review of traffic stop and traffic citation by age, there were no apparent signs of bias by age.

Individual Officer Review

On April 9, 2024, the individual officer self-initiated traffic stop contact sample data and citation sample data was presented during a meeting with the police executive command staff. Techniques were used to present the individual officer data - descriptive statistics, counts, percentages, heat mapping, averages, standard deviations, etc. The police executive command staff discussed and reviewed the collective and individual officer findings. Each individual officer's contacts for sample traffic stops and sample traffic citations were reviewed by sex, race, and age. Practical judgment was applied in addition to the administrative review of the data. A review of the data indicated no patterns of bias-based profiling (sex, race and/or age) were detected on the part of any current individual officer with the Dublin Police Department.

Response to Resistance and Subject Control

The information listed below is from the 2023 Response to Resistance and Subject Control Analysis. In Dublin, response to resistance and subject control incidents are rare events and the small sample sizes make them mathematically unstable (Johnson, 2016).

Race, Sex, and Age of Subjects Involved in Response to Resistance and Subject Control Incidents

Incident Number	Sex	Race	Age	Nature of Call
23-0451	Female	Asian/Black	35	OVI Crash & Obstructing
23-0902	Female	White	38	Protection Order Violation
23-1492	Female	White	16	Theft/Recovered Stolen Vehicle
23-1551	Male	White	41	Intoxicated Person
23-1782	Male	Black	33	Suspicious Person/Intoxicated Person
23-1808	Male	White	21	Suicidal Person
23-1899	Male	White	33	Intoxicated Person
23-1967	Male	Black	44	Domestic Violence
23-2939	Female	Black	29	Domestic Violence

In 2023, out of the nine (9) response to resistance and subject control incidents:

- Five were male (56%) and four were female (44%).
- Five (5) were categorized as White individuals (56%), three were categorized as Black individuals (33%), and one was categorized as multiracial - Asian/Black individual (11%).
- The age range was between 16 and 44 years of age. The average age was 32.
- One individual was a juvenile under the age of 18 (11%).

All nine (9) Response to Resistance and Subject Control incident were investigated/reviewed by a first-line supervisor (Corporal or Sergeant), a member of the department's defensive tactics team, a Bureau Commander (Deputy Chief), and the Chief of Police. In addition, an annual analysis was completed on all Response to Resistance and Subject Control incidents. All response to resistance and subject control incidents were classified as objectively reasonable and within department policy and procedure.

Arrest Data

A sample of 505 incidents in which 528 persons were arrested and/or charged with an offense in 2023 was retrieved from the Records Management System (RMS). For clarity, an arrest module was completed when a person was arrested, summonsed, issued a criminal citation, and/or for a warrant. In some instances, more than one person was arrested out of a single incident. Therefore, persons arrested may exceed the count of arrest incidents. In the 2023 data sample, individuals who were arrested more than once had their repeat arrest(s) removed to not duplicate individual person data.

Below is a breakdown of the 2023 data:

Sex

Male	Female	Unknown	Not Listed	Total Sample
389	139	0	0	528
73.7%	26.3%	0.0%	0.0%	---

Race

W	B	H	A	I	P	O	NL	U	Total Sample
313	137	57	19	0	0	0	0	2	528
59.3%	25.9%	10.8%	3.6%	0.0%	0.0%	0.0%	0.0%	0.4%	---

Age

Persons	17 & under	18-20	21-29	30-39	40-49	50-59	60-69	70-79	80-89	90 & over	Total Sample
Persons Charged	66	28	157	130	94	43	8	2	0	0	528
% of Persons Charged	12.5%	5.3%	29.7%	24.6%	17.8%	8.1%	1.5%	0.4%	0.0%	0.0%	---

For purposes of this report, only one category was identified for further review – Black individuals arrested/charged. A sample of 137 arrests/charges on/for Black individuals (male & female) in the Records Management System (RMS) was further reviewed. The top four categories for arrests/charges (74.4% of all arrests/charges for Black individuals) were:

- 48 of the 137 (35.0%) arrests/charges were for arrest warrants (Failure to Appear/Comply, Bench, or foreign agency arrest warrants).
- 21 of the 137 (15.3%) arrests/charges were for theft or receiving stolen property offenses.
- 17 of the 137 (12.4%) arrests/charges were for assault or felonious assault.
- 16 of the 137 (11.7%) arrests/charges were for driving under the influence of alcohol/drugs.

Based on a review of arrests/charges of Black individuals, in general, these charges (74.4%) were considered low discretion events that normally result in an arrest. This information may account for the higher resulting arrest figures for Black individuals.

Benchmarks

A number of different methodologies have been used by this agency and other law enforcement agencies in the past to administratively review and compare bias-based policing data. Agency activity data is useless without a benchmark to which it can be compared. It is extremely important that the benchmark selected for comparison matches as closely as possible to the behavior that would likely cause an officer to take action to stop a citizen. "A benchmark is the percentage of a racial or gender group that one would expect to be encountered if officers were not biased (Johnson, 2016)".

The following methodologies **were NOT utilized** in this administrative review:

- 2023 Census Report on Population Estimates – Information from the U.S. Census.

One of the most readily accessible data sets to compare anything against is the U.S. Census data. However, the Census data is generally considered inadequate because the demographic make-up of citizens who actually use the roadway(s) in a jurisdiction may differ from the Census data (Jones, 2011). Citizens often use their vehicles so they can travel to locations away from where they live (Johnson, 2016). According to "How to Correctly Collect and Analyze Racial Profiling Data" by U.S. Department of Justice – Office of Community Oriented Policing Services (2003):

- "... most of the analyses reported show that police traffic stops are not proportional to the racial distribution of that jurisdiction's resident population."
- "Most racial profiling studies, however, include only people stopped by the police—not those who could have been stopped (but were not) because they were observed violating some law."
- "Most studies compare stopped populations versus resident populations, although a stronger comparison is with violator populations. The problem is that it is difficult to ascertain the characteristics of populations of violators, so researchers frequently use the better known, but less appropriate, resident population."

Based on the literature review and the judgment of the police executive command staff, using the Census population would not be an applicable method as the population data captures only persons residing in Dublin, not persons driving to, driving from, and/or driving through the City of Dublin.

Census Population Estimates, July 1, 2022 (2023 unavailable) – Dublin, Ohio

Race	W	B	H	A	I	P
Census	74.2%	1.6%	4.3%	19.0%	0.2%	0.0%
Traffic Stop %	63.7%	14.6%	5.6%	11.2%	0.4%	0.0%

<https://www.census.gov/quickfacts/dublincityohio>

- Traffic Sample Survey – A sample of vehicle operators on roadways.

The Dublin Police Department attempted to collect and use traffic sample surveys on three different occasions over the past years (2003, 2009, and 2016). In 2003 and 2009, interns were trained and used, and in 2016, Community Service Officers (CSO) were trained and used. A qualitative analysis was conducted post traffic sample survey and found the following issues related to the traffic sample survey collection:

- Not all roadways in Dublin could be observed; it was difficult to sample larger roadways.
- Not all dates, days, and times could be observed; it was difficult to get a sample of different dates, days, and times due to intern and/or CSO availability.
- There was a limitation on the number of observers available for use for the survey: date, time, and day of week availability.
- In one traffic sample survey (2009), observers lost the data collected.
- In traffic sample surveys, there were some issues related to observers not following issued guidelines/directions.
- There was a visibility limitation for observers to determine race and sex of drivers; often observers were in vehicles and that made it difficult for them to determine race and/or sex from looking at another vehicle.
- There were safety considerations putting observers into the field to collect data; due to safety concerns, observers were placed in safe locations to not interfere with traffic and to keep them safe from traffic.

According to "How to correctly collect and Analyze Racial Profiling Data" by the U.S. Department of Justice – Office of Community Oriented Policing Services (2003):

- , "... studies with larger and more representative samples drawn from several jurisdictions using a variety of common measures and testing a number of competing hypotheses are generally preferred over studies that use small or unrepresentative samples from one jurisdiction (or part of one jurisdiction) ...".

Based on the literature review, the department's previous sampling attempts, and the judgment of the police executive command staff, using a traffic sample survey would not be an applicable method due to the inability to capture an accurate sample of data of the motoring public.

- Internal Benchmarking – Compares officer data with other officer data in like assignments.

This report looks at a sample of self-initiated suspicious person activity and a sample of self-initiated traffic stop activity by members of the Dublin Police Department. This data includes activities from officers assigned to uniformed patrol and specialized units (e.g., Community Impact Unit and Community Education Unit). It is important to note that officers assigned to patrol are separated into three different shifts and may sometimes work other shifts. Officers assigned to patrol may or may not be assigned to specific geographic districts in the city. Officers assigned to patrol also have different days off. There is a high degree of variability in assignment (section, shift, days off, and district) among the officers included in this report. The identified work purpose of patrol versus other specialized units is different. Based upon the literature review and the judgment of the police executive command staff, internal benchmarking would not be an applicable method due to the variability in officer assignment, shift, days off, and district assignment.

The following methodology **was utilized** in this administrative review:

The only methodology that utilized a benchmark selected for comparison that would match as closely as possible to the behavior that would likely cause an officer to take action to stop a citizen, was traffic crash data. It is also believed that the traffic crash data sample would also provide an appropriate sample of driver sex, race, and age to benchmark against.

- Traffic Crash Data Sample – A sample of traffic crashes (evaluating drivers who were cited by sex, race, and age).

Traffic Crash Data Sample

One of the best benchmark measures of poor driving behavior is involvement in a motor vehicle crash (Johnson, 2016). For purposes of this administrative review, poor driving behavior in this particular instance was further defined as a traffic crash causing behavior (e.g., moving violation, equipment violation, etc.).

Using traffic crash data as a traffic stop benchmark has several advantages:

- It identifies the drivers most likely to be stopped because crashes result from moving or equipment violations.
- Officers investigating traffic crashes can verify race and sex of the driver when they complete their report.
- As traffic crashes can occur almost everywhere (e.g., roadways, parking lots, driveways, etc.), they are good sample of poor driving or poorly maintained vehicle.
- Traffic Crash data comes from the citizenry who reports the crashes to the police, so no suggestion can be made that there was bias by the police in gathering the data. (Johnson, 2016)

In 2023, using the Dublin Police Department’s Records Management System (RMS), a sample set of 565 traffic crashes (out of 696 total crashes – 81.2%) were identified where a traffic citation was issued to at least one at-fault driver where race and/or sex information was collected. The sample size of 565 out of 696 provides a 95% confidence level with a 5% margin of error.

Traffic Crash Data Sample by Sex

2023 Traffic Stop Sample versus Traffic Crash Sample Data Set (Citation Issued) by Sex

Sex	2023 Traffic Stop Sample	2023 Traffic Crash At-Fault Drivers Sample	% Differential
Male	3,813	336	
Male %	59.4%	59.5%	-0.1%
Female	2,576	229	
Female %	40.2%	40.5%	-0.3%
Not Listed	23	0	
Not Listed %	0.4%	0.0%	+0.4%
Unknown	3	0	
Unknown %	0.0%	0.0%	0.0%
Total Sample	6,415	565	

Data Summary: When comparing 2023 Traffic Crash At-Fault Driver sample (sex categories) with the 2022 Traffic Stop Contacts sample (sex categories), the variance (percentage differential) in the male and female sex categories was +/- 0.3%.

*2023 Traffic Stop Sample Resulting in a Citation vs.
Traffic Crash Sample Data Set (Citation Issued) by Sex*

Sex	2023 Traffic Stop Citation Issued Sample	2023 Traffic Crash At-Fault Drivers Sample	% Differential
Male	1,064	336	
Male %	61.4%	59.5%	+1.9%
Female	673	229	
Female %	38.9%	40.5%	-1.6%
Not Listed	4	0	
Not Listed %	0.2%	0.0%	+0.2%
Unknown	1	0	
Unknown %	0.1%	0.0%	0.1%
Total Sample	1,732	565	

Data Summary: When comparing 2023 Traffic Crash At-Fault Driver sample (sex categories) with the 2022 Traffic Stop Contacts Resulting in a Citation sample (sex categories), the variance (percentage differential) in the male and female sex categories was +/- 1.9%.

Traffic Crash Data Sample by Race

2023 Traffic Stop Sample versus Traffic Crash Sample Data Set (Citation Issued) by Race

Race	2023 Traffic Stop Sample Raw Data	2023 Traffic Stop Sample %	2023 Traffic Crash At-Fault Drivers Sample Raw Data	2023 Traffic Crash At-Fault Drivers Sample %	% Differential
White	4,086	63.7%	349	61.8%	+1.9%
Black	934	14.6%	64	11.3%	+3.3%
Hispanic	357	5.6%	33	5.8%	-0.2%
Asian	721	11.2%	39	6.9%	+4.3%
American Indian/Alaskan Native	27	0.4%	1	0.2%	+0.2%
Native Hawaiian/Other Pacific Islander	0	0.0%	0	0.0%	0.0%
Other	4	0.1%	0	0.0%	+0.1%
Not Listed	44	0.7%	63	11.2%	-10.5%
Unknown	242	3.8%	16	2.8%	+1.0%
Total Sample	6,415	---	565	---	---

Data Summary: When comparing the 2023 Traffic Crash At-Fault Driver sample (race categories) with the 2023 Traffic Stop sample (race categories), the variance (percentage differential) in the four major race categories (White, Black, Hispanic, and Asian) was +/- 4.3% or less.

*2023 Traffic Stop Sample Resulting in a Citation vs.
Traffic Crash Sample Data Set (Citation Issued) by Race*

Race	2023 Traffic Stop Citation Issued Sample	2023 Traffic Stop Sample %	2023 Traffic Crash At-Fault Drivers Sample Raw Data	2023 Traffic Crash At-Fault Drivers Sample %	% Differential
White	1,065	61.1%	349	61.8%	-0.7%
Black	221	12.7%	64	11.3%	+1.4%
Hispanic	138	7.9%	33	5.8%	+2.1%
Asian	216	12.4%	39	6.9%	+5.5%
American Indian/Alaskan Native	4	0.2%	1	0.2%	0.0%
Native Hawaiian/Other Pacific Islander	0	0.0%	0	0.0%	0.0%
Other	1	0.1%	0	0.0%	+0.1%
Not Listed	14	0.8%	63	11.2%	-10.4%
Unknown	83	4.8%	16	2.8%	+2.0%
Total Sample	1,742	---	565	---	---

Data Summary: When comparing the 2023 Traffic Crash At-Fault Driver sample (race categories) with the 2023 Traffic Stop Contacts Resulting in a Citation sample (race categories), the variance (percentage differential) in the four major race categories (White, Black, Hispanic, and Asian) was +/- 5.5% or less.

Traffic Crash Data Sample by Age

2023 Traffic Stop Sample versus Traffic Crash Sample Data Set (Citation Issued) by Age

Age Group	2023 Traffic Stop Sample Raw Data	2023 Traffic Stop %	2023 Traffic Crash At-Fault Drivers Sample Raw Data	2023 Traffic Crash At-Fault Drivers Sample %	% Differential
17 & under	277	4.3%	59	10.4%	-6.1%
18-20	553	8.6%	54	9.6%	-1.0%
21-29	1,511	23.6%	152	26.9%	-3.3%
30-39	1,409	22.0%	108	19.1%	+2.9%
40-49	1,215	18.9%	76	13.5%	+5.4%
50-59	694	10.8%	31	5.5%	+5.3%
60-69	452	7.0%	39	6.9%	+0.1%
70-79	180	2.8%	38	6.7%	-3.9%
80-89	39	0.6%	5	0.9%	-0.3%
90 & over	2	0.0%	3	0.5%	-0.5%
Not Listed	83	1.3%	0	0.0%	+1.3%
Total Sample	6,415	---	565	---	---

Data Summary: When comparing 2023 Traffic Crash At-Fault Driver sample (age) with the 2023 Traffic Stop Contacts sample (age), there was some percentage variability between the individual age groups. The variance (percentage differential) among the age groups was +/- 6.1%.

2023 Traffic Stop Sample versus Traffic Crash Sample Data Set (Citation Issued) by Age

Age Group	2023 Traffic Stop Citation Issued Sample	2023 Traffic Stop %	2023 Traffic Crash At-Fault Drivers Sample Raw Data	2023 Traffic Crash At-Fault Drivers Sample %	% Differential
17 & under	76	4.4%	59	10.4%	-6.0%
18-20	159	9.1%	54	9.6%	-0.5%
21-29	444	25.5%	152	26.9%	-1.4%
30-39	407	23.4%	108	19.1%	+4.3%
40-49	343	19.7%	76	13.5%	+6.2%
50-59	151	8.7%	31	5.5%	+3.2%
60-69	112	6.4%	39	6.9%	-0.5%
70-79	32	1.8%	38	6.7%	-4.9%
80-89	3	0.2%	5	0.9%	-0.7%
90 & over	1	0.1%	3	0.5%	-0.4%
Not Listed	14	0.8%	0	0.0%	+0.8%
Total Sample	1,742	---	565	---	---

Data Summary: When comparing 2023 Traffic Crash At-Fault Driver sample (age) with the 2023 Traffic Stop Contacts Resulting in a Citation sample (age), there was some percentage variability between the individual age groups. The variance (percentage differential) among the age groups was +/- 6.0%.

Conclusion(s)

Based upon this administrative review, no patterns of conduct were detected to indicate that the Dublin Police Department or any of its police officers inappropriately used sex, race, and/or age characteristics while conducting traffic enforcement or self-initiated suspicious person contacts. In 2023, zero (0) citizen complaints were filed against officers alleging bias. It is important to note that numbers alone can only support inferences and do not necessarily reveal the underlying motivations for specific actions (Jones, 2011). The challenge for any police agency is to determine the causes or sources of disparity when and if possible. In this report, the professional judgment of the police department's executive command staff was also part of this review.

Based upon this administrative review, the following recommendations are as follows:

- A significant number of officer-initiated suspicious person contacts were not able to be analyzed (only 163 out of 411 – 39.7%). This was due to several factors: name type not being captured (e.g., OPER, SUSP, etc.), race data not being captured, sex data not being captured, age data not being captured, and name data itself not being captured. A recommendation is for supervisors to review with patrol officers and communication technicians the importance and necessity for collecting these types of information on self-initiated suspicious person calls for service.
- A significant number of officer-initiated traffic stop contacts were not able to be analyzed (only 6,415 out of 7,475 – 85.8%). This was due to several factors: name type not being captured (e.g., OPER, SUSP, etc.), race data not being captured, incorrect race data collected, sex data not being captured, age data not being captured, and name data itself not being captured. A recommendation is for supervisors to review with patrol officers and communication technicians the importance and necessity for collecting these types of information on self-initiated suspicious person calls for service.
 - Several racial code clearances of "M" continued to occur in 2023 (72 Code M in 2023) despite that race category being retired in 2015. A recommendation is for supervisors to review with patrol officers and communications technicians the correct sex and race codes (and their definitions) to be used for traffic stop and suspicious person calls for service as well as the importance of collecting accurate information.
- The capturing of "Ethnicity" on the citation is important for this analysis.
 - Officers should be encouraged by supervisors to collect ethnicity on the citation when practical.
 - The capturing of "Ethnicity" in the citation module in the Records Management System (RMS) should be reviewed with records staff.
- Although the numbers appeared higher for some racial, sex, and/or age categories than the total sample average, it may be too soon to determine if this is an issue or just a statistical anomaly that may correct itself. These categories will be examined again in future annual reports to help determine if this is a trend, an issue, or not an issue.

The results of this administrative review were consistent with previous non-bias-based policing administrative reviews. Due to some categories having smaller numbers, some percentages may appear to be larger and disproportionate. After thoroughly reviewing all the sample data, complaints, and police department practices, this report concluded that there is no evidence that the Dublin Police Department as an agency collectively or that any individual Dublin Police Officer were targeting traffic stops or self-initiated suspicious person contacts based on an individual's race, sex, and/or age. No further review is necessary at this time.

No other potential training issues were identified. This administrative review included but was not limited to analyzing data from the record management system (RMS) and the computer-aided dispatch (CAD) system, analysis of data of race, sex, age, reason(s) for contact, dispositions of the contacts, and other factors. In most cases, Cognos was used to query the data from RMS and CAD.

The next section of this report will contain future policy considerations.


This report when reviewed and approved by the police executive command staff will be forwarded to the Chief of Police, Police Executive Command Staff, and Professional Standards Manager to include for annual in-service training. In addition, this information will be discussed at a 2024 management staff meeting.

Future Considerations and/or Recommendations

The following are future considerations for reports or administrative reviews for 2024 and/or beyond.

1) Changes in Race/Ethnicity

On June 3, 2023, the Law Enforcement Planner attended an online seminar on “Equity and Law Enforcement Data Collection, Use, and Transparency” that indicated the federal government may implement the standard below as soon as the summer of 2024. Per the online seminar presenters, this will require software vendors to make these changes for police agencies to be in compliance.



The image shows a slide titled "Proposed Updates" with the CSOTUS logo. Below the title, it says "Proposed Minimum" and then presents a survey question: "What is your race or ethnicity? Select all that apply." The survey lists seven options, each with an unchecked checkbox: White, Hispanic or Latino, Black or African American, Asian, American Indian or Alaska Native, Middle Eastern or North African, and Native Hawaiian or Pacific Islander. A large, semi-transparent "EXAMPLE" watermark is visible across the survey options.

There may be other data collection changes happening in the future. There was discussion on trying to standardize call for service (CAD) data, citation definitions, arrest definitions, etc. This effort is trying to build more standardization in data definitions and collection. Also, they suggested building crosswalks between state codes and NIBRS codes. No implementation plans have been developed yet.

Under the oversight of the National Academy of Sciences and the Executive Office of the President's Office of Science & Technology Policy, the Criminal Justice Statistics Interagency Working Group used the deliberations from that meeting and associated recommendations to recently submit a Report to President Biden entitled “Equity and Law Enforcement Data Collection, Use, and Transparency”. Per the Bureau of Justice Statistics, the report to the President sheds light on the status of policing data nationwide and recommends five actions to advance data on the full range of law enforcement activities. The data include information on calls for service, searches, stops, frisks, arrests, complaints, law enforcement demographics, and civil asset forfeiture.

“This report to the President of the United States is a groundbreaking effort, aided by experts within and outside the federal government, to assess current data collection, use, and transparency practices with respect to law enforcement activities,” notes Dr. Alex Piquero, BJS Director. “With a keen focus on expanding the collection and reporting of disaggregated data, support for the roadmap outlined in the

report will help ensure the use of the data to advance effective, accountable policing across the country. The American people deserve nothing less.”

On March 28, 2024, the U.S. Office of Management and Budget (OMB) published the results of its review of Statistical Policy Directive No. 15 (SPD 15) and issued updated standards for maintaining, collecting, and presenting race/ethnicity data across federal agencies.

Table 1. Revised Definitions for Minimum Race/Ethnicity Reporting Categories in 2024 SPD 15

Minimum Race/Ethnicity Reporting Category	Definition
American Indian or Alaska Native	Individuals with origins in any of the original peoples of North, Central, and South America, including, for example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, and Maya.
Asian	Individuals with origins in any of the original peoples of Central or East Asia, Southeast Asia, or South Asia, including, for example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, and Japanese.
Black or African American	Individuals with origins in any of the Black racial groups of Africa, including, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, and Somali.
Hispanic or Latino	Includes individuals of Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, and other Central or South American or Spanish culture or origin.
Middle Eastern or North African	Individuals with origins in any of the original peoples of the Middle East or North Africa, including, for example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, and Israeli.
Native Hawaiian or Pacific Islander	Individuals with origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands, including, for example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, and Marshallese.
White	Individuals with origins in any of the original peoples of Europe, including, for example, English, German, Irish, Italian, Polish, and Scottish.

It is recommended that the Dublin Police adopt these new race/ethnicity definitions and begin using them on January 1st, 2025.

2) Sex versus Gender

According to an Article from Medical News Today, titled “Sex and gender: What is the difference?”, People often use the terms “sex” and “gender” interchangeably, but this is incorrect. Sex refers to biological physical differences, while gender is how people identify.

- “Sex” refers to the physical differences between people who are male, female, or intersex. A person typically has their sex assigned at birth based on physiological characteristics, including their genitalia and chromosome composition. This assigned sex is called a person’s “natal sex.”
- Gender, on the other hand, involves how a person identifies. Unlike natal sex, gender is not made up of binary forms. Instead, gender is a broad spectrum. A person may identify at any point within this spectrum or outside of it entirely.

In past reports, the term gender was used. As of this report, the term “sex” replaced “gender” in this report. A review of CAD and RMS indicated that sex was used and not gender.

3) Changes in Documentation

The Dublin Police Department does have an RMS module called "Racial Profiling". This term is outdated and should be called "Non-Bias Based Data Collection". This module has several additional fields in which more data could be captured (e.g., type of stop, stop reason, was a search conducted, etc.). If incorporated into traffic stop activity, the module could be used to generate a report on an annual or as needed basis.

The challenge would be who completes each module at the end of a traffic stop?

Examples of that module are below:

The screenshot shows the 'Racial Profiling [Initial]' form. At the top, there are fields for Agency, Case #, and CAD Event #, along with a Report button. Below this, there are tabs for Page 1 and Page 2, and a Sys # field set to 0. The main form area contains several rows of fields: Officer ID, Stop Date (// ::), Approx. Time (:), Duration of Stop (Mins), Video Taped? (checkbox), Location Of Stop, City, and Location. The next row includes Gender, Race/Ethnicity, Race/Eth Known Prior to Stop? (checkbox), Birth Yr, Resident? (checkbox), and # Passengers. Below these are several dropdown menus: Type of Stop, Search Athrty, Charge, Stop Reason, Contraband, Srch Condctd, and Result of Stop. At the bottom, there is an Officer field and a row of navigation buttons: Previous, Next, Add, Duplicate, Delete, Search (highlighted), View, and Exit.

The screenshot shows the 'Racial Profiling [Initial]' form with a different set of fields. At the top, there are fields for Agency, Case #, and CAD Event #, along with a Report button. Below this, there are tabs for Page 1 and Page 2, and a Sys # field set to 0. The main form area contains: Mobile Key, DRR Review On (// ::) by, Geo Info (GeoProx, District, ReportArea, SubDivsn, Geo X, Y), and Audit Info (Add // ::). At the bottom, there is an Officer field and a row of navigation buttons: Previous, Next, Add, Duplicate, Delete, Search, View, and Exit.

The U.S. Department of Justice, 2000 - *A Resource Guide on Racial Profiling Data Collection Systems* makes the following recommendations in reference to data collection:

- Using the length of the stop to compare with sex, race, and/or age categories.
- Improved documentation for the primary reason for the stop. Discretion is the core of a police officer's job. However, it also creates opportunities for conscious and implicit bias to affect decision-making. Many stops are considered high-level discretion situations. The agency should consider developing a standardized description for reasons for stop – example:
 - Moving Violation
 - Non-Moving Violation
 - Vehicle Equipment Violation
 - Other Motor Vehicle Violation
 - Investigatory Stop
 - Externally Generated Information Stop
 - Courtesy Stop/Citizen Assistance
 - Pretext Stop*

*Not part of the source mentioned but recommended by police executive command staff members.

- Whether a search was conducted as part of the stop – with additional information description detailing the reasons for the search – example:
 - Was a search conducted?
 - What type of search was conducted? Vehicle, Driver, Passenger
 - What was the basis for the search?
 - Visible contraband
 - Odor of contraband
 - Canine alert
 - Inventory Search
 - Incident to Arrest
 - Search Warrant
 - Consent Search
 - Was contraband or evidence found?
 - Was property seized?
 - Describe nature and quantity of contraband seized?

It should be noted that the Dublin Police Department has plans to replace the RMS and CAD systems sometime in 2025. It is recommended that when meeting with potential vendors, the issue of non-bias-based data collection be discussed to determine how data could be better captured.

Resources

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Other Resources Reviewed, but Not Cited in this Report

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