



2020 Annual Non-Bias Based Policing Administrative Review

Dublin Police Department

POLICY AND PROCEDURE 101.02

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Dublin Police Department Bias Based Patterns Administrative Review for 2020

Introduction

The Dublin Police Department believes in the fair, impartial, and unbiased treatment of citizens regardless of their gender, race, age, color, ethnicity, sexual orientation, religion, national origin, or disability. The Dublin Police Department is sensitive to the concerns of minorities 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 and/or gender.

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 2020. The traits reviewed were gender and race. The data collection and analysis for this time period was conducted by the Law Enforcement Planner and the administrative review was conducted by the Police Department's Executive Command Staff (Chief and the three Bureau Commanders).

City of Dublin Diversity Statement

Diversity, Equity & Inclusion in Dublin

- The City of Dublin welcomes diversity and celebrates what makes us unique!

The City of Dublin's Diversity and Inclusion statements are as follows:

- Diversity: "We are a team of different and unique qualities which enable us to best serve our community"
- Inclusion: "We welcome and expect diversity and we provide opportunities for all team members to contribute to the City's success"

Dublin Police Department Mission Statement

Dublin Division of Police 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

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 gender 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 minorities 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

In 2020, Bias-Based Policing training was conducted (see Training Bulletin 2020-12) with sworn staff. This training was conducted online using the Power DMS platform and included:

- A review of the Police Department's Policy & Procedures – 101.02 (Non-Bias-Based Policing)
- A review of the 2019 Police Department's Annual Bias Based Policing Administrative Review

In 2020, Dr. M. Whitfield with the Blue Force Mobile Training Team completed the training course "Implicit-Bias Management Training for Law Enforcement" with sworn staff. According to the training curriculum: Course participants will learn skills that will assist them with identifying and managing their biases and practice safe unbiased and effective policing. Participants will understand how unbiased policing is fundamental to the legitimacy of police in society. This training will run in conjunction with the City of Dublin employee development training. It is designed to provide participants with an opportunity to apply their cultural competency skills in an instructor-led face-to-face setting.

The curriculum for the training course is below:

Curriculum Design

Title: Implicit-Bias Management	Prerequisites	Objectives
Course Overview & Expectations	N/A	Enhance Skills
Understanding Bias	N/A	Enhance Skills
Stereotypes	N/A	Enhance Skills
Impact of Biased Policing on the Community	N/A	Enhance Skills
Impact of Biased Policing on Your Department	N/A	Enhance Skills
Impact of Biased Policing other Departments	N/A	Enhance Skills
Skills for Producing Unbiased and Effective Policing	N/A	Enhance Skills
Recognizing and Controlling Your Implicit Biases	N/A	Enhance Skills
Group Discussion	N/A	Enhance Skills
Summary of Training	N/A	Enhance Skills
Q&A Throughout Workshop	N/A	Enhance Skills

In September 2020, the Dublin Police Department management staff received training from the FBI on the "Civil Rights Program – Hate Crimes Review" that also included hate crime reporting.

In October 2020, the Dublin Police Department management staff received training from the FBI on Counterterrorism and Domestic Terrorism Threat Overview.

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, 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.

In June 2020, LGBTQ+ Liaisons were appointed to be a link between Dublin's gay and lesbian community, the City Manager's Office and the Dublin Police Department. Officer Amber McCloskey and J.M. Rayburn, an employee in the City's Division of Planning, will serve as the City's LGBTQ+ Liaisons. Liaisons are responsible for reviewing City policies and services through an LGBTQ+ lens as well as assisting the City in creating policies and delivering services that ensure inclusivity. The liaisons will serve as empathetic representatives for constituents who want to bring LGBTQ+ related issues to the City, without concern of being dismissed or misunderstood.

In 2020, Community Liaison Officers participated in various training focused on diversity, equity and inclusion and unconscious bias:

- Cpl. Morris attended the Be Well event provided by Hilliard and Dublin schools and participated in the class: "Diversity and Inclusion Coordinators Efforts in Creating an Inclusive Community".
- All Community Liaison Officers attended a virtual program presented by the Central Ohio Diversity Consortium "Intrinsic Inclusion: Rebooting Your Biased Brain".
- Community Liaison Officers attended two virtual classes presented by the Columbus Metropolitan Club: "Racism: Where Do We Go from Here? The Bias Hidden within You" and "Racism: Where do we go from here? Policing in the Community".

Other Miscellaneous Activities and Outreach completed by Community Liaison Officers:

- Participated in planning an interfaith/Iftar dinner and for events at the Noor Islamic Center for 2020.
- Met with a group of Chinese residents to discuss a letter that was distributed in their neighborhood promoting anti-China rhetoric and misinformation about the Corona virus.
- Engaged with protest organizers and assisted them with peaceful demonstrations protesting racial inequality and police.
- Participated in an exploratory meeting with the Bexley Minority Parent Alliance and the City of Bexley diversity and inclusion committee to bring a diversity and inclusion officer program to their police department.
- Partnered with Dublin's Community Outreach program helping our senior population by providing boxed lunches each Wednesday in June and July and one Wednesday per month through December. A total of 2,100 lunches were provided.
- Hosted an online forum with various community leaders and stakeholders to discuss current events and police roles and practices in the community.

- Participated in "National Night Out", an event organized by Sgt. Rice to bring police and neighbors together under positive circumstances.
- Worked at the Dublin Food Pantry in the weeks leading up to Halloween. They interacted with the families and partnered with the food pantry, handing out crafts and candy.
- Participated in the "Heroes and Helpers" event. This was a program for children 14 and younger who are determined to be in need by school counselors or other referrals. It is an opportunity to "shop with a cop" for an item of need and an item of want.
- Organized a toy drive with the "Get Behind the Badge" organization to help children of first responders and families affected by domestic violence.

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 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.

The Dublin Police Department advertised for the recruitment of open positions in 2020 with:

Internet/Websites:

City of Dublin Website
Governmentjobs.com
HotJobs.vet
Law Enforcement Jobs
Ohio Means Jobs.com
Policeone.com
VeteranJobListings.org

Organizations:

Asian American Association (OSU)
Asian American Community Services Website
Asian Indian American Business Group
CALEA
Columbus Chinese Academy
Federation of Indian Associations of Central Ohio
Hispanic American Police Command Officers Association
Interfaith Association of Central Ohio
International Association of Chiefs of Police
International Association of Women Police
Japan-America Society of Central Ohio
Latino Community Association of Ohio
National Asian Peace Officers' Association
National Association of Asian American Professionals
National Association of Women Law Enforcement Executives
National Black Police Association
National Latino Officers Association
National Latino Peace Officers Association
National Minority Update
NENA
Ohio APCO
Ohio Hispanic Coalition
Ohio NENA
The State of Ohio Accreditation Resource

Correspondence:

AMC Theater
Anytime Fitness
BMI Federal Credit Union
Dublin Barber Shop
Dublin Community Recreation Center
Dublin Library
GFS
J. Tiger Martial Arts
Koko Fitclub

Lifetime Fitness
Mesh Fitness
Metro Fitness
Noor Islamic Center
Northwest Library
NRECC Partner Agencies (Hilliard, Upper Arlington, Washington Twp., Norwich Twp.)
Ohio Wu Shu Academy
Patel Brothers
Sawmill Athletic Club
Snap Fitness
Tolles
Trader Joes
Training Grounds
Winan's

Job Fairs, Presentations, Agency Booth:

Bowling Green State University Virtual Career Fair
Cedarville University Virtual Career Fair
Central State University Virtual Career Fair
Delaware Area Career Center Police Academy Visit and Presentation
Joint Public Safety Recruiting Event – Dublin Community Recreation Center
Mount Vernon Nazarene University Visit and Presentation
Ohio Northern University Recruitment Fair
Stark State Virtual Career Fair
The Ohio State University Visit and Presentation
University of Cincinnati Career Expo
University of Toledo Career and Internship Fair

Other Media:

Facebook
Instagram
LinkedIn
Recruitment Video
• (Police and Communications Technician)
Twitter

Other:

Over 70 Colleges, Universities, Academies, and Military Police Units

*Note: This would have included both Police Officer and Communications Technician, however, the Communications Technician

recruitment is minimal compared to Police Officer (APCO and NENA = Communications Technician only).

Bias Based Citizen Complaints

In 2020, there were two (2) citizen complaints filed against two (2) different officers that alleged bias. After investigation, both of those citizen complaints were both cleared as unfounded – officer exonerated/unfounded evidence (see complaint # IC-121-012020 and IC-115-032020).

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 stops sample and the self-initiated suspicious person contact sample.
- A review of gender make-up 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 as may be identified by the police administration.

Administrative Issues

The National Incident Based Reporting System (NIBRS) defines racial designations 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 ethnicity 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 purposes of data collection and for purposes of administrative review, the Dublin Police Department utilized ethnicity as a race for the bias based policing administrative review.

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

- NL = Not Listed
- 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)

The below is the list of approved race codes for traffic stop and suspicious person contacts.

Race Codes	Gender 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 gender: M = Male F = Female U = Unknown

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

Suspicious Person Contacts

The following is an administrative review of a sample set of self-initiated suspicious person contacts from 2018 through 2020. In 2020, 463 self-initiated suspicious person contacts were conducted by the Dublin Police Department. For purposes of this administrative review, a sample set of 230 self-initiated suspicious person contacts was utilized (49.7%).

Data Collection Criteria for Suspicious Person

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

- The suspicious person contact had to have occurred between 1/1/2020 and 12/31/2020.
- 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 contacted 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 was generally used, unless another contact had more complete information listed (e.g., gender and race), so long as it met the other listed criteria.
- If an incorrect race code was used, it was moved to the "Unknown" category (new analytical action in 2018).
- 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 Gender

Year	Male	Male %	Female	Female %	Not Listed	Not Listed %	Unknown	Unknown %	Total Sample
2020	170	73.9%	54	23.5%	4	1.7%	2	0.9%	230
2019	174	75.3%	50	21.6%	7	3.0%	0	0.0%	231
2018	272	69.6%	105	26.9%	13	3.3%	1	0.3%	391

Sample Data Set of Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	151	33	8	14	0	0	1	11	12	230
2019	168	26	4	19	0	0	1	12	1	231
2018	273	42	11	25	1	0	1	20	18	391

Percentage of Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	65.7%	14.4%	3.5%	6.1%	0.0%	0.0%	0.4%	4.8%	5.2%	230
2019	72.7%	11.3%	1.7%	8.2%	0.0%	0.0%	0.4%	5.2%	0.4%	231
2018	69.8%	10.7%	2.8%	6.4%	0.3%	0.0%	0.3%	5.1%	4.6%	391

Data Analysis: The only category which did not fluctuate over the past three years was Black suspicious person contacts. Although the percentages have increased in self-initiated Black suspicious person contacts, statistically from a raw number perspective, it totaled 33 of the 230 contacts analyzed. Of those 33 contacts, only four resulted in a Code RM clearance that represents that an incident or offense report number was issued which means that some 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
2020	115	22	7	13	0	0	1	5	7	170
2019	130	20	4	14	0	0	1	4	1	174
2018	193	31	9	19	0	0	1	7	12	272

Percentage of Male Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	67.6%	12.9%	4.1%	7.6%	0.0%	0.0%	0.6%	2.9%	4.1%	170
2019	74.7%	11.5%	2.3%	8.0%	0.0%	0.0%	0.6%	2.3%	0.6%	174
2018	71.0%	11.4%	3.3%	7.0%	0.0%	0.0%	0.4%	2.6%	4.4%	272

Data Summary: The only category which did not fluctuate over the past three years was Black Male suspicious person contacts. Although the percentages have increased in self-initiated Black Male suspicious person contacts, statistically from a raw number perspective, it totaled 22 of the 170 contacts analyzed. Of those 22 contacts, only three resulted in a Code RM clearance that represents that an incident or offense report number was issued which means that some 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
2020	36	11	1	1	0	0	0	3	2	54
2019	37	6	0	5	0	0	0	2	0	50
2018	80	11	2	6	1	0	0	2	3	105

Percentage of Female Suspicious Person Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	66.7%	20.4%	1.9%	1.9%	0.0%	0.0%	0.0%	5.6%	3.7%	54
2019	74.0%	12.0%	0.0%	10.0%	0.0%	0.0%	0.0%	4.0%	0.0%	50
2018	76.2%	10.5%	1.9%	5.7%	1.0%	0.0%	0.0%	1.9%	2.9%	105

Data Summary: The only category which did not fluctuate over the past three years was Black Female suspicious person contacts. Although the percentages have grown in self-initiated Black Female suspicious person contacts, statistically from a raw number perspective, it totaled 11 of the 54 contacts analyzed. Of those 11 contacts, only one resulted in a Code RM clearance that represents that an incident or offense report number was issued which means that some official police action took place (e.g., report taken, arrest made, property impounded, etc.).

Suspicious Person Contact Dispositions

In 2020, only 20 of the 230 self-initiated suspicious person contacts (8.7%) resulted in an incident or offense report number being issued. In 2019 that figure was 6.9% (16 out of 231) and in 2018 that figure was 8.7% (34 out of 391). An incident or offense report number indicated that some official police action took place (e.g., report taken, arrest made, property impounded, etc.).

A breakdown of the 20 self-initiated suspicious person contacts that resulted in an incident report being filed:

- 12 White Male
- 3 Black Male
- 2 White Female
- 1 Black Female
- 1 Unknown Female
- 1 Not Listed Female

The percentage of incident/offense numbers being issued out of self-initiated suspicious person contacts fluctuated over the past three years between 6.9% and 8.7%. The predominant gender of suspicious person contacts was male and the predominant race of suspicious person contacts was white.

Individual Officer Review

Using a Microsoft Excel pivot table technique for the data collected, each individual officer's contacts for suspicious persons was reviewed by gender and by race. Practical judgment was applied to the administrative review of the data. A review of the data indicated no patterns of bias based profiling (gender and/or race) were detected on the part of any current individual officer with the Dublin Police Department.

On 2/12/2021, an Excel spreadsheet with officer self-initiated traffic stop and officer self-initiated suspicious person contacts were presented to the police executive command level staff. Descriptive statistics, counts, percentages, pivot tables, heat mapping, averages, standard deviations, etc. were used to present the individual officer data. A meeting was held on 3/2/2021 to discuss and review individual officer findings.

Traffic Stop Contacts

The following is an administrative review of a sample set of traffic stop contacts from 2018 through 2020. In 2020, 5,447 traffic stops were conducted by the Dublin Police. For purposes of this administrative review, a sample set of 4,931 traffic stop contacts was utilized. This sample set represents 90.5% of the total traffic stops.

Data Collection Criteria for Traffic Stop Person

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

- The traffic stop contact had to have occurred between 1/1/2020 and 12/31/2020.
- The traffic stop had to be listed as a 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.
- 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 was generally used, unless another contact had more complete information listed (e.g., gender and race).
- If an incorrect race code was used, it was moved to the "Unknown" category (new analytical action that started in 2018).
- 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 Gender

Year	Male	Male %	Female	Female %	Not Listed	Not Listed %	Unknown	Unknown %	Total Sample
2020	2,860	58.0%	2,027	41.1%	42	0.9%	2	0.0%	4,931
2019	4,020	58.4%	2,834	41.1%	33	0.5%	2	0.0%	6,889
2018	4,395	58.1%	2,871	38.0%	298	3.9%	0	0.0%	7,564

Sample Data Set of Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	3,418	591	188	472	8	0	8	117	129	4,931
2019	4,817	813	224	684	18	0	17	113	203	6,889
2018	4,883	877	191	543	21	0	7	809	233	7,564

Percentage of Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	69.3%	12.0%	3.8%	9.6%	0.2%	0.0%	0.2%	2.4%	2.6%	4,931
2019	69.9%	11.8%	3.3%	9.9%	0.3%	0.0%	0.2%	1.6%	2.9%	6,889
2018	64.6%	11.6%	2.5%	7.2%	0.3%	0.0%	0.1%	10.7%	3.1%	7,564

Data Summary: Over the past three (3) years, the percentage changes have been minimal in most categories. It should be noted that 38 traffic stop contacts were categorized as "M" (which is not an approved race code) which were then moved to the unknown category.

Sample Data Set of Male Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	1,912	375	129	294	5	0	5	48	92	2,860
2019	2,720	507	153	429	12	0	10	52	137	4,020
2018	2,837	556	140	336	15	0	5	358	148	4,395

Percentage of Male Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	66.9%	13.1%	4.5%	10.3%	0.2%	0.0%	0.2%	1.7%	3.2%	2,860
2019	67.7%	12.6%	3.8%	10.7%	0.3%	0.0%	0.2%	1.3%	3.4%	4,020
2018	64.6%	12.7%	3.2%	7.6%	0.3%	0.0%	0.1%	8.1%	3.4%	4,395

Data Summary: Over the past three (3) years, the percentage changes have been minimal in most categories. It should be noted that 26 male traffic stop contacts were categorized as "M" (which is not an approved race code) which were then moved to the unknown category.

Sample Data Set of Female Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	1,505	216	59	178	3	0	3	28	35	2,027
2019	2,094	306	71	255	6	0	7	30	65	2,834
2018	1,980	308	47	197	5	0	2	257	75	2,871

Percentage of Female Traffic Stop Contacts by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	74.2%	10.7%	2.9%	8.8%	0.1%	0.0%	0.1%	1.4%	1.7%	2,027
2019	73.9%	10.8%	2.5%	9.0%	0.2%	0.0%	0.2%	1.1%	2.3%	2,834
2018	69.0%	10.7%	1.6%	6.9%	0.2%	0.0%	0.1%	9.0%	2.6%	2,871

Data Summary: Over the past three (3) years, the percentage changes have been minimal in most categories. It should be noted that 12 female traffic stop contacts were categorized as "M" (which is not an approved race code) which were then moved to the unknown category.

2020 Sample Data and Percentage of Traffic Stop Contacts by Gender Resulting in a Citation

Gender	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
Male	2,860	1,938	67.8%	776	27.1%	146	5.1%
Female	2,027	1,467	72.4%	503	24.8%	57	2.8%
Unknown	2	1	50.0%	0	0.0%	1	50.0%
Not Listed	42	25	59.5%	12	28.6%	5	11.9%
Total	4,931	3,431	69.6%	1,291	26.2%	209	4.2%

2018 to 2020 Percentage of Traffic Stop Contacts by Gender Resulting in a Citation

Year	Male	Female	Total
2020	27.1%	24.8%	26.2%
2019	16.6%	17.3%	16.9%
2018	19.7%	18.5%	18.9%

Data Summary: In 2020, the data indicated that there was a difference of 2.3% in citation issuance based on gender (male 27.1% versus female 24.8%). Over the past three years (2018-2020), the data indicated that there were minimal differences in citation issuance based on gender.

2020 Data Sample and Percentage of Traffic Stop Contacts by Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	3,418	2,446	71.6%	847	24.8%	125	3.7%
Black	591	397	67.2%	159	26.9%	35	5.9%
Hispanic	188	85	45.2%	92	48.9%	11	5.9%
Asian	472	346	73.3%	120	25.4%	6	1.3%
American Indian/Alaskan Native	8	8	100.0%	0	0.0%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	0.0%
Other	8	3	37.5%	4	50.0%	1	12.5%
Not Listed	117	62	53.0%	36	30.8%	19	16.2%
Unknown	129	84	65.1%	33	25.6%	12	9.3%
Total	4,931	3,431	69.6%	1,291	26.2%	209	4.2%

2018 to 2020 Percentage of Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	Avg.
2020	24.8%	26.9%	48.9%	25.4%	0.0%	0.0%	50.0%	30.8%	25.6%	26.2%
2019	15.7%	19.1%	38.4%	14.6%	22.2%	0.0%	17.6%	22.1%	16.7%	16.9%
2018	15.9%	21.0%	41.4%	13.4%	14.3%	0.0%	14.3%	31.9%	25.3%	18.9%

Data Summary. In 2020, the one race category for traffic stops contacts resulting in a citation that was significantly higher than the average (26.2%) and had at least 150 contacts was the Hispanic category with 48.9% (92 of the 188 Hispanic traffic stop contacts resulted in traffic citations). A review of the CAD notes on the 92 Hispanic traffic stops contacts indicated that 50 (54.3%) of the contacts involved an Operator's License violation (e.g., No Operator's License, Driving under Suspension, Expired Operator's License, Temporary Permit Violation, etc.). This type of traffic violation is considered a low discretion violation and normally results in a traffic citation being issued. An additional review was conducted and 96 Hispanic traffic contact citations were found in the Dublin Police Department's Record Management System (RMS) for 2020. 65 of the 96 (67.8%) citations involved an Operator's License violation or Driving under the Influence. Again, these types of traffic violations are considered low discretion and normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Hispanic traffic stop contacts.

2020 Data Sample and Percentage of Traffic Stop Contacts by Male Gender and Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	1,912	1,324	69.2%	502	26.3%	86	4.5%
Black	375	251	66.9%	96	25.6%	28	7.5%
Hispanic	129	54	41.9%	64	49.6%	11	8.5%
Asian	294	215	73.1%	75	25.5%	4	1.4%
American Indian/Alaskan Native	5	5	100.0%	0	0.0%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	#DIV/0!
Other	5	2	40.0%	3	60.0%	0	0.0%
Not Listed	48	24	50.0%	15	31.3%	9	18.8%
Unknown	92	63	68.5%	21	22.8%	8	8.7%
Total	2,860	1,938	67.8%	776	27.1%	146	5.1%

2018 to 2020 Percentage of Male Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	26.3%	25.6%	49.6%	25.5%	0.0%	0.0%	60.0%	31.3%	22.8%	2,820
2019	15.7%	17.4%	37.9%	13.1%	16.7%	0.0%	20.0%	26.9%	15.3%	4,020
2018	16.4%	20.1%	45.0%	13.1%	13.3%	0.0%	20.0%	38.5%	26.4%	4,395

Data Summary: In 2020, the one race and gender category for traffic stops contacts resulting in a citation that was significantly higher than the male average (27.1%) and had at least 100 contacts was the Hispanic Male category with 49.6% (64 of the 129 Hispanic Male traffic stop contacts resulted in traffic citations). A review of the CAD notes on the 64 Hispanic Male traffic stops contacts indicated that 42 (65.6%) of the contacts involved an Operator's License violation (e.g., No Operator's License, Driving under Suspension, Expired Operator's License, Temporary Permit Violation, etc.). This type of traffic violation is considered low discretion and normally results in a traffic citation being issued. An additional review was conducted and 74 Hispanic Male traffic contact citations were found in the Dublin Police Department's Record Management System (RMS) for 2020. 50 of the 74 (67.6%) citations involved an Operator's License violation or Driving under the Influence. Again, these types of traffic violations are considered low discretion and normally result in a traffic citation being issued. This information may account for the higher resulting citation rate for Hispanic Male traffic stop contacts.

2020 Data Sample and Percentage of Traffic Stop Contacts by Female Gender and Race Resulting in a Citation

Race	Stops	Warnings	Warning %	Citations	Citation %	Other	Other %
White	1,505	1,122	74.6%	344	22.9%	39	2.6%
Black	216	146	67.6%	63	29.2%	7	3.2%
Hispanic	59	31	52.5%	28	47.5%	0	0.0%
Asian	178	131	73.6%	45	25.3%	2	1.1%
American Indian/Alaskan Native	3	3	100.0%	0	0.0%	0	0.0%
Native Hawaiian/Other Pacific Islander	0	0	0.0%	0	0.0%	0	#DIV/0!
Other	3	1	33.3%	1	33.3%	1	33.3%
Not Listed	28	13	46.4%	10	35.7%	5	17.9%
Unknown	35	20	57.1%	12	34.3%	3	8.6%
Total	2,027	1,467	72.4%	503	24.8%	57	2.8%

2018 to 2020 Percentage of Female Traffic Stop Contacts by Race Resulting in a Citation

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020	22.9%	29.2%	47.5%	25.3%	0.0%	0.0%	33.3%	35.7%	34.3%	2,027
2019	15.7%	21.9%	39.4%	17.3%	33.3%	0.0%	14.3%	23.3%	20.0%	2,834
2018	15.6%	23.4%	31.9%	14.7%	20.0%	0.0%	0.0%	34.2%	24.0%	2,871

Data Summary. In 2020, the one race and gender category for traffic stops contacts resulting in a citation that was significantly higher than the female average (24.8%) and had at least 50 contacts was the Hispanic Female category with 47.5% (28 of the 59 Hispanic Female traffic stop contacts resulted in traffic citations). A review of the CAD notes on the 28 Hispanic Female traffic stops contacts indicated that 8 (28.6%) of the contacts involved an Operator's License violation (e.g., No Operator's License, Driving under Suspension, Expired Operator's License, Temporary Permit Violation, etc.). This type of traffic violation is considered low discretion and normally results in a traffic citation being issued. An additional review was conducted and 22 Hispanic Female traffic contact citations were found in the Dublin Police Department's Record Management System (RMS) for 2020. 16 of the 22 (72.7%) citations involved an Operator's License violation or Driving under the Influence. Again, these types of traffic violations are considered low discretion and normally result in a traffic citation being issued. There appears to be some inconsistent information between the CAD notes and the RMS citation module as to the number of Hispanic Female traffic stop contacts that received a traffic citation. This could be a record collection, record keeping, or other issue. This information may account for the higher resulting citation rate for Hispanic Female traffic stop contacts.

Individual Officer Review

Using a Microsoft Excel pivot table technique for the data collected, each individual officer's traffic stop contacts was reviewed by gender and by race. Practical judgment was applied to the administrative review of the data. A review of the data indicated no patterns of bias based profiling (gender and/or race) were detected on the part of any current individual officer with the Dublin Police Department.

On 2/12/2021, an Excel spreadsheet with officer self-initiated traffic stop and officer self-initiated suspicious person contacts were presented to the police executive command level staff. Descriptive statistics, counts, percentages, pivot tables, heat mapping, averages, standard deviations, etc. were used to present the individual officer data. A meeting was held on 3/2/2021 to discuss and review individual officer findings.

Use of Force Data

The information listed below is from the 2020 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).

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

Incident Number	Race	Age	Gender
20-0549	White	39	Female
20-0641	Black	23	Male
20-0713	White	21	Female
20-0722	White	18	Male
20-0790	White	18	Male
20-0835	White	26	Female
20-0864	White	32	Male
20-1010	White	18	Male
20-1074	Black	33	Male
20-1133	White	25	Female
20-1242	White	24	Male
20-1275	Asian	72	Female
20-1358	White	37	Male
20-1530	White	31	Male
20-1578	White	20	Male

In 2020, out of the fifteen (15) response to resistance and subject control incidents:

- Ten (10) were male (66.7%), and five (5) were female (33.3%).
- Twelve (12) were White (80.0%), Two (2) were Black (13.3%), and one (1) was Asian (6.7%).
- The age range was between 18 and 72 years of age. The average age was 29.

Each Response to Resistance and Subject Control incident is investigated/reviewed by a first-line supervisor (Corporal or Sergeant), a member of the department's defensive tactics team, a Bureau Commander (Lieutenant), and the Chief of Police. In addition, an annual analysis was completed on all Response to Resistance and Subject Control incidents.

Benchmarks

A number of different methodologies have been used by this agency and/or 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 match 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:

- 2019 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 judgement 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.

- 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 several years (2003, 2009, and 2016). In 2003 and 2009, interns were trained and used, and in 2016, Community Service Officers (CSOs) 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 gender of drivers; often observers were in vehicles and that made it difficult for them to determine race and/or gender 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, Community Education Unit, and Canine 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, 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, etc.

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.

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

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 a number of 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 gender 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 2020, using the Dublin Police Department's Records Management System (RMS), a sample set of 434 traffic crashes (out of 582 total crashes – 74.6%) were identified where a traffic citation was issued to at least one at-fault driver where both race and gender information was collected.

Traffic Crash Data Sample by Gender

2020 Traffic Crash Sample Data Set (Citation Issued) by Gender

Year	Male	Male %	Female	Female %	Not Listed	Not Listed %	Unknown	Unknown %	Total Sample
2020 Traffic Stop Contacts Sample	2,860	58.0%	2,027	41.1%	42	0.9%	2	0.0%	4,931
2020 Traffic Crash At-Fault Drivers Sample	277	63.8%	156	35.9%	1	0.2%	0	0.0%	434
% Differential	---	-5.8	---	+5.2	---	+0.7	---	0.0	---

Data Summary: When comparing 2020 Traffic Crash At-Fault Driver sample (gender categories) with the 2020 Traffic Stop Contacts sample (gender categories), the variance (percentage differential) in the male and female gender categories was 5.8% or less.

Traffic Crash Data Sample by Race

2020 Traffic Crash Sample Data Set (Citation Issued) by Race

Year	W	B	H	A	I	P	O	NL	U	Total Sample
2020 Traffic Crash At- Fault Drivers Sample Raw Data	314	44	1	23	1	0	0	47	4	434
2020 Traffic Stop Contacts Sample	69.3%	12.0%	3.8%	9.6%	0.2%	0.0%	0.2%	2.4%	2.6%	4,931
2020 Traffic Crash At- Fault Drivers Sample %	72.4%	10.1%	0.2%	5.3%	0.2%	0.0%	0.0%	10.8%	0.9%	434
% Differential	-3.1	+1.9	+3.6	+4.3	0.0	0.0	+0.2	-8.4	+1.7	---

Data Summary: When comparing 2020 Traffic Crash At-Fault Driver sample (race categories) with the 2020 Traffic Stop Contacts sample (race categories), the variance (percentage differential) in the four major race categories (White, Black, Hispanic, and Asian) was 4.3% or less.

Future Considerations

The following are future considerations for reports or administrative reviews in 2022 and/or beyond.

- Using the length of the stop to compare with gender and race categories.
- Using the age of the person stopped to compare with gender and race 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?

The bullet point information comes from the following source: U.S. Department of Justice, 2000 The Dublin Police Department does have a "Racial Profiling" module in the department's record management system (RMS). One suggestion could be that a member of the record's section reviews traffic stops on a daily basis and converts the data from the computer aided dispatch (CAD) system (e.g., operator, notes, dates, times, etc.) into that module. However, this would require additional records staff time in order to accomplish this task on a daily basis.

That module could then be used to generate a report on an annual or as needed basis.

Examples of that module are on the next page.

Racial Profiling [Initial]

Agency Case # CAD Event # Report

Page 1 Page 2 Sys # 0

Officer ID Stop Date / / : : Approx. Time : Duration of Stop (Mins) Video Taped? ☐

Location Of Stop City Location

Gender Race/Ethnicity Race/Eth Known Prior to Stop? ☐ Birth Yr Resident? ☐ # Passengers

Type of Stop Search Athrty Charge

Stop Reason Contraband

Srch Concltd Result of Stop

Officer

Previous Next Add Duplicate Delete Search View Exit

Racial Profiling [Initial]

Agency Case # CAD Event # Report

Page 1 Page 2 Sys # 0

Mobile Key

DRR Review On / / : : by

Geo Info

GeoProx

District

ReportArea SubDivsn

Geo X 0 Y 0

Audit Info

Add / / : :

Officer

Previous Next Add Duplicate Delete Search View Exit

In 2021, the Technical Services Bureau Director will work with the Law Enforcement Planner to further review these future considerations from a technology, staffing, and data entry perspective to determine future viability. Any changes to data collection will occur on or after January 1, 2022.

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 gender and/or racial characteristics while conducting traffic enforcement or self-initiated suspicious person contacts. In 2020, two (2) citizens' complaints were filed against two different officers alleging bias and both complaints were investigated and cleared as unfounded-officer exonerated/unfounded evidence.

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:

- The number and percentage of "Not Listed" contact information for suspicious person calls for service and traffic stop calls for service continued to show improvement in 2020 from 2018 comparisons. A continued recommendation is for supervisors to review with patrol officers and communications technicians the importance and necessity for collecting contact race and gender information in the call for service (traffic stops and suspicious person calls).
- A number of racial code clearances of "M" continued to occur (38 in 2020) despite that race category being retired in 2015. A recommendation is for supervisors to review with patrol officers and communications technicians the correct gender and race codes (and their definitions) to be used for traffic stop and suspicious person calls for service as well as the importance for collecting accurate information.

No other potential training or policy 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 races and genders, reason(s) for contact, dispositions of the contacts, and other factors.

The results of this administrative review were consistent with previous 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 of 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 and/or gender. No further review is necessary at this time.

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 Accreditation Manager to include for annual in-service training. In addition, this information will be discussed at a 2021 management staff meeting.

Resources

- Johnson, Richard R. *8 Tips for Writing Bias Based-Based Policing Reports*. (2016)
https://www.llrmi.com/articles/legal_update/2016_johnson_biasedbasedreports/
- Johnson, Richard R. *Bias-Based Policing Reports Are Failing the Police and the Community*. (2016)
https://www.iadlest.org/Portals/0/Files/Documents/DDACTS/Docs/HVE/Research_Brief_Biased-Based-Policing-Reports_September-2016.pdf?ver=2020-01-06-090439-527
- Jones, Brian R. *Bias-Based Policing in Vermont*. (2011)
<https://lawreview.vermontlaw.edu/?s=bias>
- U.S. Department of Justice. *A Resource Guide on Racial Profiling Data Collection Systems*. (2000)
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- U.S. Department of Justice – Office of Community Oriented Policing Services. *How to Correctly Collect and Analyze Racial Profiling Data* (2003) <https://cops.usdoj.gov/RIC/Publications/cops-p044-pub.pdf>

Other Resources Reviewed, but Not Cited in this Report

- Baumgartner, Frank, Epp, Derek, and Shoub, Kelsey. *Suspect Citizens*. (2018).
https://www.amazon.com/Suspect-Citizens-Million-Traffic-Policing/dp/1108454046/ref=sr_1_11?dchild=1&keywords=bias+policing&qid=1614980334&s=b&sr=1-11
- Fridell, Lunney, Diamond, Kubu, Scott, and Laing. *Racially Biased Policing: A Principled Response*. (2001). https://www.policeforum.org/assets/docs/Free_Online_Documents/Racially-Biased_Policing/racially%20biased%20policing%20-%20a%20principled%20response%202001.pdf
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