

Hilliard Division of Police

Bias-Free Policing Analysis 2019

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Real People. Real Possibilities.

Division
of Police

Introduction

The purpose of this report is to provide an overview of the Hilliard Division of Police commitment to bias-free policing. The Division is committed to ensure the trust and respect of the community by operating on the philosophy of transparency. Open dialog and communication with all groups and members of the community is key to sound Police and Community relationships. Considered the father of modern-day policing, Sir Robert Peele established the principles of policing based on a foundation of trust. It's imperative, as law enforcement professionals, that we truly understand these principles and uphold the trust relationship by providing fair, impartial and objective services.

This report takes a look at the Division's practices and bias-based policing data for the purposes of proactively identify potential training and policy issues, potential patterns of conduct or other community concerns related to bias-based policing.

Mission

We, the employees of the Hilliard Division of Police, are committed to serve the Hilliard Community to enhance the quality of life by working cooperatively with the public to prevent crime, preserve peace, enforce the law with respect to the constitutional rights of all citizens, reduce fear and provide a safe community environment. The mission is based on a foundation of integrity, commitment, cooperation and professionalism.

Officers strive to achieve the mission of the division through actions which are guided by our core values. The division core values are:

Integrity – We dedicate ourselves to serve without bias or prejudice and hold ourselves accountable to the highest professional and ethical standards.

Commitment – We dedicate ourselves to excellence and unity for the purpose of improving the quality of life in our community.

Cooperation – We dedicate ourselves to developing a partnership with our community by working together in a spirit of trust and mutual respect.

Professionalism – We dedicate ourselves to develop high quality, efficient and courteous service through innovative techniques, strategic plans and teamwork.

All the members of the Division of Police accept responsibility for their part in supporting the Mission and Core Values and are committed to giving the maximum effort in creating an environment in which all can be proud.

Division of Police Policy on Bias-Free Policing

Policy 401 *Bias-Free Policing* was written in compliance with the Ohio Collaborative Law Enforcement Agency Certification (OCLEAC) standard 03.2017.6. The policy provides guidance to division members that affirms the division's commitment to fair, impartial and objective policing and establishes appropriate controls to ensure employees do not engage in bias-based policing or violate any laws while serving the community.

The policy covers all aspects of bias-free policing to include definitions, prohibition against bias-based policing, training, corrective measures and administrative review of division practices. All division employees must read and sign for a copy of the policy and the policy is available to all members through the division's document management system (DMS).

Ohio Collaborative Law Enforcement Certification (OCLEAC)

The OCLEAC was established for the purpose of implementing recommendations from the Ohio Task Force on Community-Police Relations. This community-based law enforcement advisory board was tasked with establishing statewide standards to guide law enforcement agencies with policy development.

On December 26, 2019 the Division received Provisional Certification on all standards established by the Ohio Collaborative Community-Police Advisory Board. Provisional Certification means the Division has met the requirements established by OCLEAC and will undergo a site visit to confirm the findings. The Division is scheduled to receive final certification in 2020.

Bias-Free Policing Policy Training

Division personnel receive bias-free policing training annually. The training includes aspects of profiling related topics to include field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, culture diversity, discrimination and community support.

The Bias-Free Policing policy was reviewed and re-issued to all members of the division on March 20, 2019. In addition, Bias-Free Policing training was addressed through roll call training and legal update in-service training

Bias-Based Citizen Complaints

All allegations of bias-based policing by citizens are thoroughly investigated by the Division. Additionally, the division uses video recording systems in marked police vehicles to assist in the investigation of alleged bias-based policing by officers.

A four-year look back (2016 – 2019) of personnel complaints received by the division indicated one bias-based complaint. The complaint occurred in 2019 and involved a citizen who felt an officer did not take appropriate action at a crash scene and indicated that race (complainant was a black male) was a factor. The incident was investigated and determined to be unfounded.

Traffic Stop Data Review

Policy 401 *Bias-Free Policing* requires officers to collect data from self-initiated traffic stops by recording the race, gender and disposition of the interaction. The data denotes the perceived race and gender of the driver of the involved vehicle once contact is made, as well as the actual disposition of the traffic stop (advised, citation, or warning).

Race and Gender Categories

Below is the list of approved race codes for traffic stop contacts. These race/ethnicity categories are derived from the National Incident Based Reporting System (NIBRS) and are available in the division's Records Management System. Gender is recorded as male, female or other.

A = Asian	M = Middle Eastern
B = Black/African American	P = Native Hawaiian/Other Pacific Islander
H = Hispanic	O = Other
I = American Indian/Alaskan Native	U = Unknown
	W = White

Data Analysis

This analysis focuses on 2019 data collection, observations and the use of appropriate benchmarks to ensure proper and responsible conclusions.

The primary guiding document for this analysis is a study published by the U.S Department of Justice Office of Community Policing Services titled *How to Correctly Collect and Analyze Racial Profiling Data: Your Reputation Depends on It!*

The publication provides a summary of the many important methodological issues surrounding this topic. In addition, it provides advice to law enforcement practitioners on how to more accurately collect and analyze racial profiling data.

The greatest challenge with data analysis is how to establish comparison benchmarks. The fact of the matter, there are no standardized formulas or benchmarks that will automatically point to a culture of bias-based policing. There are too many variables to create a "one size fits all" approach, as each jurisdiction is unique. With that being said, a couple of methodologies were employed in this analysis to administratively review and compare the bias-based policing data. The following methodologies were employed as a frame of reference to apply context to the bias-based data collected. When combined with community input/concerns and division practices, proper conclusions and recommendations can be made to ensure bias-based policing does not exist.

Methodologies used for this report:

- Traffic Crash Data: Race and Gender of drivers cited in traffic crashes from Hilliard Division of Police Traffic Crash Reports.
- A review of division historical traffic stop data.

- Professional Judgement: An administrative review of bias based policing data was conducted by members of the Command Staff.

Commentary on use of population data:

Traditionally, traffic stops data was compared to jurisdictional population estimates. However, census data often fails to provide an effective data analysis benchmark or baseline. According to the publication *How to Correctly Collect and Analyze Racial Profiling Data*, most analysis will show that police stops are not proportional to population data. The primary reason for this is the residential population does not take into account variables such as visitors traveling through the city, the daytime motor vehicle transportation population, the number of traffic violations being committed, and the race and gender of the driver of those vehicles (84).

Additional research by Dr. Richard Johnson supports this conclusion. Dr. Johnson (2019) concluded “Using census statistics as a benchmark, that in no way resemble the driving population or the traffic violator population, is just one of these many methodological errors.”

Data Collection Criteria for Traffic Stops

Traffic stop data for this analysis was pulled from the division’s computer aided dispatch (CAD) system. The data includes all self-initiated traffic stops which consists of 7724 CAD entries; however, only 5568 of those entries were identified as an “Operator.” Other identifiers not used in this analysis included information from passengers and owners.

Data Set and Percentages of Traffic Stops by Gender

Gender	Count by Gender	Percentage
Female	2249	40.4%
Male	3284	59.0%
Unknown	1	0.02%
Not Listed	34	0.6%
Grand Total	5568	

Data Set and Percentages of Traffic Stops by Race

Race	Count by Race	Percentage
Asian	155	2.8%
Black	806	14.5%
Hispanic	214	3.8%
Indian	19	0.3%
Middle Eastern	167	3.0%
Other	10	0.2%
Unknown	48	0.9%
Not Listed	171	3.1%
White	3978	71.4%
Grand Total	5568	

Data Set and Percentages of Traffic Stops by Race and Gender

Race	Female	Female %	Male	Male %	Unk	Unk %	Not Listed	Not Listed %	Grand Total	%
Asian	58	1.0%	97	1.7%					155	2.8%
Black	293	5.3%	513	9.2%					806	14.5%
Hispanic	65	1.2%	149	2.7%					214	3.8%
Indian	2	0.0%	17	0.3%					19	0.3%
Middle Eastern	51	0.9%	115	2.1%			1	0.02%	167	3.0%
Other	1	0.0%	9	0.2%					10	0.2%
Unk	17	0.3%	31	0.6%					48	0.9%
White	1707	30.7%	2270	40.8%	1	0.02%			3978	71.4%
Not Listed	55	1.0%	83	1.5%			33	0.59%	171	3.1%
Grand Total	2249	40.4%	3284	59.0%	1	0.02%	34	0.61%	5568	

Note: Percent of Total Traffic Stops

Data Set and Percentage of Traffic Stop Disposition by Gender

Gender	Traffic Stops	Citation	Citation %	Advised	Advised %	Warning	Warning %	Other	Other %
F	2249	645	28.7%	424	18.9%	1130	50.2%	50	2.2%
M	3284	970	29.5%	793	24.1%	1421	43.3%	100	3.0%
Unk	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Not Listed	34	9	26.5%	12	35.3%	11	32.4%	2	5.9%
Grand Total	5568	1625	29.2%	1229	22.1%	2562	46.0%	152	2.7%

Data Set and Percentage of Traffic Stop Disposition by Race

Race	Traffic Stops	Citation	Citation %	Advised	Advised %	Warning	Warning %
Asian	155	54	34.8%	34	21.9%	66	42.6%
Black	806	227	28.2%	218	27.0%	324	40.2%
Hispanic	214	103	48.1%	34	15.9%	71	33.2%
Indian	19	6	31.6%	6	31.6%	7	36.8%
Middle Eastern	167	50	29.9%	46	27.5%	71	42.5%
Other	10	2	20.0%	5	50.0%	2	20.0%
Unknown	48	17	35.4%	4	8.3%	26	54.2%
White	3978	1106	27.8%	837	21.0%	1941	48.8%
Not Listed	171	60	35.1%	45	26.3%	54	31.6%
Grand Total	5568	1625	29.2%	1229	22.1%	2562	46.0%

Data Set and Percentage of Traffic Stop Disposition by Race and Gender

Race and Gender	Traffic Stops	Citation	Citation %	Advised	Advised %	Warning	Warning %	Other	Other %
Asian	155	54	34.8%	34	21.9%	66	42.6%	1	0.6%
F	58	22	37.9%	10	17.2%	26	44.8%	0	0.0%
M	97	32	33.0%	24	24.7%	40	41.2%	1	1.0%
Black	806	227	28.2%	218	27.0%	324	40.2%	37	4.6%
F	293	90	30.7%	60	20.5%	128	43.7%	15	5.1%
M	513	137	26.7%	158	30.8%	196	38.2%	22	4.3%
Hispanic	214	103	48.1%	34	15.9%	71	33.2%	6	2.8%
F	65	34	52.3%	5	7.7%	24	36.9%	2	3.1%
M	149	69	46.3%	29	19.5%	47	31.5%	4	2.7%
Indian	19	6	31.6%	6	31.6%	7	36.8%	0	0.0%
F	2	0	0.0%	1	50.0%	1	50.0%	0	0.0%
M	17	6	35.3%	5	29.4%	6	35.3%	0	0.0%
Middle Eastern	167	50	29.9%	46	27.5%	71	42.5%	0	0.0%
N/L	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%
F	51	17	33.3%	10	19.6%	24	47.1%	0	0.0%
M	115	33	28.7%	36	31.3%	46	40.0%	0	0.0%
Other	10	2	20.0%	5	50.0%	2	20.0%	1	10.0%
F	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%
M	9	2	22.2%	4	44.4%	2	22.2%	1	11.1%
Unknow	48	17	35.4%	4	8.3%	26	54.2%	1	2.1%
F	17	7	41.2%	2	11.8%	8	47.1%	0	0.0%
M	31	10	32.3%	2	6.5%	18	58.1%	1	3.2%
White	3978	1106	27.8%	837	21.0%	1941	48.8%	94	2.4%
F	1707	459	26.9%	322	18.9%	898	52.6%	28	1.6%
M	2270	646	28.5%	515	22.7%	1043	45.9%	66	2.9%
Unk	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Not Listed	171	60	35.1%	45	26.3%	54	31.6%	12	7.0%
N/L	33	9	27.3%	12	36.4%	10	30.3%	2	6.1%
F	55	16	29.1%	13	23.6%	21	38.2%	5	9.1%
M	83	35	42.2%	20	24.1%	23	27.7%	5	6.0%
Grand Total	5568	1625	29.2%	1229	22.1%	2562	46.0%	152	2.7%

An observation of the data shows that Hispanic drivers are cited at a relatively higher rate than other races. Generally, Hispanic drivers are cited for licensure violations. The preferred course of action with these types of violations is citation and officers have little discretion. It should also be noted that Hispanics only represent 3.8% of traffic stops. Hispanic Citation rate is also consistent with 2018 data which had a citation percentage of 53.2% for Hispanics.

Traffic Crash Data Sample

The division recorded 823 crash reports in 2019. Out of that number, 647 at fault drivers were cited. Issuing citations to at fault drivers is the preferred course of action and officers have little discretion which makes this category desirable for data comparison. Dr. Richard Johnson (2019) indicated in a research brief that crash data is one of the best benchmarks' measures of poor driving behavior and should be used when comparing traffic stop data.

Note: Race/ethnicity codes are limited for crash reporting; therefore, traffic crash data does not include Middle Eastern, Hispanic or Other.

Crash Citations by Gender

Gender	Crash Citation	Percent	Traffic Stop %
F	310	47.9%	40.4%
M	337	52.1%	59.0%
Grand Total	647	100%	

Crash Citations by Race

Race	Crash Citation	Percent	Traffic Stop %
Asian	17	2.6%	2.8%
Black	67	10.4%	14.5%
Indian	1	.2%	.3%
Unk	5	.8%	.9%
White	557	86.1%	71.4%
Not Listed	0	0	3.1%
Middle Eastern	0	0	3.0%
Other	0	0	.2%
Hispanic	0	0	3.8%
Grand Total	647	100%	

Historical Data Review

When comparing 2018 to 2019 gender and race traffic stop data, the data is relatively consistent. One observation is the improvement on data collection in 2019.

Gender	2019 Count by Gender	2019 Percentage	2018 Count by Gender	2018 Percentage
Female	2249	40.4%	1613	36.9%
Male	3284	59.0%	2681	61.3%
Unknown	1	0.02%	2	0.05%
Not Listed	34	0.6%	79	1.8%
Grand Total	5568		4375	

Race	2019 Count by Race	2019 Percentage	2018 Count by Race	2018 Percentage
Asian	155	2.8%	98	2.2%
Black	806	14.5%	586	13.4%
Hispanic	214	3.8%	111	2.54%
Indian	19	0.3%	3	0.07%
Middle Eastern	167	3.0%	81	1.85%
Other	10	0.2%	9	0.2%
Unknown	48	0.9%	50	1.1%
Not Listed	171	3.1%	443	10.1%
White	3978	71.4%	2994	68.4%
Grand Total	5568		4375	

Conclusions

The information contained in this report may have far reaching consequences; therefore, conclusions require careful consideration and thought. As stated earlier in this report, one single set of data or observation should not be used independently to conclude whether bias-based policing practices exists. It is imperative and prudent to look at the entire body of work before reaching a conclusion.

Conclusions include:

- The Division reinforces fair, objective and impartial policing through the organizational Mission and Core Values.
- The Division has Bias-Free Policing policies in place that prohibit bias-based policing.
- The Division has Community Relations policies in place to promote a culture of sound police – community relationships.
- The division has a formal complaint process where community members may file a complaint for bias-based policing. There was one complaint concerning perceived bias, and the division investigated the allegation.
- The Division requires annual training on Bias-Free Policing and the training is up to date.
- The Division requires data collection on all traffic stops which is used for analysis.
- The Division obtained OCLEAC certification, which shows a commitment to maintaining strong police – community relationships.

After reviewing the data, complaints, and division practices, this report concludes there is no evidence of bias-based policing by the division or members of the division.

Recommendations

While this report demonstrates the Division's pursuit of fair, objective and impartial policing strategies and tactics, it also exposes the complexity of the issue. The following recommendations are intended to improve the analytical process.

- Implementation of a regular citizen's survey focused on police – community relations. The survey can collect demographic information and provide valuable information of what the community thinks about the police department, behaviors and goals.
- Continue aggressive minority recruitment practices to ensure the Division demographics represent the community.

References:

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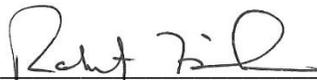
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