Hilliard Division of Police

Bias-Free Policing Analysis
2025

January 30, 2026

Prepared by Jeff Pearson
Professional Standards Administrator

Michael Woods
Chief of Police

CITY OF
HILLIARD
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 community-police relationships. It is imperative, as law enforcement professionals, that we understand and uphold this trust relationship by providing fair, impartial, and objective services.

This report takes a look at the Division's practices and bias-free policing data for the purpose of proactively identifying potential training and policy concerns, 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 protecting and enhancing the quality of life in the community through exceptional service while upholding the constitutional rights of all.

Officers strive to achieve this mission through actions which are guided by our core values. The Division's core values are:

Integrity – We dedicate ourselves to serving 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 developing 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 Division's 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 Accreditation Program (OCLEAP) *Standard 2.03 - Bias Free Policing*. The policy provides guidance to Division members and affirms the Division's commitment to fair, impartial, and objective policing. The policy also 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 a copy of the policy, and the policy is available to all members through the Division's document management system (DMS).

The Ohio Collaborative
The Ohio Collaborative 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.

The Division complies with and is certified in all standards established by the Ohio Collaborative Community-Police Advisory Board.

Additionally, the Division has been selected to participate in a newly created Ohio Collaborative Law Enforcement Accreditation Program. This program requires agencies to meet core standards that exceed the requirements of the basic Certification Program. Being selected for this program is a testament to the professionalism of the Division.

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.

In 2025, Bias-Free Policing training was addressed through roll call training (25-RC-002), a review of the Division's Discriminatory Harassment Policy 314 was administered through DMS, a Supervisor's review of Bias-Free Policing Analysis (Feb. 2025) and published legal updates in DMS.

Bias-Based Citizen Complaints
All allegations of bias-based policing are thoroughly investigated by the Division. There were two bias-based complaints filed against the Division or officers in 2025.

One complaint involved an arrest of a high school student for fighting. The charges were subsequently dismissed, and the complainant felt the charges were brought due to his son's race (black). The complainant also wanted his son's fingerprints removed

from the system. The complainant was referred to the court for the fingerprint issue and the racial bias complaint was investigated and determined to be unfounded.

The other complaint involved a traffic stop and racial profiling (black driver). The complaint was investigated and determined to be unfounded.

A five-year look back of personnel complaints indicated that the Division received three bias-based complaints. The incidents were investigated and determined to be unfounded. The complaint details are as follows:

- 2020 - A complaint was filed out of an incident that occurred in 2016. The complainant felt a case was not thoroughly investigated and race was a factor (complainant was Asian female).
- 2021 - A complaint was filed claiming an officer stole an arrestee's car keys. The complainant was a black female and indicated her race was a factor for the officer's actions.
- 2024 - The complaint involved a motorist that was stopped for a traffic violation and subsequent K9 sniff/search of the vehicle. The complainant felt the traffic stop was racially motivated (driver and passenger were black).

Video Recording Systems
The Division equips all marked patrol cars with Mobile Video Recording (MVR) systems. The MVR is designed to provide records of events and assist officers in the performance of their duties.

The Division implemented a Body Worn Camera (BWC) program in 2023. The purpose of the program is to enhance the mission of the Division by accurately capturing contacts between members of the Division and the public. The Division's BWC program complies with the standards set forth by the Ohio Collaborative.

Administrative Review of Bias-Free Policing Data
A member of the command staff was tasked with reviewing the Division's traffic stop bias-free policing data to determine if there were any patterns of bias-based policing or concerning practices.

The administrative review did not find any indications of biased-based policing that required further inquiry.

Community Survey
In 2022, the City commissioned a community survey. All survey items relating to safety received high praise, and ratings were either higher than or on par with national benchmarks. Approximately 9 in 10 respondents to the survey felt safe or very safe from violent crimes and property crimes (National Research Center Powered by Polco. (2022) *Hilliard, OH The National Community Survey. https://hilliardohio.gov*).

Traffic Stop Data Analysis
Policy 401 *Bias-Free Policing* requires officers to collect data from self-initiated traffic stops by recording the race, sex, and disposition of the interaction. The data denotes the perceived race and sex 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).

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. Sex is recorded as male, female or other.

A = Asian
B = Black/African American
H = Hispanic
I = American Indian/Alaskan Native
M = Middle Eastern

P = Native Hawaiian/Other Pacific Islander
O = Other
U = Unknown
W= White

Data Analysis
This analysis focuses on 2025 data collection, professional observations, and the use of appropriate benchmarks to ensure proper and responsible conclusions. (See Data Analysis Commentary at end of this report)

Methodologies used for this report:

- A review of Division historical traffic stop data.

- Traffic Crash Data: Race and Sex of drivers cited in traffic crashes from Hilliard Division of Police Traffic Crash Reports.

- Professional Judgement: A member of the Command Staff conducted an administrative review of bias-based policing data.

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 6628 self-initiated traffic stops.

The following charts illustrate the traffic stops by race and sex.

Table 1: **Data Set and Percentages of Traffic Stops by Sex**

Sex	Count by Sex	Percentage
Female	2141	32.3%
Male	4453	67.18%
Unknown	8	.12%
Not Listed	26	.39%
Grand Total	**6628**	

Table 2: Data Set and Percentages of Traffic Stops by Race

Race	Count by Race	Percentage
Asian	141	2.13%
Black	1497	22.59%
Hispanic	629	9.49%
Native American	16	0.24%
Middle Eastern	623	9.40%
Other	2	0.03%
Unknown	118	1.78%
Not Listed	50	0.75%
White	3552	53.59%
Grand Total	**6628**	

Table 3: Data Set and Percentage of Traffic Stop Disposition by Race and Sex

Race and Sex	Advised	% of Stops	Citation	% of Stops	Warning	% of Stops	Other	% of Stops	Grand Total
Asian	81	2.0%	19	2.4%	36	2.5%	5	1.2%	141
F	29	0.7%	6	0.8%	11	0.8%	1	0.2%	47
M	52	1.3%	13	1.6%	25	1.8%	4	1.0%	94
Black	961	24.0%	173	21.8%	246	17.4%	117	28.3%	1497
F	262	6.6%	43	5.4%	79	5.6%	31	7.5%	415
M	699	17.5%	130	16.4%	167	11.8%	86	20.8%	1082
Hispanic	382	9.6%	131	16.5%	70	4.9%	46	11.1%	629
Not Listed		0.0%	1	0.1%		0.0%	0	0.0%	1
F	87	2.2%	35	4.4%	12	0.8%	8	1.9%	142
M	295	7.4%	95	12.0%	58	4.1%	38	9.2%	486
Indian	6	0.2%	5	0.6%	5	0.4%	0	0.0%	16
F	2	0.1%	2	0.3%	2	0.1%	0	0.0%	6
M	4	0.1%	3	0.4%	3	0.2%	0	0.0%	10
Middle Eastern	453	11.3%	62	7.8%	98	6.9%	10	2.4%	623
F	86	2.2%	14	1.8%	25	1.8%	0	0.0%	125
M	367	9.2%	48	6.0%	73	5.2%	10	2.4%	498
White	2034	50.9%	356	44.8%	937	66.2%	225	54.3%	3552
F	772	19.3%	120	15.1%	389	27.5%	95	22.9%	1376
M	1262	31.6%	236	29.7%	548	38.7%	130	31.4%	2176
Other	1	0.0%		0.0%	1	0.1%	0	0.0%	2
M	1	0.0%		0.0%	1	0.1%	0	0.0%	2
Unknown	59	1.5%	32	4.0%	17	1.2%	10	2.4%	118
F	12	0.3%	8	1.0%	2	0.1%	3	0.7%	25
M	43	1.1%	24	3.0%	13	0.9%	6	1.4%	86
Unk	4	0.1%		0.0%	2	0.1%	1	0.2%	7
Not Listed	22	0.6%	16	2.0%	6	0.4%	6	1.4%	50
Not Listed	12	0.3%	9	1.1%	3	0.2%	1	0.2%	25
F	2	0.1%	2	0.3%		0.0%	1	0.2%	5
M	8	0.2%	5	0.6%	3	0.2%	3	0.7%	19
Unk		0.0%		0.0%		0.0%	1	0.2%	1
Grand Total	3999		794		1416		419		6628

Note: Percent is based on total for the particular race/sex category.

Traffic Crash Data Sample
The Division recorded 647 public roadway crash reports in 2025. Out of that number, 514 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 of poor driving behavior and should be used when comparing traffic stop data.

Crash Citations by Sex

Sex	Crash Citation	Percent	Traffic Stop % from Table 1
Female	192	37.35%	32.30%
Male	320	62.25%	67.18%
Unk/Not Listed	2	.4%	.41%
Grand Total	514		

Crash Citations by Race

Race	Crash Citations	Percent	Traffic Stop % from Table 2
Asian	21	4.2%	2.13%
Black	68	13.5%	22.59%
Hispanic	0	0.0%	9.49%
Native American	1	0.2%	.24%
Middle Eastern	0	0.0%	9.40%
Other	0	0.0%	.03%
Unknown	2	0.4%	1.78%
Not Listed	0	0.0%	0
White	422	83.9%	53.59%
Grand Total	514		

Historical Data Review

When comparing 2022 through 2024 sex and race traffic stop data, the data is relatively consistent from year to year.

Sex	2025 Count by Sex	2025 Percentage	2024 Count by Sex	2024 Percentage	2023 Count by Sex	2023 Percentage
Female	2141	32.3%	2059	33.3%	1669	35.8%
Male	4453	67.18%	3956	63.98%	2959	63.4%
Unknown	8	.12%	15	.24%	8	.2%
Not Listed	26	.39%	153	2.47%	32	.7%
Grand Total	6628		6183		4668	

Race	2025 Count by Race	2025 Percentage	2024 Count by Race	2024 Percentage	2023 Count by Race	2023 Percentage
Asian	141	2.13%	119	1.92%	109	2.34%
Black	1497	22.59%	1280	20.70%	933	19.99%
Hispanic	629	9.49%	599	9.69%	327	7.01%
Native American	16	0.24%	14	.23%	20	.43%
Middle Eastern	623	9.40%	422	6.83%	299	6.41%
Other	2	0.03%	2	.03%	1	.02%
Unknown	118	1.78%	123	1.99%	120	2.57%
Not Listed	50	0.75%	176	2.85%	43	.92%
White	3552	53.59%	3448	55.77%	2816	60.33%
Grand Total	6628		6183		4668	

Conclusions

The information contained in this report may have far-reaching consequences; therefore, conclusions require careful consideration and thought. One single data set or observation should not be used independently to conclude whether bias-based policing practices exist. 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 community relationships.
- The Division has a formal complaint process where community members may file a complaint for bias-based policing practices. This can be accomplished in person, on-line, or by phone. The Division has a thorough investigation process to investigate any complaint.
- 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 is certified by the Ohio Collaborative and is enrolled in the Collaborative Accreditation Program. This endeavor is a testament to the Division's commitment to maintaining strong community – police partnerships as well as an environment of professionalism.

After reviewing the data, complaints, and Division practices, this report concludes there is no indication of bias-based policing practices 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.

- While the City's community survey provided general information about public safety, the Division should explore the implementation of an in-depth survey focused on community – police relations. The survey should collect demographic information and provide valuable information of what the community thinks about the police department, behaviors, and goals.
- The City's community service survey should be conducted more frequently in order to ensure the information is current.
- Continue aggressive diversity recruitment practices to ensure the Division demographics represent the community.

Data Analysis Commentary

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 collect and analyze racial profiling data more accurately.

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.

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 consider 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 sex 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."

References:

Johnson, Richard R., Ph.D., (December 2019). Racial Profiling or Bad Research? Why We Should Stop Using Census Data. Dolan Consulting Group. Retrieved from https://www.dolanconsultinggroup.com/news/racial-profiling-or-bad-research/

McMahon, Joyce, Garner, Joel, Davis, Ronald and Kraus, Amanda, *How to Correctly Collect and Analyze Racial Profiling Data: Your Reputation Depends On It!*, Final Project Report for Racial Profiling Data Collection and Analysis. (Washington, DC: Government Printing Office, 2002).

Prepared by:

Jeffrey A. Pearson
Professional Standards Administrator

Approved by:

Michael Woods
Chief of Police

Signature: _Michael Wood_ Date: _1/30/2026_