



TOWN OF CARRBORO • NC



CARRBORO POLICE DEPARTMENT EQUITY REPORT

APRIL 1, 2025

CHRIS ATTACK
CHIEF OF POLICE

MONRITA HUGHES
DIVERSION SOCIAL WORKER

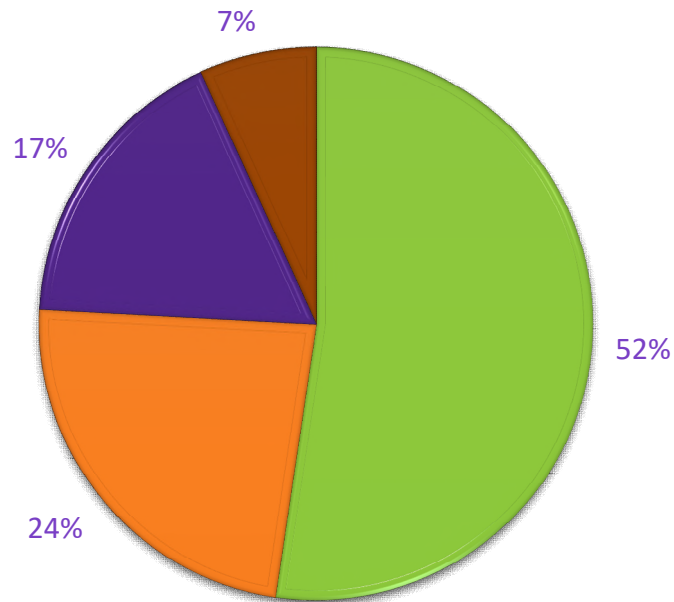
Traffic Stop Policy Review In Process

- Data – what do we see?
 - Policy creation overview – model policy template – safety focus
 - Speed and safety related stops as % of total stops increase
 - Equipment/regulatory stop as % are down
 - Disparities increase or decrease per quarter – inconsistent
 - Type of charge and type of sanction are generally consistent
- Process
 - Internal review of policy specifics – change April 1st (new quarter)
 - Training of all department members in race and equity decision making
 - Internal consultation with Town Race and Equity staff
 - External
 - Contacted four community organizations for comments and feedback
 - NAACP, El Centro, ACLU, Refugee Community Partnership
 - Center for Policing Equity (CPE)
 - Policy and data analysis and recommendations



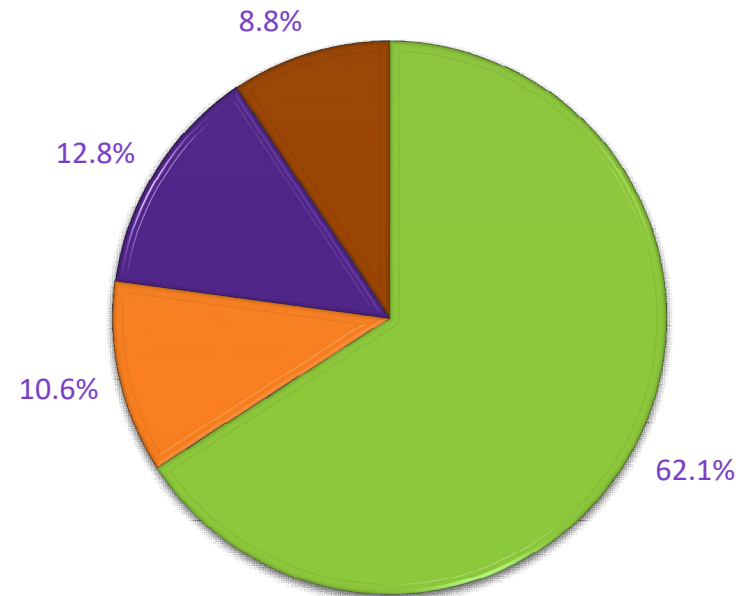
Roadway Demographics

Demographics of Drivers -Traffic Crashes
Q2 2023 – Q4 2024



■ Caucasian ■ Black ■ Hispanic ■ Asian

Carrboro Demographics
2020 Census



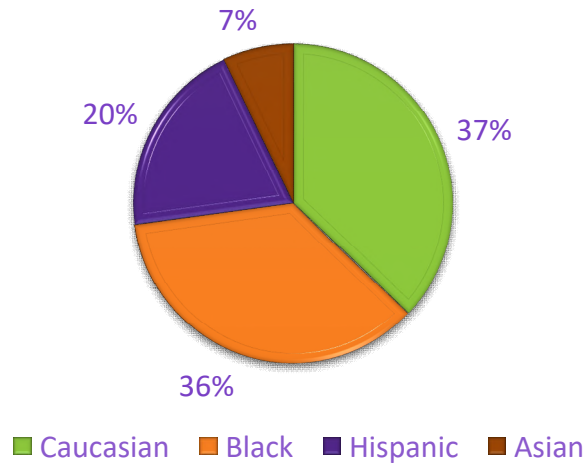
■ Caucasian ■ Black ■ Hispanic ■ Asian



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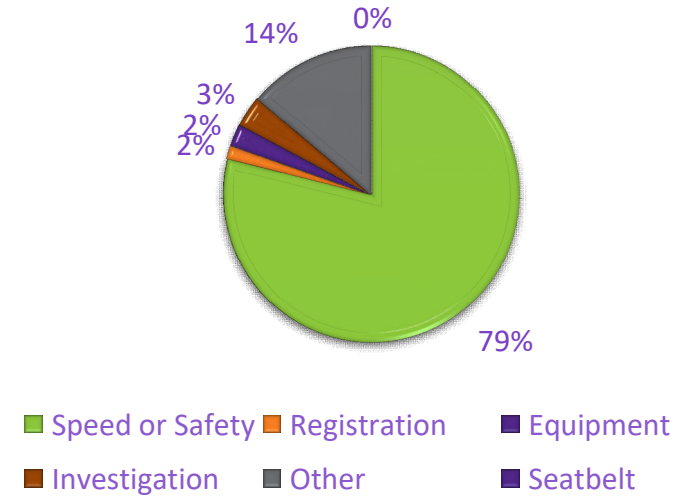
Total Stops Q4 2024

Traffic Stop by Race Q4 2024



Total Stops	Count
Caucasian	152
Black	146
Hispanic	82
Asian	29

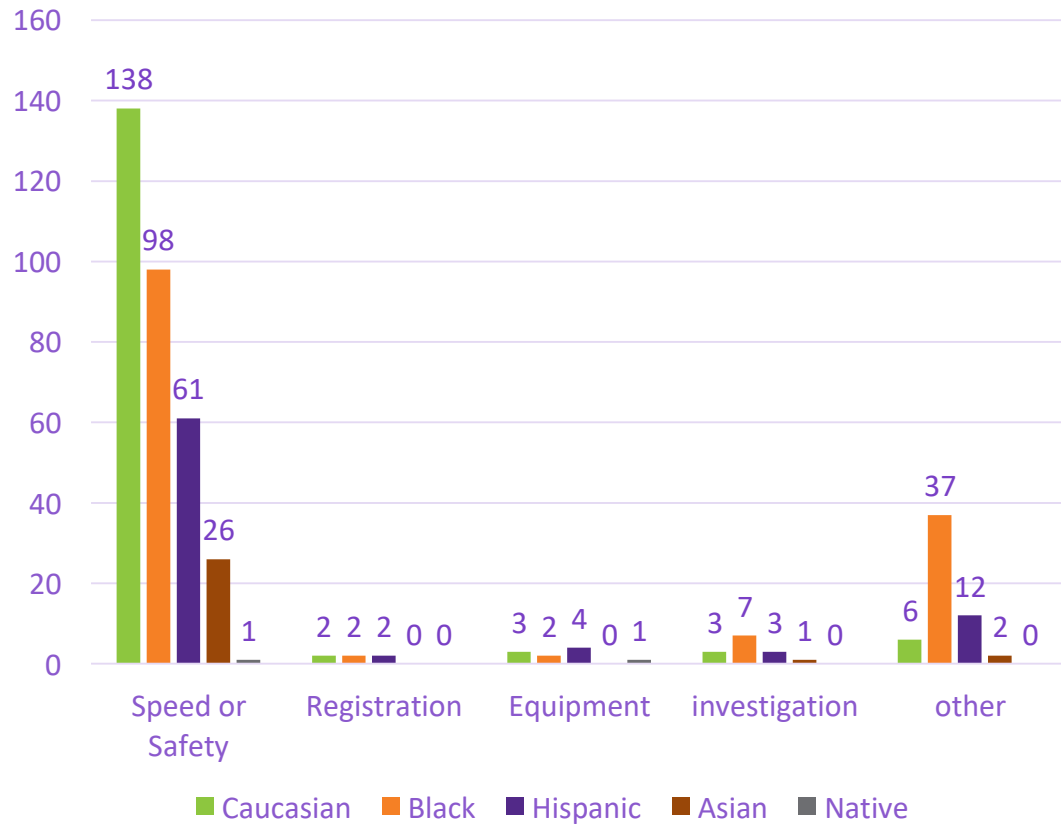
Traffic Stop by Stop Q4 2024



Total Stops by Stop Type	Count
Speed or Safety	324
Registration	6
Equipment	10
Investigation	14
Other	57
Seatbelt	0

Stops by Stop Type

Type of Stop By Demographic
Q4 2024

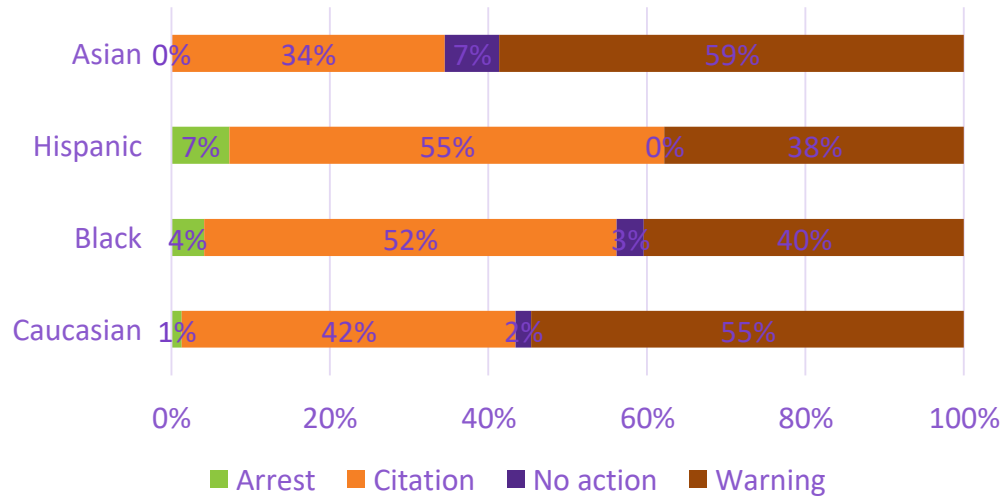


Stop Type	Caucasian	Black	Hispanic	Asian	Native A	Total
Speed or Safety	138	98	61	26	1	324
Registration	2	2	2	0	0	6
Equipment	3	2	4	0	1	10
Investigative	3	7	3	1	0	14
Other	6	37	12	2	0	57
Seatbelt	0	0	0	0	0	0
Total	152	146	82	29	2	411



Enforcement Action Q4 2024

Enforcement Action
by Demographic Q4 2024

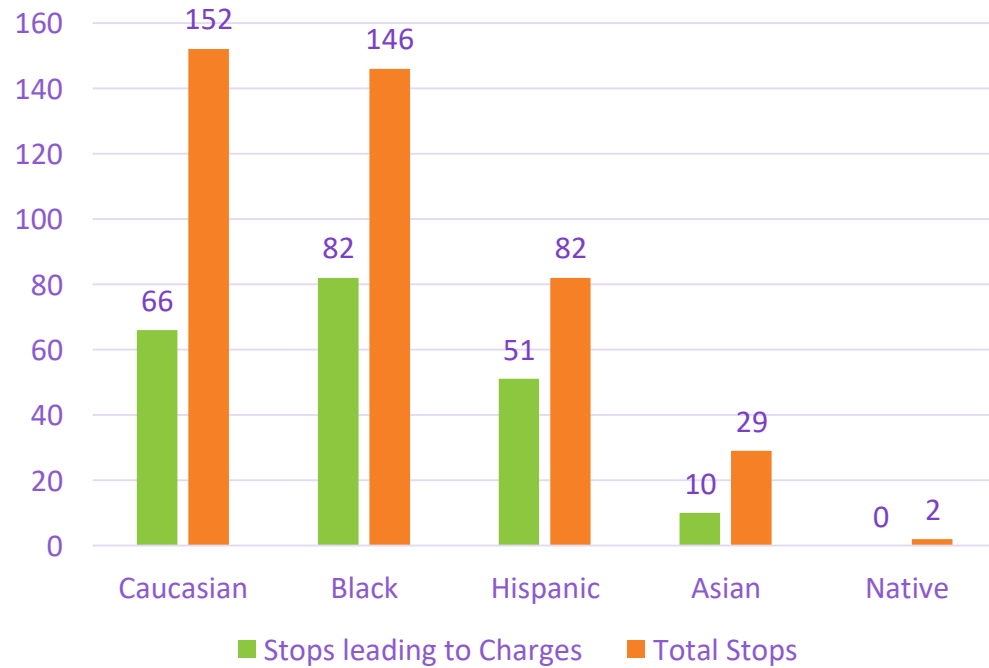


Demographic	Arrest	Citation	No Action	Warning	Total
Caucasian		2	64	3	83
Black		6	76	5	146
Hispanic		6	45	0	31
Asian		0	10	2	17
Native Amer.		0	0	0	2
Total	14	195	10	192	



Enforcement Q4 2024

Traffic Stops Leading to Citation/Arrest Q4 2024



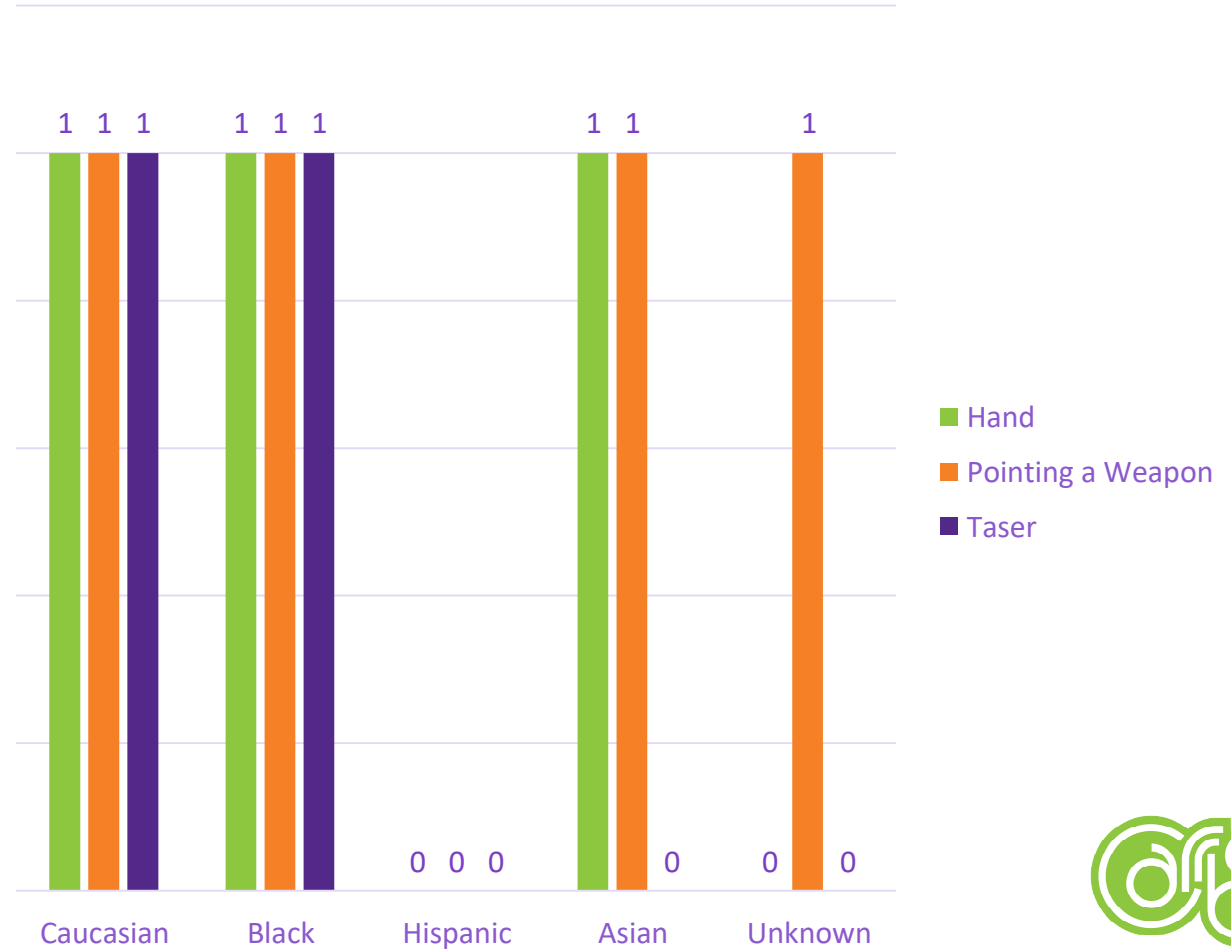
Demographic	Stop leading to charge	Total Stops
Caucasian	66	152
Black	82	146
Hispanic	51	82
Asian	10	29
Native American	0	2



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Q4 2024 Use of Force

- 9 use of force incidents out of 411 total incident reports, or 2.2% of reports
- 2 female : 1 Black (19), 1 White (41)
- 6 male : 2 Black (22, 24), 2 White (52, 25), 2 Asian (12,14)
- 1 Unknown



Citizen Complaints

Q4 2024

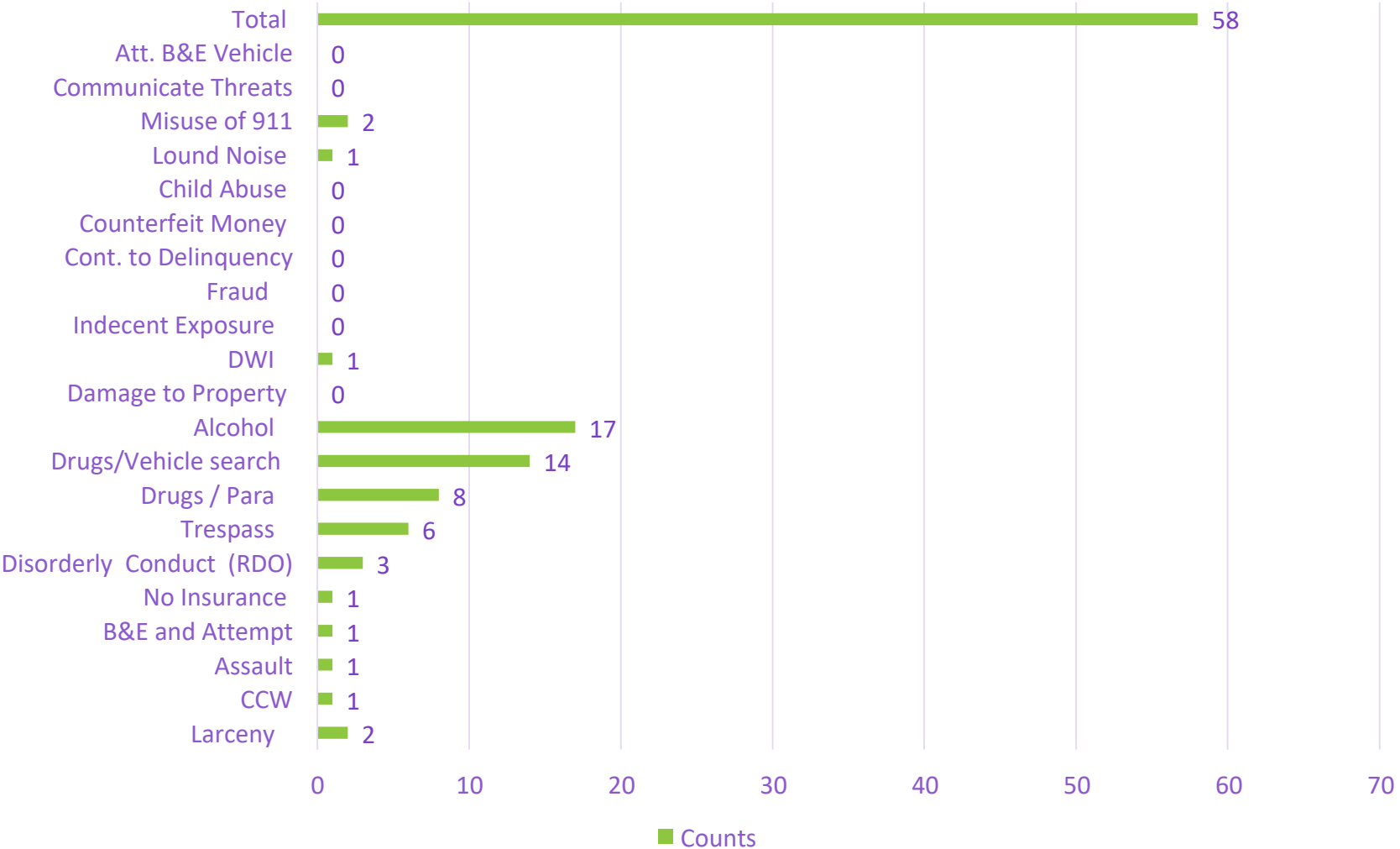
Total 2 complaints

- Traffic Violation - Unfounded
- Policy Violation - Sustained



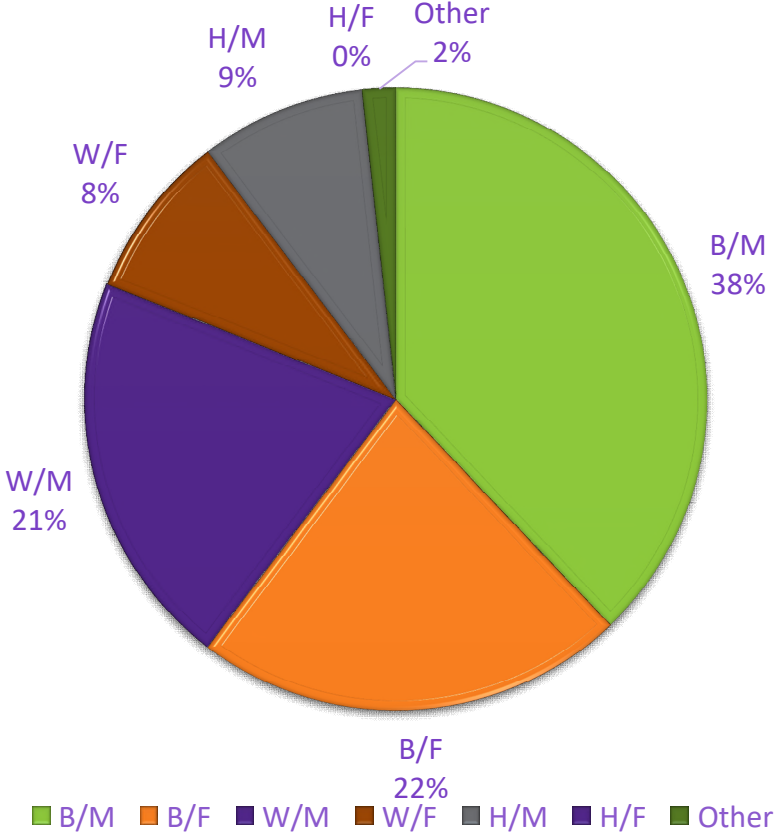
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Diversions and Deflections Q4 2024



Diversion and Deflection Q4 2024

Demographic Data for Deflection & Diversion



Diversion Social Worker Update

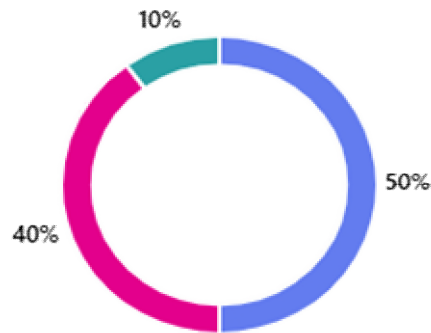


- Average caseload of 9.5 a month since April 2024
- 16 total individuals for the year of 2024 on the Carrboro Police Department case load
- 85 individual interactions for 2024 year
- Attend community meetings on behalf of both entities (CCDR and Carrboro)
- Case management and respond to other towns if client is in crisis with other police departments or **C.A.R.E. Team**.
- 49 Carrboro community member interactions via co-response, referral, police reports, and IFC referrals for 2024
- **Partnerships:**
 - C.I.T. Presentation at **Caramore** with Lt. Deshaies
 - **Willow Creek Laundromat:** DSW receives clean donations of clothing and distribute as needed.
 - **Southeast Raleigh Promise:** Receive limited number of bus passes for identified individuals. The bus passes are intended to connect to services throughout the Triangle.



Diversion Social Worker Update

Carrboro PD Resource Referral



- 50% Housed
- 40% Unhoused
- 10% Unknown

- Easily accessible QR code on printed cards.
- Carrboro Officers refer community members for various connections
 - 9 referrals so far in 2025
- Resource options range from career and finance counseling, mental health connections, and veteran connections.



Diversion Social Worker Update

Client “H” Success Story:

- Providing support and working with clients and community resources towards stability.

In the Works:

- Mental Health Kits (Adults)
- Therapeutic Bear Bags (for all officers to have)
- Parent Night Out
- Middle school Summer Camp w/ SROs and volunteers
- Second crisis position – embed with Chapel Hill CARE Team and/or co-response



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CARRBORO CARES



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Key Takeaways

- Safety-related stops are priority and significant majority of overall stops – review in process
- Approximately 50% of traffic stops end with a warning or no action.
- Complaints are low in number (2).
- Instances of Use of Force are low (9) and types of force used is low.
- Diversion & Deflection – 45% officer deflection rate this quarter for low-level crimes
- Diversion Social Worker is engaging community members and continuing to develop additional options and programs
- Grant funding situation has changed

