

Policing Equity in Carrboro

Update on efforts towards bias free policing

Overview

- 21st Century Policing
- Traffic Stops
- Use of force
- Searches
- RTI (Veil of Darkness)
- Marijuana enforcement
- Complaints
- Citizen Survey
- General questions from the Board of Aldermen

21st Century Policing

Building Trust and Legitimacy

- Public input
- Annual Reports
- Community Survey
- Neighborhood meetings

Policy and Oversight

- Updating and drafting new policies
- Input on policies
- **NCLM Risk Management Program**
- Policies will eventually be online

Technology and Social media

- Facebook
- Twitter
- Website
- Police2Citizen
- In-car cameras
- Body Cameras

21st Century Policing

Community Policing and Crime Reduction

- **Citizen Police Academy**
- Neighborhood meetings
- Coffee with a Cop
- Pizza with a Cop
- National Night out
- Prescription Drug Drop Box

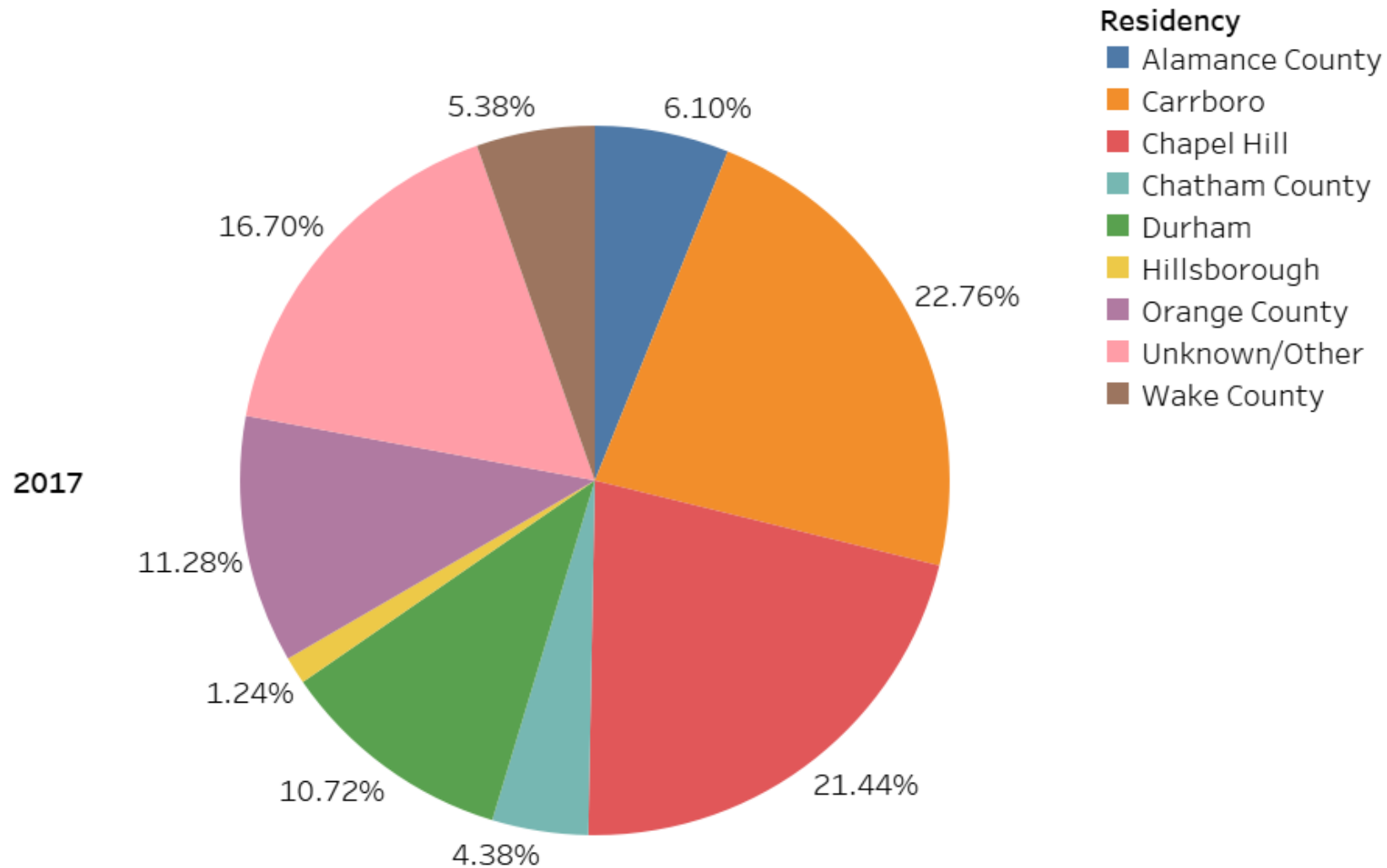
Officer Training and Education

- Mandated In-service
- Fair and Impartial Policing
- Leadership training for supervisors
- FATS: De-escalation training
- Crisis Intervention Training

Officer Safety and Wellness

- Training
- Bullet Resistant Vest
- Active Shooter Kits
- Trauma Kit
- PT on duty
- Implementation of fit for duty incentive (POPAPT)

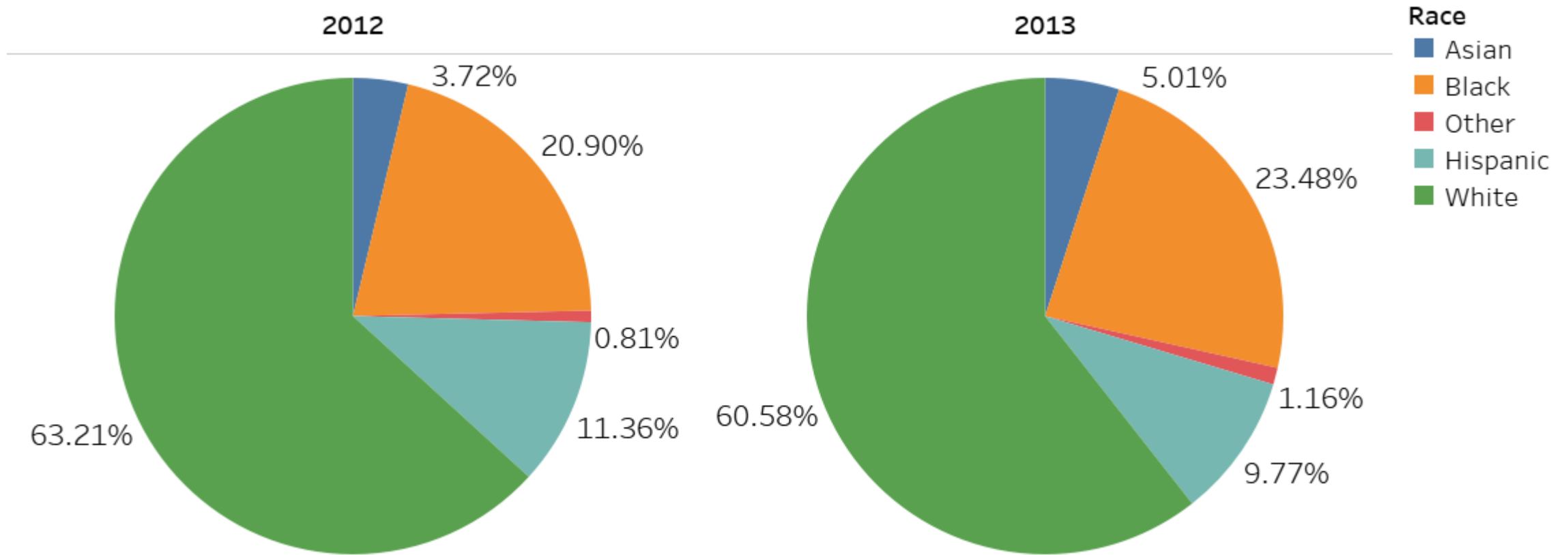
Residency Tracking



Traffic Stop Report

- Every time a officer stops a car a report is generated
 - Captures
 - Purpose of the stop
 - Occupant information
 - Enforcement action
 - Physical resistance
 - Searches
 - Contraband

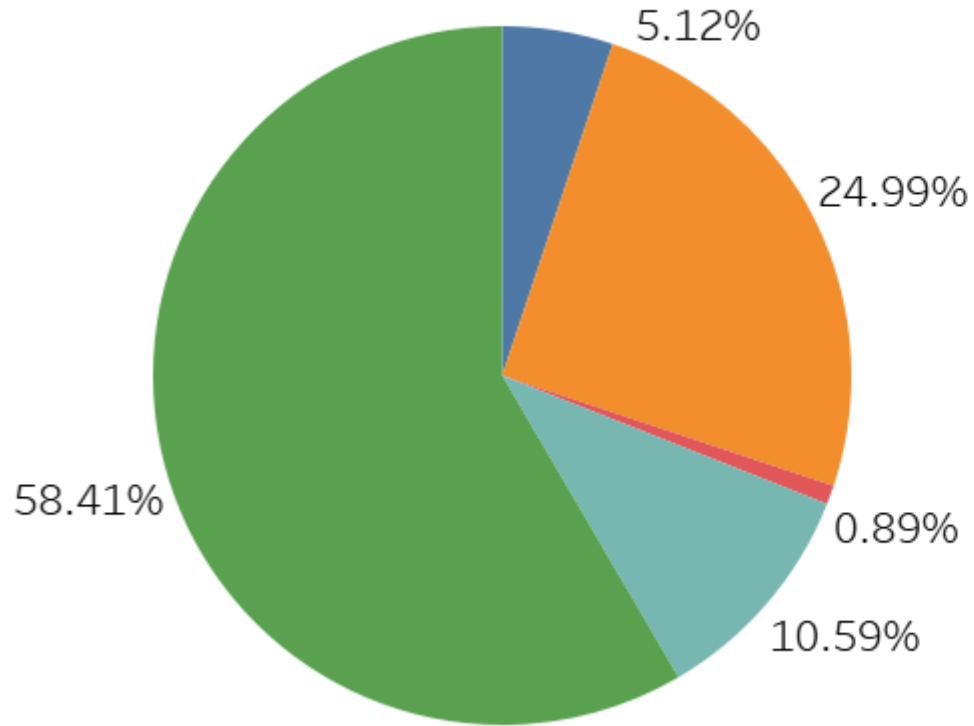
Overall Stop Rate 2012-2013



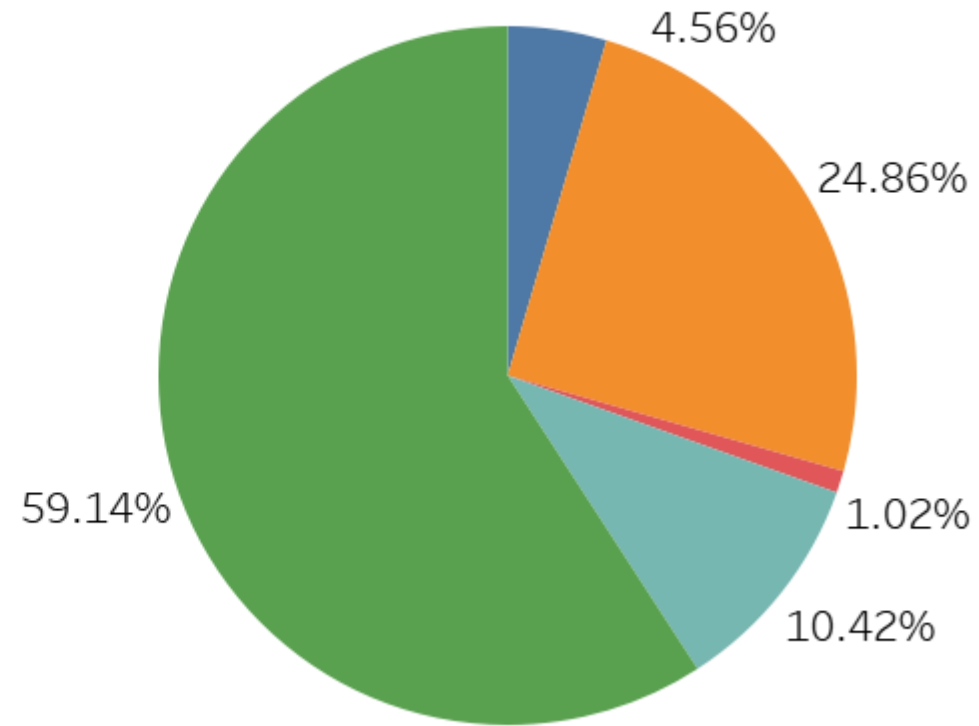
	2012	2013	2014	2015	2016	2017
Total Stops	2,957	3,194	2,597	2,937	1,939	2,834

Overall Stop Rate 2014-2015

2014



2015

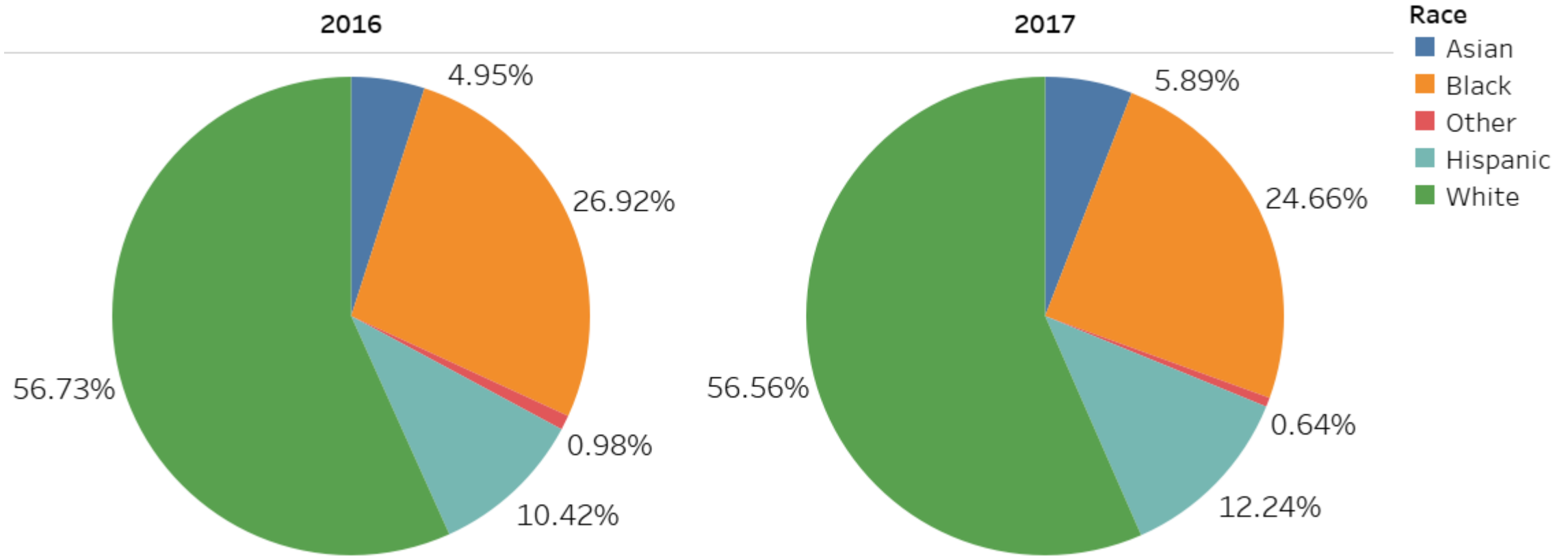


Race

- Asian
- Black
- Other
- Hispanic
- White

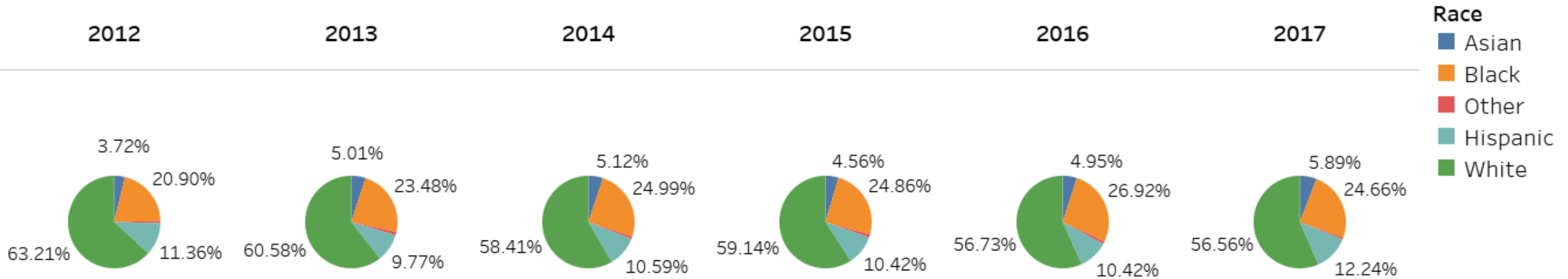
	2012	2013	2014	2015	2016	2017
Total Stops	2,957	3,194	2,597	2,937	1,939	2,834

Overall Stop Rate 2016-2017



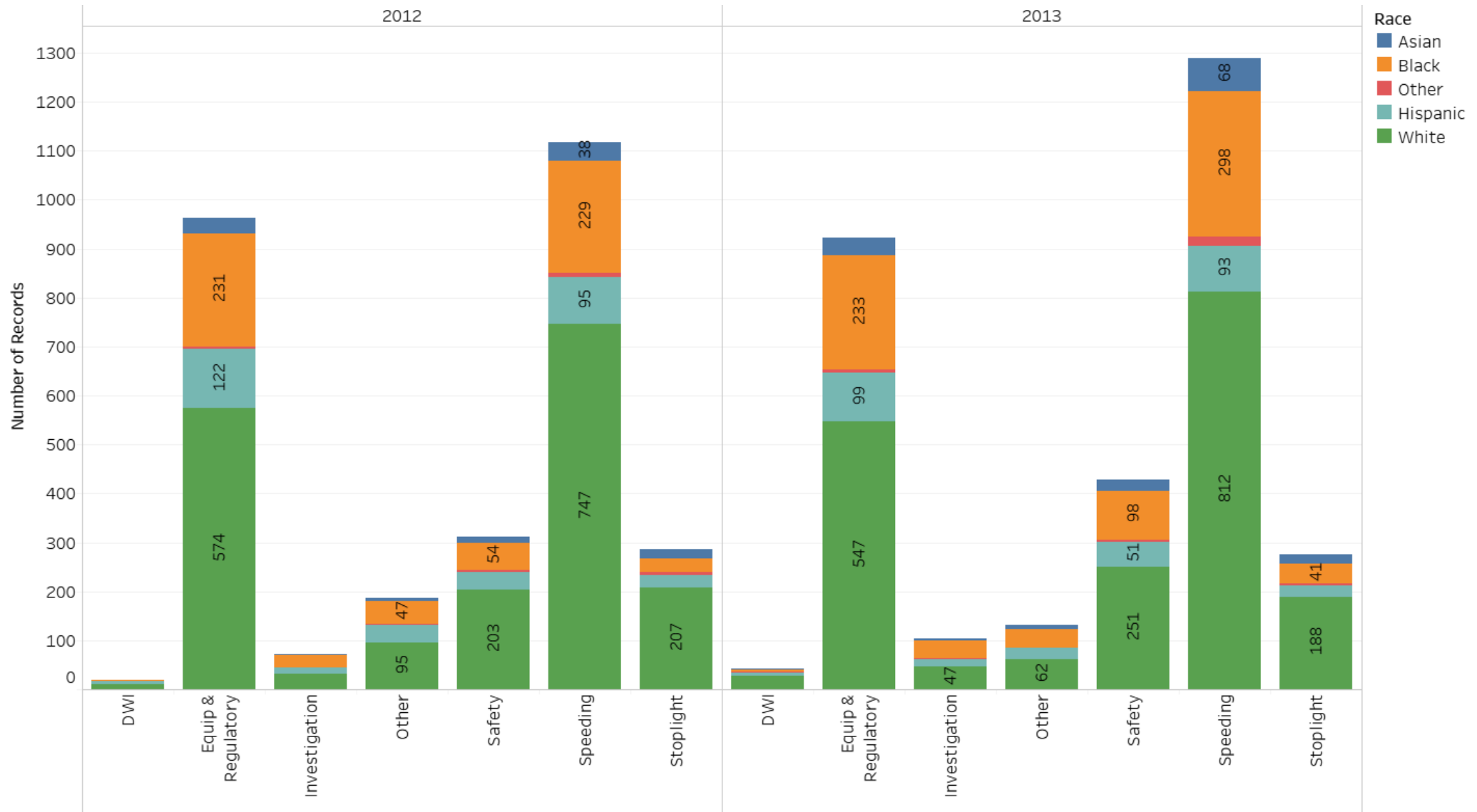
	2012	2013	2014	2015	2016	2017
Total Stops	2,957	3,194	2,597	2,937	1,939	2,834

Overall Stop Rate 2012 - 2017

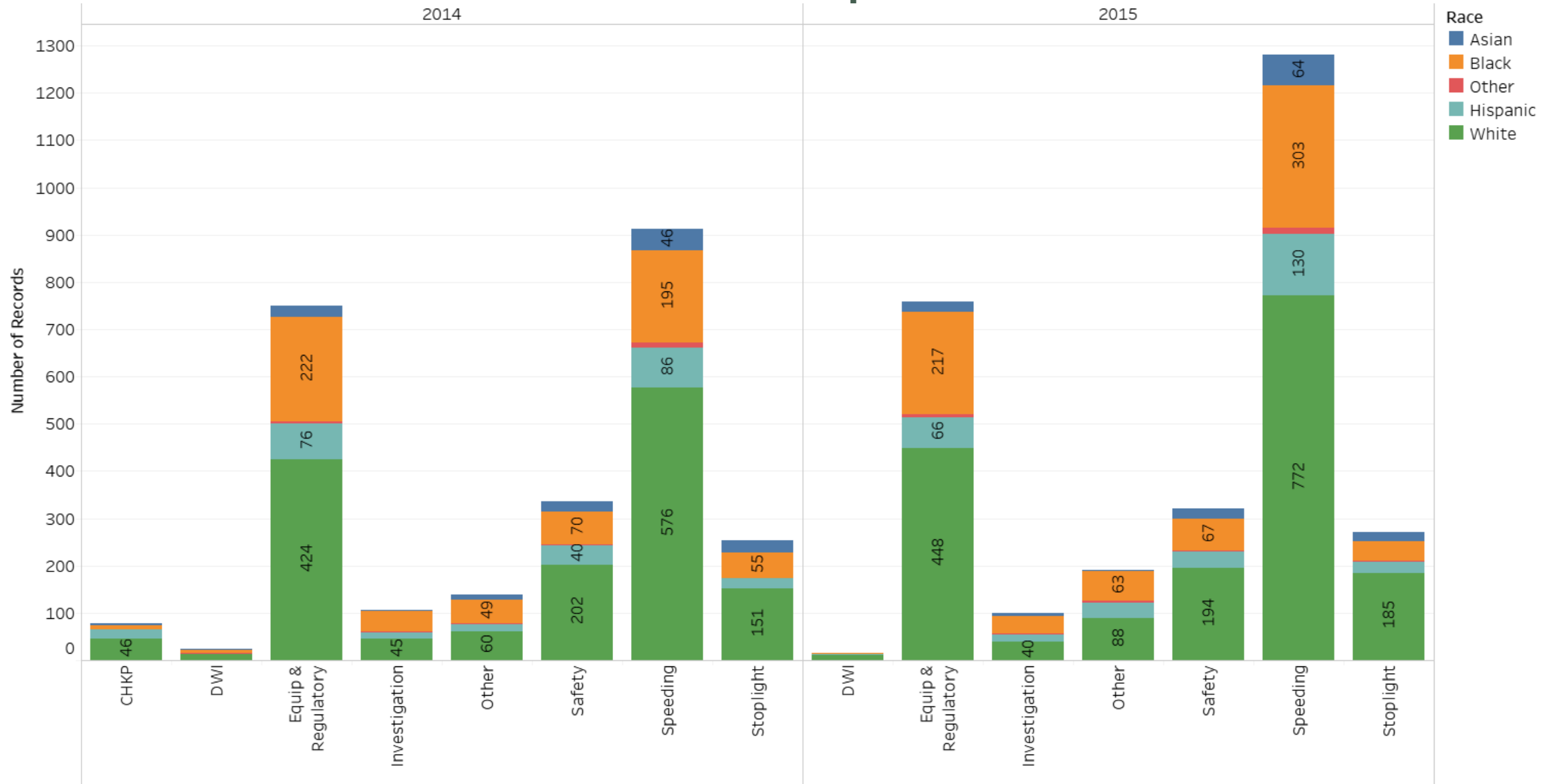


	2012	2013	2014	2015	2016	2017
Asian	110	160	133	134	96	167
Black	618	750	649	730	522	699
Other	24	37	23	30	19	18
Hispanic	336	312	275	306	202	347
White	1,869	1,935	1,517	1,737	1,100	1,603

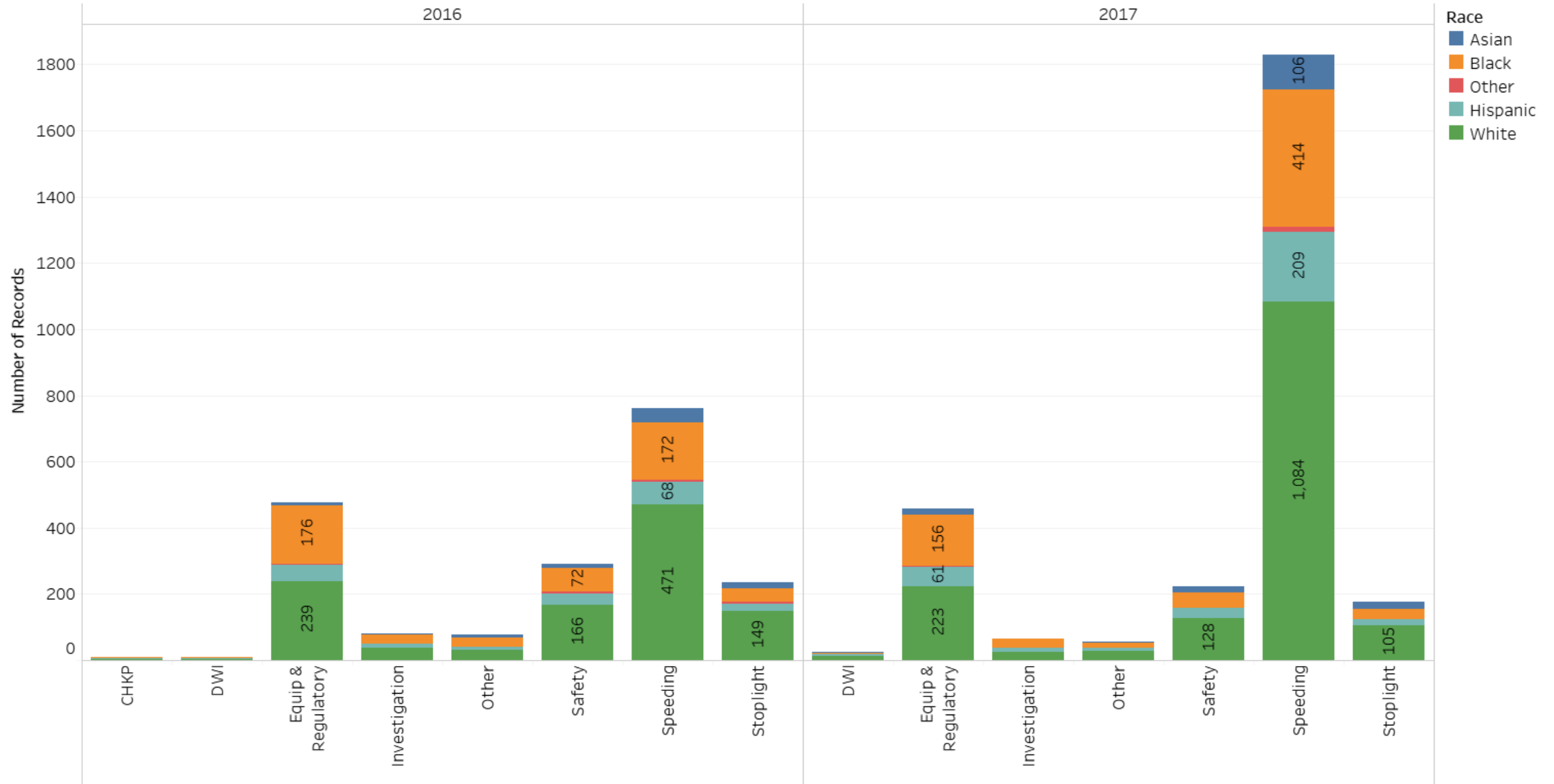
Reason for Stop 2012-2013



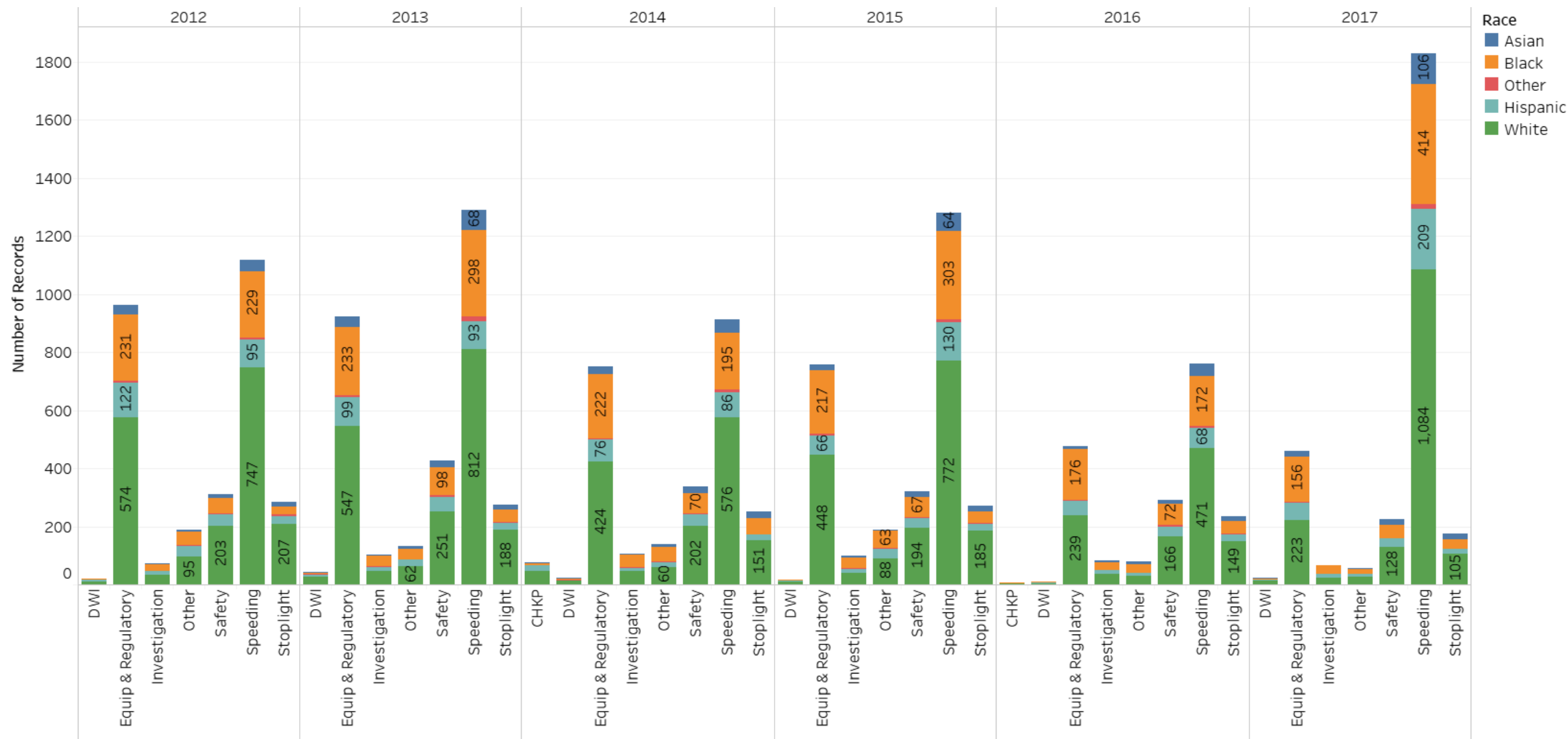
Reason for Stop 2014-2015



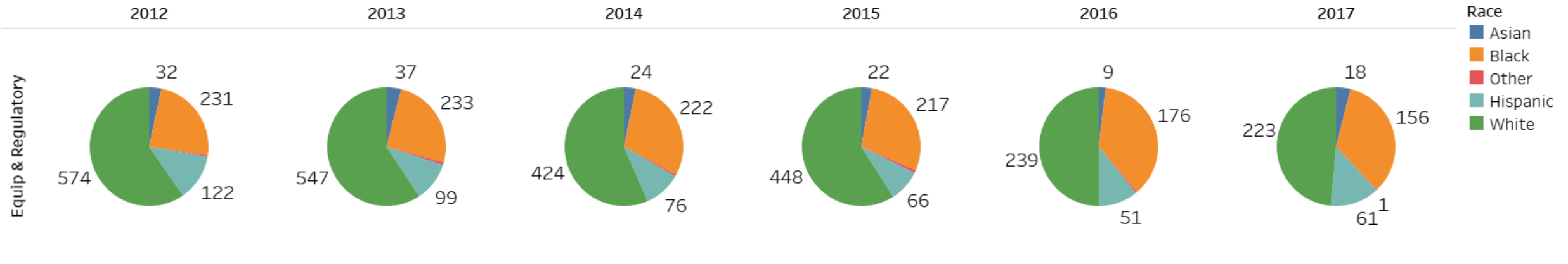
Reason for Stop 2016-2017



Reason for Stop 2012 - 2017



Equipment and Regulatory Violations

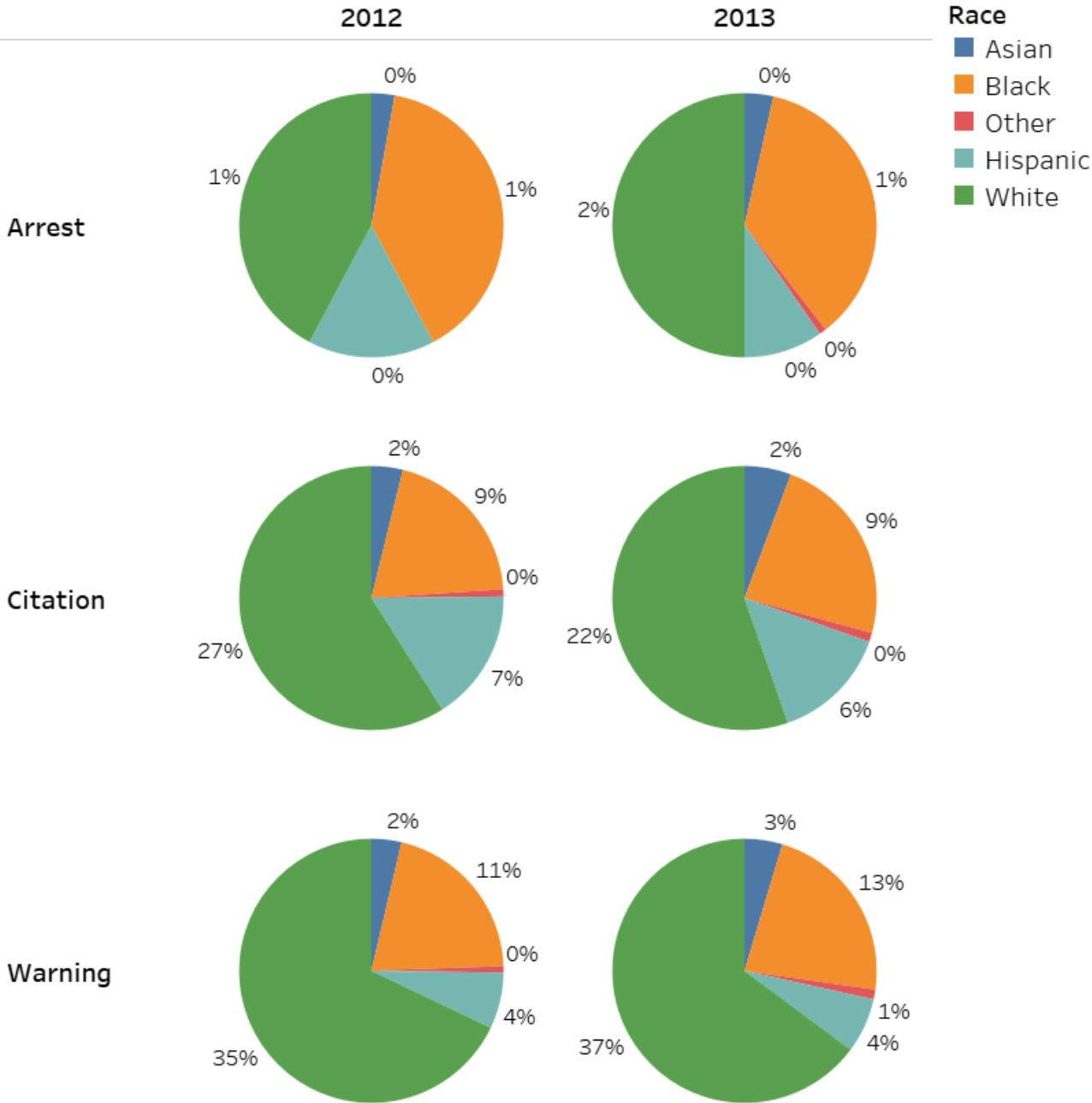


	2012	2013	2014	2015	2016	2017
Asian	32	37	24	22	9	18
Black	231	233	222	217	176	156
Other	4	7	4	6	2	1
Hispanic	122	99	76	66	51	61
White	574	547	424	448	239	223

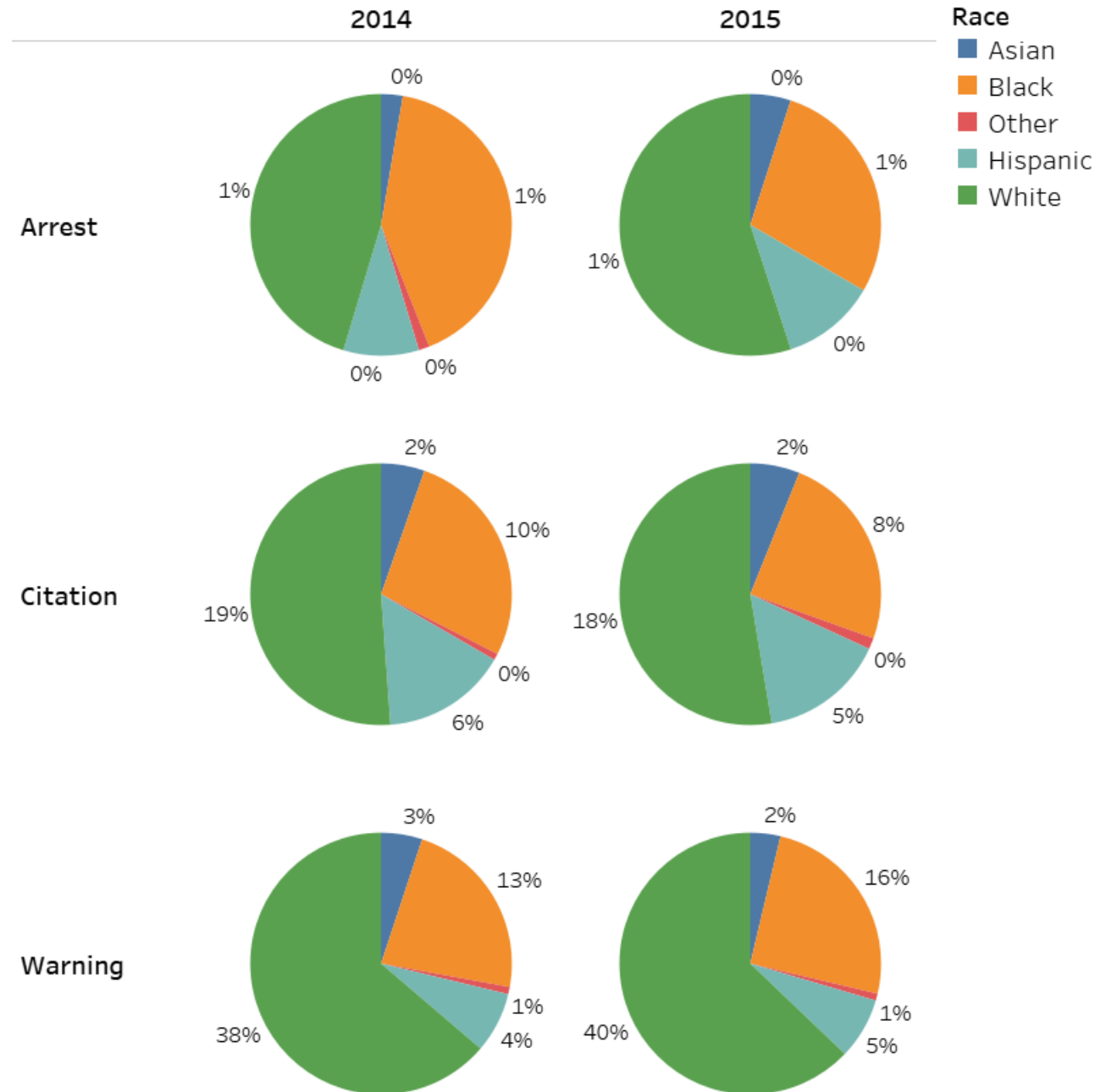
	2012	2013	2014	2015	2016	2017
Asian	3.32%	4.01%	3.20%	2.90%	1.89%	3.92%
Black	23.99%	25.24%	29.60%	28.59%	36.90%	33.99%
Other	0.42%	0.76%	0.53%	0.79%	0.42%	0.22%
Hispanic	12.67%	10.73%	10.13%	8.70%	10.69%	13.29%
White	59.61%	59.26%	56.53%	59.03%	50.10%	48.58%

Enforcement Action 2012-2013

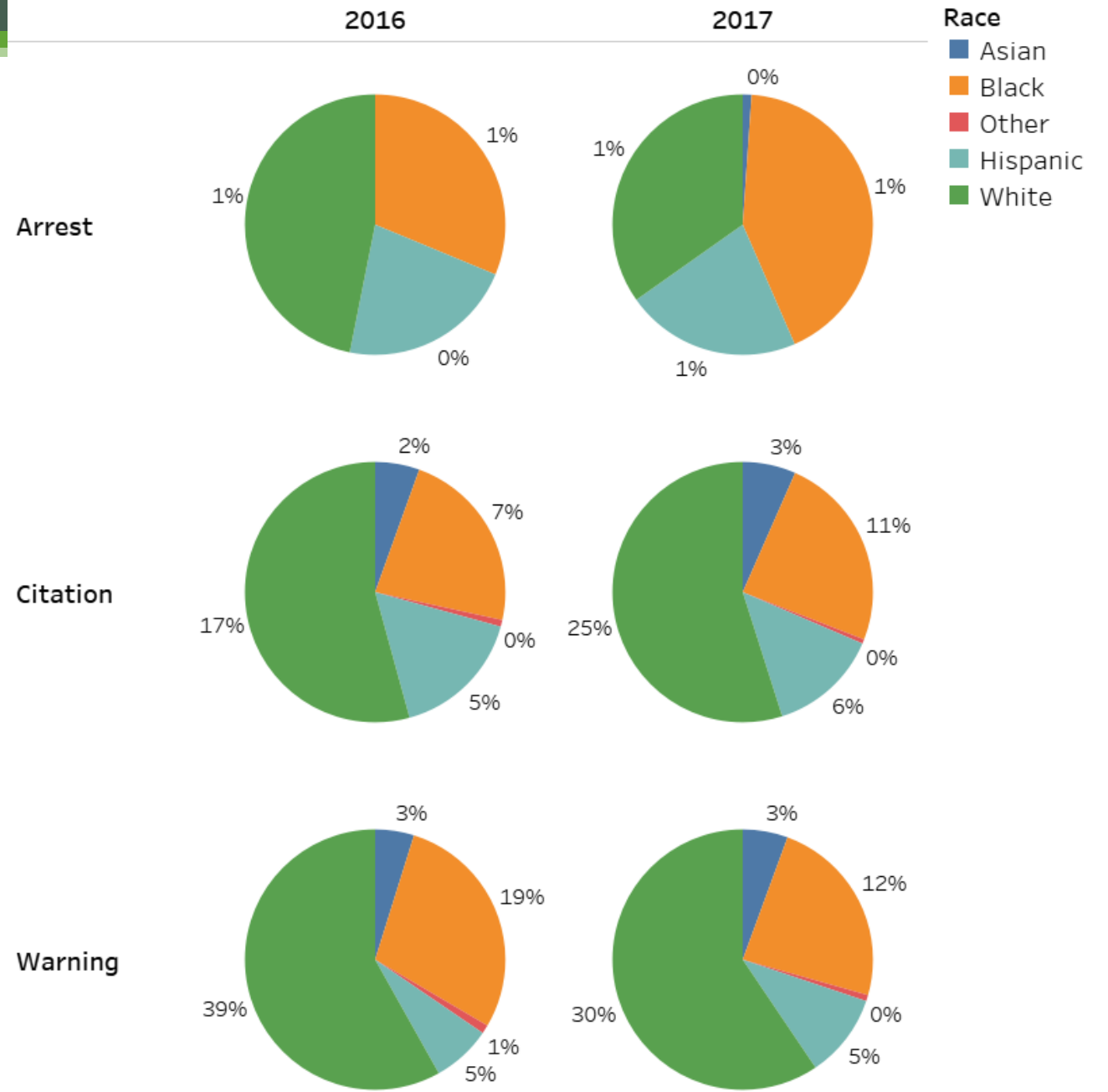
Note: the percentages listed are for the whole year. i.e. in 2012, 35% of the stops that year resulted in a warning for white people.



Enforcement Action 2014-2015



Enforcement Action 2016-2017



Enforcement Action



Searches

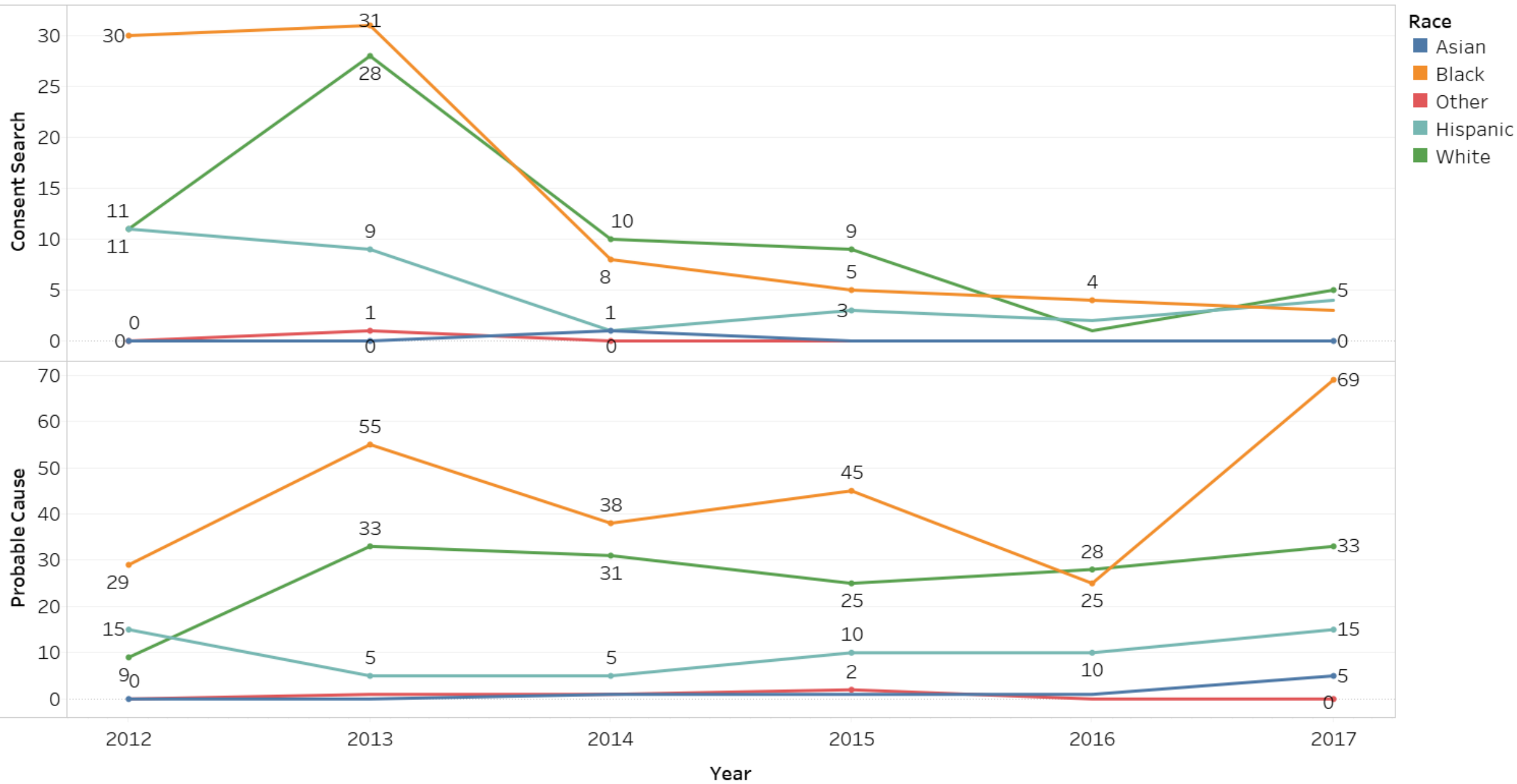
- Probable Cause:

“The United States Supreme Court has defined probable cause to arrest as follows: whether at the moment the arrest was made, the facts and circumstances within [the officer’s] knowledge and of which [the officer] had reasonably trustworthy information were sufficient to warrant a prudent [person] in believing that the [defendant] had committed or was committing an offense.”

- Consent: Definition:

A person may waive his Fourth Amendment right to privacy if he voluntarily consents to a law enforcement officer’s entry into a protected place or examination of an object. Once valid consent has been given, an officer may then invade that person’s privacy to the extent that the person gave consent.

Probable Cause and Consent Searches



Probable Cause Searches Reasons

		Erratic/ Suspicious Behavior	Observation of Suspected Contraband	Other Official Information	Suspicious Movement	Witness Observation
Asian	Driver	1.00	1.00	2.00	0.00	0.00
	Passenger	0.00	2.00	0.00	0.00	0.00
Black	Driver	8.00	17.00	16.00	1.00	2.00
	Passenger	5.00	21.00	9.00	1.00	1.00
Hispanic	Driver	1.00	3.00	4.00	0.00	0.00
	Passenger	5.00	2.00	5.00	0.00	0.00
White	Driver	10.00	14.00	13.00	0.00	1.00
	Passenger	3.00	1.00	4.00	0.00	0.00

Probable Cause Searches 2017

		Arrest	Citation	Warning	Total
Asian	Driver		3		3
	Passenger		2		2
Black	Driver	13	18	8	39
	Passenger	9	14	7	30
Hispanic	Driver	3	4		7
	Passenger	5	3		8
White	Driver	7	14	6	27
	Passenger	2	2	2	6

RTI Information

- <https://www.rand.org/pubs/reprints/RP1253.html>
- “It is widely recognized that residential population data provide poor estimates of the population at risk of a traffic stop; [...] Rather, our approach makes use of what we call the “veil of darkness” hypothesis, which asserts that police are less likely to know the race of a motorist before making a stop after dark than they are during daylight. “
 - <https://www.rti.org/impact/rti-star-traffic-stop-analysis-tool>
“RTI-STAR uses a peer-reviewed, scientifically sound method to identify racial disproportionality.”
- Important considerations:
 - Only refers to traffic stops
 - Only refers to rate at which people are pulled over, not how they are treated after the stop (though see above slide for enforcement data, also does not show patterns of racial bias)
 - *Does* remove many confounding variables; provides a better benchmark than overall population.

RTI STAR Analysis

- **RTI STAR analysis: Black**

- The regression model indicates that the risk of being in the reference group was **21.63%** during the light portion of the intertwilight period and **24.65%** during the dark portion of the intertwilight period.
- The p-value for the effect of light versus dark was **0.8121**.

- **RTI STAR analysis: Hispanic**

- The regression model indicates that the risk of being in the reference group was **9.01%** during the light portion of the intertwilight period and **10.60%** during the dark portion of the intertwilight period.
- The p-value for the effect of light versus dark was **0.7680**.

Use of Force

Level 1: Cooperative Control – Officer Presence

Level 2: Contact Controls – Soft Hands

Level 3: Compliance Techniques – Hands on, OC Spray

Level 4: Defensive tactics – Take-downs, OC, Taser or Asp

Level 5: Deadly Force: - Weapon Fired

- Types of Force

- Asp Baton
- Bean Bag
- Distraction Device
- Taser
- Gas
- Hands
- OC Spray
- Weapon Pointed
- Weapon Fired

Use of Force



Type of Force Used

		2012	2013	2014	2015	2016	2017
HAND	Hispanic		2	1	1	2	
	Asian		1	1	1	2	
	Black	4	3	8	9	7	7
	White	5	5	8	6	7	7
TASER	Hispanic		1				
	Other			1			
	Asian			1			
	Black		2		1	1	1
	White	1	1	2	2	1	1
WEAPON POINTED	Other			2			
	Asian	1	1				1
	Black	8	3	4	3	11	10
	White	1	3	6	4		8

Marijuana charges

		2012	2013	2014	2015	2016	2017
Marijuana + Other Charges	Black		1	1	2		1
	Hispanic				1		
	White	2	1	1	1		
Marijuana Charges	Black	3	9	15	4	4	4
	Hispanic		1	3	3	2	
	White	1	12	13	12	8	6
Grand Total		6	24	33	23	14	11

		2016	2017
Marijuana Charges	Citation Black	3	3
	Hispanic	2	
	White	6	4
On View Arrest	Black	1	1
	White	2	2

Citizen Complaints

- If an individual has an issue with an officer(s)
 - Ask to speak to a supervisor
 - Fill out a complaint form online or at the PD
 - Supervisor will review and handle
 - If a substantial complaint then an Internal Investigation is started
- Complainants are notified that we did receive the complaint and the disposition
 - By law we can only inform individuals of the findings:
 - Sustained
 - Not Sustained
 - Unfounded
 - Proper Conduct
 - Policy Failure
 - Other

2017 Complaints

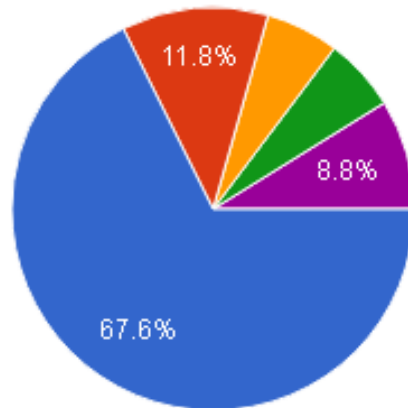
Type of Complaint	Disposition
Motor Vehicle Activity	Sustained
Social Conduct	Unfounded
Motor Vehicle Activity	Not Sustained
Social Conduct	Not Sustained
Social Conduct	Proper conduct
Social Conduct	Unfounded
Policy Deviation	Unfounded

Citizen Survey

- 50 responses to date. Data collection is ongoing.
- Spanish version is available. No responses yet.

Overall, the Officer(s) were fair and unbiased in their actions.

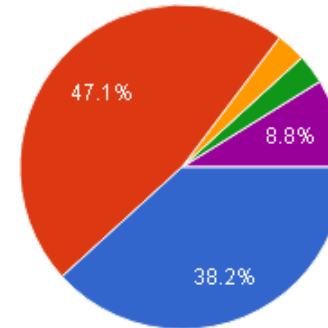
34 responses



● Strongly agree
● Agree
● Disagree
● Strongly disagree
● No opinion

Overall, the Carrboro Police Department reflects the views and values of the community.

34 responses



● Strongly agree
● Agree
● Disagree
● Strongly disagree
● No opinion

Questions from the Board

- Implicit Bias Training
- Way to gather bias related items related to Islam
- Immigration
 - CPD **“WE DON’T CARE”**
 - Other agencies
 - DA: Will not hold
 - OCSO: Will not hold
- Community Events
 - Coffee with a Cop
 - Neighborhood Meetings
 - Pizza with a Cop
 - National Night Out
- How can we communicate and test the quality of the data independently
 - Independent Analyst
 - RTI

Questions from the Board

- SRO
 - Carrboro High
 - McDougal Middle
 - What they do
 - Provide Safety and Security for the Students and School
 - Act as a mentor, counselor, teacher and social worker
 - Memo of Understanding
 - Outlines what the roles of the SRO and school administration

Questions from the Board

Stats from SROs

Carrboro High

Date	OCA	Incident	SysID	Age	Sex	Race	Disposition (T=Teen Court; SD= School Discipline; P=Petition)
9/27/2017	17-05115	Simple Assault	83148	16	F	W	SD
11/21/2017	17-06102	Simple Assault	102201	17	M	H	SD
1/29/2018	18-00335	Comm. Threat	103915	15	M	W	SD
		Assault on School					
2/6/2018	18-00495	Employee	68608	18	F	B	Pending
2/26/2018	18-00846	Simple Assault	66965	16	F	B	SD

McDougal

Date	OCA	Incident	SysID	Age	Sex	Race	Disposition (T=Teen Court; SD= School Discipline; P=Petition)
9/1/2017	17-04715	Affray-Elementary Parents	63290				Report Taken-No students involved
10/9/2017	17-05173	Larceny-Elementary School	64519				Report Taken-No students involved
10/12/2017	17-05225	Juvenile Information	64540				Report Taken
11/11/2017	17-05613	Suspicious Vehicle	64684				Report Taken-No students involved
11/21/2017	17-05948	Dog Bite-Unable to locate owner	64848				Report Taken

Questions