Equity In Policing

DPD Data Collection Initiative

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DPD Data Collection
Where the Discussion Began

Purpose of the Initiative

- Improve Community Relations
  - Does racial profiling exist?
  - Help community better understand race/justice issues

- Obtain Empirical Data on Stops
  - Provide context for stops
  - Increase transparency
  - Improve police training

Baseline Considerations

- Partnership with Stakeholders
  - DOS, DPD, OIM, Community

- Establishing a Steering Committee
  - DOS, DPD, OIM
  - ACLU NAACP, CLF
  - Denver Justice Project
  - Ministerial Alliance

- Forming a Sub-committee
  - DOS, DPD, OIM
  - Lisa Calderon – CLF
  - Rev. Robert Davis - GMDMA

Desired Outcomes

- Identify Compliance w/ DPD Policy re: Biased Policing

- Use Info to ID Improvement Needs
  - Policy
  - Practice
  - Training

- Not about "Gotcha" Moments

Framework for the Initiative

Parameters

- Where – Department-wide
  - All 6 Patrol Districts
  - Traffic Division
  - Gang Unit
  - DIA
- When - Following Specific Contacts
  - Discretionary stops
  - Investigative stops
- How Long - No Less Than 1 year
  - Short Initial Pilot Period
    - Identify "kinks"

Collection Device

- Smart Phone or MCT
  - Uploaded to server via Salesforce when connection available
- Paper Version used as Back-up
  - When no connection is available
  - Data later transferred to server

Collected Data

- Digitally Formatted
  - Easier to collect and analyze
- Data will be Analyzed
  - DPD Data Analysis Unit
  - OIM
  - 3rd Party - Center for Policing Equity
- Data to be Shared with Community
  - To promote transparency
  - To facilitate dialogue on equity

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Due Diligence / Best Practice Research

Learning from the Past

- Previous DPD Experience
  - Reviewed data from earlier project
  - Met with UCD Professor Dr. Thomas to discuss approach and outcomes

- Experience of Other Police Agencies
  - Impacts on productivity and other measurables such as crime rate
  - Concerns identified through data collected – reasoning for stops

Research Partnership

- Identified a Third Party Partner, that was Experienced and Neutral – Center for Policing Equity (CPE)
  - Analyze collected data
  - Produce a report of the findings
  - Facilitate community conversations
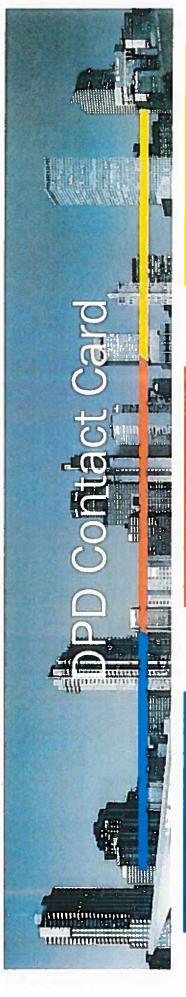 - Provides services at no cost

Local Considerations

- Proactive Initiative
  - Not driven by DOJ

- Internal/External Collaboration
  - DOS, DPD, OIM
  - Community partners

- Support Provided In-house
  - Data Analysis Unit
  - Technology Services Department

DPD Contact Card

Collection Limitations

- Only Class 2 Self-initiated Contacts
  - Discretionary Stops
  - Investigatory Stops
- Only the Person(s) Being Detained
  - Not other passengers
  - Not other associates
- Only Applies to Uniformed Officers
  - While working on-duty shifts
  - While working Dept. overtime shifts

Specific Data Fields

- Began w/ 61 Radio Button Fields and 3 Narrative Fields
  - Based upon initial conversations with the Steering Committee
- Reduced to 34 Radio Button Fields and 1 Narrative Field*
  - Considered impact on operations
  - Captures data thought most relevant

Comparisons

- NYPD has 54 Radio Button Fields and 2 Narrative Fields
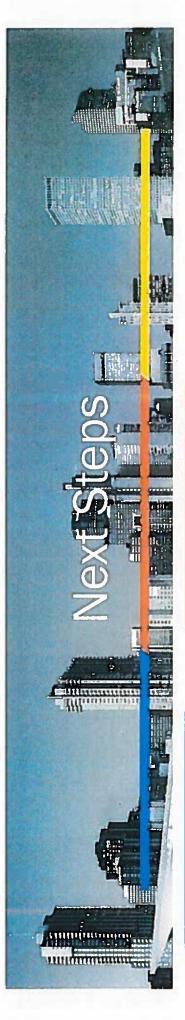- CPD has 70 Radio Button Fields and 1 Narrative Field
- Both Agencies have seen Significant Impacts*

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Next Steps

Policy

- Adopted in Biased Policing Policy
  - 118.01 (4) – Stop Data Collection
- Applies to Ofc. Responsible for Stop
  - Must complete at earliest opportunity
- Penalties for Non-Compliance
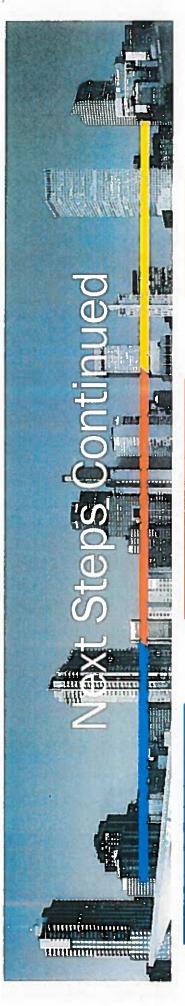 - Scheduled Discipline like BWC

Pilot

- Currently Underway in District 2
  - Corporals used to train others
- Testing Actual Tech. to Assure Functionality
  - Connectivity issues already identified
- Audit of Pilot Data
  - To ensure compliance
  - To ID immediate training needs

City-Wide Rollout

- On pace to begin in fall of 2018
  - Once the pilot is complete
- Rollout Consistent w/ BWC Project
  - One District/Unit at a time
- Fully Operational in Early 2019
  - Subject to policy once trained

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Next Steps Continued

Data Audits

- Data audited at regular intervals
  - Following the pilot to assure compliance and identify immediate training needs
  - Regular audits conducted by OIM every 6 months
  - Audits intended to measure compliance and identify training needs

Data Analysis

- CPE will provide annual reports regarding collected data
- CPE reports will be shared concurrently with DPD and OIM
- CPE will offer recommendations
  - Reporting Standards
  - Best Practice re: data to collect

Data Transparency

- Data will be shared w/ community
- CPE and other community partners will facilitate community discussions regarding the data collection results

Observation by Officer

Officer Information

Officer Badge #

Officer Contact No.

Reason for Contact

☐ Traffic violation

☐ Equipment violation

☐ Casing a victim/location

☐ Actions indicative of drug transaction

☐ Actions of engaging in a violent crime

☐ Fits description of suspect

☐ Proximity to report crime location

☐ Observed crime in progress

☐ LPR hit

☐ Other

Describe Reasonable Suspicion/Probable Cause

Date of Contact   **Time of Contact**   **Precinct**   **#Officers Involved**

Duration of Contact *(minutes)*

○ <5   ○ 5-9   ○ 10-19   ○ 20-29

○ 30-39   ○ 40-49   ○ 50-59   ○ >60

Address of Contact

Vehicle Pursuit   **Foot Pursuit**   **Officer in Uniform**

○ Yes   ○ Yes   ○ Yes

○ No   ○ No   ○ No

DPD Form 840   rev. 6/22/18

Information Requested/Gathered by Officer During Contact *(Complete section for all People Involved)*

Person No.

Gender
- ○ Male
- ○ Female
- ○ Other

Contact Type
- ○ Driver
- ○ Passenger
- ○ Pedestrian

Age Group
- ○ 9 or Under
- ○ 10-16
- ○ 17-21
- ○ 22-30
- ○ 31-45
- ○ 46-60
- ○ 61 or Over

Suspected/Confirmed Gang Affiliation
- ○ Suspected
- ○ Confirmed
- ○ N/A

Officer Perception of Race/Ethnicity
(select all that apply)
- ☐ White
- ☐ Black
- ☐ Hispanic
- ☐ Asian
- ☐ Am. Indian
- ☐ Other

Veh. Make

Veh. Model

Veh. Year

Actions Taken by Officer During Contact

Pat Down Conducted
- ○ Yes
- ○ No

Full Search Conducted
- ○ Yes
- ○ No

Basis for Pat Down
- ☐ Verbal threats of violence
- ☐ Knowledge of weapon/prior violence
- ☐ Actions indicative of violence
- ☐ Violent crime suspected
- ☐ Suspicious bulge
- ☐ Search incident to arrest
- ☐ Suspicion of weapon
- ☐ Other

Basis for Full Search
- ☐ Admitted to weapon
- ☐ Felt/observed object resembling weapon
- ☐ Incident to arrest
- ☐ Consent
- ☐ Other

If checked suspicion of weapon, describe below:

Seize Contraband
- ○ Yes
- ○ No

Type of Contraband
- ☐ Narcotics
- ☐ Firearm
- ☐ Other weapon

Issue Summons
- ○ Yes
- ○ No

Arrested Suspects
- ○ Yes
- ○ No

AB#

DPD Form 840

rev. 6/22/18

to conduct searches) based upon to any degree a person's race, ethnicity, national origin, immigration status, age, religion, gender, gender identity, or sexual orientation unless these characteristics, traits, attributes, or statuses are contained in suspect descriptions that have been provided to officers. Profiling or discriminating on the basis of these characteristics, traits, attributes, or statuses is prohibited.

In taking police actions, officers may never rely on generalized stereotypes but may rely only on specific characteristic-based information. In other words, officers may take into account a specific suspect's reported characteristics, traits, attributes, or statuses listed above in the same way they would use specific information regarding height, weight, etc., about specific suspects.

d.   Traffic enforcement and pedestrian contacts are routinely performed by officers. For the motorist or pedestrian who is stopped, this exchange occurs with less frequency and is often perceived as an emotionally upsetting experience. Officers should be aware of this and should strive to make each contact educational, while performing the necessary task in a fair, professional and friendly manner. In doing so, the contacted individual is hopefully left with a clear understanding of why the officer made contact and a better understanding of law enforcement practices.

e.   For information regarding immigration enforcement policy as it relates to the Denver Police Department, see DRMC 28-250, 28-251, 28-252, 28-253 (Public Safety Enforcement Priorities ACT).

(4)   STOP DATA COLLECTION:
Officers will collect stop data on all police-initiated (class 2) actions that are the result of routine patrol or personal initiative that result in a detention or stop. Data will be collected on such investigatory stops to examine the issue of biased policing and to improve community-police relationships.

a.   Required stop data collection:

1.   Persons on foot: all persons not free to leave at any point of the contact.

2.   Traffic contacts: vehicle driver/operator only.

b.   The officer responsible for the decision to stop and/or search is required to complete and submit the stop data information at the earliest safe opportunity following completion of the detention or stop.

1.   When internet access is not available, officers will complete a paper version of the data entry template. Upon gaining internet access, officers will at the earliest opportunity transcribe stop data from the paper form and submit it using the electronic template.

c.   All stop data fields must be answered from the perspective of the officer who was responsible for the decision of the stop and/or search.

1.   Most stop data fields are formatted with dropdown options. Officers will select the most appropriate selection based on their perception prior to the stop and not from information learned during the contact (e.g., race/ethnicity or age).

2.   The Reason for Contact is a mandatory narrative open-text field. The narrative field should articulate all the facts and/or information relied upon to conclude that there was reasonable suspicion that the person stopped had committed, was committing, or was about to commit a crime.

3.   When officers select "other" as the reason for a pat-down or search, they will provide details within the narrative.

d.   Class 1 actions, where an officer is directed to an activity or when consensual/casual contacts occur, do not require the completion of the stop data information.

e.   Data collection will be retained in accordance with GRRS 100.080 U (General Records Retention Schedule). Stops not resulting in charges (including traffic, misdemeanors, and felonies) will be

retained for five (5) years. Stops resulting in charges will be in accordance with the specific violation or crime type as specified in GRRS 100.080 U.

(5)   VIOLATIONS:

Failure to complete data collection as required by this policy will result in the following discipline and actions:

a. 1st violation in a 12-month period: Oral reprimand, and:

1.   Mandated officer review of entire biased policing policy,

2.   Follow up meeting with supervisor to discuss key points,

3.   Journal entry.

b.   Breaches of the data collection requirements of this policy prior to the date of occurrence of the 1st violation will not be counted as additional violations.

c. 2nd violation in a 12-month period: Written reprimand

d.   Concurrent with the second violation, an in-depth audit of the officer's contacts will be conducted and documented by the Performance Development Unit and will generate a formal Personnel Assessment System (PAS) review. If the audit identifies other potential violations, it may result in an additional investigation, discipline, and/or corrective training.

e. 3rd Violation in a 12-month period: 1 fined day

f.   Purposeful, flagrant, or repeated violations will result in more severe disciplinary action. At any time during review, if deemed necessary, violations can be removed from the scheduled discipline above and transitioned to a formal investigation governed by the discipline matrix.

(6)   BUSINESS CARDS:

a.   Officers will provide, without being asked, a business card to any person whom the officer has detained in a traffic stop (prior to the completion of the detainment or stop), if that person was not issued a traffic summons, written courtesy traffic warning, or arrested (order-in or custodial).

b.   When a reasonable request is made for an officer's name, badge number, or assignment, the officer will provide a business card or the information in writing to any violator or person, unless such action is likely to jeopardize the successful completion of a police assignment.

c.   By statute, the business card must contain the officer's name, badge number, assignment, and the following information:

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d.   The department will provide officers with personalized business cards containing the required information, however, should the officer not have a business card in their possession, he/she is to legibly write the aforementioned information on a piece of paper, which will be given to the individual when required by policy. Business cards printed at the officer's personal expense must contain the information required by statute.

118.03   CRIMINAL INTELLIGENCE INFORMATION

(1)   PURPOSE:

To establish internal controls and proper oversight for the collection, retention, dissemination, and disposition of criminal intelligence in conformance with the privacy interests and constitutional rights of individuals, groups, associations or other legal entities.

(2)   APPLICABILITY:

This section applies to all Denver Police Department criminal intelligence systems, whether or not they are funded as part of any multi-jurisdictional systems, programs or grants.