City of **GREENSBORO** *North Carolina*

Greensboro Police

Traffic Stops, Searches and RDO Research, Findings, and Actions

March 14, 2016

Research Team

- ## Dr. Karen Jackson, NC A&T SU

  - Implicit Bias, Traffic Stops &Searches: Searching for Understanding

- ## Dr. Jan Rychtar and Jay Saini, UNC-G

  - Analysis of the GPD department-level racial pattern in initiating vehicle stops during the years 2008-2013

- ## Dr. Rahul Singh and Amir Najafi, UNC-G

  - Traffic Stops Analytics and Racial Profiling

GPD's full report, "Analysis of Traffic Stop and Search Data",
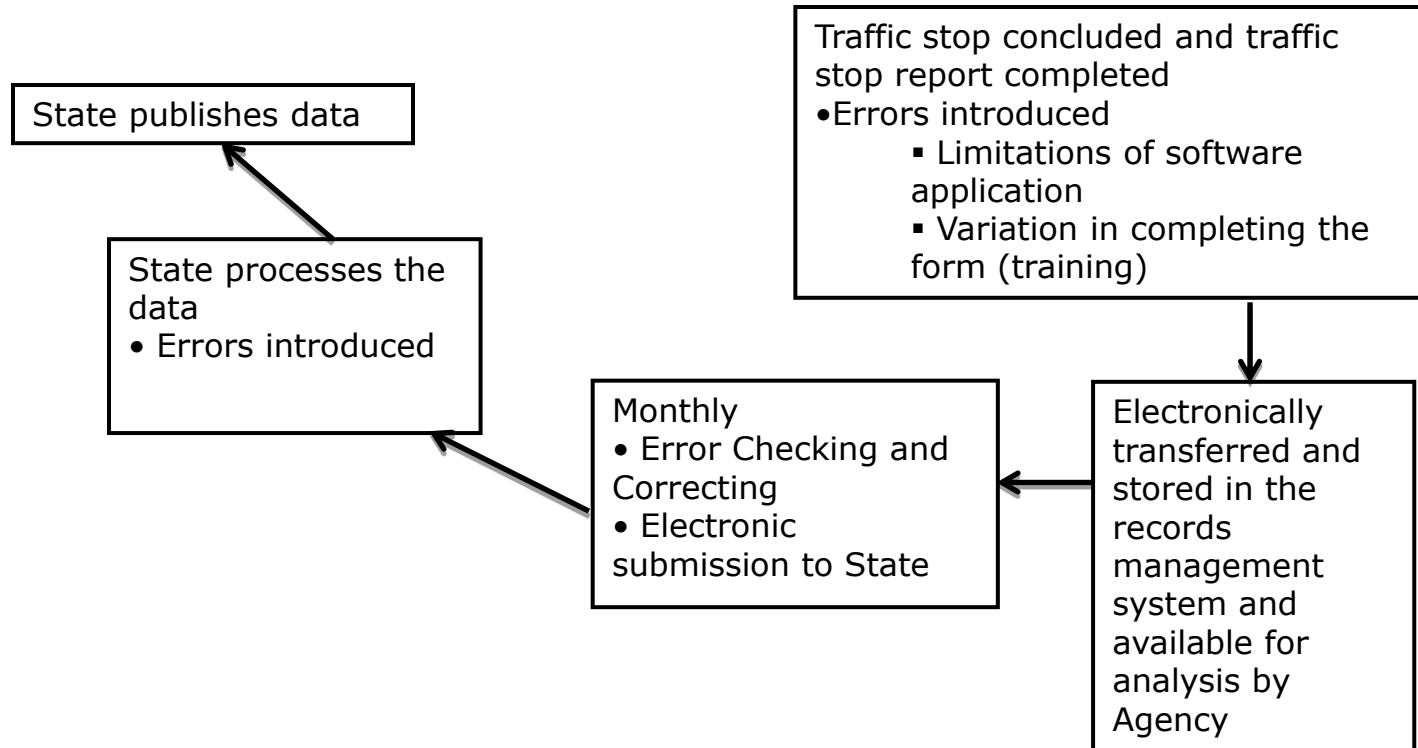is posted on www.gsopd.org

Racial Disparity in Traffic Stops

- ***Not unique to Greensboro***: racial disparity in traffic stops exists across the country

- Research consistently determines that ***racial disparity*** in traffic stops and searches ***is not definitive evidence of institutional or individual bias.***

- ***Racial disparities exist*** in traffic stops and searches
    - For stops of black and white drivers, black drivers make up 55% of stops, white drivers make up 45% of stops.
    - Black drivers are 102% more likely to be searched; white drivers are 9% more likely to have contraband following a search.

Errors in the Data

- ***Data errors exist*** in the traffic stop data

  - State data errors

    - Deleting some information from records

    - Transposing data

  - GPD data errors

    - Inconsistent training on data collection

    - Data entry errors

# Data Collection for Traffic Stops

State publishes data

State processes the data
• Errors introduced

Traffic stop concluded and traffic stop report completed
•Errors introduced
▪ Limitations of software application
▪ Variation in completing the form (training)

Monthly
• Error Checking and Correcting
• Electronic submission to State

Electronically transferred and stored in the records management system and available for analysis by Agency

Research Findings

- ## Dr. Karen Jackson, NC A&T SU

  - ### Census and socio-economic variables are associated with traffic stops

- ## Dr. Jan Rychtar and Jay Saini, UNC-G

  - ### "Veil of Darkness" study finds no evidence of bias during traffic stops

- ## Dr. Raul Singh and Amir Najafi, UNC-G

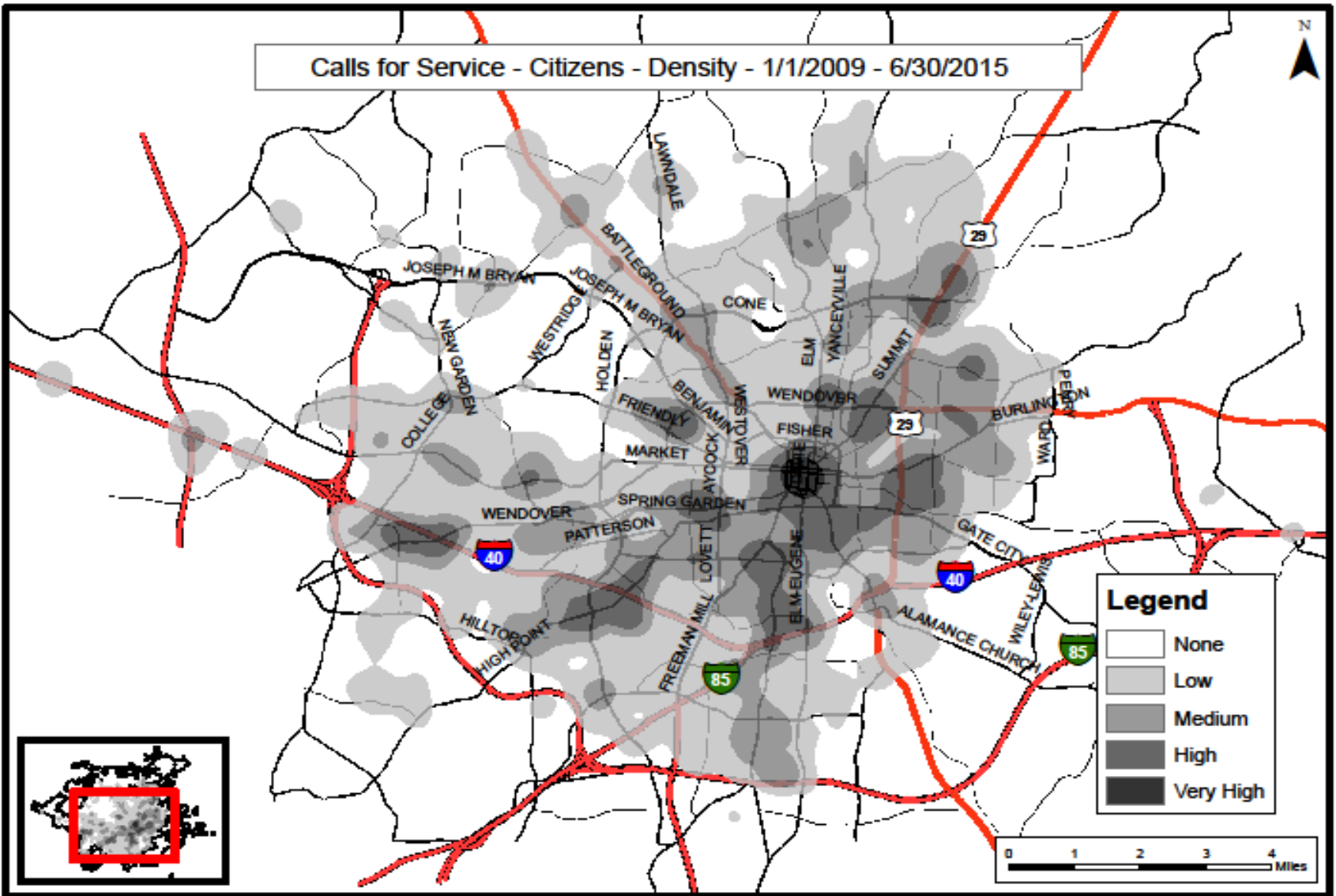 - ### Validated Baumgartner's results on department-wide disparity
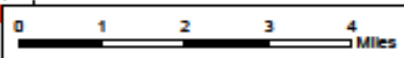
Bivariate Model

Race/Ethnicity → Stopping Decisions by Police

Multivariate Model
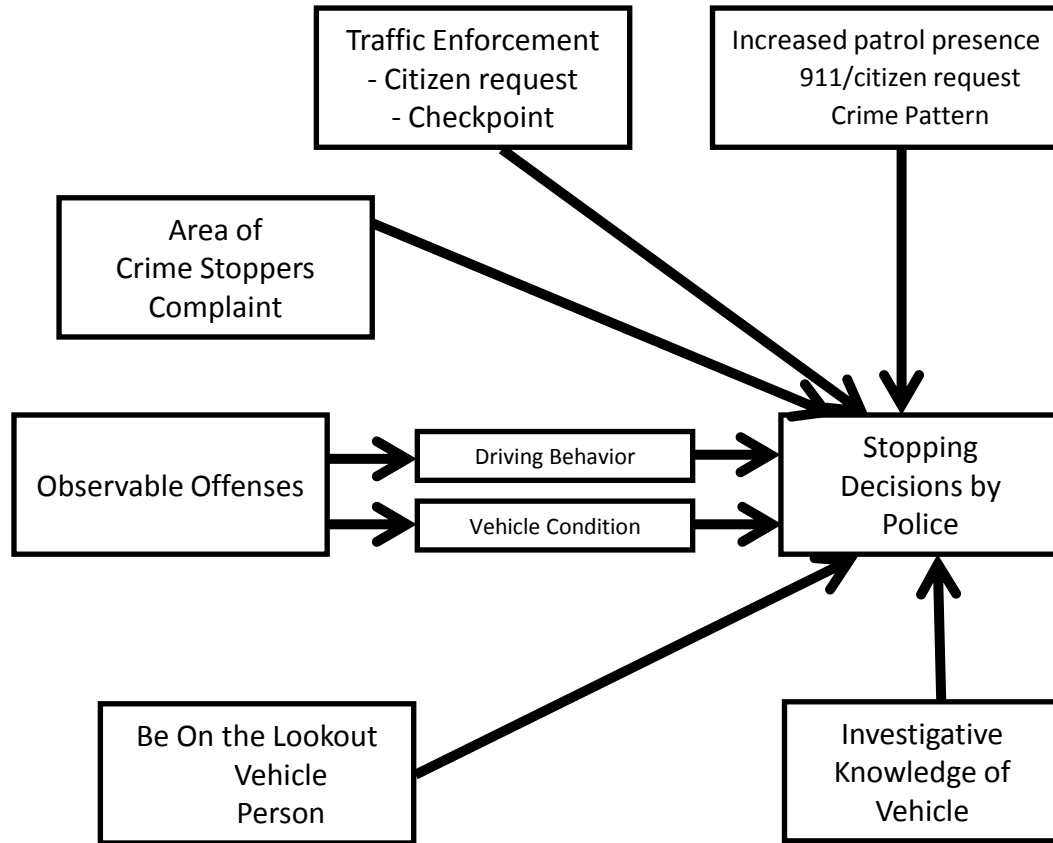
Calls for Service - Citizens - Density - 1/1/2009 - 6/30/2015

Legend

	None
	Low
	Medium
	High
	Very High

Traffic Stops - Density - 1/1/2009 - 6/30/2015
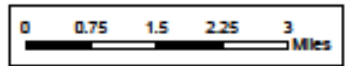
Research Summary

- Research consistently determines that *racial disparity* in traffic stops and searches *is not definitive evidence of institutional or individual bias.*

- *Many factors are involved* in the decision to stop a vehicle, and these factors must be accounted for in any analysis of traffic stops.

- *This is a complex issue* that deserves a coordinated response to address public safety and community concerns.

GPD's Actions

The Greensboro Police Department (GPD) is committed to addressing issues that affect our service to the public.

We are revising policies and improving data collection to further explore and understand the disparities in traffic stops and searches.

Recent Efforts

- Nov. 10, 2015: Special Order directed patrol officers to eliminate stops for minor vehicle equipment infractions that posed no safety concerns, and dedicate time to Neighborhood Oriented Policing.

- Dec. 9, 2015: GPD held a summit with other NC police chiefs to discuss traffic stop concerns.

- Dec. 30, 2015: Five policy review groups established within GPD to create or expand actions addressing community concerns.

Traffic Stops
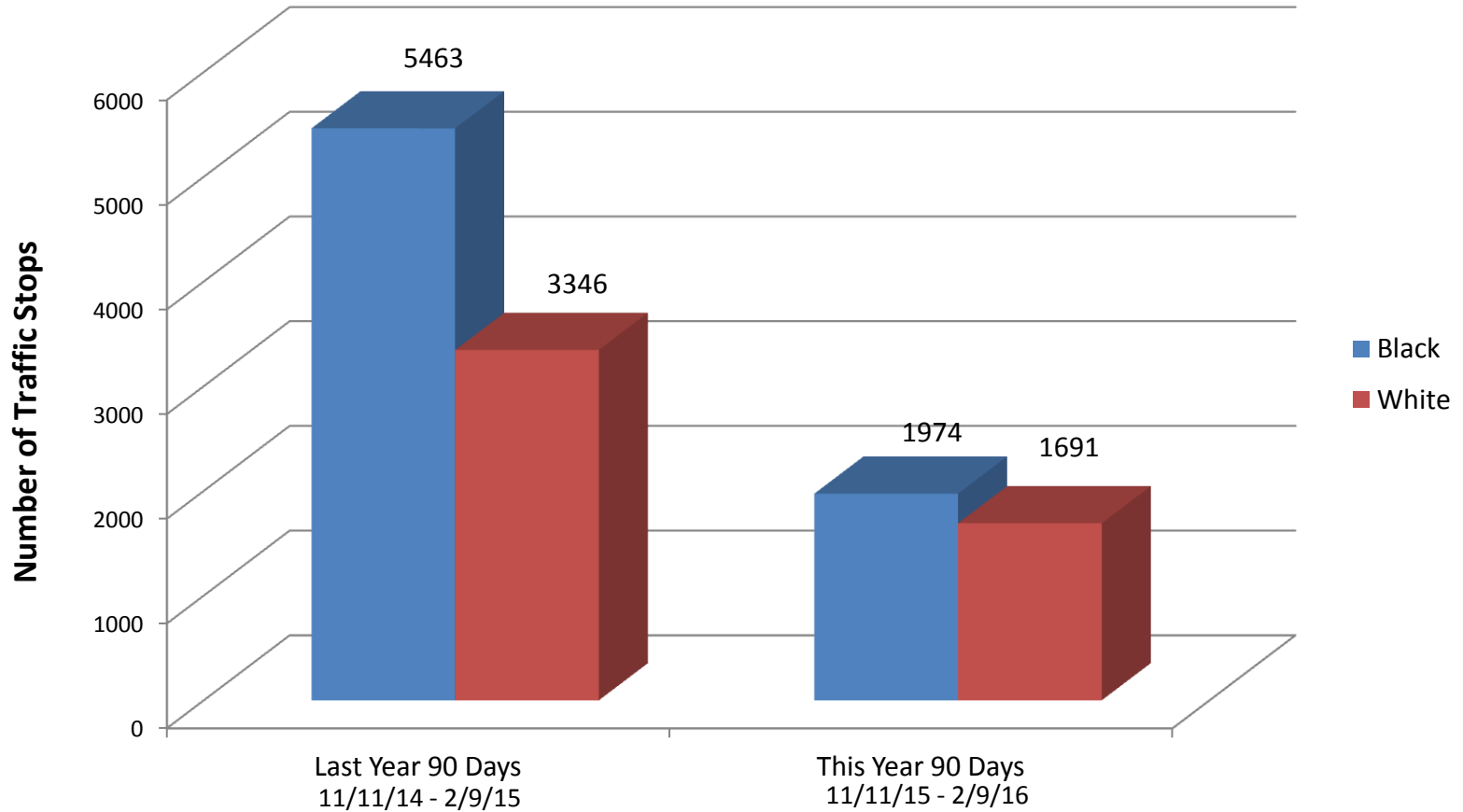
Five Areas of Focus

Moving forward, our five areas of focus are:

1. Consent searches
2. Transparency & Communication
3. Data Collection
4. Individual Officer\Team Accountability
5. Resist, Delay, Obstruct (RDO) charges

Consent Searches

- ***Document consent searches*** through BWC video or with a signed form

- ***Require a case report*** for every search: reviewed by a supervisor

- ***Expand training*** to ensure consistent, accurate and complete traffic stop reports

- ***Apply the department's NOP philosophy*** of policing to consent searches

Transparency & Communication

- ***Increase transparency in our operations*** about traffic safety and crime reduction efforts
  - Create a standardized monthly newsletter for neighborhoods
  - Encourage opportunities for face-to-face dialogue
  - Expand efforts of the Office of Community Engagement
- ***Make crime data more accessible*** to the public
  - Update data weekly on www.gsopd.org
  - Expand outreach with use of crimemapping.com and Nextdoor.com
- ***Query residents*** on the types of information they are interested in and how they would like to receive it
- ***Promote Building Bridges campaign***

Data Collection

- ***Continue to increase data accuracy*** in all actions

- ***Document <u>all</u> traffic stops*** for GPD

  - Probable cause

  - Investigative

- ***Standardize training*** for all employees in Traffic Stop reporting software

- ***Expand case reporting*** for search incidents and Resist, Delay, or Obstruct charges requiring Supervisor approval

Individual\Team Accountability

- ***Design and implement a monitoring system*** that includes traffic stops as an additional early warning category for individual officers and small units/teams/divisions.

- ***Expand training*** for all officers related to consent searches and Resist Delay Obstruct charges.

- ***Strengthen auditing measures*** for reporting and policy requirements

Examining RDO Charges

- The charge of Resist, Delay, Obstruct has merit, and GPD is committed to assuring proper use of this charge.

Pie chart:
- Flight, 32%
- False Info, 23%
- Resistance, 26%
- Disobey, 12%
- Other, 2%
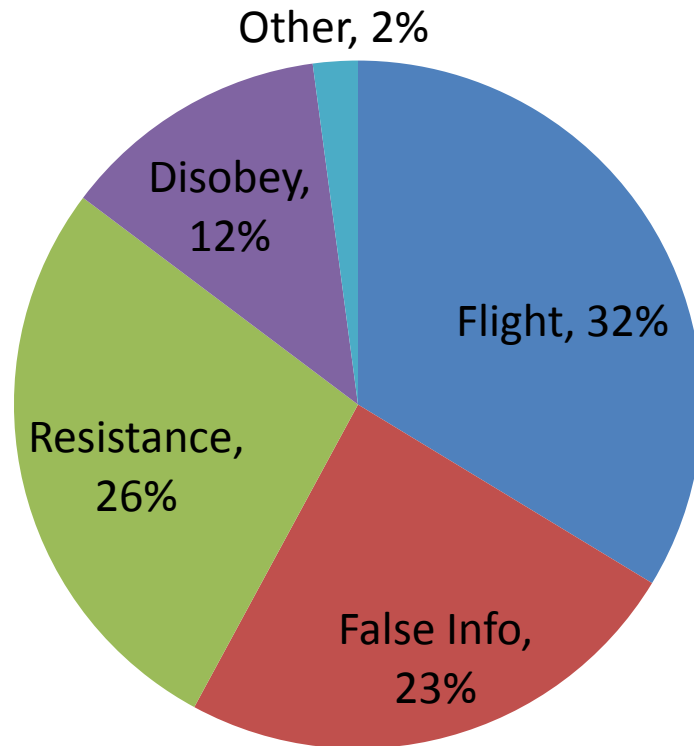
Examining RDO Charges

- ***Mandate a case report*** every time RDO is charged

- ***Require supervisor review*** of reports

- ***Explore alternatives to the charge*** on local and state levels
  - State legislative options
  - Local legislative options

Moving Forward

- ***Continue emphasizing problem-solving*** through Neighborhood Oriented Policing

  - NOP training complete by early June

  - Focus on short and long term solutions

- ***Remain committed*** to understanding and reducing bias

  - Continue engagement with Biased-Based Policing Committee

  - Procedural justice training for all employees

  - Revised curriculum for Police Academy

  - Explore local training opportunities

    - Racial Equity Training

    - Instruction from Dr. Lawrence

Moving Forward

- ***Lead efforts for legislative changes*** associated with traffic stop reporting at the local and state levels

  - GPD chairing State committee on traffic stop reporting efforts

  - Host stakeholder discussions to create uniform and meaningful reporting criteria

- ***Lead the creation of standardized training*** on traffic stop reports for officers across the state

- ***Seek additional tools and resources*** to further the research

Moving Forward
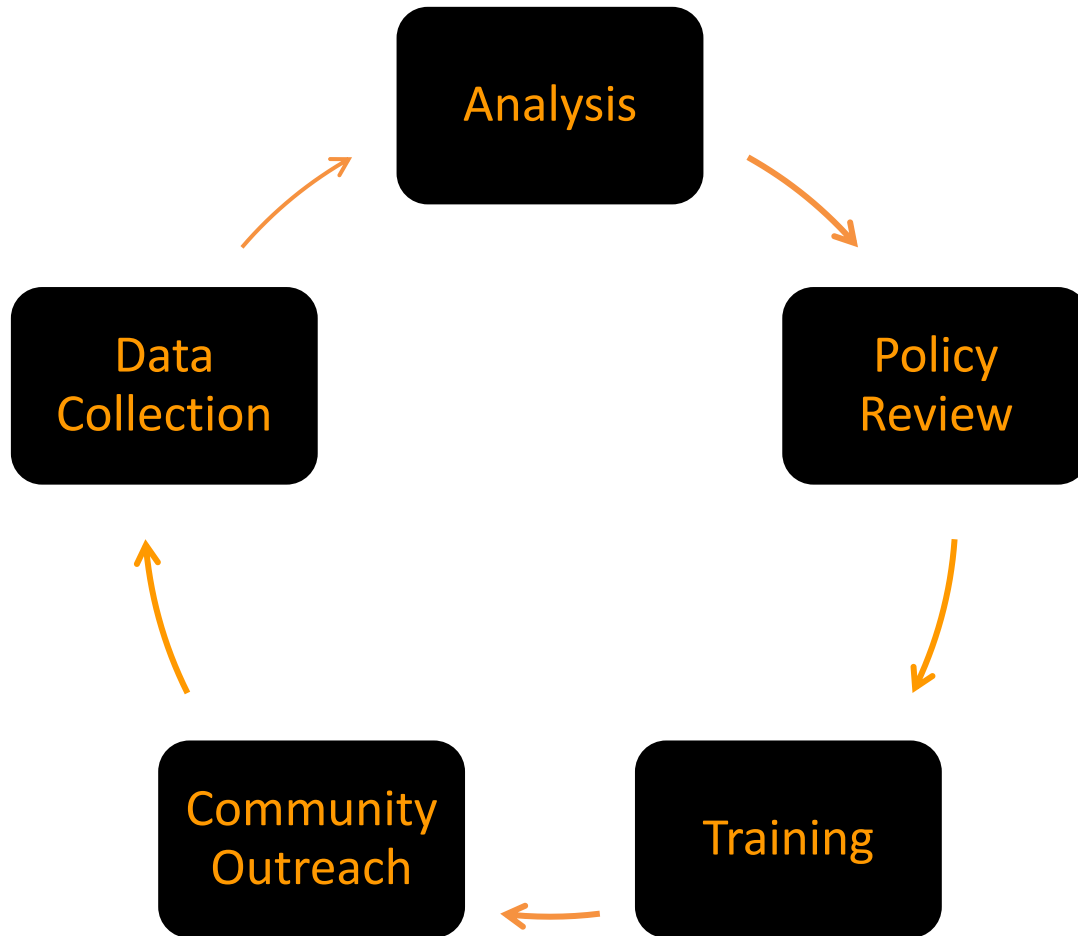
Building Bridges

The Greensboro Police Department is committed to being a national model for exceptional policing through our commitment to excellence, selfless public service, and effective community partnerships.

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