POLICE STRATEGIES

Demographic Disparity Analysis Richfield Police Department

November 2022

Bob Scales Police Strategies LLC

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POLICE STRATEGIES



BOB SCALES

CHIEF EXECUTIVE OFFICER

Bob is a former King County deputy prosecutor and Special Assistant United States Attorney for the Western District of Washington. He worked for 14 years for the City of Seattle as a public safety policy advisor to three Mayors. Bob represented the Seattle Police Department during the 2011 DOJ pattern or practice investigation and served as the Compliance Coordinator under the federal Consent Decree.



CHIEF MIKE SANFORD

PARTNER

Mike has over 30 years of law enforcement experience serving as Assistant Chief for the Seattle Police Department and Chief of Police for the cities of Wapato and Algona Washington. Mike was a patrol tactics trainer for the Washington State Criminal Justice Training Commission.



KATHRYN OLSON



PROFESSOR MATT HICKMAN

DIRECTOR OF RESEARCH

Kathryn served as an EEOC attorney and the Director of the Office of Professional for the Seattle Police Department. She is a past-president of the National Association for Civilian Oversight of Law Enforcement Officers.

Matt is Chair of the Criminal Justice Department at Seattle University and has an active research agenda focused primarily on issues in policing, quantitative research methodology, and the impact of forensic sciences on the administration of justice.

Bob Scales

- Deputy Prosecutor & Special Assistant US Attorney
 - Vertical Prosecution Project & Armed Career Criminal
- Public Safety Policy Advisor
 - Homeless Encampments, Drug Crime, Chronic Inebriates, Gun Trafficking & Racial Profiling
- Seattle PD Compliance Coordinator
 - DOJ Consent Decree & Police Reform
- Police Strategies LLC
 - Data Collection, Analysis & Dashboards

Deaths from Medical Errors

- Medical errors Third leading cause of death in the United States
 - 1) Heart Disease (611,000 deaths)
 - 2) Cancer (584,000 deaths)
 - 3) Medical Errors (251,000 deaths)
- 251,000 deaths / 35 million hospitalizations = 0.7% death rate

Racial Disparities

- "Race and Surgical Mortality in the United States," Annals of Surgery, 2006.
- Finding: Black patients were 50% more likely to die after surgery than White patients
- What benchmark was used to calculate the disparities?
 - Number of operations for Black and White patients
- What other factors were examined that may influence death rates?
 - Type of operation
 - Patient characteristics
 - Hospital characteristics
- Conclusion: "Black patients have higher operative mortality risks across a wide range of surgical procedures, in large part because of higher mortality rates at the hospitals they attend."

Correlation vs. Causation

- A correlation between two variables means there is some type of relationship. The variables may move in the same direction or opposite direction (negative correlation).
- Example: Correlation between education level and salary
- Causation is when a change on one variable causes the other variable to change.
- Example: Sunlight causes temperatures to rise.
- A correlation between two variables does not mean that one variable is causing the other variable to change.
- Correlation between hospitals in predominantly Black neighborhoods and higher mortality rates after surgery. Without studying each hospital and collecting qualitative data on surgeries, unable to determine the cause of this observation.

Deaths from Police Uses of Force

• 251,000 deaths / 35 million hospitalizations = 0.7% death rate in medicine

• 1,200 deaths / 10 million arrests = 0.01% death rate in policing

 70 times more likely to die due to a medical error during a hospitalization than due to a police use of force during an arrest.

Deaths from Police Uses of Force MappingPoliceViolence.org

Black people are **2.9x** more likely to be killed by police than white people in the U.S. \checkmark .

Police killings per 1 million people in the U.S., 2013-2022

Pacific 87 Islander 61 killings Black Native 37 American 29 Hispanic 21 White 7.2 Asian

Race	Deaths 2021	Annual Rate
Pacific Islander	8	8.7
Black	266	6.1
Native American	14	3.7
Hispanic	187	2.9
White	479	2.1
Asian	8	0.7

California Racial and Identity Profiling Act (RIPA)

Goals & Objectives

- 1) Eliminate racial and identity profiling
- 2) Improve diversity and racial and identity sensitivity in law enforcement



Did you know California has a **Racial and Identity** Profiling Act?







The Three Faces Of RACIAL PROFILING



R CIAL PROFILING

From 2002-2013, 171 complaints about racial profiling were filed. U complaints had any action taken against the officer.

CUSTODAL ARRESTS VS TICKETS





Enforcement" (April2014) – Nebraska Crime Commission

Questions for California Police Chiefs

Does your agency condone or allow racial profiling or biased policing? Do your officers engage in racial profiling or biased policing?

Do you have any data to support your answer?

Racial Disparity Data Assumptions

- 1) Officers are always truthful
- 2) Officers accurately perceive race and gender identity.
- 3) All demographic groups (sex, age, race) drive the same amount, violate laws at the same rates and are equally likely of coming into contact with police.
- 4) Agencies enforce laws in the same way regardless of location or type of agency.
- 5) Police officer have time to racially profile.
- 6) Only cause of racial disparities is racial bias by officers.

RIPA Data Analysis Methodology

- 1. RIPA data compared to population benchmarks
 - Overrepresentation in stops is evidence of officer bias.
 - Lack of disparity or underrepresentation does not mean anything.
- 2. Any rate higher than the rate for White subjects is evidence of racial bias.

Questions About RIPA Data

- Why are Asians typically underrepresented in stops, arrests, searches and uses of force?
- Why are Hispanics sometimes overrepresented and sometimes underrepresented in policing data?
- How do stop practices and calls for service vary from agency to agency and by type of agency?
- What impact does subject behavior have on racial disparities?

RIPA ZO22 REPORTQUICK FACTS

Racial/Ethnic Disparities

Search Rates (pp. 52-56)

The search rate of Black individuals was 2.4 times the search rate of White individuals. Officers searched 18,777 more Black individuals than White individuals.

Use of Force Rates (pp. 58-61) Officers used force against Black individuals at 2.6 times the rate of White individuals.

Result of Stop: No Action (pp. 43-48)

In responding to the question "Result of Stop," officers must report the outcome of the stop (for example, no action taken, warning or citation given, or arrest). Officers reported "no action taken" for Black individuals 2.3 times as often as they did for White individuals, indicating those stopped Black individuals were not engaged in criminal activity.

Asian	4.8%	0.6%	3.5%	Asian
Black	20.7%	2.1%	13.1%	Black
Hispanic	12.5%	1.1%	6.6%	Hispania
Other	5.8%	0.6%	3.9%	Other
White	8.8%	0.8%	5.6%	White

RIPA ZO22 REPORTQUICK FACTS

Reason For Stop by Gender

A substantially higher proportion of cisgender individuals were stopped for traffic violations while transgender individuals had a higher proportion of stops reported as reasonable suspicion stops.



RIPA 2022 REPORTQUICK FACTS

Disability Disparities (Report pages 83-89)

Search and Discovery Rates by Disability

Overall, individuals perceived to have a mental health disability were searched at 4.8 times the rate at which officers searched individuals perceived not to have a disability. Individuals with other disabilities were searched at 2.7 times the rate at which officers searched individuals perceived not to have a disability. Despite large differences in search rates, individuals with mental health disabilities and other disabilities had lower discovery rates than individuals perceived not to have a disability.



RIPA ZO22 REPORTQUICK FACTS

Actions Taken During Stops

Stopped individuals whom officers perceived to have a disability were searched, detained on the curb or in a patrol car, and handcuffed over 4 times the rate at which officers took those actions toward individuals perceived not to have a disability.



Use of Force Rates by Disability

Officers used force against individuals with disabilities more often than individuals perceived not to have a disability; force was used 5.2 times more often against individuals with mental health disabilities and 3.3 times more often for individuals with other disabilities.



022 REPO R Q F

Window Obstruction Violations

The "window obstruction violation" reason for stop was one of the top five nonmoving/equipment violations reported by officers only for Black, Hispanic/ Latine(x), and White individuals. The proportion of non-moving/equipment violation stops initiated for window obstruction violations for Hispanic/Latine(x) individuals was 2.5 times the proportion for White individuals and the proportion for Black individuals was 1.9 times the proportion for White individuals.



The proportion of non-moving/equipment violation stops initiated for bicycle lighting violations for Black and Hispanic/Latin(x) individuals was 1.7 times the proportion for White individuals.





Battling bias in law enforcement: What data reveals about the Palo Alto police

Two years after George Floyd's murder sparked calls for reforms, are local efforts working?

Traffic Stops – Veil of Darkness Test

- If racial profiling is occurring, Black drivers would be more likely to be pulled over during the day when officers are better able to identify their race when making the stop than at night.
- Assumptions
 - Officers can always see drivers' race during the day and can never see it at night
 - Driving behavior of all races of drivers is the same during the day and at night

PPI Veil of Darkness Test Failed to Show Needed Disparities



Public Policy Institute of California Daylight Savings Time Analysis – 2 Weeks

Our findings show some evidence of racial bias in stop decisions among local law enforcement



Estimated % point change in share of drivers stopped by local law enforcement



Pleasanton PD - Race Perceived Prior to the Stop



	White	Asian	Hispanic	Black	Other
Race Perceived	56%	21%	16%	7%	0%
Unknown Race	40%	29%	21%	8%	1%
	0% 20% 40% 60%	0% 20% 40% 60%	0% 20% 40% 60%	0% 20% 40% 60%	0% 20% 40% 60%

PAST · OCTOBER 13, 2022

Racial Disparities in Traffic Stops

Virtual Event

October 13, 2022 · 11:00 am - 12:00 pm

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Assemblyman

- Heavy opposition to RIPA from law enforcement
 - Unneeded
 - Too burdensome on officers
 - There is no racial profiling
- We knew there was a difference between who gets pulled over and the population
- Now it is crystal clear No debate More than expected
- Double the predicted amount that you should have
- Unnecessary force used after trivial stops
- Low level offenses send notices
- Racial bias in stops is real

ACLU

- 0.002% of stops found contraband or firearms
- Search hit rates lower for Black individuals
- Pretext stops are racist and woefully inefficient
- Pretext stops harm public safety and erode public trust
- Armed officers saturate neighborhoods like an occupying force
- Police stop people based on justifications that everyone knows are dishonest
- Risk of police violence in every traffic stop
- Hundreds of thousands of stops serving no law enforcement purpose where people are pulled out of their cars and handcuffed, thrown in the back of squad cars, forced to sit down or lie on the sidewalk
- Police are a threat to the well being of our communities



California sheriff's office stops Black drivers five times more often than white people, data shows

A new report says sheriffs' patrols spend more time conducting racially biased stops than they do responding to calls for help



Harvard Economics Professor Roland Fryer New York City PD – Stop and Frisk Data



Harvard Economics Professor Roland Fryer Houston PD – Officer Involved Shootings

Lethal Force in Houston

In different sets of encounters when police might plausibly have fired their weapons.



Harvard Economics Professor Roland Fryer



Demographic Disparity Report for Duluth PD



Experts question the credibility of "Demographic Disparity Analysis - Duluth Police Department" by Police Strategies LLC

May 3, 2022

Demographic Disparity Report for Duluth PD

- Reports for Duluth PD & Richfield PD are similar Used exactly the same methodology
- Methodology is based on peer-reviewed academic research
- Risk Adjusted Disparities
 - Cambridge Centre for Evidence-Based Policing
 - Professor Larry Sherman Webinar Online
 - Used worldwide by qualified & experienced researchers
- LEAN did not attend presentation
- LEAN refused to meet with Police Strategies LLC to discuss
- LEAN refused to debate in public

Goals and Objectives for Richfield PD Report

- Analyze different types of data from Richfield PD over multiple years
- Provide an explanation of the methodology used and explain in more detail during public meetings
- Make recommendations for improving and enhancing data collection and analysis
- Present actionable information that can be used to make data-driven decisions and develop evidence-based best practices
- Educate and inform elected officials and the community about policing practices by Richfield PD
- Clarify report when needed

Data Science

Data science deals with vast volumes of data using modern tools and techniques to find unseen patterns, derive meaningful information, and make business decisions.



Life Cycle of Data Science Project

UNDERSTANDING THE PROBLEM

MODEL BUILDING &DEPLOYMENT GATHERING RELEVANT DATA

FEATURE ENGINEERING & FEATURE EXTRACTION DATA PREPARATION & EDA

Data Science

Analyze data for actionable insights

Correlation ≠ **Causation**

Racial Disparity ≠ Racial Bias

San Jose PD – Use of Force Racial Disparities

When officers make an arrest, the decision to use force and the level of force used is not affected by the race of the subject

Disparity Index Force vs. Population



Disparity Index Force vs. Arrest



Selective Enforcement

- Government officials (police officers, prosecutors, or regulators) exercise enforcement discretion, which is the power to choose whether or how to punish a person who has violated the law.
- Examples:
 - Marijuana <40g is Lowest Priority for Law Enforcement</p>
 - Plea Bargaining Felony Drug Cases to Misdemeanors
 - DUI Emphasis Patrols
 - ► Gang Task Force
 - ➢ Refusal to Enforce Gun Laws Sheriff Disagrees With
 - ► Racial Profiling

Should We Defund the Police?



June 24, 2022 at 1:03 pm

Invest in underserved communities before cutting police budgets | Op-Ed

A recent Washington State Supreme Court decision actually will do more harm than good at decreasing racial disparities in the legal system.

 In Seattle, Black household median net worth is \$23,000, which is only 5% of white household median net worth (\$456,000).

Why Do We Have Police Departments and Officers?

1)Enforce laws passed by the legislature

2)Respond to community calls for service

Why Do We Need Police Departments and Officers?

1) Arrest criminal suspects

2)Protect and assist victims of crime

3) Ensure public safety & quality of life

Why Do We Have Traffic Laws? Driving is a Privilege Not a Right

1)Traffic Safety

2)Licensing Compliance (Driver & Vehicle)

3)Insurance and Liability

4) Revenue – Maintain Road Infrastructure

How to <u>Reduce</u> Racial Disparities in the Criminal Justice System

1) Selective Enforcement – Racial Quotas - Illegal

2) Decriminalize/Legalize Conduct with High Racial Disparities

3) Reduce Criminal Behavior and Traffic Violations

How to <u>Increase</u> Racial Disparities in the Criminal Justice System

Prioritize violent felonies and serious traffic offenses and reduce enforcement of minor offenses and infractions

New traffic-stop policy aims to reduce racial disparities, Mecklenburg sheriff says

BY KALLIE COX SEPTEMBER 29, 2022 4:47 PM



Seattle PD – Jail Overcrowding in 2000

- Driving While License Suspended 3° Unpaid tickets
- DWLS made up 33% of jail bookings
- 46% DWLS arrests Black drivers but only 8% population
- High recidivism rates Low relicensing rates

Seattle City Council Legislation Operation Impound – "Jail the Car Not the Driver"

- Owner/Loaner Impound Reduced car availability
- Relicensing Clinics Reduced recidivism
- Municipal Court Time payment plans
- Car Recovery Clinic Protect car owner's rights
- Reduced jail bookings by 25%
- Reduced racial disparities in jail by 50%
- Legislation Repealed After One Year of Proven Success
 - "Inhumane to take cars away from poor people"

Recommended New Data Elements for RIPA

- Pretext Stop Yes/No (If Yes Type of crime investigating)
- Threat Level None, Verbal, Furtive, Assault, Weapon
- Level of Cooperation Very Cooperative to Very Uncooperative
- Tone of Voice Angry, Yelling, Calm, Profanity
- Accusation of Bias or Profiling Race, Ethnicity, Nationality, Gender
- Failure to Stop/Flight from Officer Vehicle, Foot, Bicycle
- Was driver's race, gender or age visible before the stop?
- Was suspect description used to identify suspect for stop?
- Residence of person stopped.

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Analyzing Racial Disparities in Policing Data

Traditional Methodology

New Methodology





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Population-Based Benchmarks VS Risk Adjusted Activity-Based Benchmarks



Table 1: Disparity Matrix for Hypothetical Agency Engaged in Racial Profiling of Black Drivers

		Police Actions				
		Stops	Arrests	Searches	Uses of Force	
R	isk Ratio	Stops / Suspects	Arrests / Stops	Searches / Stops	UOF / Arrests	
	White	0	0	0	0	
	Black	++	++	++	++	
Race	Nat Amer	0	0	0	0	
-	Asian	0	0	0	0	
	Hispanic	0	0	0	0	

Symbol	Disparity	Risk Ratio
++	Positive	> +50%
+	Positive	+25% to +50%
0	None	-25% to +25%
-	Negative	-25% to -100%

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Data Sources Used for Richfield PD

	Name	Time Period	Total Records
Census	US Census Population Estimates	2020	36,253
CAD	Computer Aided Dispatch System - All Calls	Jan 2017 to Dec 2021	187,619
RMS	Records Management System Reported Crime Victims, Suspects and Arrests	Nov 2018 to Mar 2022	14,481
UOF	Police Force Analysis System	2019 to 2021	833

Richfield PD Disparity Analysis

Population-Based Benchmarks

Risk Adjusted Activity-Based Benchmarks

	1	Population	Reported Offenders	Arrests	Uses of Force
~	Fomalo	10 /1%	0.5	0.5	0.4
Male	50.6%	1.5	1.4	1.6	
	White	58.4%	0.6	0.6	0.6
Race	Hispanic	18.5%	0.6	0.7	0.8
	Black	12.7%	3.6	3.4	3.5
	Asian	7.8%	0.3	0.3	0.1
	Nat Amer	2.6%	1.5	1.7	1.4
	0-17	19.2%	0.4	0.3	0.5
Age	18-29	17.6%	2.2	2.3	2.5
	30-39	17.3%	1.7	1.7	1.6
	40-49	12.7%	1.1	1.1	0.9
	50+	33.2%	0.3	0.3	0.2

		Population	Reported Offenders	Arrests	Uses of Force
Be	nchmark		Population	Offenders	Arrests
× Fe	Female	49.4%	0.5	1.0	0.7
Se	Male	50.6%	1.5	1.0	1.1
-	White	58.4%	0.6	10	0.9
ace	Hispanic	18.5%	0.6	1.0	1.2
	Black	12.7%	3.6	0.9	1.1
-	Asian	7.8%	0.3	1.0	0.5
	Nat Amer	2.6%	1.5	1.2	0.8
	0-17	19.2%	0.4	0.8	1.5
Age	18-29	17.6%	2.2	1.0	1.1
	30-39	17.3%	1.7	1.0	1.0
	40-49	12.7%	1.1	1.0	0.8
	50+	33.2%	0.3	1.0	0.7

Richfield PD Disparity Analysis

Symbol	Disparity	Risk Ratio
++	Positive	> +50%
+	Positive	+25% to +50%
0	None	-25% to +25%
~	Negative	-25% to -100%

Population-Based Benchmarks

		Population	Reported Offenders	Arrests	Uses of Force
×	Female	49.4%		-	
Se	Male	50.6%	+	+	++
	White	58.4%	-		
	Hispanic	18.5%	1.1.1	-	
lace	Black	12.7%	++	++	++
E.	Asian	7.8%	1000	-	
	Nat Amer	2.6%	+	++	+
-	0-17	19.2%			
	18-29	17.6%	++	++	++
Age	30-39	17.3%	++	++	++
	40-49	12.7%	0	0	0
	50+	33.2%	-	~	-

Risk Adjusted Activity-Based Benchmarks

		Population	Reported Offenders	Arrests	Uses of Force
Be	enchmark		Population	Offenders	Arrests
×	Female	49.4%	-	0	
Se	Male	50.6%	+	0	0
-	White	58.4%		0	0
	Hispanic	18.5%		0	0
lace	Black	12.7%	++	0	0
-	Asian	7.8%	-	0	- 8 -
	Nat Amer	2.6%	+	0	0
	0-17	19.2%	-	0	++
	18-29	17.6%	++	0	0
Age	30-39	17.3%	++	0	0
	40-49	12.7%	0	0	0
	50+	33.2%		0	-

Table 8: FBI Uniform Crime	Reports for 25 Largest	Cities in Minnesota – 2019
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Edit of Activity			FBI Part I Uniform Crime Reports (UCR) for 2019					
City Size Rank	City	Population	Violent Crimes	Property Crimes	Violent Crime Rate per 10,000	Property Crime Rate per 10,000	Violent Crime Rank	Property Crime Rank
1	Minneapolis	431,016	3,990	19,469	93	452	1	3
2	St. Paul	310,263	1,752	11,208	56	361	2	5
3	Rochester	118,267	254	2,225	21	188	10	16
4	Bloomington	85,902	203	3,079	24	358	8	6
5	Duluth	85,846	292	3,670	34	428	6	4
6	Brooklyn Park	81,211	299	2,760	37	340	5	9
7	Plymouth	80,616	37	938	5	116	25	23
8	Maple Grove	73,170	58	1,107	8	151	19	21
9	Woodbury	72,527	45	1,264	6	174	22	19
10	St. Cloud	68,311	298	2,443	44	358	3	7
11	Lakeville	67,206	45	564	7	84	21	25
12	Eagan	66,824	39	1,294	6	194	23	15
13	Blaine	66,260	61	1,586	9	239	16	12
14	Eden Prairie	64,777	52	700	8	108	18	24
15	Burnsville	61,306	103	1,621	17	264	14	11
16	Apple Valley	54,779	51	1,062	9	194	15	14
17	Minnetonka	54,497	30	772	6	142	24	22
18	Edina	53,076	47	983	9	185	17	17
19	St. Louis Park	49,535	89	1,396	18	282	13	10
20	Mankato	42,955	110	1,462	26	340	7	8
21	Shakopee	41,892	81	745	19	178	12	18
22	Maplewood	41,341	158	2,080	38	503	4	2
23	Cottage Grove	37,534	29	590	8	157	20	20
24	Roseville	36,750	83	2,164	23	589	9	1
25	Richfield	36,100	73	850	20	235	11	13
			10.000					

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National Incident Based Reporting System (NIBRS) Minnesota Agencies

Violent Crimes

Property Crimes

Table 9: NIBRS Reported Violent Crimes - 393 Minnesota Agencies - 2020

		_	Reporte	d Violent	Crimes
	Demographics	Minnesota Population	Reported Offenders	Risk Ratio	Odds Ratio
5	Female	50.2%	24.2%	0.5	1
5	Male	49.8%	75.8%	1.5	3.2

	White	86.0%	48.3%	0.6	1
8	Black	7.2%	43.9%	6	11
Ra	Nat Amer	1.4%	5.8%	4	7
	Asian	5.4%	2.0%	0.4	0.7

	0-17	23.1%	9.8%	0.4
	18-29	15.5%	34.4%	2.2
Age	30-39	13.7%	29.0%	2.1
	40-49	11.8%	14.8%	1.3
	50+	35.8%	12.0%	0.3
-				

Table 10: NIBRS Reported Property Crimes - 393 Minnesota Agencies - 2020

-		Reporte	d Propert	y Crimes
Demographics	Minnesota	Reported	Risk	Odds
Demographies	Population	Offenders	Ratio	Ratio

ex.	Female	50.2%	29.3%	0.6	1
Š	Male	49.8%	70.7%	1.4	2.4

	White	86.0%	47.2%	0.5	1
8	Black	7.2%	44.5%	6	11
Ra	Nat Amer	1.4%	6.0%	4	8
	Asian	5.4%	2.3%	0.4	0.8
	naidh	5.470	2.570	W17	0,0

	0-17	23.1%	12.7%	0.5
	18-29	15.5%	39.4%	2.5
Age	30-39	13.7%	27.6%	2.0
	40-49	11.8%	11.6%	1.0
	50+	35.8%	8.7%	0.2

POLICE STRATEGIES

Richfield PD – Risk Ratios and Odds Ratios Victims and Offenders

			Risk F	Ratios			Odds	Ratios
	-		Victims	Offenders	1		Victims	Offenders
B	enchmark	Population	Population	Population	B	enchmark	Population	Population
Xa	Female	49.4%	1.2	0.5	Xa	Female	1	1
Se	Male	50.6%	0.8	1.5	Se	Male	0.7	2.7
	White	58.4%	0.8	0.6		White	1	1
ace	Hispanic	18.5%	1.0	0.6		Hispanic	1.2	1.0
	Black	12.7%	2.4	3.6	lace	Black	2.9	5.8
-	Asian	7.8%	0.4	0.3		Asian	0.4	0.5
	Nat Amer	2.6%	0.4	1.5		Nat Amer	0.5	2.4
	0-17	19.2%	-	0.4				
-	18-29	17.6%		2.2				
Age	30-39	17.3%		1.7				
	40-49	12.7%		1.1				
	50+	33.2%	2	0.3				

Richfield PD – Sex of Victims & Suspects



Richfield PD – Sex & Race of Victims & Suspects

-				Victim Race			Victim	Suspect	% of All Suspects	% of Suspect Race	Risk
		Black	White	Hispanic	Nat Amer	Asian	Race	Race	in Victim Group	in Population	Ratio
			\bigcirc		\bigcap		White	White	47.7%	58.4%	0.8
	slach	81%	40%	32%	(45%)	25%	Hispanic	Hispanic	48.4%	18.5%	2.6
							Black	Black	80.5%	12.7%	6.3
			-			-	Asian	Asian	17.3%	7.8%	2.2
	te						Nat Amer	Nat Amer	30.0%	2.6%	12
	Whi	13%	48%	15%	10%	50%			1.00		
							White	Hispanic	7.1%	18.5%	0.4
ace							White	Black	39.6%	12.7%	3.1
t R	anic	-		400/	450/	CIU	White	Asian	2.4%	7.8%	0.3
jec	lisp	4%	1%	48%	15%	6%	White	Nat Amer	3.2%	2.6%	1.2
Sub	-										
	L			· · · · · ·							
	Ame	0			30%	•					
	Nat		-								
				-			-				
	c										
	Asia	0	۲	•		17%					
				1							

Discretion vs Discrimination



Discretion vs Discrimination

Table 31: Officer Discretionary Levels





Disparity Matrix by Discretion Level

			Officer	Discretionar	y Level
		All	1 Low	2 Medium	3 High
X	Female	26.4%	0	0	0
Š	Male	73.6%	0	0	0
	Black	45.5%	0	0	0
	White	36.0%	0	0	0
Race	Hispanic	12.2%	0	-	++
	Nat Amer	3.9%	0	+	
	Asian	2,4%	0	0	0
	0-17	9.1%	0	0	0
	18-29	38.7%	0	0	0
Age	30-39	28.1%	0	0	0
	40-49	13.5%	0	0	0
	50+	10.6%	0	0	0

Symbol	Disparity	Risk Ratio	
++	Positive	> +50%	
+	Positive	+25% to +50%	
0	None	-25% to +25%	
-	Negative	-25% to -100%	

POLICE STRATEGIES

Questions?

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