



COLUMBIA POLICE DEPARTMENT INTERNAL AFFAIRS UNIT

TO: CHIEF OF POLICE GEOFF JONES

FROM: SGT. SCOTT ALPERS, INTERNAL AFFAIRS

REF: 2020 BIAS POLICING ANNUAL ADMINISTRATIVE REVIEW

DATE: 03/31/2021

The following report was completed for compliance with CALEA standards regarding Bias Policing. The CALEA standards for bias policing are as follows:

The agency has a written directive governing biased policing and, at a minimum, includes the following provisions:

- A prohibition against biased based policing;
- Initial training and annual training for affected personnel in biased issues including legal aspects; and
- A documented annual administrative review of agency practices including citizen concerns and any corrective measures taken.

This report includes traffic stop data from both the Missouri Attorney General's Office Annual Report (2020) and internally maintained data at CPD, as well as data regarding internal and external complaints where bias based policing or racial profiling was alleged.

Policy:

The Columbia Police Department Policy Manual contains Policy 402, Bias-Free Policing. The policy, signed by all officers and available on PowerDMS, reiterates the department's commitment to bias-free policing and the strict prohibition of the practice of bias-based policing. Policy 402 includes a requirement of an annual review of department practices, bias policing data, and citizen complaints.

Complaints:

During the year 2020, the Columbia Police Department received four citizen complaints and one internal complaint alleging biased policing or racial profiling. The complaints are summarized as follows:

Number	Date	Type of Encounter	Disposition	Result
IN2020-0019	07/15/2020	Electronic Media	Pending	Pending
CC2020-0027	05/16/2020	Domestic Disturbance	Unfounded	n/a
CC2020-0034	07/08/2020	Traffic Stop	Unfounded	n/a
CC2020-0056	08/29/2020	Peace Disturbance	Unfounded	n/a
CC2020-0059	09/04/2020	Assist Ambulance	Unfounded	n/a

The following complaint(s) alleged racial/bias-based policing against two or more officers in a single incident:

- IN2020-0019
- CC2020-0034
- CC2020-0056

Of the five (5) total complaints alleging racial/bias-based profiling, none were sustained. The five (5) complaints included a total of nine (9) officers. There is no pattern or trend emerging for nature of contact which led to the complaint of racial/bias-based profiling. Of the five cases, one officer was involved in two cases.

Traffic Stop Data:

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Asian	0.39	0.49	0.47	0.42	0.43	0.48	0.45	0.50	0.50	0.50	0.44	0.46	0.45	0.50	0.47	0.51	0.56	0.49	0.33	0.37
Black	2.28	2.24	2.20	2.26	2.19	2.20	2.33	2.23	2.09	2.02	1.99	2.26	2.29	2.45	2.97	3.13	3.28	2.92	3.51	3.53
Hispanic	0.60	0.57	0.56	0.61	0.82	0.96	0.91	0.68	0.57	0.48	0.39	0.46	0.44	0.43	0.52	0.56	0.62	0.69	0.55	0.64
American Indian	0.15	0.21	0.09	0.13	0.05	0.14	0.11	0.10	0.13	0.09	0.07	0.15	0.10	0.27	0.36	0.16	0.21	0.62	1.66	1.19
White	0.91	0.91	0.91	0.91	0.91	0.90	0.88	0.90	0.92	0.93	0.96	0.92	0.91	0.89	0.82	0.79	0.76	0.80	0.76	0.76
Other	0.53	0.64	0.74	0.54	0.47	0.35	0.40	0.31	0.38	0.37	0.29	0.30	0.40	0.51	0.65	0.87	0.94	1.20	0.43	0.25

****At the time of this report, the Missouri Attorney General's Office had not released the 2020 traffic stop report. The numbers provided are those from data collection within the Columbia Police Department, using census data from 2010.****

The 2020 disparity numbers show an increase for the Asian, Black and Hispanic drivers. There was a decrease for American Indian and "Other" drivers. The disparity level for White drivers remained the same.

Columbia Police Department:

As reported last year, CPD added required information on traffic stop data to include whether the race of the driver was known at the time of the stop. This information is not required by statute and is not reported to the Missouri Attorney General's Office as part of their Vehicle Stop Report, released annually.

Vehicle Stops Committee:

- 2020
 - Due to the COVID-19 pandemic, the vehicle stops committee (VSR) met eight times in 2020.
 - The VSR began the process of proposing recommendations to Chief Jones in regards to traffic stops.

- A research project by personnel at the University of Missouri – Columbia began in regards to traffic stop data.
- History of the VSR
 - On April 23, 2019, Chief Geoff Jones appointed the vehicle stop committee. The committee addresses disparities in Columbia's vehicle stop rates by:
 - Examining existing data
 - Identifying variables affecting an officer's decision to stop a vehicle
 - Finding solutions, methods or process to fill data gaps
 - Setting a timeline for research
 - Identifying policing training / best practices that should be examined for changes
 - Reaching consensus on recommendations proposed to Chief Geoff Jones

The committee meets each month and is composed of community members, individuals from public interest groups, a Columbia Police Department trainer and a Columbia Police Officer.

Training:

Policy 402 requires that all new employees will receive bias-free policing training during orientation, which typically occurs within the first 2-3 weeks upon being sworn as an officer (402.4). The policy also requires annual training in bias-policing issues (402.4). In 2020, Bias-Free Policing training requirements were satisfied by department-wide participation. In 2020, members of the department completed Total Community Policing, presented by Chief Geoff Jones and Lt. Mike Hestir and racial profiling / tactical communications presented by instructors with LETI. Both courses were a POST certified course.

Conclusion:

Bias policing is a topic which needs continuous conversations involving interested parties, stakeholders, the community, and the department. Department leaders have acknowledged the disparity index numbers and a need to take a closer look at the data. The limitations on the data collected must also be weighed in the totality of circumstances.

Unfortunately, the COVID-19 pandemic halted some of the forward progress of the VSR and Chief Jones' vision in regards to traffic stops, disparity levels and bias free policing. During the 4th quarter of 2020, Chief Jones appointed a sworn officer as the Equity and Inclusion Officer. The duties of the Equity and Inclusion Officer include reviewing all policies, common practices, procedures, recruiting, training and a multitude of other tasks. The Equity and Inclusion Officer provides recommendations and findings to Chief Jones.

At this conclusion of this analysis, it is my recommendation that we await the Missouri Attorney General's traffic stop report, pending research information from the University of Missouri, recommendations from the VSR and recommendations from the Equity and Inclusion Officer before any changes are made to the bias based policing policy.