



COLUMBIA POLICE DEPARTMENT INTERNAL AFFAIRS UNIT

TO: CHIEF GEOFF JONES *[Signature]*
FROM: SGT. JULIE RAY
REF: 2022 BIAS POLICING ANNUAL ADMINISTRATIVE REVIEW
DATE: 01/23/23

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 (2022) 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 2022, the Columbia Police Department received one (1) citizen complaint alleging biased policing or racial profiling. The complaint is summarized as follows:

| Number | Date | Type of Encounter | Disposition | Result |
|--------|------------|-------------------|-------------|--------|
| | 09/26/2022 | Disturbance | Unfounded | n/a |

There were zero (0) complaint(s) alleging racial/bias-based policing against two or more officers in a single incident:

Of the one (1) total complaint alleging racial/bias-based profiling, none were sustained. The one (1) complaints included a total of one (1) officer. There is no pattern or trend emerging for nature of contact which led to the complaint of racial/bias-based profiling.

Traffic Stop Data:

| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|-----------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Asian | 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 | 0.35 | 0.27 |
| Black | 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 | 2.78 | 3.6 |
| Hispanic | 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 | 1.16 | 0.94 |
| American Indian | 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 | 1.29 | 1.68 |
| White | 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 | 0.85 | 0.74 |
| Other | 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 | 0.28 | 0.11 |

**At the time of this report, the Missouri Attorney General’s Office had not released the 2022 traffic stop report.

The numbers provided are those from data collection within the Columbia Police Department, using census data from 2020.**

The 2021 disparity numbers show an increase for Black and American Indian drivers. There was a decrease for Asian, Hispanic, White and “Other” drivers.

Columbia Police Department:

CPD recently 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:

- 2022
 - The vehicle stops committee (VSR) met seven (7) times in 2022.
 - The VSR began the process of proposing recommendations to Chief Jones in regards to traffic stops.
- 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 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 2022, Bias-Free Policing training requirements were satisfied by department-wide participation. In 2022, members of the department completed Anti-Bias training for law enforcement, Community Policing, Racial Profiling, De-Escalation and Responding to People with Mental Illness trainings. All courses were POST certified courses.

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.

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, recommendations from the VSR and recommendations from the Equity and Inclusion Officer before any changes are made to the bias based policing policy.