



Easthampton Police Department

32 Payson Avenue

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2021

Robert J. Alberti

Chief of Police

Policy 4.09 "Bias-Free" Professional Policing Policy Annual Review for 2021

Pursuant to the provisions of Policy 4.09 "Bias-Free" Professional Policing Policy, an annual administrative review of certain agency practices is required. Bias Free Policing is defined under chapter 253 of the Acts of 2020 as follows:

"Bias-Free Policing": policing decisions made by and conduct of law enforcement officers that ***shall not consider*** a person's race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level.

This definition of Bias-Free Policing ***shall also include and allow policing decisions*** made by or conduct of law enforcement officers that: (1) are ***based on a law enforcement purpose or reason which is non-discriminatory, or which justifies different treatment***; or (2) consider a person's race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level ***because such factors are an element of a crime(s) under investigation***.

Please accept the following review on bias based profiling.

Internal Affairs:

No citizen concerns of bias based policing were received in 2021.

Traffic Contacts:

The following data was available for traffic citations issued in 2021:

Race Data Entry:

Total Citations	White	Hispanic	Black	Asian or Pacific Islander	Native American	Middle Eastern	Unknown/ Missing
455	77.5%	12.9%	6.1%	1.5%	0.7%	0%	1.1%

Total Stops 7/01/21- 12/31/21	White	Hispanic	Black	Asian or Pacific Islander	Native American	Middle Eastern	Unknown/ Missing
672	78.9%	12.3%	6.3%	1.9%	<1.0%	<1.0%	0.0%

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Gender Data Entry for Citations:

Male: 58.46%	Female: 41.54%
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The numbers are broadly similar to the demographics of the community. Other conclusions are difficult to draw based on the following factors:

- Data collection differences: It appears that data collection in regards to race follows different guidelines. Traffic citation codes, IMC records management codes and the US census codes all differ. US census data is self-reported and traffic citation data is an officer's subjective determination.
- The latest US Census Data referenced for comparison in this report is found here: <https://www.census.gov/quickfacts/easthamptontowncitymassachusetts>
- This information is broken down by citation only and total vehicle stops which includes citations. Total vehicle stops is limited to the second half of the year, July through December. We only started collecting this data in July of 2021 and is reflected in this report.

Field Contacts:

Field contacts that rise to the level of a threshold inquiry are documented by call number assignment and descriptive information about individuals is collected for checking computer databases. The Field Interview rarely leads an officer to complete a Field Interview report into the IMC database, rendering a search of that records system ineffective.

Arrest/Summons/PC reports for 2021 indicate suspects numbered at the following percentages.

Race Data Entry:

Arrests/Summons/PCs	White	Black	Asian	Native American	Unknown
Total 2021 – 221	88.23%	9.0%	0.9%	0.45%	1.3%

Out of the 221 above, 36 were recorded as having a Hispanic ethnicity. Of these, 32 (88.9%) were also recorded as White and 4 (11.1%) were also recorded as Black.

The numbers are broadly similar to the demographics of the community, though the percentage of Blacks arrested is 7 percentage points higher than the population estimate of "Black or African-American alone"¹ in the latest US Census data available. I have not been able to identify any other problem within

¹ <https://www.census.gov/quickfacts/easthamptontowncitymassachusetts>

our policies, procedures, or any individual officer(s) practices, which give me reason to believe there is a problem that needs to be addressed or corrected.

Gender Data Entry for Arrests/Summons/PCs:

Male: 67.9%	Female: 32.1%	Non-Binary: 0%
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Asset Seizures and Forfeiture Efforts:

The Northwestern District Attorney's office or the US Attorney's Office generally take charge of decisions regarding the seizure and forfeiture of assets. I do not have data available to report involving the Easthampton Police Department specifically.