



City of Manassas

Police Department

Office of Professional Standards

Memorandum



TO: Douglas W. Keen, Chief of Police *DWK good work!*

FROM: Lieutenant J.W. Martz *JW*

DATE: March 9, 2020

SUBJECT: 2019 Bias Based Policing Review (CALEA 1.2.9)

The purpose of this report is to review the practices of this department regarding the Bias Based Policing in compliance with General Order 06-32 and CALEA standard 1.2.9. The Department's written directive specifically states that "The Office of Professional Standards will conduct an annual administrative review of department practices to ensure that biased policing is not occurring and/or to identify and analyze cases where it may have occurred." This review seeks to identify instances and patterns of biased policing and profiling practiced by members of this Department. Biased profiling is considered a precursor to biased policing. This review defines biased profiling as stated in General Order 06-32.

"BIAS PROFILING – The selection of an individual for police action based solely on a specific trait or traits including but not limited to race, ethnicity, national origin, cultural group, gender, sexual orientation, religion, age, or economic status."

Sources for this review included citizen complaints, the responses from the Department's Citizen Surveys, arrest/summons/field contact statistics and use of force data, referrals from Department personnel, and any other information received by the agency related to this topic. As supervisors cannot be with an officer at all times, the body worn camera (BWC) and the in-car camera systems are also used to look for examples of biased policing. Throughout the year, supervisors randomly review both of these videos utilized by the officers during traffic stops and other encounters with the public.

A statistical review looks at Arrests, Summonses, and Field Interviews by race/ethnicity, gender, and age. The chart below is a numerical breakdown of this data for 2019 and 2018.

2019													
	Race			Ethnicity	Gender		Age						
	Black	White	Other	Hispanic*	Male	Female	<18	18-24	25-30	31-40	41-50	51-60	>60
Arrests	801	1,388	24	380	1752	461	81	583	467	518	263	1964	42
Summons	1362	5,117	272	168	4312	2504	124	1542	1280	1605	1063	778	426
Field Contacts	46	113	8	N/A	135	30	33	42	20	25	23	3	8

*Our data separates race and ethnicity. The "Hispanic" column is a combination of all races with Hispanic origins.

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2018	Race			Ethnicity	Gender		Age						
	Black	White	Other		Hispanic*	Male	Female	< 18	18-24	25-30	31-40	41-50	51-60
Arrests	766	1445	23	425	1756	478	184	661	461	491	239	181	67
Summons	166	4233	1254	142	3533	2117	137	1380	1001	1308	894	567	357
Field Contacts	19	58	2	N/A	68	11	13	35	11	9	2	7	2

*Our data separates race and ethnicity. The “Hispanic” column is a combination of all races with Hispanic origins

The numbers in the identified categories for 2019 are proportionately consistent with previous years and do not indicate any cause for concern or troubling trends with regards to bias based policing. The data is also fairly consistent with our community’s demographics as well as data seen nationwide.

In calendar year 2019, Internal Affairs recorded and tracked thirty (42) complaints involving members of the Department. Of these complaints, there was two (2) complaint that alleged bias based profiling. That complaint was thoroughly investigated, to include witnesses and BWC footage and was determined to be **UNFOUNDED**.

Bias Based Policing Complaints – Year to year		
Year	Complaints	Investigative Disposition
2019	2	Unfounded
2018	1	Unfounded
2017	0	N/A

The chart reinforces the fact that our Department continues to receive low numbers of complaints involving bias based policing. This positive community trend suggests that our agency, historically and presently, maintains a culture of high respect to civil and individual rights.

Citizen Survey responses submitted online are all reviewed by the Office of Professional Standards. None of the responses indicated any issues with profiling or biased based policing on the part of our members. The online survey is a safe and anonymous method to make a complaint of this nature and none were submitted in 2019.

Data collected for our Annual Use of Force of Analysis include a breakdown by race, gender, and age of those individuals that force was used upon. The levels of force used by officers and suspects, as well as injuries, were also recorded. A review of the data collected in 2019 show not instances or patterns suggesting bias based policing.

In summary, a thorough review conducted through multiple sources produced no evidence that members of this agency engaged in biased profiling or bias based policing during calendar year 2019. Supervisors have been diligent in reporting and responding to claims of bias, and in promoting a culture of respect, impartiality, and appreciation for diversity. However, in our effort to further ensure that officers do not engage in bias based practices, members will

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continue to be required to attend Bias Based Policing and Fair and Impartial Policing when offered. Members are also mandated to attend DCJS approved cultural diversity courses at least once every two years, and are encouraged to attend other related courses as offered.

Additionally, the Office of Professional Standards (OPS) provided the biennial Ethics and Integrity training to all Department staff. This was well received by both sworn and non-sworn staff, and the various methods of accountability to ourselves, the Manassas City Police Department, and the Community we serve and protect.

Maintaining a culture of impartiality and fairness is crucial to the preservation of the integrity and legitimacy of this Department and its members. Our supervisors must continue to foster and nurture this environment through strong, progressive, and engaging leadership where incidents of bias or prejudice are addressed in a transparent and accountable manner. Policies addressing bias based policing and profiling will also be regularly reviewed to ensure compliance with current acceptable standards and practices. After a review of General Orders 06-32: Bias Based Policing, 01-04: Police Ethics, and 02-01: Rules of Conduct, I have concluded that our policies adequately addresses these requirements.

Cc: Captain T.P. Laguna
Captain B.K. Larkin
Captain V. P. Hatcher
OPS File