



# 2021 Vehicle Stops Report

Tuesday, June 21, 2022

# Addressing Bias in Policing

CPD approaches the potential for bias through policy, training, performance expectations, accountability and data review.

While progress has been made, there still is work to be done.



# Policies Regarding Traffic Stops

**Policy 322, Search & Seizure:** Officers will conduct searches in strict observance of the constitutional rights of those who are searched. All seizures will comply with relevant federal and state law.

**Policy 402, Bias-Free Policing:** Officers will provide law enforcement services and enforce the law equally, fairly and without discrimination toward any individual or group.



# Policies Regarding Traffic Stops (cont.)

## **Policy 500, Traffic Enforcement Function:**

Prohibits blanket saturations and requires a written record of each stop, which is recorded in the RMS system.

**Policy 506, Traffic Stops/Approaches and Violator Contacts:** Reinforces compliance with Sec. 590.650, RSMo, Missouri's anti-racial profiling law.



# Reinforcing Traffic Stop Expectations

A General Order restricting traffic stops to hazardous moving violations and investigative stops was issued at the start of the COVID-19 pandemic.

After the order was lifted, written expectations were issued for all CPD employees. Officers are expected to consider the long-term effects of their traffic enforcement strategies.



# Training and Cultural Competence

Every CPD officer receives training in customer service, community policing, anti-racial profiling and recognizing implicit bias.

We continue to adapt our training to prepare officers for changing environments.



# Training Process

Three-hour training conducted during in-service sessions for current officers.

Training for new hires conducted during the onboarding process.

Courses approved by Missouri POST.

All training emphasizes community-based policing and bias-free decision making.



# Diversity, Equity and Inclusion Officer

A sworn officer in our Internal Affairs Unit.

Certified as a Diversity Professional by Cornell University.

Addresses cultural competence in our workplace.





# Diversity, Equity and Inclusion Officer

Examines and audits our policies through an equity lens to promote a fair and inclusive environment.

Provides strategic and programmatic leadership for diversity, equity and inclusion initiatives.

Conducts training on topics that include unconscious bias, privilege, microaggressions and more.



# Police Chief's Vehicle Stops Committee

Our accountability partner.

Examines variables influencing traffic stops and identifies concerns, gaps in data and policy and training issues.

To help the Committee, a University of Missouri research team conducted an independent study and recommended actions for their consideration.



# Committee Recommendation

Hold focus groups on race relations

They have listened to lived experience of Black community members and Black retired officers.

They had difficult conversations during a community visit to National Civil Rights Museum.



# Committee Recommendation

Collect more information than required by state law

We have adopted most suggestions, unless preempted by state, or we already have the data.

Will start to see those results later this year.



# Committee Recommendation

Deemphasize odor-only searches during traffic stops

CPD has adjusted investigation guidelines to ensure there is no interference with the right to legally possess marijuana for medical purposes.



# Odor-Only Search Changes

New K9s won't be trained to detect the odor of marijuana.

Current K9s trained to detect will not justify a further search without more information.

We're reviewing current policies, and future policies will be written to include a deemphasis on odor-only probable cause searches.



# Auditing of Body and Car Camera Footage

Each month supervisors are required to randomly audit both in-car and body worn camera videos of the officers they supervise.

Any training or supervisory issues they observe are documented and addressed as needed through the chain of command.



# Auditing Traffic Stop Videos

Patrol supervisors already review all citations issued by their officers.

Starting July 1, 2022, supervisors will be required to audit all traffic stop videos where searches based on odor or consent are performed.





# Expanding Data Analysis

MU researchers said that CPD “is at the forefront” nationally in its approach to data collection and transparency.

They recommended surveying residents and officers; putting that information into training and studying how a university town affects traffic stops.

# Achieving Greater Data Transparency

We are working with the City's IT Department to develop internal and external dashboards.

Issues with our RMS system have made it difficult to extract needed data, but we have made progress.

We are evaluating a new system that would make this type of transparency more attainable and sustainable.



# Investigative Stops

In 2021, CPD conducted 473 traffic stops identified as “investigative” in the Attorney General’s 2021 Vehicle Stops Report.

These stops are those where there is actionable information that there is criminal activity and the officer stops a car for the purpose of taking someone into custody or to investigate further.



# Investigative Stops (cont.)

A large majority of investigative stops are conducted by CPD's Special Investigations Division and the Street Crimes Unit in concert with Patrol Officers.

CPD recognizes the need to continue to make stops as part of a crime reduction strategy to investigate criminal activity.



# Investigative Stops (cont.)

CPD is training officers to properly identify and mark an “investigative stop” on the racial profiling report form filled out after each traffic stop.

Officers sometimes mark an equipment violation and forget to identify the “investigative” component. This skews the total sum of investigative stops.



# Investigative Stops Breakdown

47 of an unknown nature that could not be specified from CAD notes.

47 detailed an element of DWI, C&I or road rage.

87 associated with dangerous drugs, many involving violent drug dealers and traffickers.

54 involved stolen vehicles, stolen license plates or larceny suspects.



# Investigative Stops Breakdown (cont.)

79 for subjects identified by officers or detectives as having outstanding warrants.

37 for subjects involved in crimes against persons.

29 related to ongoing shoot investigations.

18 related to a homicide investigation, robbery or other gun-related violent crime.



# Investigative Stops Breakdown (cont.)

2 were a non-traffic stop and a duplicate entry.

73 included many identified as trespass subjects, leaving accident scenes, attempts to locate missing juveniles or a burglary theft special detail assignment

**Total Investigative Stops: 473**





# Next Steps on Addressing Bias

We cannot police to a number or suggest that a disparity will never exceed 1.0, but CPD will continue to address biased policing wherever it occurs.

1. Collect more data as recommended by Vehicle Stops Committee.

2. Make data available through public and internal dashboards.



# Next Steps on Addressing Bias (cont.)

3. Fund more research as the MU team recommended.
4. Review all videos where stops are based on searches or consent.
5. Continue training officers.



# Next Steps on Addressing Bias (cont.)

6. Revise policy and training as needed.

7. Install a new RMS system, if funding allows, to assure data is accurate, accessible and transparent.

