

# **Law Enforcement Contacts Policy and Data Review Committee**

## **2010 Annual Report**



**December 1, 2010**

**Prepared by:**

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# Contents

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<u>Executive Summary</u> .....	3
<u>Introduction</u> .....	5
<u>Statement of Purpose and Committee Structure and History</u> .....	17
<u>LECC Activities in 2010</u> .....	24
Oregon State Police Traffic Stops 2001-2009 (Full Report) .....	25
Stop/Search Data Collection Presentation (Benton Co., 10/19/10).....	39
“Tactical Ethics: Perspectives on Profiling” Training .....	41
Evaluation of “Perspectives on Profiling” .....	45
Community Outreach Plan (Salem, PD) .....	52
<u>Conclusions, Recommendations and Future Tasks</u> .....	55
<u>Appendices</u> .....	58
Appendix A: ORS 131.905 et seq .....	59
Appendix B: Methodological Details for OSP Report .....	62
Appendix C: PowerPoint Handout of Stop/Search data collection presentation to Benton Co. Commissioners.....	63
Appendix D: PowerPoint Handout of Stop/Search data collection presentation to Benton Co. Commissioners.....	92

# **EXECUTIVE SUMMARY**

## **Executive Summary:**

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During 2010 the Law Enforcement Contacts Policy and Data Review Committee (LECC) continued its efforts to train law enforcement personnel throughout the state and assist agencies in the collection and analysis of traffic stop data to determine if racial profiling, either intentional or unintentional, was occurring within Oregon law enforcement agencies.

In 2010 the LECC performed the following:

- Provided Technical Assistance related to traffic stop data collection to the Oregon State Police (see pages 25-38 for a summary of these activities).
- Revised the recommended traffic stop data points to collect and benchmarking approaches to understand stop and search disparity.
- Tested a new approach to increase data collection statewide by reaching out to County Commissioners and City Council members. Delivered a PowerPoint presentation describing the LECC data collection approach to Benton County Commissioners and local law enforcement (see Appendix B).
- Delivered “Perspectives on Profiling” Regional Trainings and In-Services to 413 law enforcement professionals from more than 56 law enforcement agencies (see full report on page 41). Since 2008 the LECC has trained 1,138 Oregon officers.
- Started a follow-up evaluation of Perspectives on Profiling trainers to examine the extent to which training has impacted their perceptions, beliefs and job performance.
- Sent 13 trainers to the Simon Wiesenthal Center in Los Angeles to begin the development of follow-up curriculum to the “Perspectives on Profiling” training and sharpen their presentation skills.
- Worked with Salem PD on a draft Community Outreach Best Practices Manual (see page 52 for further information).

The introduction and body of this report covers each of these in more detail.

# **INTRODUCTION**

## Introduction:

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The Law Enforcement Contacts Policy and Data Review Committee (LECC) was created by Senate Bill 415 in 2001 and charged with the responsibility to obtain data on law enforcement stops, provide technical assistance in collecting and analyzing that data, and identify and disseminate information on programs, procedures and policies from communities that have forged positive working relationships between law enforcement and communities of color. HB 2102, signed into law in 2007, made the LECC permanent and transferred staffing duties from the Oregon Criminal Justice Commission to the Criminal Justice Policy Research Institute at Portland State University. House Bill 2102, codified as ORS 131.905 *et seq.*, can be found in Appendix A of this report.

The LECC, in partnership with the Criminal Justice Policy Research Institute and the Traffic Safety Division of the Oregon Department of Transportation, has received two grants from the National Highway Traffic Safety Administration (NHTSA-2006-23772). These grants will fund the activities of the LECC until 2011. The grant program is called the “Incentive Grant Program to Prohibit Racial Profiling” under section 1906 of the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (Federal Register, Vol. 71, No. 22, pp. 5727-5729).

The original charge of the LECC was based on the legislative finding that state and local law enforcement agencies can perform their missions more effectively when all Oregonians have trust and confidence that law enforcement stops and other contacts with individuals are free from inequitable and unlawful discrimination based on race, color or national origin, and that data collection can establish a factual foundation for measuring progress in eliminating discrimination.

The LECC recognizes that racially biased policing, whether actual or perceived, impacts relationships between communities of color and law enforcement agencies. Policing in democratic nations is based on principles of procedural justice. In other words, police are expected to be *neutral* in their decision-making, treat the citizenry with *respect*, and seek *fair* outcomes. A review of research on law enforcement-citizen relations indicates that *trust* in and *satisfaction* with police have important ramifications for crime prevention, case investigation, legitimacy of government institutions, and crime itself.

Racially-biased policing clearly violates such principles of justice, and lowers citizen trust and satisfaction with police. However, racially-biased policing and police-citizen relationships are complex and there are no simple solutions. Therefore, in order to foster more positive relationships between law enforcement and the communities they serve, the LECC has taken a multi-pronged approach, led by two regularly convening subcommittees: Data Review and Community

Relations. These two subcommittees have carried out a variety of tasks to address issues relating to the intent and goals of ORS 131.905 *et seq.*

The LECC has structured its work around four key areas:

- 1) Status of Stop Data Collection, Analysis, and Utilization in Oregon;
- 2) Public Perception of Racially Biased Policing in Oregon;
- 3) Identification of “Best Practices” for Community Outreach and Law Enforcement Training; and
- 4) Recommendations for Addressing Racially Biased Policing and Law Enforcement-Citizen Relations in the State of Oregon.

In 2010, the LECC focused on a number of tasks that correspond to all four of its key areas. The specific tasks completed by the LECC to address these areas in 2010 were the following:

- 1) Oregon State Police Traffic Stops 2001-2009 Report
- 2) Stop/Search Data Collection Presentation (Benton Co., 10/19/10)
- 3) “Perspectives on Profiling” Regional and In-Service Training
- 4) Perspectives on Profiling Follow-up Evaluation
- 5) Community Outreach Plan (Salem, PD)

The remainder of this introduction reviews each area addressed in 2010, briefly summarizes the tasks undertaken, and lists significant findings and conclusions. This summary includes a broad perspective, including information from other years and other organizations. The introduction ends with the LECC’s recommendations for addressing racially biased policing in Oregon based on the LECC’s cumulative efforts. More detailed descriptions of the LECC committee, tasks completed in 2010, and data findings follow the introduction.

## **1. Status of Stop Data Collection, Analysis, and Utilization in Oregon**

### **LECC Findings Regarding Disparity in Stops, Searches, and Search Outcomes**

Since 2001, the LECC has received and analyzed traffic data from five Oregon police agencies: Beaverton PD, Corvallis PD, Eugene PD, Hillsboro PD, and the Oregon State Police (OSP). The Criminal Justice Policy Research Institute has also worked with the Portland Police Bureau on analyzing their stop and search data. All of these agencies, except Eugene, have between five and seven years of data collection, which allows for more robust analyses than previously undertaken.

Prior LECC analyses of traffic stop data from specific agencies can be found on our website in previous annual reports (<http://www.cjpri.ccj.pdx.edu/LECC/index.php>). LECC analyses highlight the presence of the following disparities in most agencies:

- African American and Hispanic motorists are only slightly more likely to be stopped compared to their percentage of the population aged 16 and older.
- African American and Hispanic motorists are more likely to be searched compared to White motorists. In most cases these differences in search experiences between Minority and White drivers are statistically significant.
- Although African American and Hispanic drivers are more likely to be subjected to a search, in some instances they are less likely to be found with illegal contraband than White drivers.

National research efforts to address limitations in traffic stop data and analysis methodologies have pushed agencies to collect more precise data points and use complex analytic techniques. In 2009 and 2010, the LECC started to examine its research methodologies in light of these new approaches. Using more comprehensive data points and complex analyses with Corvallis PD and the Portland Police Bureau, the LECC has discovered that different analytic techniques can create a more complete understanding of any disparities (see the 2009 LECC Annual Report for additional review).

Here are two examples of what these new analysis techniques reveal:

- 1) Using what's called a regression equation, our analysis of Corvallis PD finds that African American and Hispanic drivers are equally likely as White drivers to experience discretionary searches *after accounting for*

*other characteristics* that increase one's risk of being searched (LECC, 2009 Annual Report).

- 2) A *daytime versus nighttime analysis* of Portland Police Bureau stops reveals that most of the disparity in African American stops occurs during the night when it is more difficult to observe race. Disparity in African American stop rates may be due to proactive enforcement at night in neighborhoods with higher concentrations of crime, calls for service, and African American residents.  
(<http://www.portlandonline.com/police/index.cfm?c=42284&a=305171>)

Given these analytical developments, the LECC has established a new standardization of data points and benchmarking techniques to understand disparity in stops and searches. Our goal in this standardization is to ensure that inter-agency analyses compare “apples to apples”. The first area of standardization focused on revising the LECC minimum required traffic stop data points agencies need to collect. The original LECC statute recommended agencies collect six data points:

- (a) The reason for the law enforcement stop or other contact;
- (b) The law enforcement officer's perception of the race, color or national origin of the individual involved in the contact;
- (c) The individual's gender;
- (d) The individual's age;
- (e) Whether a search was conducted in connection with the contact, and if so, what resulted from the search;
- (f) The disposition of the law enforcement action, if any, resulting from the contact.

In 2007, the LECC recommended the *specific search authority*, not just whether a search was conducted, be specified in a data collection system (.e.g. consent, weapons pat down, plain view, incident to arrest, or an inventory search). The LECC has determined that not all searches of vehicles or passengers are the same. It is important for traffic stop data collection to specify the type of search that occurred so that follow-up analyses can separate more discretionary searches from less-discretionary search types. For example, consent, weapon-pat down, and plain view searches involve more officer discretion in initiating the search than a search following arrest, which is often done for officer safety reasons or vehicle inventory searches that may be required when impounding a vehicle.

In 2010, the LECC added an additional data point recommendation; (g) *the time of the stop*. Collecting data on the time of the stop allows for an additional benchmark approach to examine the possibility of officer bias in stop decisions. It is generally more difficult to determine the race/ethnicity of a driver or passenger during the night as compared to when there is daylight. If the

percentage of stops by any race/ethnicity were more pronounced during the day than at night, the agency would have an elevated cause for concern.

The second area of standardization the LECC worked on in 2010 was a consensus over benchmark approaches for understanding disparity in traffic stop and search data. The committee has decided to adopt three benchmarks which are based on current analysis and best practices:

1) Census population comparison:

- a. Expected rate: All racial and ethnic groups are expected be stopped at rates equal to their percentage in the population.
- b. *Disparity occurs when the racial/ethnic proportion of stops exceeds the driving age (16+) population percentage. A disparity equal to or greater than 5 percentage points is cause for further explanation and concern.*

2) Day vs. Night stops comparison:

- a. Expected rate: The proportion of stops *during the day* attributed to racial and ethnic groups should be the same proportion for stops *during the night*. It is easier to identify the race/ethnicity of a driver during the day than night, so if the proportion of stops attributed to a racial/ethnic group is higher during the daytime further investigation is warranted.
- b. *Disparity occurs when the proportion of stops attributed to a racial/ethnic group is higher during the daytime compared to their nighttime proportion.*

3) Discretionary search rate comparison:

- a. Expected rate: All racial and ethnic groups are expected to be the subject of discretionary searches at equal rates.
- b. Discretionary search = consent, weapon pat down, probable cause, plain view searches (does not include incident to arrest or inventory searches). A search rate is the percentage of stops for each race/ethnic group that result in a discretionary search.
- c. *Disparity occurs when any racial/ethnic group experiences a greater rate of discretionary searches per stop than other races/ethnicities.*

Data analysis and collection in 2011 will focus on testing the utility of these new benchmarks across more agencies.

### **LECC Efforts to Encourage More Agencies to Collect Data**

The LECC has implemented a new approach in 2010 to encourage more law enforcement agencies to collect traffic stop data. Over the past four years direct appeals using mass emails from law enforcement associations or conference presentations have not generated new agency involvement in data collection. The new outreach approach entails an invitation and face-to-face presentation of LECC efforts to County Commissioners and City Councils.

A PowerPoint presentation for the Benton County Commissioners and local law enforcement was given on October 19, 2010. The presentation summarizes the LECC history, the benefits of collecting stop data, LECC findings, and specific details on data collection points, analysis, and limitations (see Appendix C for copy of the PowerPoint).

The goal of the presentation is to illustrate the benefits of data collection for police-citizen relationships and agency effectiveness. The Benton County Commissioners and local law enforcement offered important feedback at the presentation. The biggest issue raised in response to the presentation was agency cost concerns. Both law enforcement and government officials suggested the presentation can be stronger if it illustrates the costs of data collection and specific evidence of how data collection has improved police-citizen relations and perceptions. In 2011 the LECC will work towards presenting more of these presentations throughout the state.

## **2. Public Perception of Racially Biased Policing in Oregon**

Prior to 2007, the LECC conducted four annual statewide opinion surveys that assessed the public's views of law enforcement contacts and the prevalence of racially-biased policing. In 2005, the survey was supplemented with additional surveys of African-American and Hispanic residents of Oregon. A sixth survey was completed in 2009.

These surveys of Oregon drivers have consistently shown that drivers of all races/ethnicities are more likely to be stopped than the national average of 8.8% per year.<sup>1</sup> For example, in 2009, 17% of non-Hispanic White drivers, 22% of African American drivers, and 29% of Hispanic drivers were stopped. In 2009, there is also some evidence that Minority, African American, and matched White drivers were stopped at equal rates. For example, 18% of statewide minority

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<sup>1</sup> "Contacts between Police and the Public: 2005" Bureau of Justice Statistics, U.S. Department of Justice, 2007 (<http://www.ojp.usdoj.gov/bjs/abstract/cpp05.htm>)

drivers reported being stopped in 2009 compared to 17% of non-Hispanic White drivers. In 2007 these differences were 25% Minority compared to 15% non-Hispanic White. The 2009 extension sample of African Americans shows that 22% reported being stopped in 2009 compared to 18% of matched non-African American drivers from the same neighborhoods. In 2007 these differences were 28% African American compared to 16% non-African American, and were even greater in 2005. The Hispanic extension sample shows that Hispanic drivers were more likely than matched non-Hispanic White drivers from the same county to be stopped, (29% Hispanic, 18% non-Hispanic White). These differences have gone down over time too. Overall, there is some indication that both African American and Hispanic drivers are less likely to report being pulled over in 2009 compared to all previous surveys.

**The surveys continue to indicate a sharp divide between African American drivers and other drivers regarding whether they think racial profiling is frequent.** For example, in 2009, 60% of African American drivers believe that Oregon police often or always allow a person's race, ethnicity, or national origin to unfairly influence their decision to stop someone compared to 23% of non-African American drivers from the same neighborhood. Among African American drivers who are stopped, 78% thought the reasons given by the law enforcement officer for the stop were untrue, compared to 29% of other drivers from the same area who had been stopped. **However, attitudes of African American, Minority, and Hispanic drivers regarding the frequency of racial profiling are consistently improving over time.** Among African American drivers in 2005, 71% felt police were often/always biased in making stop decisions, which fell to 66% in 2007 and 60% in 2009. Among Hispanic drivers in 2005, 31% felt police were often/always biased in making stop decisions, which fell to 27% in 2007 and 25% in 2009. Similarly, the attitudes of White drivers regarding the frequency of police bias have been improving over time, too.

Public opinion about whether Oregon police are becoming more or less fair in not allowing race to influence their decisions to stop someone has remained relatively stable for most groups since the last survey in 2007. There is some improvement noted among African American drivers' perceptions of fairness over time. In 2005, 50% of African American drivers felt police had become less fair over the past year, which fell to 32% in 2007 and 26% in 2009.

African American and Hispanic drivers continue to view Oregon police more positively and less negatively over time. In 2005, 43% of African Americans reported negative feelings toward Oregon police, while only 28% reported negative feelings in 2007, and 21% in 2009. African American drivers still express significantly more negative and less positive views of Oregon police officers than non-African Americans from the same neighborhoods. Since the 2007 survey, Hispanic drivers have not demonstrated statistically significant differences in their overall feelings toward the police than non-Hispanic White drivers.

While the improvement in perceptions toward the police is encouraging, the findings suggest that law enforcement may benefit from further improvement in public relations. Continuing to support efforts in police-citizen relationship building and understanding public perceptions of the police may be important to succeed in achieving public safety goals.

### **3. Identification of “Best Practices” for Community Outreach and Law Enforcement Training**

The LECC purchased the **Perspectives on Profiling™ curriculum** designed by the Tools for Tolerance® for Law Enforcement at the Simon Wiesenthal Center’s Museum of Tolerance. Perspectives on Profiling is an interactive virtual learning experience that compels users to make critical choices in testing situations. The program is designed for police managers, mid-level supervisors, training officers, and line officers. The interactive video is a cutting edge training tool that is sensitive to the challenges that law enforcement face both in reality and in the management of public perception.

In 2008, the LECC initiated the first series of an ongoing regional training effort and conducted in-service training for the Benton County Sheriff’s Department. Using the Perspectives on Profiling curriculum, the LECC trained 113 officers from 14 different Oregon agencies in 2008. In 2009, the training was greatly expanded to 612 law enforcement professionals from more than 52 law enforcement agencies. In 2010, a total of 413 law enforcement professionals were trained from 56 different agencies. Since 2008, the LECC has trained 1,138 officers. Following the introductory summary, a full account of the 2010 training schedule is provided.

Participant evaluations continue to rate the trainers very highly. Over three-quarters of the respondents indicated that they did *not* agree that the training seemed “watered down.” The vast majority (96%) of respondents agreed that they would recommend this training to other law enforcement officers, with almost half of respondents indicating that they strongly agreed.

In 2010, a new long-term evaluation effort of Perspectives on Profiling trainees was undertaken. This survey was designed to answer the following critical questions about the training experience:

- ✓ Is the training material being used on the job?
- ✓ Has the training increased people’s awareness of personal biases and how those biases can affect job related decision making?
- ✓ Has training helped participants feel more confident in handling racial tensions and inner department ethical issues effectively
- ✓ What is the overall feedback about the training in retrospect.

The goal of the survey is to obtain close to 500 survey respondents from approximately 45 agencies. The preliminary results of this follow-up survey are positive, although it is premature to reach any definitive conclusions. Early results suggest that the majority of officers who are involved in the training notice positive changes in their own behavior, perceptions, and the actions of others around them regarding police bias and ethical issues.

Our experiences in implementing this training effort clearly indicate a statewide interest in law enforcement training regarding issues of race/ethnic bias, profiling, and ethics in law enforcement. Our training is the most popular and well-received aspect of the LECC effort. As knowledge and exposure to the training increase, the size of the classes and demand for the training will increase too. Below is the tentative regional training schedule for 2011.

<b>Locations</b>	<b>Month</b>
Medford	February
Roseburg	February
Eugene	February
Gold Beach	March
Reedsport	March
Seaside	March
Harney County	April
Bend	April
Prineville	April
Ontario	May
Boardman	May
Hood River	May
Portland Metro Area	June
Salem	June
Newberg	June

#### **4. Recommendations for Addressing Racially Biased Policing and Law Enforcement-Citizen Relations in the State of Oregon.**

Below are some key conclusions from the LECC work in 2010.

- 1) Our training efforts using the Perspectives on Profiling continue to be popular and enthusiastically received. Post-survey feedback evaluations continue to improve over time. Given initial reluctance on the part of the law enforcement community towards training and the lack of standardized training on this issue in Oregon, the implementation of the Perspectives on Profiling curriculum has been a major advancement and improvement for the State. Since 2008 the LECC has trained 1,138 officers. According to the FBI's Crime in the United States (2005) there are 5,262 sworn law enforcement officers in Oregon; thus approximately 21% of Oregon's officers have gone through the training.

- 2) A long-term follow-up survey of Perspectives on Profiling participants also finds positive results, although it is premature to reach any definitive conclusions because only a small percentage of agencies who received training have been surveyed. The preliminary indication is that the majority of officers who are involved in the training notice positive changes in their own behavior, perceptions, and the action of others around them regarding police bias and ethical issues.
- 3) Agencies seeking to collect stop data should collect information on the initial search motivation (e.g. consent, incident to arrest, weapon pat down) and the time of the stop. The collection of this additional data will enable agencies to effectively utilize the three recommended LECC benchmarks for examining disparity: 1) Census population comparison, 2) day versus night stop comparison, and 3) discretionary search rate comparison.
- 4) Government officials and local law enforcement need a better understanding of the costs and benefits associated with traffic stop data collection. To encourage more agencies to collect traffic stop data the LECC will gather information on the costs associated with data collection and some concrete examples of how data collection has improved police-citizen relationships and perceptions.

The proposed 2011 work plan for the LECC includes the following:

- 1) Conduct ten regional training events.
- 2) Continue training offerings to include in-service training and FTO-related training.
- 3) Finalize a follow-up training curriculum for the Perspectives on Profiling training. Implement the new curriculum in two in-service trainings.
- 4) Recruit more law enforcement agencies to collect, analyze, and report stop and search data. To encourage law enforcement, a revised presentation on data collection efforts (e.g. Benton Co. presentation) will be delivered in jurisdictions.
- 5) Work on new Corvallis PD, Hillsboro PD, and OSP data reports utilizing the three recommended LECC benchmarks and the most current stop data.
- 6) Continue implementation of a follow-up evaluation of trainees that have gone through Perspectives on Profiling.
- 7) Finish and distribute the Minority Community Outreach Manual. Present it to two community groups.

**STATEMENT OF PURPOSE  
AND  
COMMITTEE STRUCTURE AND  
HISTORY**

## **Statement of Purpose:**

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“State and local law enforcement agencies can perform their missions more effectively when all Oregonians have trust and confidence that law enforcement stops and other contacts with individuals are free from inequitable and unlawful discrimination based on race, color or national origin.... Demographic data collection can establish a factual and quantifiable foundation for measuring progress in eliminating discrimination based on race, color or national origin....”<sup>2</sup>

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<sup>2</sup> ORS 131.905 et seq. (See Appendix A)  
Law Enforcement Contacts Policy Data and Review Committee  
2010 Annual Report  
November 29, 2010

## **Committee Structure and History:**

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The Law Enforcement Contacts Policy and Data Review Committee (LECC) was created by 2001 Senate Bill 415 for a period of six years, ending December 31, 2007. That sunset was lifted with the passage of HB 2102. A copy of ORS 131.905 *et seq.*, which codified HB2102, can be found in Appendix A of this report.

The committee is charged with the responsibility to report annually on its efforts to:

- Solicit demographic data concerning law enforcement stops and other contacts between state and local law enforcement agencies and individuals;
- Publicize programs, procedures and policies from communities that have made progress toward eliminating discrimination based on race, color or national origin during law enforcement stops and other contacts with individuals;
- Provide technical assistance to state and local law enforcement agencies that desire to begin collecting demographic data, including refinement of the minimum data elements as necessary for effective analysis;
- Provide technical assistance to communities and state and local law enforcement agencies that desire to engage in local efforts to involve individuals in the establishment and implementation of programs, procedures and policies that will advance the goal of the act;
- Obtain resources for independent analysis and interpretation of demographic data collected by state or local law enforcement agencies;
- Accept and analyze demographic data collected by a state or local law enforcement agency if requested by a state or local law enforcement agency and if resources are available; and
- Report to the public the results of analyses of demographic data.

The committee is composed of eleven members appointed by the Governor. The current members of the committee, as of December 2009, are:

Edwin Peterson, LECC Chair Senior Judge and Distinguished Jurist in Residence, Willamette University College of Law	
Todd Anderson Tillamook County Sheriff	Annabelle Jaramillo(**) Benton County Commissioner
Gilbert P Carrasco Professor of Law Willamette University College of Law	Timothy McLain Superintendent Oregon State Police
Kevin Díaz Legal Director ACLU of Oregon	Suzy Isham Captain Department of Public Safety Standards and Training (DPSST)
Scott Akins* (***) Professor of Sociology Oregon State University	Gary Boldizar* Chief of Police Corvallis Police Department
David Fidanque Executive Director ACLU Oregon	Frank Thompson Superintendent Santiam Correctional Institution

\*Appointed in 2010

\*\*Chair of the Community Relations Subcommittee

\*\*\*Chair of the Data Review Subcommittee

Two members resigned their positions in 2010. The LECC would like to extend its appreciation for the dedication of the following former committee members:

- Chief Rosie Sizer, Portland Police Bureau, Community Relations Subcommittee member
- John Minis, DPSST, Community Relations Subcommittee member

Current LECC staff, consultants, and additional subcommittee members in 2010:

- Dr. Jan Chaiken, Consultant
- Major Craig Durbin, Data Review Subcommittee member, Oregon State Police
- Lt. Henry Reimann, Community Relations Subcommittee member, Hillsboro Police Department
- Angela Hedrick, Community Relations Subcommittee member, Salem Police Department
- Craig Prins, Executive Director, Oregon Criminal Justice Commission
- Dr. Brian Renauer, Director, Criminal Justice Policy Research Institute, Portland State University
- Mike Stafford, Public Safety Coordinator, Oregon Criminal Justice Commission
- Emily Covelli, Research Assistant, Criminal Justice Policy Research Institute, Portland State University
- Michel Wilson, Administrative & Research Assistant, Criminal Justice Policy Research Institute, Portland State University

## **BACKGROUND:**

Efforts to address charges of racially biased policing on the part of law enforcement officers became a statutory mandate during the 69<sup>th</sup> Legislative Assembly in 1997. During that session, a top priority of law enforcement agencies was a revision of the statute regulating stops of citizens by police. The debate stirred by that issue resulted in House Bill 2433. That bill included several provisions intended to provide a compromise between law enforcement agencies that sought to make stops more effective and safer for officers, and community groups that sought to protect the civil rights of those stopped.

HB 2433 included several provisions intended to foster the protection of the rights of citizens by requiring:

- All state and local law enforcement agencies in Oregon to adopt policies prohibiting the practice of racially biased policing.
- All law enforcement agencies to adopt means to facilitate the filing of complaints by citizens who felt that their rights had been violated, and to develop a process to resolve those complaints.
- All law enforcement agencies to report to the Asset Forfeiture Oversight Advisory Committee the number and type of complaints filed during the first year after the adoption of HB 2433.
- Initiation of data collection in an effort to move away from anecdotal information.

Implementation of HB 2433 was coordinated by a workgroup under the auspices of the Governor's Public Safety Policy and Planning Council. At its inception, this workgroup comprised over 60 members from diverse groups and backgrounds who were able to come to agreement on three basic principles:

- All law enforcement agencies should be responsible for their actions.
- No person should be subject to improper law enforcement conduct.
- Every person has the right to a fair and prompt response to a complaint.

The first action of the workgroup was the adoption of a model policy for law enforcement agencies that was distributed to all law enforcement agencies in Oregon. That policy, or one similar to it, was adopted by every Oregon law enforcement agency.

The workgroup identified three purposes for data collection: 1) to evaluate the implementation of the new stop and search law; 2) to ensure the fair and equitable implementation of the law; and 3) to increase public awareness and confidence in the application of the law.

The data collection effort itself focused on three activities. The first was a public perception survey to ascertain how the general public and two specific minority groups viewed the new law and to determine the perceived extent of racially biased policing in Oregon. The second was to collect data on the types of complaints filed against law enforcement officers. The third was to encourage the development of a full traffic stop data collection effort.

In the furtherance of those efforts, the workgroup made its report to the 1999 Legislature along with several recommendations for further work. The Legislature did not act on those recommendations at that time.

In 2001, Rep. Vicki Walker introduced HB 2441 which would have required law enforcement agencies to collect traffic stop data and report the data to the state. A broad spectrum of interested parties deliberated on HB 2441. These discussions ultimately resulted in the passage of SB 415, which provided for voluntary data collection by law enforcement agencies and the formation of the LECC. The bill was supported unanimously by all interested parties and passed the Legislature without a dissenting vote.

The LECC officially convened February 5, 2002 and quickly established two subcommittees: Data Review and Community Relations. During the following year, the LECC received testimony and information from a variety of sources, including communities working to address data collection and community involvement issues, entities conducting state and national surveys related to racially biased policing, and agencies working on developing law enforcement training.

The Data Review Subcommittee solicited and received data from law enforcement agencies and did some preliminary analysis of that data. Methods to merge data contributed by individual agencies into a statewide database were developed and appropriate conclusions were drawn from the combined data. However, due to the lack of data from a broader base of agencies, it was not possible to draw statistically valid inferences from the data.

The Community Relations Subcommittee, which was co-chaired by Commissioner Annabelle Jaramillo and Chief Walt Myers, focused on involving police agencies and communities in discussions on racially biased policing issues. The committee also received information on a variety of approaches to community involvement activities, worked with experts in the field, and began the process of identifying methods and information.

As with many other agencies, budget reductions and the related state employee hiring freeze hindered the Committee's efforts to fulfill its statutory responsibilities. The level of staffing at the Oregon Criminal Justice Commission (CJC) was not adequate to support the work of the LECC. Thus, the LECC suspended its efforts in February 2003. The hiatus lasted until early 2005 when the CJC contracted with the Criminal Justice Policy Research Institute (CJPRI) at Portland State University for staff support. The LECC formally began meeting again on March 2, 2005.

The LECC was scheduled to sunset on December 31, 2007. The LECC, in partnership with the Oregon Criminal Justice Commission, helped draft House Bill 2102. HB 2102 made the LECC permanent and removed restrictions on data that the committee may receive and analyze. HB 2102 transferred administration of the committee from the Oregon Criminal Justice Commission to Portland State University.

In 2006-2007, the LECC, in partnership with the Criminal Justice Policy Research Institute and the Traffic Safety Division of the Oregon Department of Transportation, were awarded two grants from the National Highway Traffic Safety Administration (NHTSA-2006-23772). These grants will fund the activities of the LECC until 2011. The grant program is called the "Incentive Grant Program to Prohibit Racial Profiling" under section 1906 of the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (Federal Register, Vol. 71, No. 22, pp. 5727-5729).

# **LECC ACTIVITIES 2010**

## **LECC Activities 2010:**

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### **Oregon State Police Traffic Stops 2001-2009 (Full Report)**

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The Law Enforcement Contacts Policy and Data Review Committee (LECC) has previously published analyses of the Oregon State Police (OSP) traffic stop data for calendar years 2001-2007. (See Appendix C of the LECC 2006 annual report and pages 35-44 of the LECC 2009 annual report <http://www.cjpri.ccj.pdx.edu/LECC>) This report updates the analyses to include data provided by OSP for calendar years 2008 and 2009.

As noted in the report for 2001-2007, the file of records sent by OSP to the LECC contains some records that should not properly be considered traffic stops. The completeness of the data files continues to be excellent for the variables that have been in the files since 2001. The 2008-2009 files contain 522,719 records, of which 518,194 show dispositions that the LECC has accepted as possible traffic stops. Of these 518,194 records, 507,505 (or 97.9%) contain data on race/ethnicity of the driver, age and sex of driver, reason for the stop, and whether there was a search; these records were considered to be traffic stops and are included in Table 1, below. For some months in 2008 and 2009, the data files provided to LECC contain additional text comments. The comments for records that lack traffic stop information such as race/ethnicity, age, etc., reveal that many of these are erroneous or duplicate records -- that is, they are records in the traffic stop data file that do not represent traffic stops. These text comments serve as an additional justification for excluding records without traffic stop information in Table 1 below.

For the detailed Tables 2-5 below, records were also excluded if a traffic stop data code was present but erroneous. In all, 507,262 records with valid race and disposition codes were retained in the analysis of 2008-2009 data (i.e., 99.9% of the traffic stops counted in Table 1). This is an excellent data-completeness level for a dispatching system which collects data from officers in vehicles.

**Table 1. Annual total traffic stops by OSP**

2001	310,738
2002	306,994
2003	241,864
2004	202,858
2005	203,211
2006	197,183
2007	207,592
2008	230,045
2009	277,460

As can be seen, there was a substantial decline in traffic stops in 2003, compared to earlier years. Detailed examination of the monthly number of traffic stops showed that the decline started around October 2002 and continued until January 2004. During that period, the Oregon State Police experienced budget reductions and a consequent decrease in the number of officers on patrol. The legislatively authorized number of officers on patrol was 397 in the middle of 2001, and then it dropped to 341 for the 2001/03 biennium and to 311 for the 2003/05 biennium...a drop of 22% compared to a 35% drop in the annual number of traffic stops.<sup>3</sup>

Thereafter, from 2004 to 2007, the number of traffic stops remained essentially flat. Then, the number of stops increased in 2008 to a level 11% higher than in 2007, and the increase in 2009 was even greater, to a level that was nearly 20% higher than in 2008 – higher than any year since 2002. This increase coincides with a period during which the Oregon State Police hired additional patrol officers. The legislatively authorized number of officers on patrol increased from 278 in biennium 2005/07 to 402 in 2009/11...an increase of 45% compared to a 41% increase in the annual number of traffic stops.

On a monthly basis, there were at least 5,000 more traffic stops in every month from April to December 2009 than there were in the average month in 2007.

The month with the most traffic stops was May 2009, with over 27,000 traffic stops. In general, the months with fewest traffic stops are February (with fewer days) and December. May is normally the month with the most traffic stops.

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<sup>3</sup> Note that Oregon's fiscal years, which begin on July 1, do not line up exactly with the calendar years in Table 1.

**Table 2. Race/ethnicity of drivers stopped by OSP 2001-2009**

	Asian	African American	Hispanic	Native American	White	Middle Eastern
<b>Stops 2001-03</b>	15,234	12,664	66,950	3,785	752,425	4,470
% of all stops	<b>1.8%</b>	<b>1.5%</b>	<b>7.8%</b>	<b>0.4%</b>	<b>87.9%</b>	<b>0.5%</b>
% State Population aged 16 & older	3.0%	1.5%	6.8%	1.1%	87.6%	
<b>Stops 2004-05</b>	6,990	6,907	34,369	1,307	346,982	2,915
% of all stops	<b>1.8%</b>	<b>1.7%</b>	<b>8.6%</b>	<b>0.3%</b>	<b>86.9%</b>	<b>0.7%</b>
<b>Stops 2006-07</b>	6,999	6,788	37,197	1,428	349,406	3,032
% of all stops	<b>1.7%</b>	<b>1.7%</b>	<b>9.2%</b>	<b>0.4%</b>	<b>88.1%</b>	<b>0.7%</b>
% of State Population aged 16 and over	3.6%	1.6%	8.5%	1.6%	84.8%	
<b>Stops 2008-09</b>	9,831	8,548	46,394	1,724	436,155	4,610
% of all stops	<b>1.9%</b>	<b>1.7%</b>	<b>9.1%</b>	<b>0.3%</b>	<b>86.0%</b>	<b>0.9%</b>
% of State Population aged 16 and over	3.6%	1.5%	8.6%	0.9%	83.4%	

For purposes of comparison, US Census estimated population figures for persons aged 16 and over in Oregon are shown in Table 2 for the years 2000, 2005-2007, and 2006-2008. The figures for 2005-2006 and 2007-2008 are based on statistics available from the Census Bureau's American Community Survey and are not as accurate or stable as the decennial census figures. Census data do not permit estimating the population of Middle Eastern origin, since such people are included in one or more of the other categories of race and ethnicity.

Despite the large increase in the number of traffic stops between the 2006-07 biennium and the 2008-09 biennium, the relative proportions of the various racial/ethnic groups among stopped drivers remained essentially unchanged.

Although the use of Census population figures has been criticized, especially on highways with substantial out-of-state traffic, they are nonetheless recommended as a useful basis of comparison by the LECC. Comparing the census figures with the traffic stop percentages does provide a rough indication that the observed increase from 2001 to 2009 in the percentage of stopped drivers who were Hispanic mirrors the increase in the Hispanic population of Oregon. In general, the proportion of each race/ethnicity group among the traffic stops is close to its proportion of the Oregon state population aged 16 and over.

In response to earlier statistics similar to those in Table 2, and in response to questions as to the extent to which stopped drivers are actually Oregon residents, the Oregon State Police agreed to collect information about the state of residence of the stopped driver. If the driver does not have a license, information about state in which the vehicle is registered will be recorded. When these data become available in later years, it will be possible to compare the race and ethnicity of Oregon drivers stopped with the race and ethnicity of Oregon residents over age 16. This will be a much improved benchmark comparison for Oregon State Police traffic stops.

An additional benchmark comparison that is recommended by the LECC is to examine the patterns of stops by race and ethnicity for daytime stops separately from nighttime stops. The concept underlying this benchmark is that during darkness it is more difficult for the officer to form an impression of the race or ethnicity of the driver prior to the stop. The Oregon State Police provided LECC with data on the time of day for each traffic stop during 2008-2009 and on the approximate geographical location of the stop (the patrol beat). This information, when compared with the time of sunrise and sunset at the location of the stop, permits this kind of benchmark analysis (United States Naval Observatory).

**Table 2D. Race/ethnicity of drivers stopped during day versus night by OSP 2008-2009.**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
<b>Stops 2008-09</b>	9,740	8,487	46,076	1,719	433,676	4,589	504,287
% of daytime stops	<b>1.8%</b>	<b>1.6%</b>	<b>8.1%</b>	<b>.3%</b>	<b>87.3%</b>	<b>.9%</b>	<b>68.5%</b>
% of nighttime stops	<b>2.3%</b>	<b>1.9%</b>	<b>11.4%</b>	<b>.4%</b>	<b>83.1%</b>	<b>1.0%</b>	<b>31.5%</b>

Note: there were some missing time and jurisdiction data points reducing the number of stops compared to Table 2.

Table 2D above shows the racial/ethnic breakdown of traffic stops by day and at night. The benchmark expectation is that no race or ethnic group should show a marked increase in their representation of all stops during the daytime compared to night. The results reveal that the percentage of stops during the day that involve Asian, African American, Hispanic, Native American, or Middle Eastern drivers is lower than at night, which is the exact opposite of the pattern that would be observed if stops were occurring based on officers' visual ability to distinguish the race and ethnicity of the driver in advance.

Additional benchmarks that have been mentioned by the LECC in previous years as possibly appropriate for adoption by the Oregon State Police are (1) examination of the race and ethnicity of not-at-fault drivers in crashes handled by OSP, and (2) examination of the race and ethnicity of drivers in stops initiated by radar. A study for the Washington State Patrol found that measuring the race and ethnicity of drivers involved in roadway collisions is an excellent way to judge the race and ethnicity of the typical drivers on the same roadways and is even more accurate than taking photographs of drivers and having expert panels make judgments about their race and ethnicity.<sup>4</sup> Similarly, stops initiated by radar identification of speeding drivers minimize the chances that bias may influence the stop decision in comparison to non radar stops.

Since multiple other benchmarking options are already being pursued by the Oregon State Police and race is not recorded within Department of Motor Vehicle data, the LECC is not recommending further work on collecting crash data or radar data.

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<sup>4</sup> Nicholas Lovrich, Michael Gaffney, Clayton Mosher, Travis Pratt, Mitchell Pickerill (2007), "Results of the Monitoring of WSP Traffic Stops for Biased Policing: Analysis of WSP Stop, Citation, Search and Use of Force Data" and "Results of the Use of Observational Studies for Denominator Assessment," Division of Governmental Studies and Services, Washington State University

**Table 3. OSP searches after traffic stops 2001-2009**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
<b>Searches 2001-03</b>	210	448	2,965	242	16,594	65	20,524
Stops 2001-03	15,234	12,664	66,950	3,785	752,425	4470	855,528
% of stops searched	<b>1.4%</b>	<b>3.5%</b>	<b>4.4%</b>	<b>6.4%</b>	<b>2.2%</b>	<b>1.5%</b>	<b>2.4%</b>
<b>Searches 2004-05</b>	129	288	2123	111	10425	59	13,135
Stops 2004-05	6,990	6,907	34,369	1,307	346,982	2,915	399,470
% of stops searched	<b>1.8%</b>	<b>4.2%</b>	<b>6.2%</b>	<b>8.5%</b>	<b>3.0%</b>	<b>2.0%</b>	<b>3.3%</b>
<b>Searches 2006-07</b>	119	322	2,426	157	11,501	70	14,595
Stops 2006-07	6,999	6,788	37,193	1,428	349,330	3,031	404,769
% of stops searched	<b>1.7%</b>	<b>4.7%</b>	<b>6.5%</b>	<b>11.0%</b>	<b>3.3%</b>	<b>2.3%</b>	<b>3.6%</b>
<b>Searches 2008-09</b>	165	365	2,671	117	11,925	87	15,330
Stops 2008-09	9,821	8,548	46,394	1,724	436,154	4,610	507,261
% of stops searched	<b>1.7%</b>	<b>4.3%</b>	<b>5.8%</b>	<b>6.8%</b>	<b>2.7%</b>	<b>1.9%</b>	<b>3.0%</b>

In general, the percentage of searches following a stop crept upward from 2001 to 2007, with the increase applying to each racial/ethnic group except for Asian drivers. In the 2008-2009 period, the number of searches per year increased, except for Native American drivers, but the percentage of stops that resulted in searches declined, with the largest declines appearing for Native American and Hispanic drivers

The percentage of searches following traffic stops was still about 25% higher in the 2008-09 time period than it was in the 2001-03 time period.

Similar to what was reported in LECC annual reports on OSP traffic stop data for 2001-2005 and for 2006-2007, in 2008-2009 Asian and Middle Eastern drivers who are stopped are significantly less likely to be searched than other drivers; while African American, Hispanic, and Native American drivers who were stopped were more likely to be searched than other drivers.

To permit examining whether the patterns of race and ethnicity are similar for discretionary searches (i.e. excluding mandatory searches), the Oregon State Police in May 2008 began to collect data about the justification for each search (consent search, probable cause search, or search incident to arrest). These data were provided to the LECC for the period August 2008- December 2009 and are still in the process of being analyzed<sup>1</sup>.

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<sup>1</sup> The results of these analyses will be reported in 2011. Because additional information about justification for searches was collected in the period May 2008 – December 2009, there may have been an effect on OSP arrest and search statistics for this time period. The analysis to be reported in 2011 will also clarify whether these arrest and search statistics are comparable with the same statistics for previous time periods.

Because of the size of the remaining two tables, they are presented as triplets: the first table presents results for calendar years 2001-2005, the second table presents the continuation for calendar years 2006-2007, and the third table provides the results for calendar years 2008-2009.

**Table 4A. OSP 2001-2005 Results of Searches**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Searches 2001-05	339	736	5,088	353	27,019	124	33,659
Found something	126	263	1,751	183	11,656	41	14,020
% of searches something found	<b>37.2%</b>	<b>35.7%</b>	<b>34.4%</b>	<b>51.8%</b>	<b>43.1%</b>	<b>33.0%</b>	<b>41.7%</b>
Weapons found	18	22	109	26	1,235	4	1414
% of searches weapons found	<b>5.3%</b>	<b>3.0%</b>	<b>2.1%</b>	<b>7.4%</b>	<b>4.6%</b>	<b>3.2%</b>	<b>4.2%</b>
Drugs found	39	119	335	58	5,029	11	5,591
% of searches drugs found	<b>11.5%</b>	<b>16.2%</b>	<b>6.6%</b>	<b>16.4%</b>	<b>18.6%</b>	<b>8.8%</b>	<b>16.6%</b>
Alcohol found	56	87	1,070	85	4,345	10	5653
% of searches alcohol found	<b>16.5%</b>	<b>11.8%</b>	<b>21.0%</b>	<b>24.1%</b>	<b>16.1%</b>	<b>8.1%</b>	<b>16.8%</b>
Contraband <sup>a</sup> found	13	35	237	14	1,047	16	1,362
% of searches contraband found	<b>3.8%</b>	<b>4.8%</b>	<b>4.7%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>12.9%</b>	<b>4.0%</b>

<sup>a</sup> Contraband refers to any other evidence of illegal activity that isn't weapons, drugs, or alcohol (e.g. drug paraphernalia, stolen goods).

**Table 4B. OSP 2006-2007 Results of Searches**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Searches 2006-07	119	322	2,426	157	11,501	70	14,595
Found something	45	130	684	96	5,075	11	6,041
% of searches something found	<b>37.8%</b>	<b>40.3%</b>	<b>28.2%</b>	<b>61.1%</b>	<b>44.1%</b>	<b>15.7%</b>	<b>41.4%</b>
Weapons found	3	5	59	10	579	1	657
% of searches weapons found	<b>2.5%</b>	<b>1.6%</b>	<b>2.4%</b>	<b>6.4%</b>	<b>5.0%</b>	<b>1.4%</b>	<b>4.5%</b>
Drugs found	14	77	163	27	2,387	3	2,671
% of searches drugs found	<b>11.8%</b>	<b>23.9%</b>	<b>6.7%</b>	<b>17.2%</b>	<b>20.8%</b>	<b>4.6%</b>	<b>18.3%</b>
Alcohol found	21	30	344	52	1,679	7	2,133
% of searches alcohol found	<b>17.6%</b>	<b>9.3%</b>	<b>14.2%</b>	<b>33.1%</b>	<b>14.6%</b>	<b>10.0%</b>	<b>14.6%</b>
Contraband found	7	18	118	7	430	0	580
% of searches contraband found	<b>5.9%</b>	<b>5.6%</b>	<b>4.9%</b>	<b>4.5%</b>	<b>3.7%</b>	<b>0.0%</b>	<b>4.0%</b>

**Table 4C. OSP 2008-2009 Results of Searches**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Searches 2008-09	165	365	2,671	117	11,925	62	15,330
Found something	65	162	894	57	5980	25	7,183
% of searches something found	<b>39.4%</b>	<b>44.4%</b>	<b>33.5%</b>	<b>48.7%</b>	<b>50.1%</b>	<b>40.3%</b>	<b>46.9%</b>
Weapons found	5	8	54	8	719	1	795
% of searches weapons found	<b>3.0%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>6.8%</b>	<b>6.0%</b>	<b>1.1%</b>	<b>5.2%</b>
Drugs found	25	105	221	20	2,835	12	3,218
% of searches drugs found	<b>15.2%</b>	<b>28.8%</b>	<b>8.3%</b>	<b>17.1%</b>	<b>23.8%</b>	<b>13.8%</b>	<b>21.0%</b>
Alcohol found	17	35	431	25	1,854	8	2,370
% of searches alcohol found	<b>10.3%</b>	<b>9.6%</b>	<b>16.1%</b>	<b>21.4%</b>	<b>15.5%</b>	<b>9.2%</b>	<b>15.5%</b>
Contraband found	18	14	188	4	572	4	800
% of searches contraband found	<b>10.9%</b>	<b>3.8%</b>	<b>7.0%</b>	<b>3.4%</b>	<b>4.8%</b>	<b>4.6%</b>	<b>5.2%</b>

As in the previous period, Hispanic drivers who were searched in 2008-2009 had the lowest rate of finding anything in the search, followed by Asian drivers and Middle Eastern drivers. Among Native American drivers searched, the percentage where something was found was above average in 2008-09 but much lower than in the previous time period. The highest rate of finding anything is for white drivers who are searched.

**Table 5A. OSP 2001-2005 Dispositions of Stop**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Stops 2001-05	22,224	19,571	101,319	5,092	1,099,407	7385	1,254,998
No Enforcement Action	591	2,116	5,987	257	71,684	1,492	82,127
% of stop no enforcement action taken	<b>2.7%</b>	<b>10.8%</b>	<b>5.9%</b>	<b>5.0%</b>	<b>6.5%</b>	<b>20.2%</b>	<b>6.5%</b>
Warning	8,821	7,370	42,795	2,457	525,484	3,768	590,695
% of stops warning given	<b>39.7%</b>	<b>37.7%</b>	<b>42.2%</b>	<b>48.3%</b>	<b>47.8%</b>	<b>51.0%</b>	<b>47.1%</b>
Citation	12,620	9,796	50,606	2,198	489,998	2,109	567,327
% of stops citation given	<b>56.8%</b>	<b>50.1%</b>	<b>49.9%</b>	<b>43.2%</b>	<b>44.6%</b>	<b>28.6%</b>	<b>45.2%</b>
Custody Arrest	84	217	1,623	171	8,568	16	10,670
% of stops custody arrest	<b>0.4%</b>	<b>1.1%</b>	<b>1.6%</b>	<b>3.4%</b>	<b>0.8%</b>	<b>0.2%</b>	<b>0.85%</b>

**Table 5B. OSP 2006-2007 Dispositions of Stops**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Stops 2006-07	6,999	6,788	37,195	1,428	349,334	3031	404,775
No Enforcement Action	133	589	1,170	25	14,424	488	16,829
% of stop no enforcement action taken	<b>1.9%</b>	<b>8.7%</b>	<b>3.1%</b>	<b>1.8%</b>	<b>4.1%</b>	<b>16.1%</b>	<b>4.1%</b>
Warning	3,584	3,061	16,893	613	136,461	1,401	162,013
% of stops warning given	<b>51.2%</b>	<b>45.1%</b>	<b>45.5%</b>	<b>42.9%</b>	<b>39.1%</b>	<b>46.2%</b>	<b>40.0%</b>
Citation	3,248	3,059	18,561	732	195,304	1,134	222,038
% of stops citation given	<b>46.4%</b>	<b>45.1%</b>	<b>49.9%</b>	<b>51.3%</b>	<b>55.9%</b>	<b>37.4%</b>	<b>54.9%</b>
Custody Arrest	34	79	571	58	3,145	8	3,895
% of stops custody arrest	<b>0.5%</b>	<b>1.2%</b>	<b>1.5%</b>	<b>4.1%</b>	<b>0.9%</b>	<b>0.3%</b>	<b>1.0%</b>

**Table 5C. OSP 2008-2009 Dispositions of Stops**

	Asian	African American	Hispanic	Native American	White	Middle Eastern	Total
Total Stops 2008-09	9,831	8,541	46,394	1,724	349,334	4,610	436,155
No Enforcement Action	14	29	114	0	4,290	21	4,468
% of stop no enforcement action taken	<b>0.1%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.0%</b>	<b>1.0%</b>	<b>0.1%</b>	<b>0.9%</b>
Warning	4,380	3,626	17,890	637	155,322	1,848	183,703
% of stops warning given	<b>44.6%</b>	<b>42.4%</b>	<b>38.6%</b>	<b>36.9%</b>	<b>35.6%</b>	<b>40.1%</b>	<b>36.2%</b>
Citation	5,395	4,792	27,704	1,035	273,066	2,719	314,711
% of stops citation given	<b>54.9%</b>	<b>56.1%</b>	<b>59.7%</b>	<b>60.0%</b>	<b>62.6%</b>	<b>59.0%</b>	<b>62.0%</b>
Custody Arrest	42	101	686	52	3,477	22	4,380
% of stops custody arrest	<b>0.4%</b>	<b>1.2%</b>	<b>1.5%</b>	<b>3.0%</b>	<b>0.6%</b>	<b>0.5%</b>	<b>0.9%</b>

In the 2008-09 biennium, the Oregon State Police continued to reduce the extent to which traffic stops were recorded in the default category of “no enforcement action”, by providing suitable detailed disposition codes which cover specific circumstances. The detailed codes found in the data are summarized into the four categories that are shown in Tables 5A to 5C.

In 2008-09, the use of citations as opposed to warnings increased quite substantially, with citations increasing from 55% to 60% of dispositions between 2006-07 and 2008-09, while warnings dropped from 40% to 36% of traffic stop dispositions. These shifts were apparent for drivers of all racial and ethnic groups. Asian and African American drivers experienced the lowest levels of citations, white drivers the highest levels, and all other groups below-average levels of citations.

Overall, a slightly lower percentage of stopped drivers were arrested in 2008-09 than in 2006-07. The highest levels of arrest were for Native American, Hispanic and African American drivers and the lowest levels were for Asian drivers. These patterns have been stable over all the years of OSP traffic stop data collection. From the tables, it appears that Middle Eastern drivers who are stopped are experiencing gradually higher arrest rates, but the total number of Middle Eastern

drivers arrested is too small to draw any firm conclusions about patterns (in total, 46 Middle Eastern drivers were arrested by OSP officers in the entire nine years of data collection).

## Stop/Search Data Collection Presentation (Benton Co., 10/19/10)

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The LECC implemented a new approach in 2010 to encourage more law enforcement agencies to collect traffic stop data. Over time, six agencies have partnered with the LECC on data collection and analysis. Another five agencies have shown interest in collecting data or analyzing existing data over the years, but for various reasons these efforts stalled. Outreach attempts over the past four years using direct appeals (e.g. mass emails from LE Associations and conference presentations) to law enforcement agencies to partner with the LECC have not led to new agencies collecting data.

The outreach approach implemented in 2010 centers on invitations of local government officials like County Commissioners or City Councils to attend face-to-face meetings with LECC representatives. These meetings would focus on a presentation of the history, body of knowledge, current practice, and opportunities for participation with the LECC.

To initiate the new approach the LECC developed a PowerPoint presentation for the Benton County Commissioners. The purpose of the presentation was to educate government leaders and law enforcement on the *purpose, current practice, and utility* of traffic stop and search data collection in Oregon. The presentation, which is provided in Appendix C, contains the following sections: 1) an introduction, including the legal background & history of LECC and data on Oregon public perceptions, 2) the purpose of collecting stop/search data, 3) agency benefits and success stories, 4) stop/search data strengths & limitations, 5) LECC recommendations for data collection & analysis, and 6) agency safeguards.

To encourage participation, local officials and law enforcement learn about the core benefits of collecting traffic stop and search data.

- ✓ *Data collection provides transparency and dialogue to communities* which help to build public trust and perceptions of police legitimacy.
  - Increasing public trust and legitimacy is important for ensuring, a) citizen involvement/cooperation with police, b) crime prevention, and c) officer safety.
- ✓ *Data collection enhances agency effectiveness.*
  - Data collection is increasingly important for, a) regional and national accreditation, b) strategic planning and informed training, and c) prevention of lawsuits and negative press.

The presentation to Benton County Commissioners occurred on October 19, 2010. Local law enforcement representatives from the Benton County Sheriff's Office, Corvallis Police Department, and Philomath Police Department were also present. Overall, the participants felt the presentation was informative and important. Feedback for honing future presentations was offered. Below are some of the lessons learned from the presentation:

- 1) Both government officials and local law enforcement representatives should be invited to future presentations. Leaving out law enforcement may increase distrust of the process. Both institutions will need each other's cooperation for effective implementation.
- 2) The potential costs of implementing data collection will be the first obstacle most law enforcement and government officials will cite. Future presentations should provide exact figures of costs associated with different data collection techniques.
- 3) Both government officials and law enforcement were interested in very concrete examples of how data collection has benefited agencies. Participants were particularly interested in evidence that supports the connection between data collection and improved police-citizen relations.

Government officials and law enforcement are likely to approach the issue of traffic stop data collection from a cost-benefit framework. Based on the Benton County experience, participants are most interested in the practical and favorable aspects of collecting and analyzing data. For example: How is data collected? How much would it cost? What evidence exists to illustrate data collection will benefit my agency and improve community relations?

For our 2011 work plan the LECC will develop supplementary materials for future presentations that address the feedback received from Benton County. The LECC goal is to deliver a revised presentation to two additional jurisdictions.

## **“Tactical Ethics: Perspectives on Profiling” Training**

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The Law Enforcement Contacts Policy and Data Review Committee (LECC) partners with the Simon Wiesenthal Center and the Oregon Department of Public Safety Standards and Training (DPSST) to offer a regional training throughout the state of Oregon called “Tactical Ethics - Perspectives on Profiling”.

“Tactical Ethics - Perspectives on Profiling”, taught by Oregon Law Enforcement officers, is an interactive virtual learning experience that compels users to make critical choices in testing situations. This program is designed for police managers, mid-level supervisors, training officers, and line officers. It is part of the Tools for Tolerance® for Law Enforcement at the Simon Wiesenthal Center’s Museum of Tolerance. This interactive training video is a cutting edge training tool that is sensitive to the challenges that face law enforcement both in reality and in the management of public perception. The presentation involves real life situational choices. This unique training tool confronts a number of complex issues that surround traffic stops. When is race an appropriate factor in a profile? What is the role of probable cause? How can intuitive powers be utilized without unintentional bias? What can be done to avoid escalation in racially-charged stops?

This program began in 2008 and has grown in both the quality of trainings and the number of agencies served. In 2008, a total of 113 officers from 14 different law enforcement agencies received the Perspectives on Profiling training through the regional and in-service trainings. In 2009, a total of 612 law enforcement professionals from over 52 different agencies were served through the regional and in-service trainings.

In 2010, we served a total of 413 law enforcement professionals from over 56 different agencies through this training program (see Table 1 below), which brings our total number of attendees up to 1,138. The training sessions were led by the following Oregon law enforcement personnel: Corporal Mike Araiza of the Woodburn Police Department, Lt. Wendi Babst of the Clackamas County Sheriff’s Office, Captain Eric Carter of the Albany Police Department, Sgt. Rick Graham of the St. Helens Police Department, Deputy Jason Hickam of the Marion County Sheriff’s Office, Sgt. Sam Kamkar of the Eugene Police Department, Lt. Ryan Keck of the Department of Public Safety Standards and Training, Lt. Jana McCandless of the Tillamook County Sheriff’s Office, Deputy Chief Carolyn McDermed from the University of Oregon Public Safety Department, Lt. Terry Moss of the St. Helens Police Department, Detective Bryan Rehnberg of the Corvallis Police Department, Sgt. Marc Shrake of the Troutdale Police Department, Sgt. Clay Stephens of the Benton County Sheriff’s Office, Don Thompson of the Marion County Sheriff’s Office. These trainings were also staffed and organized by Captain Suzanne Isham of the Department of Public Safety Standards and Training, and Michel Wilson and Emily Covelli of Portland

State University. A few Oregon agencies, Portland Police Bureau, Salem PD, and Eugene PD, have a separate license to independently use the Perspectives on Profiling training for their own agency, and may have conducted additional trainings in 2010, separate from those listed below in Table 1.

In addition to the trainings for law enforcement, the trainers and the LECC have utilized this training in various settings to promote awareness of this training effort, to increase understanding of decision making processes that law enforcement officers face, and to create an environment for discussing community concerns. Some of these additional presentations in 2010 were conducted for the Corvallis and Eugene Police Citizen's Academy, St. Helens' Rotary Club, the Tribal Public Safety Cluster, and the ACLU of Oregon. These presentations and community discussions have been very well received. Citizen's have felt that these opportunities have given them a greater understanding of the complexity of decision making in police work and have been impressed that Oregon law enforcement engages in this type of training.

**Table 1. Trainings conducted in 2010.**

Date	Location	Number of Training hours	In-Service	Number of Participants
January 14, 2010	Woodburn	3	Yes	14
January 20, 2010	Tillamook	6	Yes	18
January 21, 2010	Woodburn	3	Yes	11
February 8, 2010	Lake Oswego	6	Yes	23
February 11, 2010	Lake Oswego	6	Yes	19
February 16, 2010	St. Helens	6	Yes	21
March 3, 2010	Salem	6		23
March 17, 2010	Salem	3	Yes	7
April 7, 2010	Seaside	6		15
April 12, 2010	Corvallis	2	Yes	35
April 21, 2010	Corvallis	2	Yes	40
April 24, 2010	Eugene	6	Yes	14
May 3, 2010	Metro Sergeant's Academy	6		32
May 6, 2010	OSSA Leadership Training	2		63
May 18, 2010	Klamath Falls	6		8
May 19, 2010	Ashland	6		6
May 20, 2010	Roseburg	6		7
June 15, 2010	Pendleton	6		9
June 29, 2010	Milwaukie	7	Yes	6
September 17, 2010	Animal Control Conference	2		14
October 9, 2010	Metro Reserve Academy	4		28
<b>Total Number of Participants in 2010:</b>				<b>413</b>

## **TRAINING EVALUATION**

The LECC evaluates this training effort through surveying its participants. Since the program started in 2008, the LECC has been collecting initial feedback surveys from participants directly after the training session to assess how well the training was received and how it could be improved. The feedback from this initial survey has been extremely beneficial for gauging whether or not the training has been successful in meeting the needs of law enforcement. Overall, it appears that this training is important for law enforcement and is being conducted in such a way that is appealing to the participants. We have gained valuable feedback regarding how the training could be improved to increase its appeal and effectiveness. We also receive continual feedback regarding the importance of continuing to offer this training and related trainings to law enforcement. The trainers and staff review the feedback from the surveys after each training to examine how this training effort can be improved. The feedback survey results have become increasingly more positive over the last three years, suggesting that we have become more successful at meeting the needs of our participants.

In addition to this initial survey, the LECC is currently conducting a follow-up feedback survey from participants, to assess the impact that this training has had on their jobs and how they would evaluate the training in hindsight. For further information the efforts to evaluate this training, please see the next section in this report, titled "Evaluation of 'Perspectives on Profiling' Training".

## **FOLLOW UP TRAINING FOR OREGON LAW ENFORCEMENT**

In response to the requests from training participants, our trainers, and agency command staff, the LECC has begun the process of developing additional curriculum for Oregon law enforcement. On June 22-24, 2010, thirteen Oregon Perspectives on Profiling trainers plus our project manager attended an additional training from the Simon Wiesenthal Center's Museum of Tolerance. Those in attendance were: Detective Bryan Rehnberg, Sgt. Clay Stephens, Lt. Henry Reimann, Sgt. Rick Graham, Lt. Terry Moss, Captain Eric Carter, Don Thomson, Lt. Jana McCandless, Sgt. Marc Shrake, Corporal Mike Araiza, Captain Suzy Isham, Lt. Sam Kamkar, Officer Steve Chancellor, and Emily Covelli. This training entailed being introduced to new materials and exercises that could be used in developing our follow up curriculum, methods for increasing group involvement, development of core objectives, and several presentations and resources for deepening our understanding of the history of racial oppression and our current racial tensions.

Following the training, the Criminal Justice Policy Research Institute at Portland State University purchased a few additional films to be reviewed as potential resources for the follow up trainings and a subgroup of the people involved in this

year's training at the Museum of Tolerance have been working on developing these new lesson plans. The core people involved in developing the follow up training curriculum for Oregon are: Captain Suzy Isham, Lt. Henry Reimann, Lt. Sam Kamkar, Lt. Terry Moss, Sgt. Marc Shrake, Sgt. Rick Graham, Corporal Mike Araiza, and Emily Covelli. In addition, Dr. Brian Renauer, Chief Ron Louie, and Mike Stafford, will be available as consultants for reviewing the curriculum and assist in the development process as needed. The curriculum development process is expected to be complete by the end of February 2011.

## **FUTURE TRAININGS**

The LECC, in cooperation with DPSST, will continue to organize and conduct "Tactical Ethics - Perspectives on Profiling" regional trainings in 2011. We will also continue to assist agencies with meeting their in-service and other training needs upon request. The current tentative schedule for the 2011 regional trainings is the following:

<b>Locations</b>	<b>Month</b>
Medford	February
Roseburg	February
Eugene	February
Gold Beach	March
Reedsport	March
Seaside	March
Harney County	April
Bend	April
Prineville	April
Ontario	May
Boardman	May
Hood River	May
Portland Metro Area	June
Salem	June
Newberg	June

## Evaluation of “Perspectives on Profiling”

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The LECC, in partnership with DPSST and the Criminal Justice Policy Research Institute (CJPRI) at Portland State University, is evaluating the “Tactical Ethics: Perspectives on Profiling” training at two levels. The first level is an initial survey given to participants directly after the training to assess how well the training was conducted, if participants felt the training was valuable, what they liked and disliked about the training, and whether or not they felt the training was challenging. The second level is a follow-up survey, given to law enforcement professionals several months to over a year after the training, to assess whether, in hindsight, they found the training valuable and applicable to their current job position. The post-training feedback survey began in 2008 since the beginning of this training effort. The follow up survey was developed this year, has been pilot tested, and is currently in the process of being distributed. A summary of both these evaluations efforts are described below.

### **POST-TRAINING FEEDBACK SURVEY**

A voluntary written feedback survey is given directly to the attendees after most of the training sessions. So far, the participants have been very willing to provide us with feedback through this survey, as well as verbally and through email. This year, a total of 207 surveys were completed. The feedback from these surveys has been consistently positive overall. This report offers a summary of the feedback that we’ve received about trainings in 2010 only.

The survey for this training consists of five open ended questions and seven questions with closed ended responses that can be responded to with a 10 point scale. This scale ranges from 1, meaning that the respondent strongly disagrees, to 10, meaning the respondent strongly agrees.

#### *Closed Response Questions*

The following offers a brief summary of the feedback for the closed ended questions. The results are also shown in Table 1 below.

#### *1) The trainers engaged us in the subject matter.*

Overall, respondents find the trainers very engaging. Ninety-two percent of respondents replied with a score of eight or above, on the scale of one to ten. Less than one percent responded with a score below five.

*2) The trainers were persons we could relate to.*

Most respondents were able to relate to the trainers. Ninety-four percent of respondents indicated a score of eight or above and less than one percent responded with a score below five, on the scale of one to ten.

*3) The trainers had extensive experience in the subject matter.*

Most respondents agreed that the trainers had extensive experience in the subject matter, with eighty-eight percent marking a score of eight or above. Only one percent of respondents rated the trainer's experience below a five on the scale of one to ten.

*4) The trainers were able to answer participant's questions.*

Ninety-three percent of respondents scored the trainers with an eight or above, on the scale of one to ten, for their ability to answer participant's questions. Less than one percent of respondents scored the trainers below a five for this question.

*5) The trainers and content matter challenged my opinions about race and police.*

The most variability in responses was found for questions five and six. Still, most respondents agreed that the trainers and content were challenging. Approximately fifty-six percent of respondents marked a score of eight or above, on the scale of one to ten. Only fifteen percent responded with a score less than five.

*6) The training seemed "watered down", meaning it didn't confront the difficult issues of race, police and bias.*

Eighty-two percent of the respondents replied with a score of four or below, on the scale of one to ten, indicating that they did *not* agree that the training seemed "watered down". Only fourteen percent replied with a score above five, suggesting that they felt the training was at least somewhat "watered down".

*7) I would recommend this training to other law enforcement officers.*

The vast majority (96 percent) of respondents agreed that they would recommend this training to other law enforcement officers, with approximately half of respondents scoring a ten, indicating that they strongly agreed.

Table 1. Distribution of Responses from Feedback Surveys

	Strongly Disagree									Strongly Agree
	1	2	3	4	5	6	7	8	9	10
1. The trainers engaged us in the subject matter.	.5%	0%	0%	0%	1%	1%	5%	21%	23%	48%
2. The trainers were persons we could relate to.	.5%	0%	0%	0%	.5%	2%	4%	20%	27%	47%
3. The trainers had extensive experience in the subject matter.	.5%	0%	0%	.5%	2%	2%	7%	23%	20%	45%
4. The trainers were able to answer the participant's questions.	.5%	0%	0%	0%	.5%	2%	5%	14%	25%	54%
5. The trainers and content matter challenged my opinions about race and police	4%	3%	5%	3%	10%	11%	7%	22%	11%	23%
6. The training seemed "watered down", meaning it didn't confront the difficult issues of race, police and bias.	35%	21%	21%	5%	3%	4%	3%	3%	3%	1%
7. I would recommend this training to other law enforcement officers.	.5%	0%	1%	1%	2%	3%	5%	11%	25%	52%

### *Open-ended questions*

The respondents also had the opportunity to provide written feedback on the following open ended questions: 1) Please tell us the principal reason or reasons you participated in today's training. 2) As you prepared to attend this training today, what did you think the training would be like? 3) What did you like about the training? 4) What did you dislike about the training? 5) How do you feel about the importance of this training for law enforcement officers? *Note: response number varies slightly by question.*

#### *1) Please tell us the principal reason or reasons you participated in today's training.*

Out of 197 respondents, 148 indicated the principal reason for attending the training was because their participation was requested or required. Twenty-three respondents were interested in increasing their knowledge on the subjects of racial profiling and ethics. Thirteen of the respondents expressed an interest in the subject matter. Nine other respondents indicated desires to become more ethical officers, to better serve the community or increase job performance. A few respondents wanted to clarify gray areas related to profiling and to make sure their past trainings on the subject were still relevant. It was also indicated that positive reviews of this training from past participants persuaded officers to attend in this training.

#### *2) As you prepared to attend this training today, what did you think the training would be like?*

Out of 186 respondents, 65 responded that they thought the training would be about ethics or racial profiling,; 49 were unsure of the topic. Seventeen attendees expected the training to be boring or repetitive but were surprised to find it interactive and informative. Five participants had previously attended the training. Some respondents expected the training to be lecture style, while others expected the more interactive format. A few respondents expected the training to be about patrol tactics and some felt that the title misrepresented the content.

#### *3) What did you like about the training?*

Out of the 195 respondents, 129 expressed they liked the interactive nature of the training. Some respondents enjoyed the group discussions while others liked the interaction with the scenario based video. Twenty-eight respondents appreciated the topic and the information provided. A few respondents indicated the presentation style and the instructors were their favorite parts. It was also noted that the training format was easy to follow and thought provoking. Eight participants stated they enjoyed all aspects of the training.

4) *What did you dislike about the training?*

Ninety-seven of the 126 respondents stated they disliked nothing about the training or left the answer blank. Thirty-six respondents had complaints about the video including the scenarios were unrealistic or out of date. Other complaints on the video included that the questions and responses were predictable, the response options were limiting and the production value was poor. A few comments indicated the officer safety exhibited in the video was very poor. It was also stated that it would be nice to see the consequences of wrong actions even if you select the correct answer. A few respondents stated the issues of race were too narrowly focused on interactions between white officers and African-American citizens. Participants thought the training needed to contain more current events and updated scenarios.

5) *How do you feel about the importance of this training for law enforcement officers?*

100% of respondents indicated they believed the training to be important. It was expressed that the training should be mandatory for all law enforcement agencies. It was also stated that the training was important for law enforcement officer safety.

*In Summary*

The feedback from the participants has been extremely beneficial for gauging whether or not the training has been successful in meeting the needs of law enforcement. Overall, it appears that this training is important for law enforcement and is being conducted in such a way that is appealing to the participants. We have gained valuable feedback regarding how the training could be improved to increase its appeal and effectiveness. We also receive consistent feedback regarding the importance of continuing to offer this training and related trainings to law enforcement. The trainers and staff review the feedback from the surveys after each training to examine how this training effort can be improved. The feedback survey results have become increasingly more positive over the last three years, suggesting that we have become more successful at meeting the needs of our participants.

## FOLLOW UP EVALUATION SURVEY

In order to begin examining the long term value of this training for law enforcement, the LECC and the CJPRI began developing a follow up survey for training participants. This survey was designed to answer the following critical questions about the training experience:

- ✓ Is the training material being used on the job?
- ✓ Has the training increased people's awareness of personal biases and how those biases can affect job related decision making?
- ✓ Has the training helped participants feel more confident in handling racial tensions and inner department ethical issues effectively?
- ✓ What is the overall feedback about the training in retrospect.

The survey was developed with two tracks, one for those who have attended this training and one for those who have never attended this training, in order to gain an estimate for how frequently people who haven't attended the training think about these issues and how confident they are in handling ethical dilemmas. The survey is reprinted in Appendix D.

Since this training deals with some difficult and controversial issues, a rigorous approach was used to develop and refine the survey questions. The initial survey questions were developed by Dr. Brian Renauer and Emily Covelli, from CJPRI. Next, the survey questions were reviewed by a group of the Oregon law enforcement trainers for this program, and then by the LECC; with the questions being refined and changed during each review process. After the survey questions were finalized and IRB approval had been met, the survey was pilot tested at two law enforcement agencies, using two different distribution methods (handing out a paper survey in-person during briefing and delivering the survey via an online survey program). Again, valuable information was gained regarding the wording of some of the questions and also about the timing of the survey; it was suggested that it may be best to deliver the follow up survey sometime between 3-6 months after a training has been conducted. The pilot test also showed that officers with only limited exposure to the training (2 hours) were less likely to recall the training. The Perspectives on Profiling designers recommend at least a four hour block of training, which the regional trainings have been adhering to.

After additional changes were made to the survey questions, CJPRI began to distribute this survey to other law enforcement agencies. To date, six agencies have participated in this survey effort and many of these six agencies are still in the process of taking the survey. Since we are early in the survey process, we are unable to draw any conclusions from this survey at this time. However, the preliminary findings are positive:

1. Seventy-nine percent of the respondents report that they have thought more about organizational culture or ethical issues since the training.
2. Sixty-four percent say that they have noticed themselves or others thinking more about the motivation behind stopping someone.
3. Twenty-six percent respond that they have noticed themselves or others being less suspicious of someone, based on race/ethnicity.
4. Seventy-nine percent report having more confidence in properly handling racial tensions during police stops since the training.
5. Fifty percent report being more confident in approaching a supervisor to report unethical behavior.

Over this next year, the LECC and the CJPRI will continue to reach out to more agencies to conduct this follow up survey and evaluate the findings, so that the information can be used to continually improve and sustain this training effort. There are approximately 45 agencies that have been identified as having at least a fair proportion of their officers that have attended this training before. The LECC and the CJPRI goal is to obtain close to 500 survey respondents from these agencies within the next year.

## Community Outreach Plan

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In the fall of 2009, the Criminal Justice Policy Research Institute (CJPRI) submitted a proposal to Salem PD to collaborate on developing a guidebook on minority community relationship building for law enforcement. The purpose of this guidebook is to help law enforcement agencies improve their success in their community outreach efforts, whether they're just beginning their community outreach programs or want to build upon an existing program. It was noted through the LECC meetings that some police departments expressed a desire to improve their relations with their minority communities but were often unclear on the best way to accomplish it. In early 2010, Salem PD agreed to collaborate on this effort and the first meeting to start this collaborative effort was on January 27, 2010.

In the initial stages of its development process, Angie Hedrick, from Salem PD, and Emily Covelli, from Portland State University, developed an outline for this booklet. This outline was based on the experiences of Salem PD, as well as issues discussed through the LECC meetings, literature reviews, and dialoguing with invested parties, such as Oregon Action and the Office of Human Relations. The following is the outline that has been developed for this booklet.

- **Introduction**
  - ◆ The purpose and history of developing the booklet
  - ◆ The importance of police-citizen relationship building
  - ◆ Acknowledgement of the challenges
  - ◆ Discussion of the benefits
  
- **Oregon Public Perceptions of Law Enforcement**
  - ◆ Provide some of our public perception findings
  - ◆ Provide some specific concerns that are more related to certain minority groups than the general population
  - ◆ An acknowledgement of the history of racism in Oregon and how this may impact current relationships.
  
- **Assessing Readiness for Community Outreach Efforts**
  - ◆ The importance of demonstrating sincerity
  - ◆ Reviewing the department's internal integrity, complaints, use of force, training practices, etc.
  - ◆ Recognition that community relations efforts from an agency that is viewed as illegitimate by their constituents may increase public hostility and create more barriers.
  - ◆ Some guidelines for departments with high racial tensions

- **City Manager/Commissioner Support**
  - ◆ The importance of city manager support and how it can impact the success of efforts
  - ◆ How to increase city manager support, if needed
  - ◆ The importance of providing feedback to city managers regarding the program efforts and successes.
  
- **The Role of the Media**
  - ◆ Effectively communicating through the media
  - ◆ Creating positive working relationships with the media
  
- **Inner Department Support and Organization**
  - ◆ What resources are needed
  - ◆ Identifying key players
  - ◆ Getting start up resources, if needed
  - ◆ An illustration from Salem PD's efforts
  
- **Identifying the Populations of Focus**
  - ◆ Identifying which communities to focus efforts towards
  - ◆ An illustration from Salem PD's efforts
  
- **Overcoming and Understanding Language & Literacy Levels**
  - ◆ Overview of the challenges in communication and strategies for overcoming these challenges
  - ◆ Some information on the variety of languages spoken in Oregon will be provided
  - ◆ A discussion on why it is important for law enforcement to participate in bridging these gaps
  
- **Understanding Cultural Norms**
  - ◆ Discussion of some of the cultural norms that may conflict with Oregon police practices (e.g. in some countries it is customary to hand a police officer money when they stop you or to approach the police vehicle)
  
- **Identifying the Best Strategy for Initial Contact/Communication**
  - ◆ Connecting with community leaders, survey research, minority commissions or local community organizations
  - ◆ Choosing a comfortable location for police-citizen discussions
  - ◆ How to advertise effectively to various groups of people
  - ◆ Some examples that may be helpful for reaching out to some of the specific minority communities

- **Identifying the Best Strategy for In-depth Conversations/Events with the Community**
  - ◆ Radio events, news, citizen academies, community education in other languages, intergroup dialogue, etc.
  - ◆ Provide Salem & some other agency illustrations
  
- **Evaluation Progress**
  - ◆ The importance of evaluation
  - ◆ Strategies for evaluation
  - ◆ Resources for evaluation

Since the development of the outline, Emily Covelli and Jonathan Dabney have been conducting further research into the above issues for preparation in writing a functional guidebook for Oregon law enforcement. The sections for the booklet are currently being written. CJPRI initially estimated that the booklet would take approximately 12 months to have a near complete draft and it appears that the first draft will be prepared close to this time frame. After the first draft is prepared, it will be reviewed and further supplemented by the LECC and several law enforcement and community leaders, to ensure that the information is presented in a practical and thorough manner.

# **CONCLUSIONS, RECOMMENDATIONS, AND FUTURE TASKS**

## **Conclusions, Recommendations, and Future Tasks:**

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Below are some key conclusions from the LECC work in 2010.

- 1) Our training efforts using the Perspectives on Profiling continue to be popular and enthusiastically received. Post-survey feedback evaluations continue to improve over time. Given initial reluctance on the part of the law enforcement community towards training and the lack of standardized training on this issue in Oregon, the implementation of the Perspectives on Profiling curriculum has been a major advancement and improvement for the State. Since 2008 the LECC has trained 1,138 officers. According to the FBI's Crime in the United States (2005) there are 5,262 sworn law enforcement officers in Oregon; thus approximately 21% of Oregon's officers have gone through the training.
- 2) A long-term follow-up survey of Perspectives on Profiling participants also finds positive results, although it is premature to reach any definitive conclusions because only a small percentage of agencies who received training have been surveyed. The preliminary indication is that the majority of officers who are involved in the training notice positive changes in their own behavior, perceptions, and the actions of others around them regarding police bias and ethical issues.
- 3) Agencies seeking to collect stop data should collect information on the initial search motivation (e.g. consent, incident to arrest, weapon pat down) and the time of the stop. The collection of this additional data will enable agencies to effectively utilize the three recommended LECC benchmarks for examining disparity: 1) Census population comparison, 2) day versus night stop comparison, and 3) discretionary search rate comparison.
- 4) Government officials and local law enforcement need a better understanding of the costs and benefits associated with traffic stop data collection. To encourage more agencies to collect traffic stop data the LECC will gather information on the costs associated with data collection and some concrete examples of how data collection has improved police-citizen relationships and perceptions.

The proposed 2011 work plan for the LECC includes the following:

- 1) Conduct ten regional training events.
- 2) Continue training offerings to include in-service training and FTO-related training.

- 3) Finalize a follow-up training curriculum for the Perspectives on Profiling training. Implement the new curriculum in two in-service trainings.
- 4) Recruit more law enforcement agencies to collect, analyze, and report stop and search data. To encourage law enforcement, a revised presentation on data collection efforts (e.g. Benton Co. presentation) will be delivered in jurisdictions.
- 5) Work on new Corvallis PD, Hillsboro PD, and OSP data reports utilizing the three recommended LECC benchmarks and the most current stop data.
- 6) Continue implementation of a follow-up evaluation of trainees that have gone through Perspectives on Profiling.
- 7) Finish and distribute the Minority Community Outreach Manual. Present it to two community groups.

# **APPENDICES**

## **Appendix A: ORS 131.905 et seq.**

### **ORS 131.905 Legislative findings.**

The Legislative Assembly finds and declares that:

- 1) Surveys of the trust and confidence placed by Oregonians in state and local law enforcement indicate that there are Oregonians who believe that some law enforcement officers have engaged in practices that inequitably and unlawfully discriminate against individuals solely on the basis of their race, color or national origin.
- 2) State and local law enforcement agencies can perform their missions more effectively when all Oregonians have trust and confidence that law enforcement stops and other contacts with individuals are free from inequitable and unlawful discrimination based on race, color or national origin.
- 3) Representatives of community interest groups and state and local law enforcement agencies agree that collecting certain demographic data about contacts between individuals and state or local law enforcement officers will provide a statistical foundation to ensure that future contacts are free from inequitable and unlawful discrimination based on race, color or national origin.
- 4) Demographic data collection can establish a factual and quantifiable foundation for measuring progress in eliminating discrimination based on race, color or national origin during law enforcement stops and other contacts with individuals, but data collection alone does not provide a sufficient basis for corrective action. Proper analysis of the demographic data and enactment of meaningful reforms in response to the results of that analysis require careful consideration of all relevant factors including the context of the community in which the data has been collected.
- 5) It is the goal of this state that all law enforcement agencies perform their missions without inappropriate use of race, color or national origin as the basis for law enforcement actions. This goal may be achieved by providing assistance to state and local law enforcement agencies and the communities that they serve.
- 6) This state shall foster, encourage and support the collection and analysis of demographic data by state and local law enforcement agencies. [2001 c.687 §5]

### **ORS 131.906 Law Enforcement Contacts Policy and Data Review Committee; duties; report.**

- (2) There is created the Law Enforcement Contacts Policy and Data Review Committee consisting of 11 members appointed by the Governor.
- (3) The purpose of the committee is to receive and analyze demographic data to ensure that law enforcement agencies perform their missions without inequitable or unlawful discrimination based on race, color or national origin.
- (4) To achieve its purpose, the committee shall collect and analyze demographic data to:

- (a) Provide information to assist communities and state and local law enforcement agencies in evaluating the policies, training and procedures of law enforcement agencies regarding the treatment of individuals during stops and other contacts with law enforcement;
  - (b) Inform state and local law enforcement agencies and communities about law enforcement practices; and
  - (c) Provide opportunities for communities and state and local law enforcement agencies to work together to increase public trust and confidence in law enforcement and to enhance the capacity of communities and law enforcement agencies to provide more effective public safety services.
- (5) The committee shall:
- (a) Solicit demographic data concerning law enforcement stops and other contacts between state and local law enforcement agencies and individuals;
  - (b) Publicize programs, procedures and policies from communities that have made progress toward eliminating discrimination based on race, color or national origin during law enforcement stops and other contacts with individuals;
  - (c) Provide technical assistance, including refinement of the minimum data elements as necessary for effective analysis, to state and local law enforcement agencies that desire to begin collecting demographic data;
  - (d) Provide technical assistance to communities and state and local law enforcement agencies that desire to engage in local efforts to involve individuals in the establishment and implementation of programs, procedures and policies that will advance the goal of ORS 131.905;
  - (e) Obtain resources for independent analysis and interpretation of demographic data collected by state or local law enforcement agencies;
  - (f) Accept and analyze demographic data collected by a state or local law enforcement agency if requested by a state or local law enforcement agency and if resources are available; and
  - (g) Report to the public the results of analyses of demographic data.
- (6) In carrying out its purpose, the committee may request and receive data files from participating law enforcement agencies and may analyze data for each reported contact. These data files should contain as many of the following items of information as are collected by the participating law enforcement agency:
- (a) The reason for the law enforcement stop or other contact;
  - (b) The law enforcement officer's perception of the race, color or national origin of the individual involved in the contact;
  - (c) The individual's gender;
  - (d) The individual's age;
  - (e) Whether a search was conducted in connection with the contact, and if so, what resulted from the search;
  - (f) The disposition of the law enforcement action, if any, resulting from the contact; and
  - (g) Additional data as recommended by the committee that state and local law enforcement agencies should collect and submit.
- (7) Data received by the committee for analysis under this section may not identify a particular law enforcement officer or a particular individual whose demographic data is collected by a state or local law enforcement agency.

- (8) Members of the committee shall appoint a chairperson from the members of the committee. Members of the committee are not entitled to compensation or expenses and shall serve on the committee on a volunteer basis.
- (9) Portland State University shall provide administrative support staff necessary to the performance of the functions of the committee.
- (10) All agencies of state government, as defined in ORS 174.111, are requested to assist the committee in the performance of its duties and, to the extent permitted by laws relating to confidentiality, to furnish such information and advice as the members of the committee consider necessary to perform their duties.
- (11) The committee shall make findings and issue recommendations for action to achieve the purpose of this section. The committee shall submit a report containing its findings and recommendations to the appropriate interim legislative committees annually on or before December 1.
- (12) After completion of the analysis of the data from at least two state or local law enforcement agencies, the committee may recommend the collection of additional data elements.
- (13) This section does not prohibit a state or local law enforcement agency from collecting data in addition to the information listed in subsection (5) of this section. [2001 c.687 §6; 2007 c.190 §2]

### **ORS 131.908 Funding contributions.**

Portland State University may accept contributions of funds from the United States, its agencies, or from any other source, public or private, and agree to conditions thereon not inconsistent with the purposes of the Law Enforcement Contacts Policy and Data Review Committee. [2001 c.687 §8; 2007 c.190 §3]

### **ORS 131.909 Moneys received.**

All moneys received by Portland State University under ORS 131.908 shall be paid into the State Treasury and deposited into the General Fund to the credit of Portland State University. Such moneys are appropriated continuously to Portland State University for the purposes of ORS 131.906. [2001 c.687 §9; 2007 c.190 §4]

### **ORS 131.910 Measuring progress.**

The Law Enforcement Contacts Policy and Data Review Committee shall assist the Oregon Progress Board in the creation and adoption of goals as provided in ORS 284.622 to measure progress toward the purpose of the committee under ORS 131.906. [2001 c.687 §10]

## Appendix B. Methodological details for OSP report

### OSP records excluded from analysis of traffic stops

The following disposition codes found in data for 2006 and 2007 provided to the LECC by the Oregon State Police were excluded from the analysis because they are not records of traffic stops.

<u>code</u>	<u>description</u>
10	unfounded complaint
13	civil matter, no further action
14	no patrol vehicle available
20	referred to ODOT
24	O/S agency assist
25	obstruction removed
26	crash investigation
28	abandoned vehicle tagged
29	abandoned vehicle towed
31	DRE evaluation (this is a secondary record; another record contains the traffic stop information)
33	hunting enforcement
34	angling enforcement
5G	State Fair gang contact
06	No report
07	log only
08	UTL/ gone on arrival
09	field interview
CN	cancel the report
FO	[code not documented]
TR	telephone report – no vehicle dispatched
WA	warrant served

### How missing values were handled in tables

Although there were very small percentages of missing or uninterpretable information in the OSP data, the sum of items in one table may not agree exactly with the corresponding total shown in another table, because the particular records omitted from a tabulation differ according to the variables being tabulated. Technically, the method used in the analysis is called table-wise deletion of missing values.

**APPENDIX C – PowerPoint Handout of Stop/Search data collection presentation to Benton Co. Commissioners**

# Collecting and Analyzing Stop/Search Data

Prepared By:  
Brian Renauer, Ph.D.  
Emma Covelli, MS  
Jonathan Dabney  
Portland State University

Prepared For:  
Law Enforcement Contacts Policy  
and Data Review Committee (LECC)

## Goal:

to understand the *purpose, current practice, and utility* of traffic stop and search data collection in Oregon

# Contents

- Introduction
  - Legal background & history of LECC
  - Oregon public perceptions
- Purpose of collecting stop/search data
- Agency benefits and success stories
- Stop/search data strengths & limitations
- LECC recommendations
  - Data collection & analysis
- Agency safeguards

# Legal Basis for LECC

- HB 2433 (1997)
- SB 415 (2001)
- ORS 131.905

# Background of LECC

- The LECC has structured its work around four key areas:
  1. Oregon Stop Data Collection and Analysis
  2. Oregon Public Perceptions of Law Enforcement
  3. Law Enforcement Training
  4. “Best Practices” for Community Outreach and Improving Police-Citizen Relations

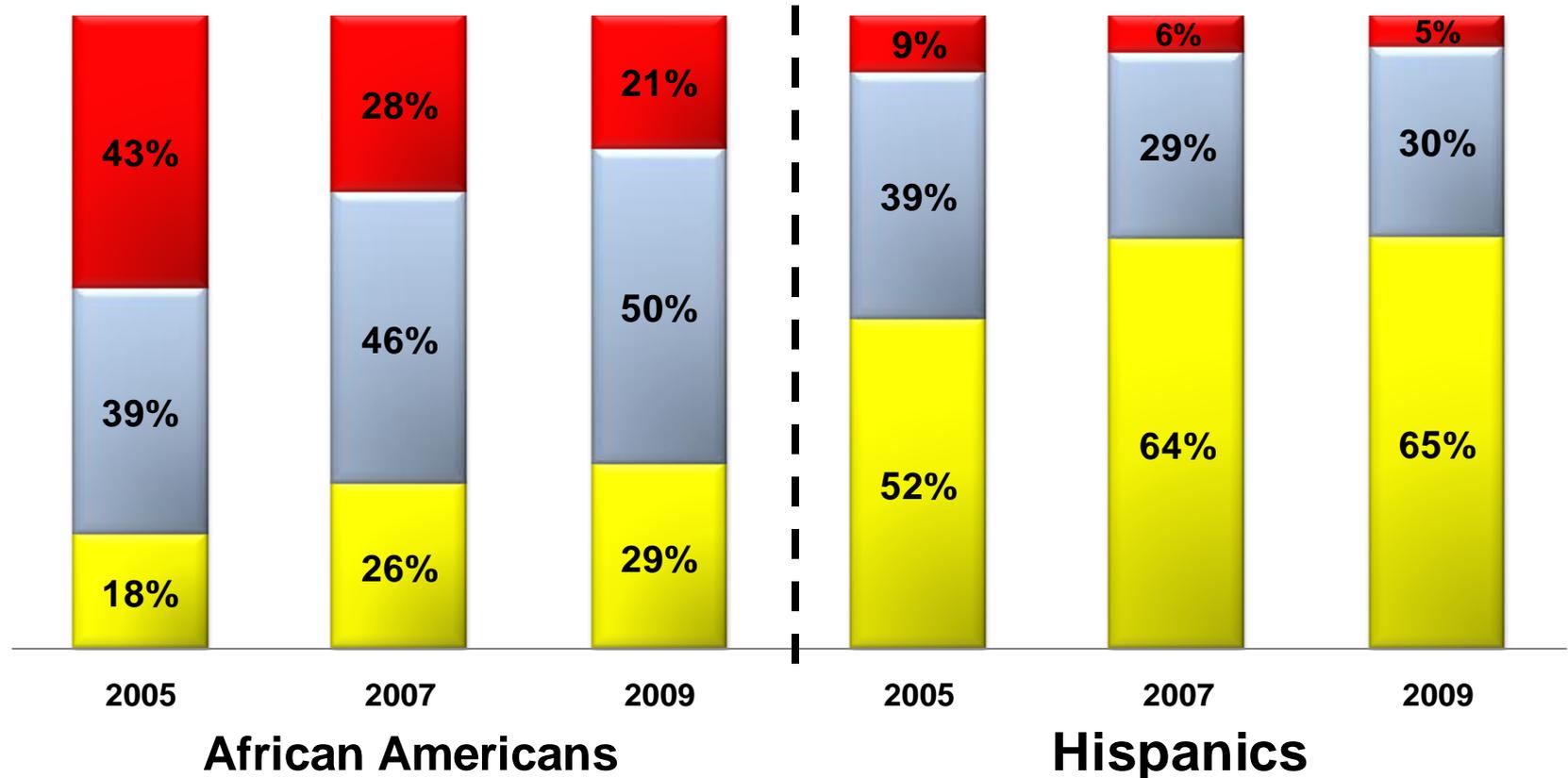
# Why Collect Stop/Search Data?

- Transparency and dialogue increases public *trust* & perceptions of police *legitimacy*
  - Which impacts. . .
    - ✓ *Citizen involvement/cooperation*
    - ✓ *Crime prevention*
    - ✓ *Officer safety*
- Enhances agency effectiveness
  - ✓ *Accreditation*
  - ✓ *Strategic planning and informed training*
  - ✓ *Prevention of lawsuits and negative press*

# Oregon Public Perceptions

"Overall, when you think about Oregon police officers, are your feelings generally positive, generally negative, or are they neutral?"

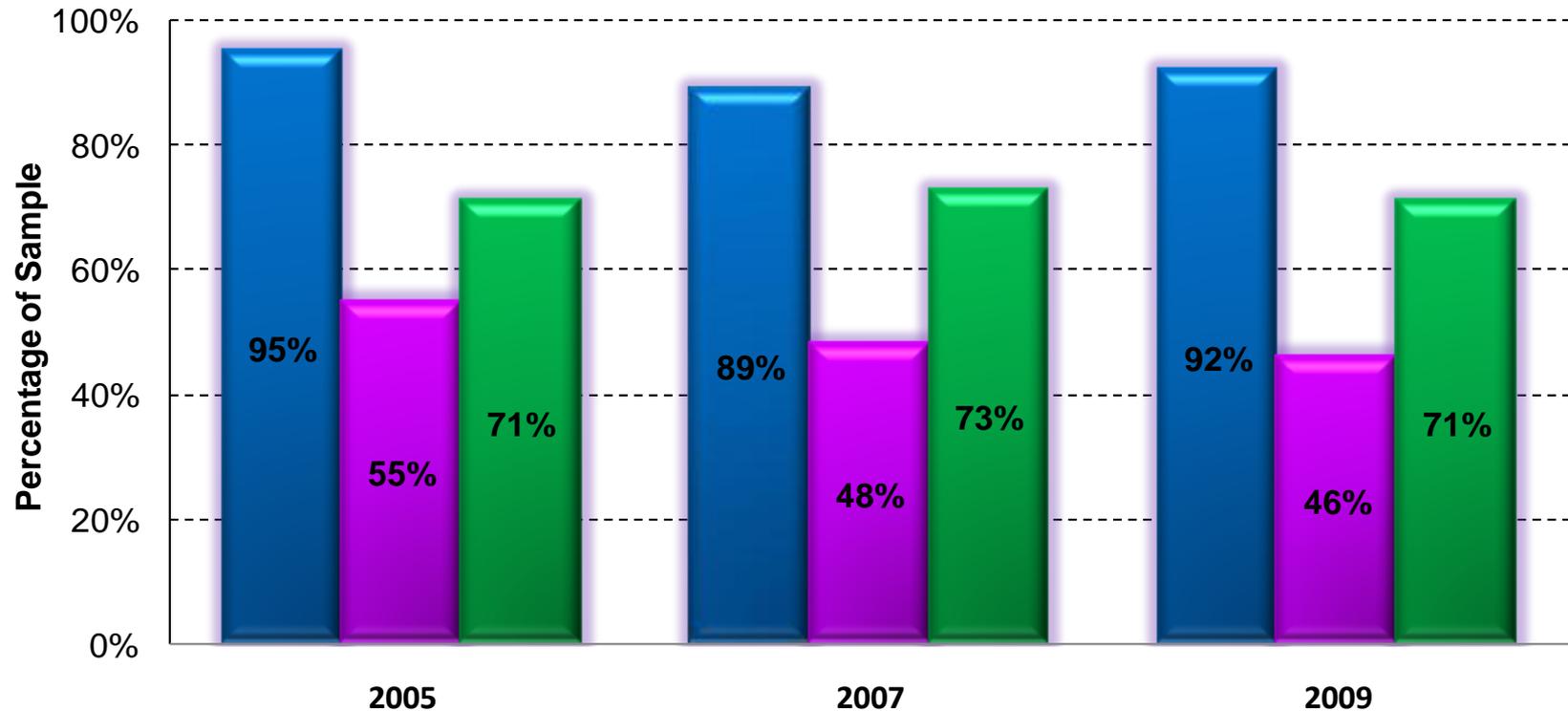
■ Positive ■ Neutral ■ Negative



# Oregon Public Perceptions

"How often, if at all, do you believe Oregon police officers allow a person's race, ethnicity, or national origin to unfairly influence their decision to stop someone?"

■ African Americans ■ Whites ■ Hispanics



*\*Respondents who answered either sometimes, often, or always*

# Oregon Public Perceptions

- Some perceptions greatly differ by race
- Majority of drivers:
  - In general, have positive or neutral feelings about Oregon law enforcement
  - Feel race is used inappropriately at least some of the time
- Attitudes appear to be improving over time

# Why Collect Stop/Search Data?



# Benefits and Success Stories

## Corvallis PD

*“By sharing stop data through the analysis provided by the LECC and its associated transparency a strong message is sent to the community that the department does not practice racial profiling and that such behavior is inconsistent with formal department policies, effective policing and equal protection of law as guaranteed by the US Constitution.”*

# Benefits and Success Stories

## Corvallis PD

*“provides a presentation tool for groups such as the local chapter of the NAACP and other organizations who want to understand local police policies and practices”*

*“gives police management an accurate means to identify potential police misconduct to deter it and serves as a component of the department’s early warning system.”*

# Benefits and Success Stories

## Hillsboro PD

*Ten years ago a community member remarked, “Chief, we are not saying your officers are racially profiling minorities, but we are interested in knowing who they are stopping and why.”*

*Chief Louie notes, “I was intrigued that I did not know the fundamental specifics of who the Hillsboro officers were stopping and why. In discussing this with fellow Chiefs, I learned and was surprised that they also did not track the traffic and pedestrian stop data in their respective cities.”*

# Benefits and Success Stories

## Oregon State Police

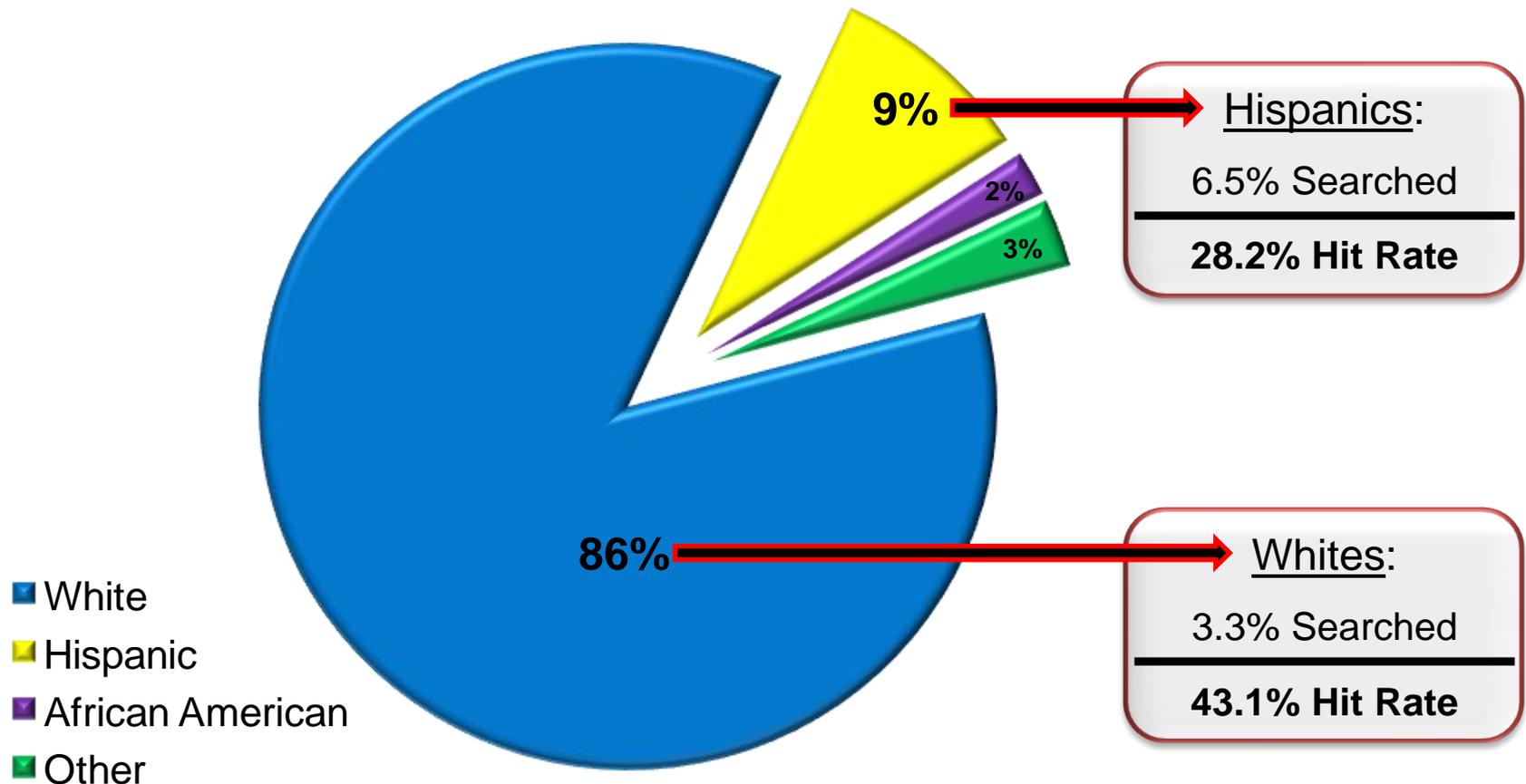
*The Oregon State Police enjoys the relationship it has with the Law Enforcement Contacts Policy & Data Review Committee (LECC). In 1997, the Oregon Legislature passed House Bill 2433, which required law enforcement in Oregon to adopt policies prohibiting racial-based profiling, along with other associated measures. In order to determine an agency's success in their efforts to comply with the 1997 Legislative Act and their own internal desire to be a fair and unbiased agency, it is imperative that a constant evaluation of those efforts is accomplished. This is where the relationship with the LECC has been of great value. Through the evaluation of data, reports generated, and the Public Perceptions Survey, a holistic picture is developed that assists our agency to both celebrate success and improve.*

# What Stop/Search Data *Can* Tell Us

- Whether differences in stop & search rates by race/ethnicity exist
  - e.g. Hispanic drivers more likely to be searched
- The potential reasons behind differences
  - e.g. possible bias or strategic deployment
- The success of searches
  - e.g. % of searches that discover criminal contraband
- The trends & patterns in proactive police work

# What Stop/Search Data *Can* Tell Us

Drivers Stopped & Searched 2009 (hypothetical agency)



# What Stop/Search Data *Cannot* Tell Us

- *Prove or Disprove* racially biased policing
- The exact *cause* of any differences
- Individual officer *motivation or intention*

*“Should be viewed as a diagnostic tool to help pinpoint the decisions, geographic areas, and procedures that should get priority attention. . . (Fridell, 2004).”*

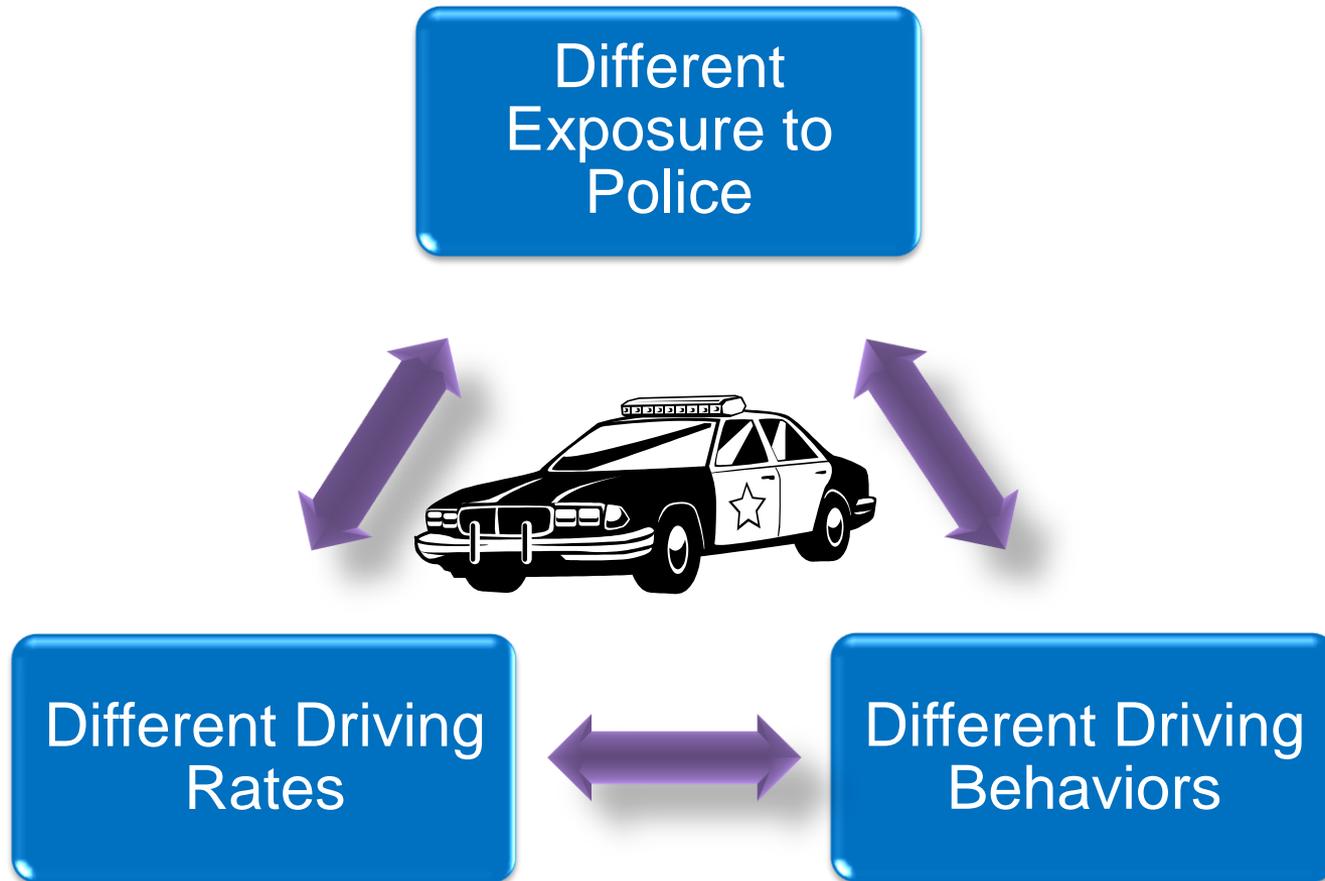
# LECC Key Findings

- Racial/ethnic composition of stops is usually similar to the composition of the local driving public
  - Except in places where concentrated enforcement exists
- Some racial/ethnic subgroups are more likely to be searched once stopped
  - Important to distinguish discretionary searches No information on officer thinking or characteristics

# Limitations of Stop/Search Data

- Inaccuracies in baseline for comparison
- Limited information on context of stop
- No information on officer thinking or characteristics
- Data collection issues and errors

# Limitation Examples



# Standardization

- LECC needs agencies to:
  - use standard data points for collection and
  - the same benchmarks for interpreting results

Goal = Compare “apples to apples”

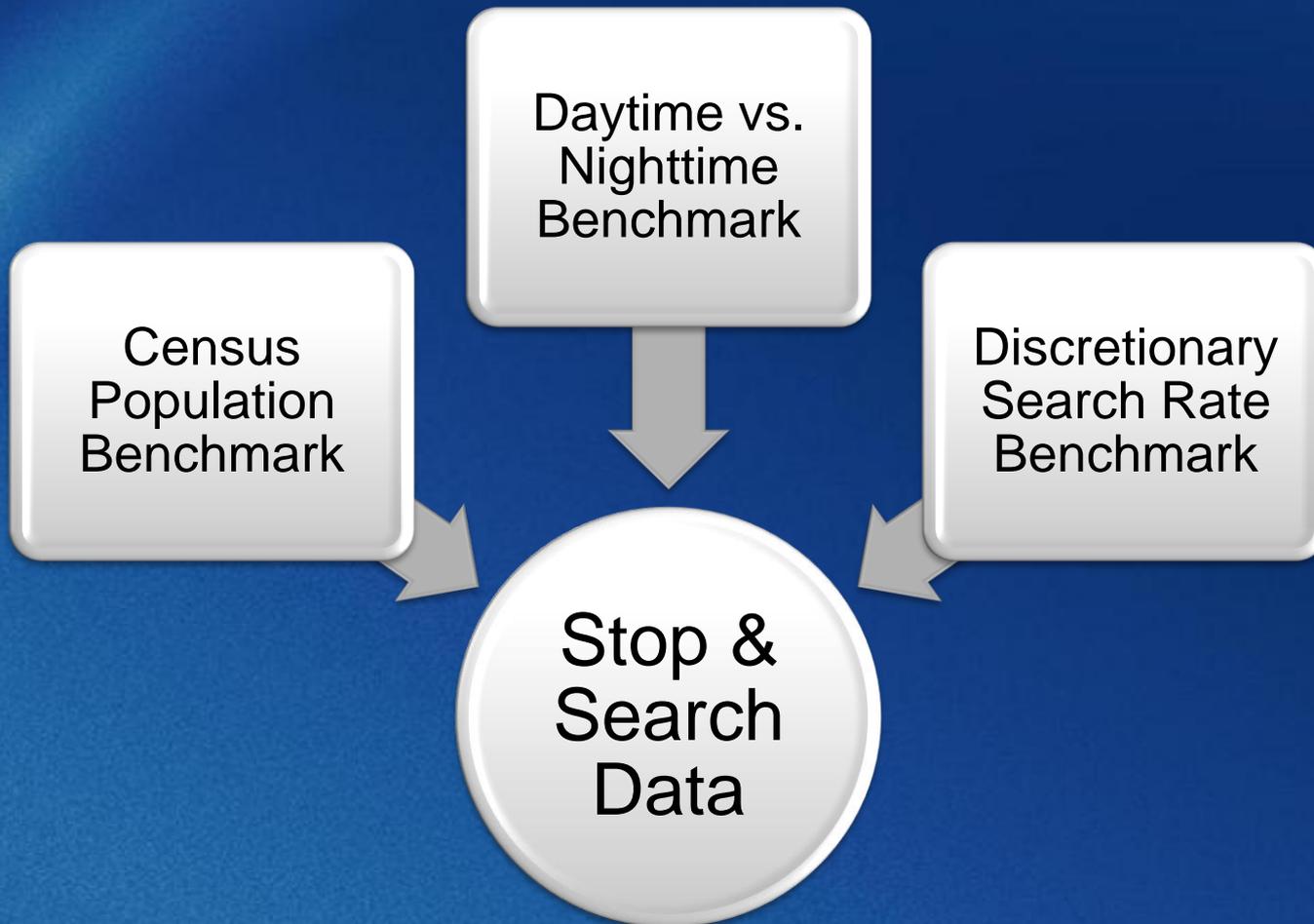
# What Should Be Collected

- LECC Minimum Recommended Stop/Search Data Collection Points:



- Date of stop
- Time of Day
- Initial reason for stop
- Most serious action taken
- Driver age, gender, race/ethnicity
- Search type
  - What was the authority for the search?
  - Was contraband found?
    - If so, what type?

# How Stop/Search Data Should be Analyzed



# How Stop/Search Data Should be Analyzed

- Census population benchmark
  - *Example: If African Americans comprise 6% of the driving aged population and they are...*

**6%**  
of all traffic  
stops

Problems unlikely

VS.

**15%**  
of all traffic  
stops

**Potential Problems**  
Greater than 5% Difference

# How Stop/Search Data Should be Analyzed

- Day vs. Night stops benchmark
  - *Example: If Hispanic drivers comprise 9% of all nighttime traffic stops and during the day they comprise...*

**9%**  
of all daytime  
traffic stops

Problems unlikely

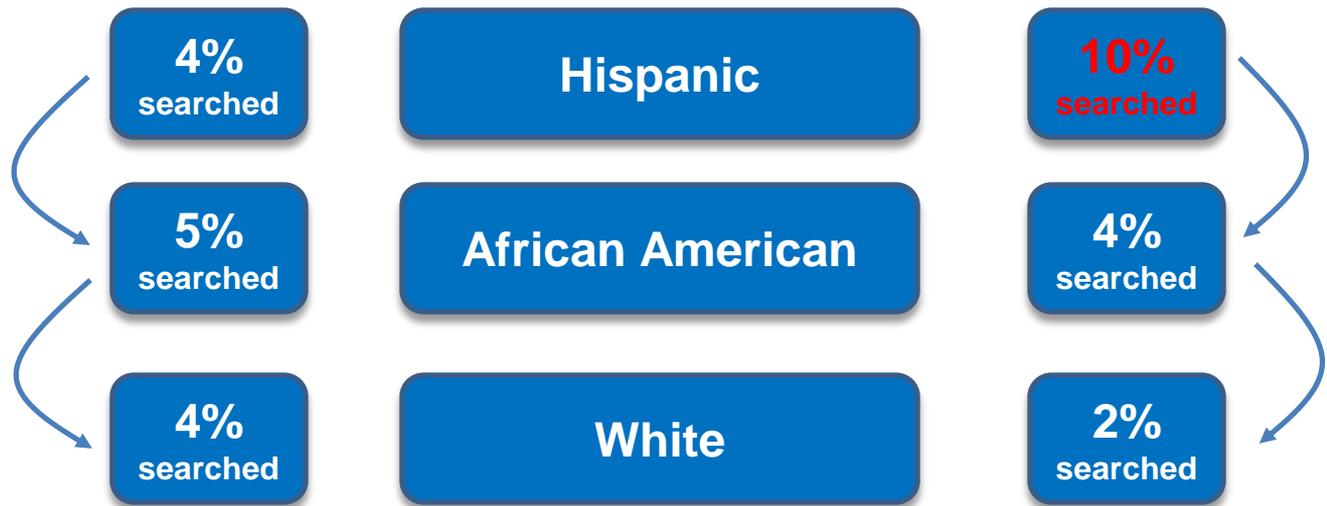
vs.

**15%**  
of all daytime  
traffic stops

Potential Problems  
Greater than 5% Difference

# How Stop/Search Data Should be Analyzed

- Discretionary search rate benchmark
  - *Example: All racial/ethnic groups should experience similar rates of discretionary searches per stop.*



Problems unlikely

Potential Problems

# Agency Safeguards

- How are agencies that collect data protected?
  - Agencies can identify the types of questions they would like answered.
  - Data on individual officers cannot be analyzed by LECC.
  - Agencies can provide feedback in public reports describing their interpretation of the results and conclusions.

# Contact Info

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[www.pdx.edu/cjpri/lecc](http://www.pdx.edu/cjpri/lecc)

## **APPENDIX D – “Tactical Ethics: Perspectives on Profiling” Training Follow Up Survey**

### **Informed Consent Form**

The Criminal Justice Policy Research Institute (CJPRI) at Portland State University (PSU), partners with the Simon Wiesenthal Museum of Tolerance and DPSST in order to offer an interactive scenario based training program to Oregon law enforcement professionals called *Tactical Ethics: Perspectives on Profiling*. In order to continue and enhance this training effort, we need to gain feedback from Oregon law enforcement about the impact of this training and the needs for related trainings in the future.

### ***Your opinions are important to us***

The questions focus on ethical issues in law enforcement, your departmental support for handling ethical dilemmas, and law enforcement training needs and interests. No questions are asked about specific events or experiences.

### ***What will I get out of taking this survey?***

Your feedback will be used for improving the delivery and effectiveness of this training effort. In appreciation for your time we'll be conducting a random drawing for four \$45 gift certificates to BEST BUY. In order to maintain your anonymity, we've set up this drawing through a separate website online. To enter into the optional drawing, please fill out the separate gift certificate raffle form at the end of the survey.

### ***Your answers are confidential***

We understand that topics on ethics are sensitive and that keeping your information confidential is critical. Only Dr. Brian Renauer, Emily Covelli, and Jonathan Dabney at CJPRI will have access to your surveys. In order to protect your privacy your name and agency are never collected, thus you cannot be associated with your answers. Survey results are reported in the aggregate.

### ***Your rights***

While we appreciate your feedback, you are under no obligation to take this survey. You are also welcome to skip any questions that you are not willing to answer. If you have any questions or concerns, you can contact Dr. Brian Renauer at (503) 725-8090 or [renauer@pdx.edu](mailto:renauer@pdx.edu). If you have concerns or problems about your participation in this study or your rights as a research subject, please contact the Human Subjects Research Review Committee, Office of Research and Sponsored Projects, 600 Unitus Bldg., Portland State University, (503) 725-4288 / 1-877-480-4400.

If you have read and understand the above information and wish to take the survey please begin now.

<b>Initial Question: Have you ever attended a scenario-based course during an in-service or regional training called “Tactical Ethics: Perspectives on Profiling” or “Perspectives on Profiling”</b>	
<input type="radio"/>	Yes, I’ve attended such a training
<input type="radio"/>	No, I’ve never attended such a training

**Track 1: For those that responded “Yes, I’ve attended such a training”**

**1) Approximately how long has it been since you attended a Tactical Ethics: Perspectives on Profiling course?**

Within the last 3 months	3-6 months	7-11 months	1-2 years	3 or more years
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2) Was it an in-service training, regional training, or have you attended both?**

In-service Training	Regional Training	Both
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**3) Since attending the Tactical Ethics: Perspectives on Profiling training, I’ve thought more about organizational culture or ethical issues in law enforcement.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

**4) Law enforcement often has to make quick, important decisions based on very limited information. The training attempts to sharpen one’s ability at relying on clear observations and being more aware of one’s potential personal biases. How strongly would you agree that you’ve noticed yourself or others thinking more about the motivation behind stopping someone, in addition to having probable cause?**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**5) The training demonstrates how our personal experiences, media, and culture impact the way that we interpret the world and how we may associate various assumptions with certain characteristics, such as a person's gender, race/ethnicity, or age group. How strongly would you agree that you've noticed yourself or others being less suspicious of someone, based on one's race/ethnicity when working general patrol?**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**6) Since the training, I feel more confident in how to properly handle racial tensions that may arise when making police stops.**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**7) Since the training, I feel more confident in approaching my supervisors to report unethical behavior, if needed.**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**8) My co-workers are concerned about ethical issues in law enforcement and the integrity of other officers' actions is very important to them.**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**9) My supervisors and upper management are very good at encouraging ethical behavior in our agency.**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**10) My department is good at policing itself against unethical behavior.**

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**11) This training is valuable and should be continued to keep law enforcement up to date on current laws, ethical issues, and procedures in law enforcement.**

---

---

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**12) How many years have you worked in law enforcement?**

\_\_\_\_\_

(optional: this information is only used to help us better understand variations in responses, not to identify individuals)

---

**13) What is your current position?**

\_\_\_\_\_

(optional: this information is only used to help us better understand variations in responses, not to identify individuals)

---

**14) How often do you work patrol in your current position?**

---

Never	Rarely	Sometimes	Often	Always
<input type="radio"/>				

---

**15) Are there any specific examples of how you were able to use this training on the job?**

---

**16) Do you have any suggestions for improving this training on police ethics?**

---

---

**17) What other trainings would you like to see available to Oregon law enforcement?**

---

---

**18) For supervisors only: What impact, if any, has the Perspectives on Profiling training had on your agency?**

---

**Thank you for taking the time to fill out this survey. Your feedback is extremely important to us. Please feel free to leave us any additional comments.**

**Track 2: For those that responded “No, I’ve never attended such a training”**

**1) How important would you rate the following training topics for law enforcement:**

	Not Important	Somewhat Important	Very Important
Officer Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to improve community relations and respond to community concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The 4 <sup>th</sup> and 14 <sup>th</sup> amendments, and how they relate to decision making during traffic stops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the difference between racial profiling and criminal profiling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical leadership in law enforcement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2) I often think about organizational culture or ethical issues in law enforcement.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

**3) I often think about whether my personal biases may impact my decision making.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**4) I feel very confident in how to properly handle racial tensions that can arise when making police stops.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**5) I feel very confident in approaching my supervisors to report unethical behavior, if needed.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**6) My co-workers are concerned about ethical issues in law enforcement and the integrity of other officers' actions is very important to them.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**7) My supervisors and upper management are very good at encouraging ethical behavior in our agency.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**8) My department is good at policing itself against unethical behavior.**

Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
<input type="radio"/>					

---

**9) How many years have you worked in law enforcement?** \_\_\_\_\_

(optional: this information is only used to help us better understand variations in responses, not to identify individuals)

---

**10) What is your current position?**

\_\_\_\_\_

(optional: this information is only used to help us better understand variations in responses, not to identify individuals)

---

**11) How often do you work patrol in your current position?**

Never	Rarely	Sometimes	Often	Always
<input type="radio"/>				

---

**Thank you for taking the time to fill out this survey. Your feedback is extremely important to us. Please feel free to leave us any additional comments.**

---