



Easthampton Police Department

32 Payson Avenue

Easthampton, Massachusetts 01027

Telephone: (413) 527-1212

Robert J. Alberti

Chief of Police

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Policy 4.09 "Bias-Free" Professional Policing Policy Annual Review for 2020

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

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

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

Review on bias based profiling:

Internal Affairs:

No citizen concerns of bias based policing were received in 2020.

Traffic Contacts:

The following data was available for traffic citations issued in 2020:

Race Data Entry:

Total Citations	White	Hispanic	Black	Asian or Pacific Islander	Native American	Middle Eastern	Unknown/ Missing
417	80.3%	12.2%	3.8%	0.7%	0%	0.2%	2.6%

ralberti@easthamptonma.gov
easthamptonpd.com

Fax: (413) 529-1499 (Operations) • (413) 529-1448 (Administration)

Gender Data Entry for Citations:

Male: 61.5%	Female: 38.49%
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The numbers are broadly similar to the demographics of the community. Other conclusions are difficult to draw based on the following factors:

- Data collection differences: It appears that data collection in regards to race follows different guidelines. Traffic citation codes, IMC records management codes and the US census codes all differ. US census data is self-reported and traffic citation data is an officer's subjective determination.
- The latest US Census Data referenced for comparison in this report is found here: <https://www.census.gov/quickfacts/easthamptontowncitymassachusetts>
- This information is limited to citations issued and does not include any data regarding car stops that do not result in a citation. Steps are being taken to record this data for non-citation traffic stops moving forward.

Field Contacts:

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

Arrest/Summons/PC reports for 2020 indicate suspects numbered at the following percentages.

Race Data Entry:

Arrests/Summons/PCs	White	Black	Asian	Native American	Unknown
Total 2020 – 250	92.8%	5.6%	0.8%	0%	0.8%

Out of the 250 above, 39 were recorded as having a Hispanic ethnicity. Of these, 38 (97.4%) were also recorded as White and 1 (2.5%) was also recorded as Black.

The numbers are broadly similar to the demographics of the community, though the percentage of Blacks arrested is 3.7 percentage points higher than the population estimate of "Black or African-American alone"¹ in the latest US Census data available.

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

Gender Data Entry for Arrests/Summons/PCs:

Male: 71.4%	Female: 28.5%	Non-Binary: 0%
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Asset Seizures and Forfeiture Efforts:

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