

## Bias-Free Policing

Within 365 days of the Effective Date, and at least annually thereafter, NOPD agrees to assess all NOPD programs, initiatives, and activities to ensure that no program, initiative, or activity is applied or administered in a manner that discriminates against individuals on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity. As part of its assessment, NOPD agrees to specifically include an assessment of misconduct complaints involving discrimination, use of force, motor vehicle and pedestrian stops, and arrests, including the selection or rejection of particular geographic deployment tactics or strategies based upon stereotype or bias. NOPD shall base its assessment of programs, initiatives, and activities on accurate, complete, and reliable data, including data contained in the EWS, stop and detention data, use of force analyses, crime trend analysis in relation to population demographics, enforcement practices based on community concerns, operations plans, and after-action reports. NOPD agrees to make this assessment publicly available. [Consent Decree ¶188]

The purpose of this report is to “assess all NOPD programs, initiatives, and activities to ensure that [they are not] administered in a manner that discriminates against individuals on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity.” Included in the assessment below is a reproduction or expansion of assessments included in other annual reports with a specific focus on bias-free policing. For example, the use of force, stop and detention, and misconduct data included below are all pieces of larger analyses included in their own reports with only the data elements related to bias-free policing included in this report.

### Key definitions

**Bias-free policing** – Administering a program, initiative, or activity in a manner that does not discriminate against individuals on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity.

**Community Coordinating Sergeant (CoCo)** – The Community Affairs Coordinator is a sergeant in the district who is the designated community-oriented liaison responsible for: disseminating and receiving crime-related information, strategies, response, and intentions to individuals and organizations; facilitating intra-governmental operations on the district level; assisting in the formation of business associations, neighborhood associations, and other coalitions as well as attending their meetings and other events. In addition, the CoCo should be a reliable point of contact whom citizens can rely upon within each district. For more information about the CoCo Sergeants or to find out who the CoCo Sergeant is in your district, see <http://nola.gov/nopd/citizen-services/quality-of-life-officers-community-coordinators/>.

**Data-Driven Approaches to Crime and Traffic Safety (DDACTS)** – DDACTS are a data driven strategy to help the NOPD operate with a higher degree of efficiency.

**New Orleans Neighborhood Police Anti-Crime Council (NONPACC)** – NONPACC meetings occur monthly and are attended by the District Commander and other district personnel. These meetings provide representatives of community groups with an opportunity to voice their concerns directly to the District Commander.

**Quality of Life (QOL)** – A Quality of Life Officer handles citizen complaints centered on quality of life issues such as: illegal parking, occupational licenses, permits, and special events. The QOL officer attends community meetings and works as a liaison with community groups and organizations. For more information about the QOL Officers or to find out who the QOL Officers are in your district, see <http://nola.gov/nopd/citizen-services/quality-of-life-officers-community-coordinators/>.

**School Resource Officer (SRO)** – A school resource officer is a designated officer within a District who provides specific support to schools and is a part of the District Neighborhood Policing Team. The SRO helps school officials cope with school violence and assist in creating a safe and conducive learning environment in public schools. The SRO is not a school disciplinarian. The SRO is a law enforcement officer, educator, and counselor.

### Relevant Policies

Please see the New Orleans Police Department Policy Manual, which is dedicated to ensuring that all programs, initiatives, and activities are administered without bias.

### Findings

#### **Community Engagement activities**

At the core of the NOPD is engaging with the communities. As shown in the Community Engagement section of this report, the Department interacts with the community in a variety of ways, from proactive community policing to listening to the concerns of residents to inform the Department's strategy.

#### School Resource Officer, Quality of Life Officer, and Community Affairs Coordinator Sergeant

The School Resource Officer (SRO), the Quality of Life Officer (QOL), and the Community Affairs Coordinator (CoCo) Sergeant all are officers assigned to each district to proactively focus on community policing. As the data below show, the Department meets with a diverse set of stakeholders ranging from many of the public schools to the numerous community groups working to improve our city.

**Table 1 – Community partnerships by District, 2014**

	<b>Community Partnerships</b>	<b>Community Meetings Attended</b>	<b>Number of Attendees</b>
1st District	10	61	1,970
2nd District	67	93	1,069
3rd District	32	115	3,807
4th District	18	166	1,953
5th District	31	182	2,512
6th District	56	152	1,740
7th District	49	93	2,636
8th District	16	49	625
Total	279	911	16,312

As mentioned in the Community Engagement section of this report, the Department has enhanced its data-collection process for 2015 in order to better capture the effectiveness of its community partnerships and problem-solving strategies. The updated data will be reflected in next year’s report.

#### Crime prevention unit

The crime prevention unit formulates and implements programs targeting crime at the district and neighborhood levels. Moreover, the crime prevention unit assists in organizing crime prevention groups in residential and business areas; it also meets regularly with area community groups. The officers assigned to the unit also are responsible for maintaining information relative to criminal activity within their geographic area of responsibility (district or neighborhood). For example, these interactions include safety presentations to various groups, neighborhood watch training, providing data on crime in the neighborhood upon request, and more.

In 2014, the crime prevention unit conducted 2,371 checks and visits on businesses, 219 safety presentations, and 117 other events, presentations, LGBT community interactions, and more. In addition, the crime prevention unit estimates that it has reached over 45,000 people in 2014 alone.

#### Hotline complaints

The NOPD hotline is primarily provided through Crimestoppers and is a mechanism for the public to provide key information concerning criminal activity. The Department receives this information at the District level and maintains a publicly available log of high-level information pertaining to the tip such as location, date received, and type of activity. The Districts then take action on each item of concern to the community, demonstrating bias-free policing, and noting the final outcome in the log. As the table below shows, the Department received 1,210 hotline complaints, or “tips,” in 2014, and it closed 927, more than 75% of them, by the final week of 2014.

**Table 2 - Hotline complaints by District and status, 2014**

	<u>Received</u>	<u>Open</u>	<u>Closed</u>
1st District	96	4	94
2nd District	107	0	107
3rd District	148	43	104
4th District	156	35	121
5th District	131	13	118
6th District	125	69	56
7th District	180	116	99
8th District	267	39	228
Total	1210	319	927

Source: Department District COMSTAT books, 2014

### NONPACC meetings and District outreach

Each district holds a New Orleans Neighborhood Police Anti-Crime Council (NONPACC) meeting monthly, creating a forum for residents to voice their concerns directly to the District Commander and other key NOPD personnel. In particular, the District Commander presents key activities and information related to crime prevention and community policing in order to receive feedback and additional information from the community.

Each district has a [Police Community Advisory Board](#) (PCAB) composed of community representatives who provide feedback and recommendations to NOPD. NOPD attends the quarterly meeting of each PCAB.

### Superintendent outreach

Across New Orleans, the Superintendent is the most visible representative of the New Orleans Police Department. The Superintendent attends hundreds of public meetings, forums, and events in the community to strengthen the relationship between the Department and the community that it serves. When Mayor Landrieu named Chief Harrison as the interim Superintendent, Chief Harrison immediately engaged the community and began listening to the concerns of all New Orleanians. During his first 60 days in office, Chief Harrison attended over 50 community meetings and met with legislative officials, faith-based leaders and heads of law enforcement agencies across the Greater New Orleans region. These meetings have continued since Harrison was named the permanent Chief and have ranged from community-wide forums held in each District, to meetings with civic and business leaders, to meetings with faith-based leaders.

Chief Harrison has made improving the relationship between the New Orleans Police Department and the New Orleans community a top priority. In order to facilitate that process, Chief Harrison has built a robust community policing strategy that will grow as the Department grows. He maintains an open dialogue with members of the community and has directed NOPD leadership to do the same in each police district. In addition to weekly COMSTAT and NONPAC meetings that are open to the public, NOPD commanders regularly meet with members of the community. Chief

Harrison's goal is for residents to have strong relationships with the officers that are patrolling their streets.

### **Crime prevention activities**

The NOPD routinely uses data to determine resource allocation and evaluate performance through the weekly COMSTAT process. Part of that process is the creation and analysis of Data-Driven Approaches to Crime and Traffic Safety (DDACTS). DDACTS are a data-driven strategy to help the NOPD operate with a higher degree of efficiency. "DDACTS relies on seven guiding principles for its implementation: data collection, data analysis, community partnerships, strategic operations, information sharing and outreach, program monitoring, and measuring outcomes."<sup>1</sup>

As a result of the DDACTS process, maps are produced that show the concentration of traffic incidents as well as Part I and Part II UCR crime.<sup>2</sup> These maps are used in COMSTAT and by the districts to inform resource deployment, as shown by the map from the 2<sup>nd</sup> District for the two-week period of March 23 through April 5, 2014.

In addition, each District assigns a specific unit to these DDACTS areas as well as collects and evaluates data generated by these units. The data generated by the DDACTS unit are provided in District COMSTAT. Using data to inform the deployment of personnel, the NOPD proactively takes a bias-free approach to policing.

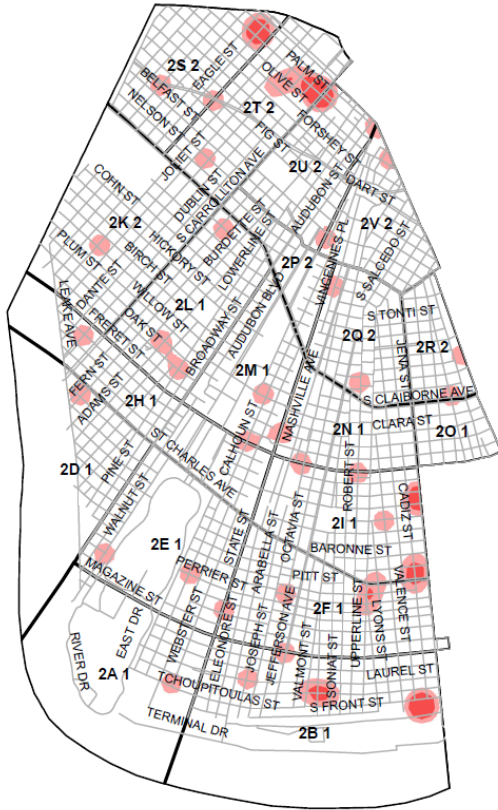
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<sup>1</sup> Burch, J. H. & Geraci, M.N. (2009). Data-driven approaches to crime and traffic safety. *The Policy Chief*, July 2009. Retrieved January 7, 2015 from

[http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display\\_arch&article\\_id=1839&issue\\_id=72009](http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display_arch&article_id=1839&issue_id=72009)

<sup>2</sup> Part I crimes are violent and property crimes often called "Index Crimes" that include: homicide; rape; robbery; aggravated assault; burglary; larceny/theft; motor vehicle theft; and arson. Part II crimes include other types of crime such as: simple assault; fraud; weapons offenses; drug abuse violations; stolen property offenses; and more. For more information, see: U.S. Department of Justice, Federal Bureau of Investigation. (2014). *Crime in the United States, 2013*. Washington, D.C.

Figure 1 - 2nd District DDACTS map, March 23 through April 5, 2014  
2nd District DDACTS



All Accident, Part I and Part II Crimes  
March 23, 2014 thru April 5, 2014

**Legend**  
2nd A PLATOON 2 WEEK DDACTS MAP  
Concentration of Incidents  
Very High  
High

SOURCE DATA: OMEGA CRIME VIEW CAD (RTF DATA)

Source: New Orleans Police Department. (2014). Weekly crime brief: Week 15 4-6-14 thru 4-12-14.

Figure 2 - 6th District DDACT Activity, year to date as of November 1, 2014  
YTD DDACT ACTIVITY

Type of Arrest	1st	2nd	3rd	2014 TOTALS
Felony	12	25	12	49
Misdemeanor	103	324	127	554
Traffic	26	85	32	143
Gun	0	1	0	1
Gun - 95.1	0	0	0	0
Municipal	163	166	126	455
Juvenile	3	17	3	23
Narcotic	10	10	13	33
Warrants	213	341	196	750
Summons	73	104	121	298
Truants	8	0	0	8
Curfews	0	2	10	12
Confiscated 95	388	723	431	1542
67A Recovery	1	0	0	1
<b>YTD Arrest</b>	<b>388</b>	<b>723</b>	<b>431</b>	<b>1542</b>
Vehicle Stops	369	646	289	1304
Citations Issued	559	582	422	1563
Warnings Issed	158	238	87	483
Arrests from stops	55	220	116	391
Bicycle Stops	38	94	30	162
17R Items	4	5	19	28

Source: New Orleans Police Department. (2014). 6th District COMSTAT report: Week of 10.26.14 – 11.01.14.

Finally, NOPD has employed analytics to understand and identify innovative means of reducing gun violence. The analytics have helped the NOPD as well as State and Federal law enforcement partners to sharply reduce the violence attributed to gangs. Moreover, these analytics have supported the Department's and its partners' efforts to indict and convict gangs.

#### Stop, search, and arrest

It is critical however, that stops by NOPD are analyzed by not only their outcomes generally, but with reference to race/ethnicity, gender, and age. African-Americans represented 66 percent of all stops compared with 29 percent for Whites, 3 percent for Hispanics, and 1 percent for Asians. The distribution of stops is roughly similar to the racial makeup of New Orleans, of which 60 percent is African-American, 30 percent is White, 5 Hispanic, and 3 Asian.

In addition, 24 percent of all stops of African-Americans ended in an arrest compared with 19 percent for Whites, 18 percent for Hispanics, and 11 percent for Asians. Of all searches that occurred, 78 percent were of African-Americans compared with 19 percent for Whites, 2 percent for Hispanics, and 0 percent for Asians. However, of all searches resulting in the finding of contraband, 80 percent are from African-Americans, 18 percent from Whites, and 1 percent from Hispanics.

Males represented 69 percent of all stops, of which 24 percent ended in an arrests. Males also represented 83 percent of all searches and 83 percent of all searches resulting in the finding of contraband.

Adults 18 to 24 represented 21 percent of all stops, of which 23 percent ended in an arrests. They also represented 24 percent of all searches and 32 percent of all searches resulting in a finding of contraband. Similarly, adults 25 to 34 represented 33 percent of all stops, of which 23 percent ended in arrests. They also represented 36 percent of all searches and 32 percent of all searches resulting in a finding of contraband. Finally, adults 35 to 64 represented 42 percent of all stops, of which 21 percent ended in arrests. They also represented 36 percent of all searches and 29 percent of all searches resulting in a finding of contraband. For more information, see the report covering stops, searches, and arrests.

#### Use of Force

Specific demographic data are not available at this time for the required analysis. NOPD will analyze this data as it becomes available in future years. For more information, see the annual report covering uses of force.

#### Misconduct complaints involving discrimination

The Consent Decree Monitor is currently analyzing misconduct complaints involving discrimination and will publish its findings in 2015. NOPD will continue to work to validate the underlying data, will consult with the Consent Decree Monitor on its analysis as requested, and will address any outstanding issues.