

TOLEDO POLICE DEPARTMENT



Photo by Scott Grau

Bias Free Policing Administrative Review 2021

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Bias Free Policing Administrative Review

Introduction

It is the policy of the Toledo Police Department that services be delivered impartially, respectfully and free of bias in a manner that promotes broad community engagement, trust and confidence. The Toledo Police Department does not tolerate biased-based profiling and utilizes various management tools to ensure that it does not occur. Bias-based profiling is defined as the “stopping, questioning, detention, arrest, or other disparate treatment of any person based solely on their race, ethnicity, national origin, age, gender, gender expression or identity, sexual orientation, disability, religion, economic status, cultural group, limited English proficiency or any other identifiable group.”

Law enforcement agencies should not condone biased policing in its enforcement programs as it may lead to allegations of violations of the constitutional rights of the citizens we serve, undermine legitimate law enforcement efforts, and may lead to claims of civil rights violations. Additionally, biased policing alienates the public, fosters distrust of law enforcement by the community, invites media scrutiny, invites legislative action, and judicial intervention.

Law enforcement personnel should focus on a person's conduct and not consider common traits unless that trait has been associated with a specific suspect of a crime or the suspects associated with a pattern of incidents in a particular area (criminal profiling).

Criminal profiling can be a useful tool for law enforcement officers and should not be confused with racial profiling. Officers should understand the difference between the two and ensure that racial profiling does not occur. Criminal profiling is based on facts that are known to the officer at the time. These facts can come from witness statements, victim statements, evidence from crime scenes, etc. Several procedures are in place to better ensure that racial, ethnic, and/or gender characteristics are not being used by officers as a basis for traffic stops and/or subject stops.

The first of these procedures is training department personnel on bias-based policing issues in the academy and during annual in-service training. The bias-based training includes topics that ensure all citizens receive fair and equal treatment and that officers are making traffic stops, field contacts, or any other formal law enforcement actions on the basis of probable cause or reasonable suspicion. Officers have also received training on implicit bias to understand how attitudes or stereotypes can affect our understanding, actions, and decisions in an unconscious manner. Secondly, officers who have had bias-based or discrimination complaints sustained against them are subject to remedial training and the department’s internal disciplinary process. Lastly, it is important to note that there is an ongoing effort to identify potential training and

policy issues related to ensuring fair and impartial policing which is followed by an annual review of the department's bias-based profiling policy and practices. This annual review is completed by the Accreditation Unit.

Training

Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities.

Training should emphasize the corrosive effects of biased policing on individuals, the community and the agency. Agencies should consider ways that citizens might seek to utilize law enforcement personnel against others in a biased manner and consider training, policies, or other safeguards to minimize the risk personnel are placed into that may involve biased circumstances by an outside source.

The Toledo Police Academy conducts bias-based profiling training to all cadets during the "Stops and Approaches" portion of academy training. Additionally, all department personnel receive training annually on topics related to bias-based policing (i.e., cultural diversity, implicit biases, human relations, communication and de-escalation skills, etc.).

Policy & Procedure

Department Manual Directive 103.10, entitled, "Biased-Based Profiling" was written in compliance with the Commission on Accreditation for Law Enforcement Agencies (CALEA) and covers all aspects of bias-based profiling. The directive is available to the general public on the City of Toledo and the department's websites.

Inspections and Supervisory Review

Per department policy, all vehicle pursuits and incidents involving response to resistance are subject to several layers of supervisory review. The process includes reviewing reports, video from the officer's body-worn camera and in-car camera, and the interviewing of relevant witnesses. If a violation of policy is discovered during the review process, the Internal Affairs Section is notified and an investigation is opened.

To further enhance the department's goal of ensuring compliance with departmental policies and procedures, randomly selected in-car and body-worn camera footage are conducted quarterly by the commander of the Inspections Unit to ensure compliance.

Citizen Complaints

All allegations of bias-based profiling by citizens are thoroughly investigated and tracked by the Internal Affairs Section. Additionally, the department uses video recording systems (in-car camera, body worn camera) to assist in the investigation of alleged bias-based profiling by officers. The commander of the Internal Affairs Section reported that there was **one citizen complaint** of biased-based profiling in 2021. The finding of that incident was **unfounded**.

The meaning of the finding is listed below:

- **SUSTAINED** – The investigation established sufficient evidence to clearly show that the wrongful act alleged in the complaint did occur.
- **NON-SUSTAINED** – The investigation was unable to find sufficient evidence to prove or disprove the allegation of a wrongful act made in the complaint.
- **EXONERATED** – The act described in the complaint did occur however, the investigation revealed the act was lawful and in accordance with established department policy and procedures.
- **UNFOUNDED** – The investigation proved conclusively that the alleged act did not occur and/or the accused officer did not commit the act or there is no credible evidence to support the complaint.

Analysis of Traffic Stop and Field Interview Data

The department collects data from traffic stops by recording the disposition codes given by officers at the conclusion of an interaction. These disposition codes denote the perceived race and gender of the driver of the involved vehicle once contact is made with the vehicle's operator, as well as the actual disposition of the traffic stop (arrest, citation, or warning). In the past, yearly totals for traffic stop data would be obtained and compared to the census figures for the city of Toledo. However, aggregate percentages do not reflect racial or ethnic population density for geographical areas. Many neighborhoods are predominantly made up of one race or ethnicity. Consequently, the number of traffic stops conducted in these neighborhoods appears skewed when compared with the aggregate census data.¹ Additionally, police departments distribute personnel based on: calls for service to 911, the amount of crime that has occurred in an area, and population density. If a higher percentage of police officers are assigned to an area where the residents and drivers are predominantly one race or ethnicity, consequently there will be a higher rate of traffic stops for persons of that race or ethnicity. Therefore, additional data has

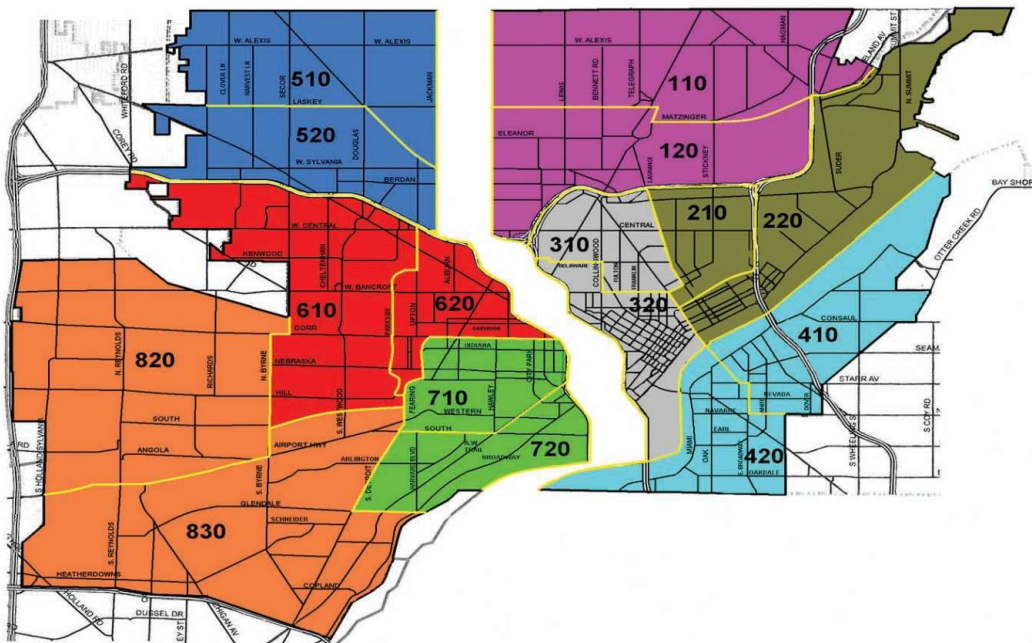
¹ Racial Profiling: "What does the data mean?" Practitioner's Guide to Data Collection & Analysis (2007)

been compiled for this analysis in an effort to complete a more thorough evaluation of the traffic stop/suspect stop data for the city of Toledo.

In this analysis, the Ohio Incident Based Reporting System (OIBRS) crime rates, calls for service, shooting incidents, distribution of personnel, and demographic data will be collected and divided by individual police beats or sectors. This data will then be used to determine which beats (or sectors) are likely to have the highest rates of proactive enforcement. Once these areas of proactive enforcement are identified, the census data will be used to determine the demographic groups residing in the beats, and therefore most likely to be stopped. This data will then be compared with the actual traffic stop, subject stop and field interview data (by beat/sector) in order to determine if those findings are similar to what could reasonably be expected, given the information provided.

Toledo Police Beats

The department divides the city into beats, as can be seen from the following map. The majority of the information discussed in this analysis is broken down by either beats or sectors. Each sector is highlighted in a different color and then broken up into two different beats. For example, beat 110 and beat 120 (both purple), make up sector 1.



Crime Rates

The data below displays the city's 2021 violent crime rates using the Ohio Incident Based Reporting System (OIBRS). OIBRS is the State of Ohio's version of the Federal Bureau of Investigations (FBI) National Incident Based Reporting System (NIBRS). OIBRS is a voluntary reporting program in which Ohio law enforcement agencies can submit crime statistics directly to the state and federal government in an automated format. When it comes to reporting crime to the FBI, this process has replaced the Uniform Crime Reports (UCR) system. UCR and OIBRS/NIBRS are both regulated by the FBI and both use the same general concepts. The biggest difference between the two reporting systems is that OIBRS/NIBRS reports all crimes that occurred within one single incident and UCR reports only the most severe crime that occurred within a single incident. Another difference is that OIBRS/NIBRS reports each victim included in an incident versus one victim per incident (UCR). OIBRS/NIBRS also has more crime classifications than UCR.

The violent crime numbers below were collected by the Northwest Ohio Regional Information System (NORIS). They are the automated records management provider for the department. In 2021, there was a total of 1,990 violent crime incidents, down from 2,101 in 2020 (5.2% decrease). The type of crimes that account for violent crime incidents are the following: Aggravated Assault, Homicide, Sex Offenses – Rape and Gross Sexual Imposition and Robbery) reported. From the provided data, we can see that the beats where the greatest percentage of violent crime incidents occurred were beat 620, which accounted for 9.1% of the total number of incidents of violent crime, followed by beat 210 with 8.6%, beat 310 with 8.3% and beat 420 with 7.5%. The lowest percentage of violent crime incidents were found in Beat 110, which accounted for only 3.7% of the total number of incidents of violent crime, followed by beat 510 with 4.1% and beat 320, with 4.8%.

SECTOR	BEAT	ASSAULT	HOMICIDE	SEX OFFENSE	ROBBERY	TOTAL	%
Sector 1	110	29	2	8	35	74	3.7
	120	60	3	17	27	107	5.4
		89	5	25	62	181	9.1
Sector 2	210	111	11	11	38	171	8.6
	220	78	3	18	23	122	6.1
		189	14	29	61	293	14.7
Sector 3	310	103	9	21	32	165	8.3
	320	52	1	21	21	95	4.8
		155	10	42	53	260	13.1
Sector 4	410	76	6	17	19	118	5.9
	420	92	4	18	36	150	7.5
		168	10	35	55	268	13.4
Sector 5	510	44	2	14	21	81	4.1
	520	58	3	15	45	121	6.1
		102	5	29	66	202	10.2
Sector 6	610	50	3	30	23	106	5.3
	620	114	8	24	35	181	9.1
		164	11	54	58	287	14.4
Sector 7	710	86	3	16	29	134	6.7
	720	59	7	12	34	112	5.7
		145	10	28	63	246	12.4
Sector 8	820	68	5	30	26	129	6.5
	830	67	1	20	24	112	5.6
		135	6	50	50	241	12.1
	N/A	5	3	2	2	12	0.6
	TOTAL	1152	74	294	470	1990	

Based on this information, the department would be expected to conduct proactive police activities in the areas with the highest rates of violent crime. Therefore, the number of traffic stops and suspect stops would be expected to be higher in beats 620, 210, 310 and 420. The department would also likely deploy a greater number of officers to these areas to carry out proactive policing activities.

Calls for Service

<u>Total Calls for Service</u>		
Beat	Calls	Total by Sector
110	8,627	21,928
120	13,301	
210	9,194	21,106
220	11,912	
310	9,686	20,970
320	11,284	
410	9,704	20,786
420	11,082	
510	9,433	20,064
520	10,631	
610	11,042	24,296
620	13,254	
710	12,166	21,522
720	9,356	
820	10,181	19,052
830	8,871	

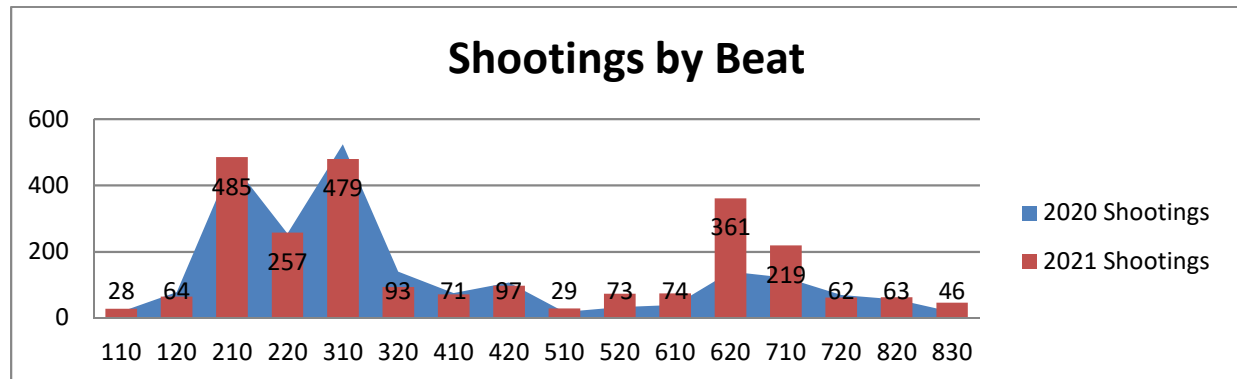
“Calls for Service” data was collected from Communications. The sector with the most calls for service in 2021 was sector 6. The next three busiest sectors for calls for service were sector 1, sector 7, and sector 2. The sector with the least amount of calls for service was sector 8. The ranking of the sectors with regard to calls for service changed from 2020 (Sectors 6, 2, 7, and 4 were the highest). One factor used to determine personnel allocation is to measure calls for service by sector/beat. Based on the information in this table, it would be expected that more officers would be assigned to beats 620, 120, 710, 220, and 320. However, the beats/sectors were designed to attempt to equalize the work load of the officers responding to calls for service. It appears to be working as the calls for service seems to be distributed as evenly as possible. It should also be noted that the department’s top priorities are to respond to calls for service in a timely manner **and** reduce the rate of violent crime. Therefore, the OIBRS crime rate is likely a more significant factor in the number of

officers assigned to a specific beat.

Shooting Incidents

There was a total of 2,501 that occurred in 2021 compared to 2,161 shootings that occurred in 2020 (15.7% increase) and 581 in 2019. Shooting incidents are comprised of: aggravated assaults, felonious assaults, aggravated burglaries, aggravated menacing, shooting into habitations, discharge of firearms, shooting investigations and criminal damaging. Shooting incidents are up an astounding 330% since 2019. Beats 110 and 510 had the lowest number of shootings, both with a combined total of 57. Beat 210 had the highest number of shootings with 485 followed by beat 310 with 479. Shooting incidents likely increased by a substantial amount in beat 620 from 140 to 361 shootings and in beat 710 from 121 in 2020 to 219 in 2021 due to the expansion of gunshot detection technology (Shotspotter) in June of 2021. In 2021, only 41.7% of the total

number of Shotspotter alerts were complemented by a 911 call. In other words, over 58.3% of all shooting incidents that occurred in a ShotSpotter zone would have gone unnoticed by the police without the assistance of this technology. The technology allows the department to obtain a more accurate account of the shooting incidents and to deploy resources in a strategic manner. Furthermore, per department policy, all alerts are accompanied by a police response and if evidence is found, an investigation.



Distribution of Personnel

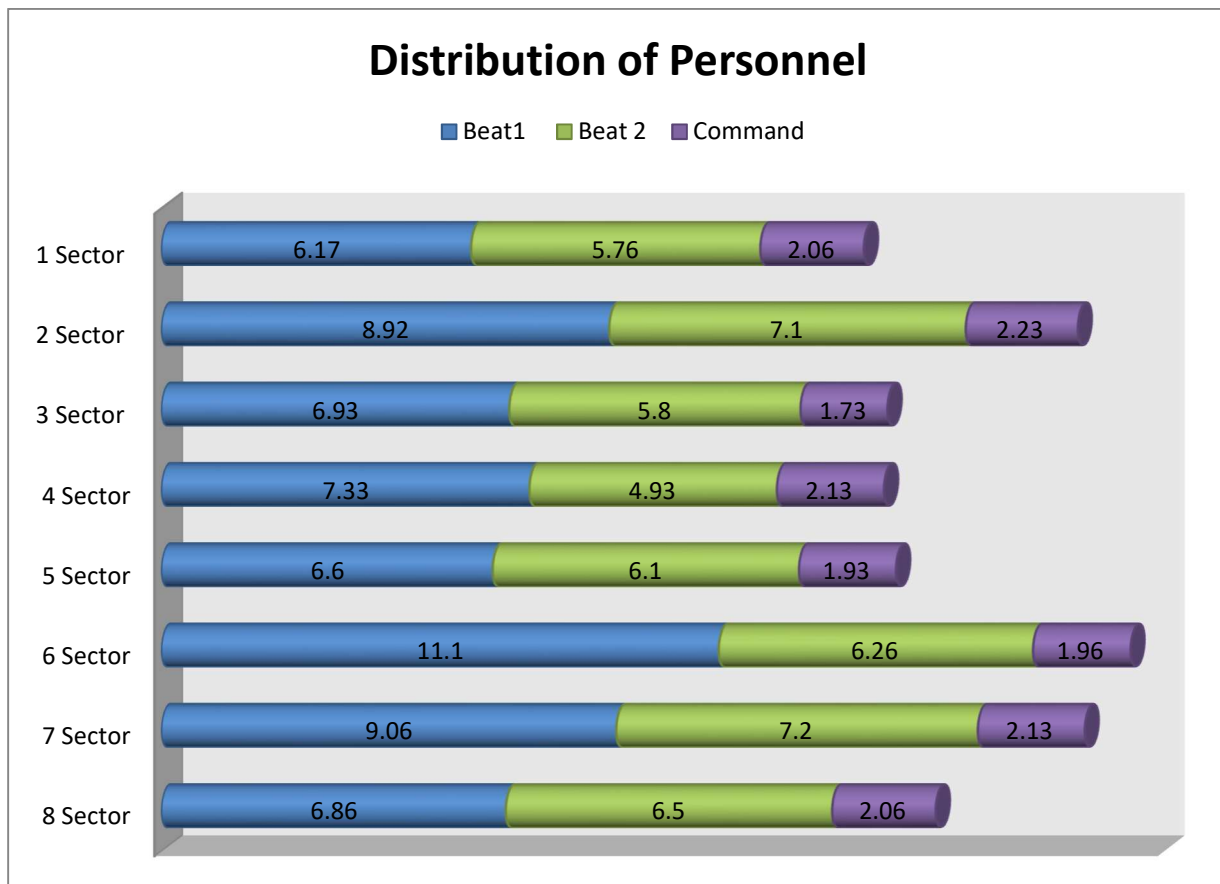
The following graph shows the distribution of personnel over a 24-hour time period for the department’s district stations in 2021. The information was gathered from Communications and is an average of officers working for an entire month (June of 2021 for both district stations). The number of officers assigned every day for the month was collected from all shifts. A count was taken of each officer by beat, and that number was then divided to determine the average number of officers working on-duty for an entire 24-hour work period. Only personnel working in the Operations Division were counted. Officers assigned to the specialty units such as Traffic and Community Services Sections were not calculated.

The average number of officers assigned to each beat is shown below. In addition to the officers assigned to the individual beats, the chart also displays the number of command officers who were assigned. Command officers are assigned to supervise all officers working in a sector. Officers assigned to out-of-service details (bike patrols, hot-spot areas, etc.), were not accounted for in the sector/beat assignments.

Sector 6 had the highest number of patrol officers and supervisors assigned with an average of 19.32 per day. Sector 7 was the next highest with 18.39 per day. The lowest average was found

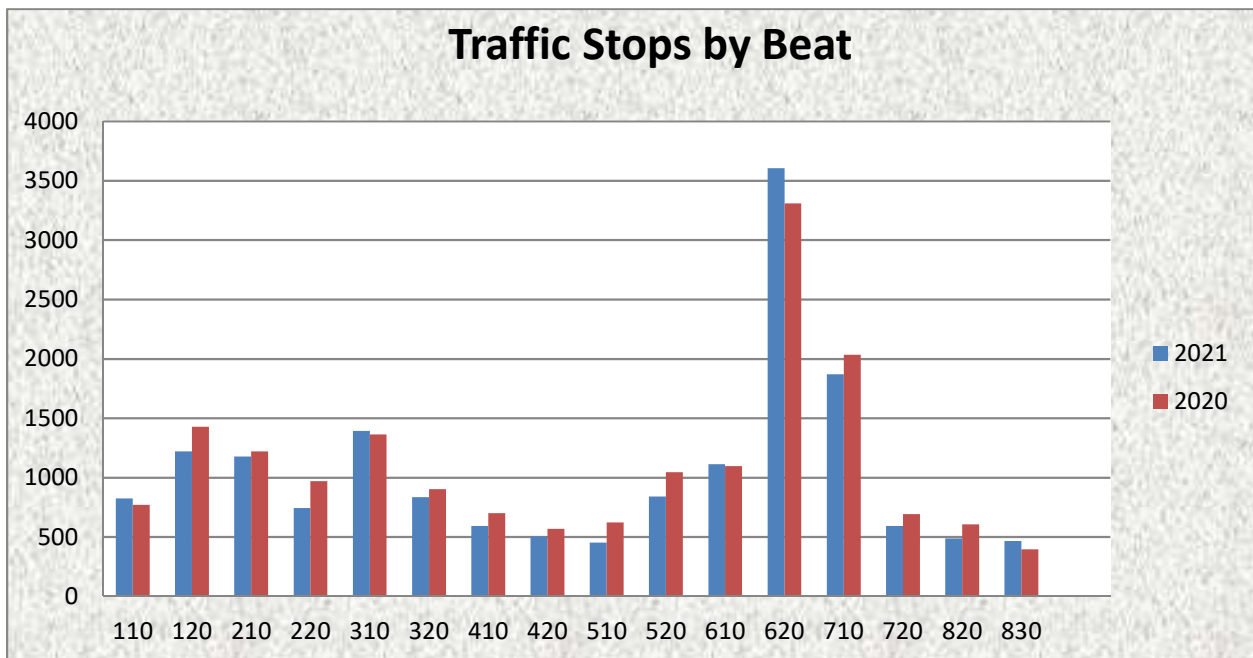
in sector 1 with 13.99 per day. This matches up with the high rate of violent crime and calls for service in both sectors 6 and 7.

In addition to these officers, the department continues to expand its use of data analyzed by the Criminal Intelligence Section. In doing so, the practice of “intelligence led policing” is used to identify “hot spots” within the city where criminal activity is used to predict future incidents of possible crimes. Departmental resources such as personnel from Operations, the Gang Task Force, the Special Intelligence Group, Vice-Narcotics Section, the Community Services Section, the Traffic Section, and task force partners (federal, state and local) are strategically deployed to those hot spots in an effort to disrupt the criminal activity. As part of their efforts, officers increase the police presence by conducting traffic stops, suspect stops, surveillance, and community outreach as a means of preventing lawbreaking in these high crime areas. Concentrating on high crime areas allows the department to be as efficient as possible in utilizing their personnel, partnerships and technology in an effort to reduce and eradicate crime in the neighborhoods of the city.



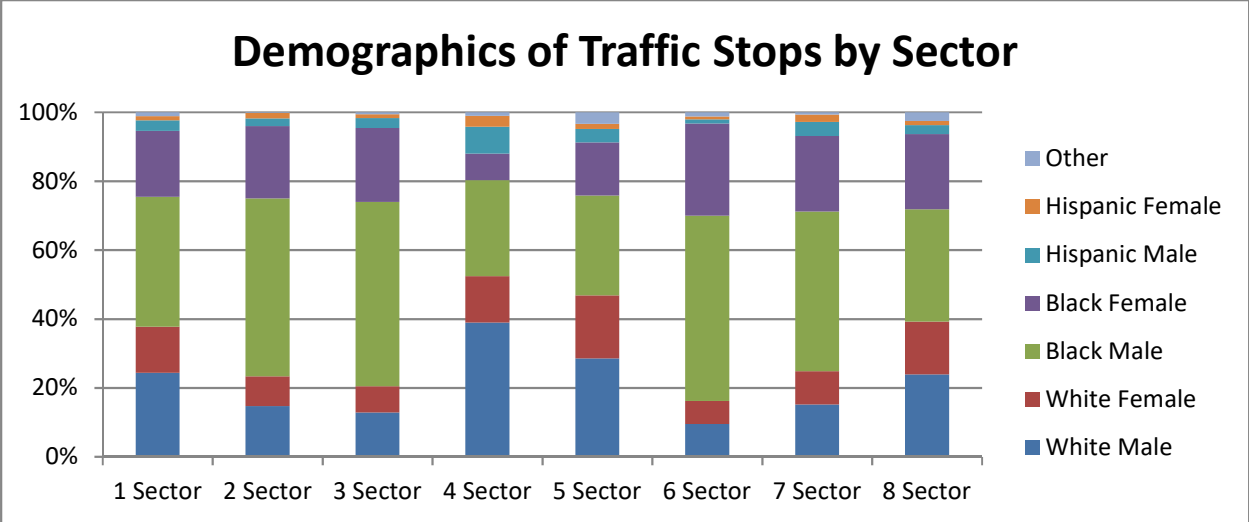
Traffic Stops by Beat

The below chart displays the number of traffic stops that have occurred in each beat in 2020 and 2021. In 2021, the largest number of traffic stops occurred in beat 620 (3,606) followed by beats 710 (1,869) and 310 (1,393). The fewest number of traffic stops occurred in beats 510 (453), 830 (465) and 820 (488). The total number of traffic stops were lower in 2021 (16,713) compared to both 2020 (17,713) and 2019 (29,341). As expected, beats 620, 710, and 310 each had a large percentage of the city's traffic stops as these are three of the higher beats for violent crime percentage.



Demographics of Traffic Stops by Sector

The next graph displays the demographics of traffic stops that have taken place in each sector. For example, of the traffic stops that occurred in 4 sector, 375 were of white males (39%), 130 were of white females (13%), 268 were of black males (28%), 74 were of black females (8%), 75 were of Hispanic males (8%), 31 were of Hispanic females (3%), and 10 were of races comprising the “other” category (Asian, Middle Eastern, and Native American) for a total of 1%.



Traffic Stops – Warnings, Citations, Arrests

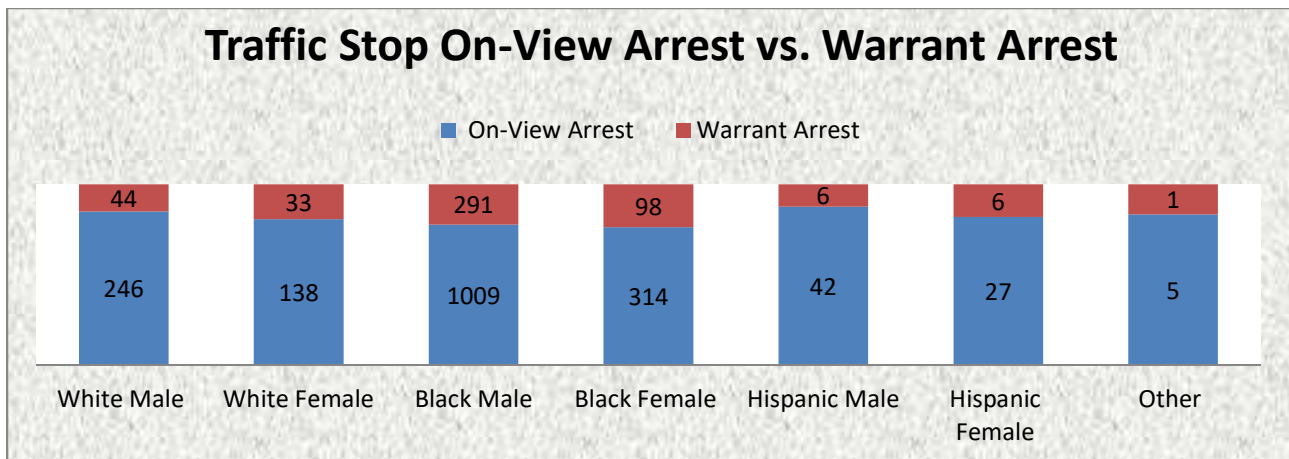
Result of Traffic Stop	Stops Resulting in Warnings		Stops Resulting in Citations		Stops Resulting in Arrest	
	2020	2021	2020	2021	2020	2021
White Male	50%	60%	38%	29%	12%	11%
White Female	51%	65%	39%	24%	10%	11%
Black Male	52%	58%	26%	23%	22%	19%
Black Female	54%	61%	32%	26%	14%	13%
Hispanic Male	53%	65%	34%	24%	13%	11%
Hispanic Female	53%	59%	37%	26%	10%	15%
Other	56%	73%	41%	24%	3%	3%

The table above displays the dispositions of traffic stops divided by race and gender. For example, the first row shows that out of all white males subjected to traffic stops in 2021, 60% received a warning, 29% received a citation, and 11% were arrested.

Police officers have discretion when it comes to issuing tickets to motorists and it appears that this discretion is being used as 60% of the traffic stops in 2021 resulted in a warning being issued to the driver of the vehicle on all traffic stops. Although warnings are given more often than not on traffic stops and it is important to note that when you compare totals from 2020 to 2021, you can see that the number of warnings given to drivers increased in all of the demographic categories. In conjunction with the increase in warnings given to drivers, all demographic categories showed a decrease of citations issued to drivers.

The percentage of drivers arrested in 2021 on traffic stops shifted slightly from 2020, with arrest increases observed with Hispanic females (5%) and White females (1%). Decrease in arrests were seen with White males (1%), Black males (3%), Black females (1%), and Hispanic males (2%). It is important to note that an “arrest” in this category does not necessarily indicate that the individual was physically arrested. For example, individuals arrested for non-violent on-view violations/outstanding warrants can be issued a summons to appear in court at a later date. However, individuals issued a summons are still counted as being arrested.

It should be noted that an officer’s discretion is removed in instances where the driver has a valid arrest warrant. The table below displays the number of arrests from traffic stops, broken down by those that had a valid arrest warrant versus an on-view arrest stemming from the traffic stop. It should be noted that officers have to specifically state that the arrest was from a warrant; all others are counted as an on-view arrest.

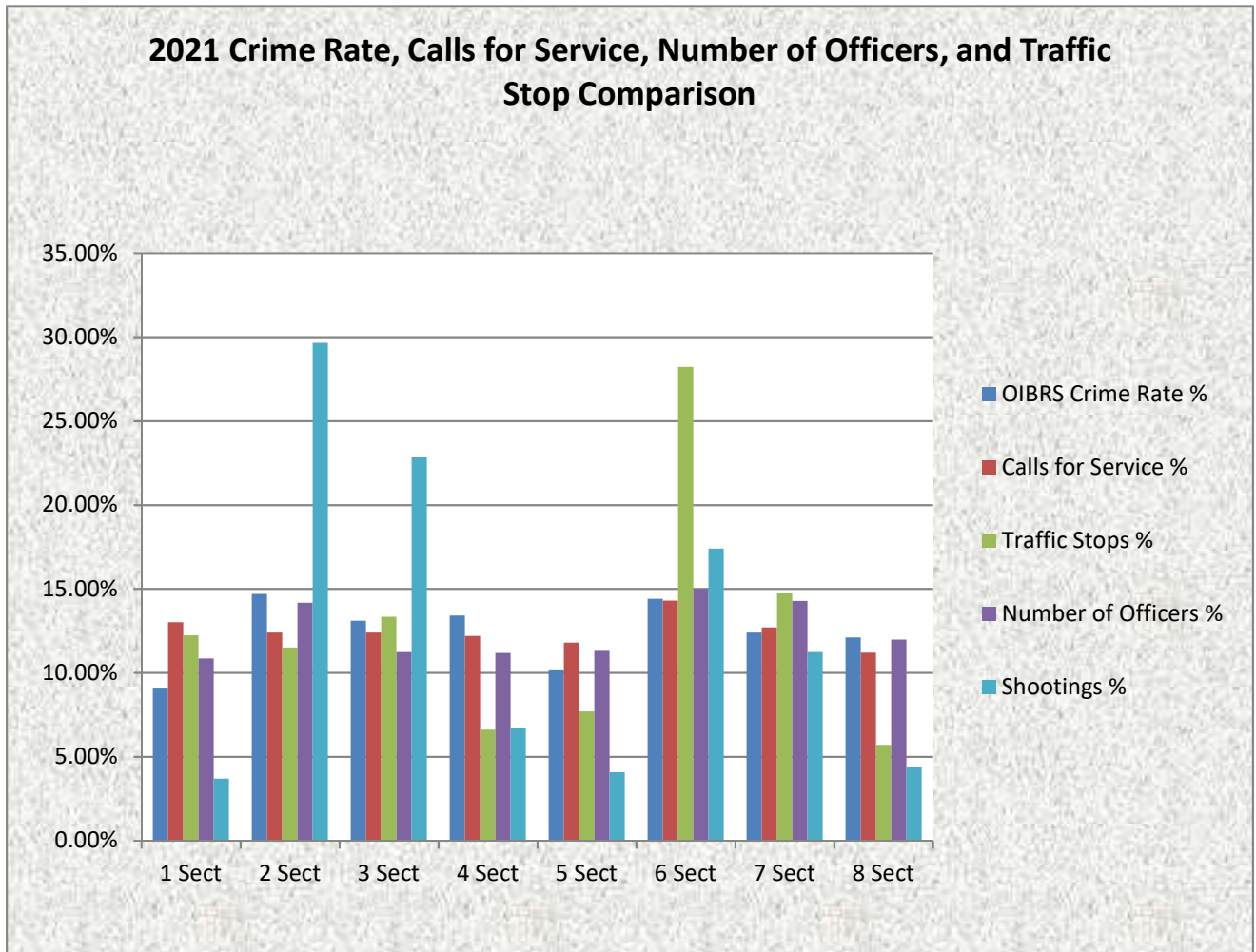


Comparison of Data for 2021 by Sector

The below chart displays a comparison of the percentages of calls for service, traffic stops, violent crime rates, and shootings that occurred in each sector. For example, 4 sector had 13.4% of the OIBRS violent crime rates, 12.2% of the calls for service, 6.6% of the traffic stops, 6.7% of Toledo’s shootings, and 11.2% of the officers assigned in the city for 2021.

Traditionally, it would be expected that the percentages displayed in the chart would be proportional, and the percentage of calls for service, crime rates, number of traffic stops, shootings, and officers assigned would be similar by sector. In 2021, most of the percentages appear to be proportional except for the shootings in sectors 2, 3, 6, and 7 as well as the number

of traffic stops conducted in 6 sector. The reason for the high number of traffic stops in Sector 6 could be because it had the highest percentage of calls for service, was number two for violent crime percentage, and had the third highest amount of shootings.

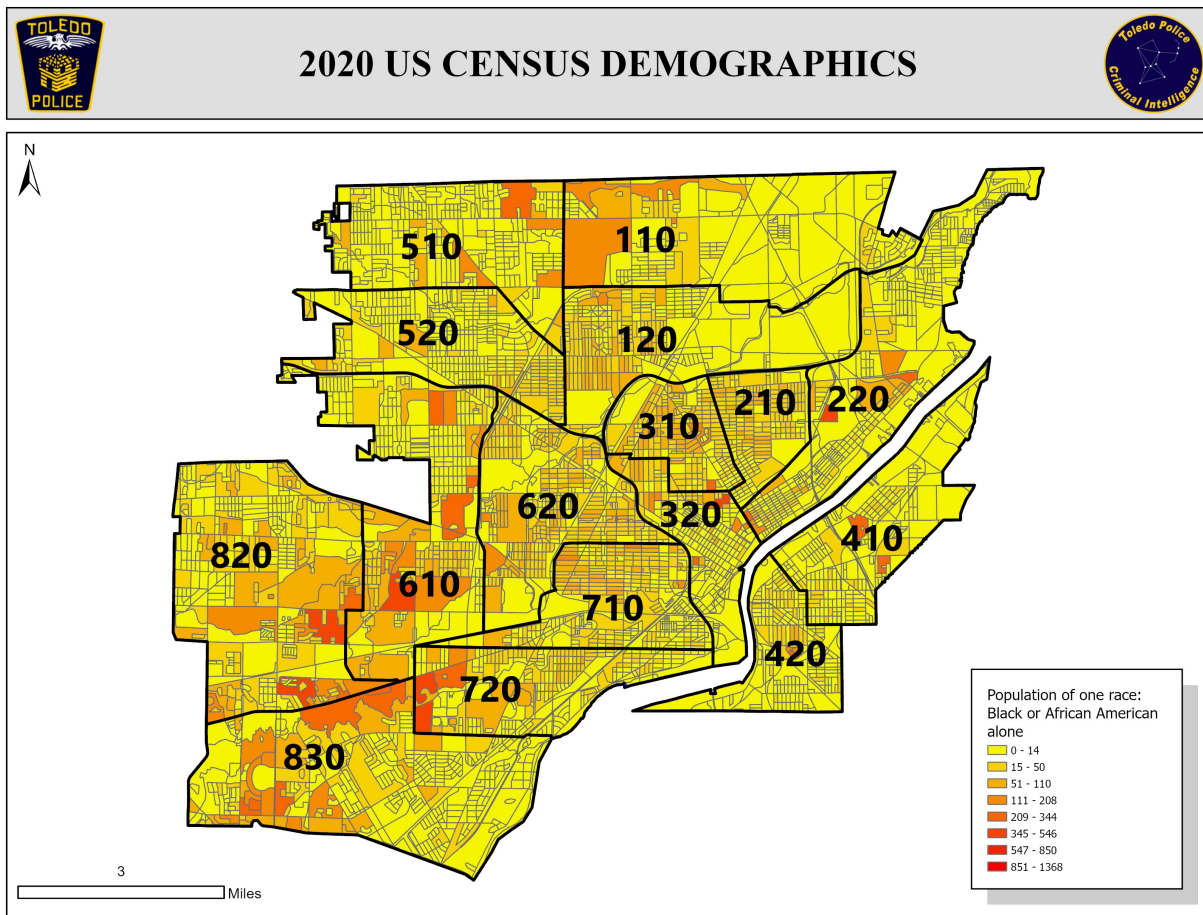


Census Bureau Demographic Data

The data displayed below comes from the United States Census Bureau and has been updated from previous reports to reflect the census that occurred in 2020. One minor point that should be noted regarding this data is the overall effectiveness of using census data as a benchmark or baseline. Census data provides the actual number of residents in an area but does not account for the mobility of individuals. Also, according to a report produced by the National Organization of Black Law Enforcement Executives entitled, *Racial Profiling 'What Does the Data Mean'*, "The

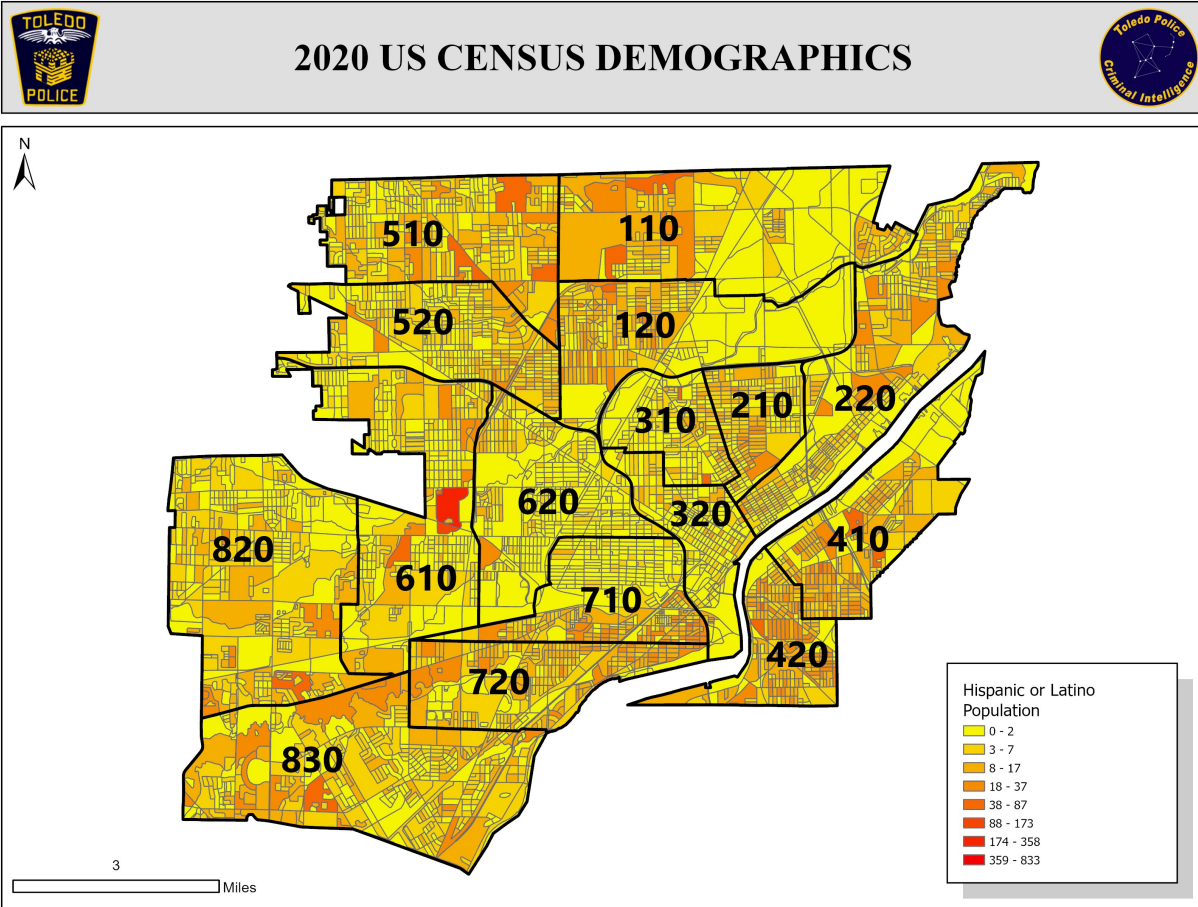
census is also known to have high ‘miss’ rates in the minority community, and like all statistical studies, the census also has an error rate.” So, the possibility exists that actual demographic data in the areas most affected by this analysis may be underreported. The below demographic maps were created by the Criminal Intelligence Section who utilized data from the United States Census Bureau ² based on the 2020 Census and represents the percentage of Black or African-American, Hispanic or Latino and White residents within the city of Toledo (these three demographics represent the highest percentage of the population and account for approximately 98% of all residents). On each map, an outline of the Toledo Police Department beat map was overlaid. The darker shades of red indicate a higher percentage of a particular race that lives in that location.

Black or African-American Race



² United States Census Bureau

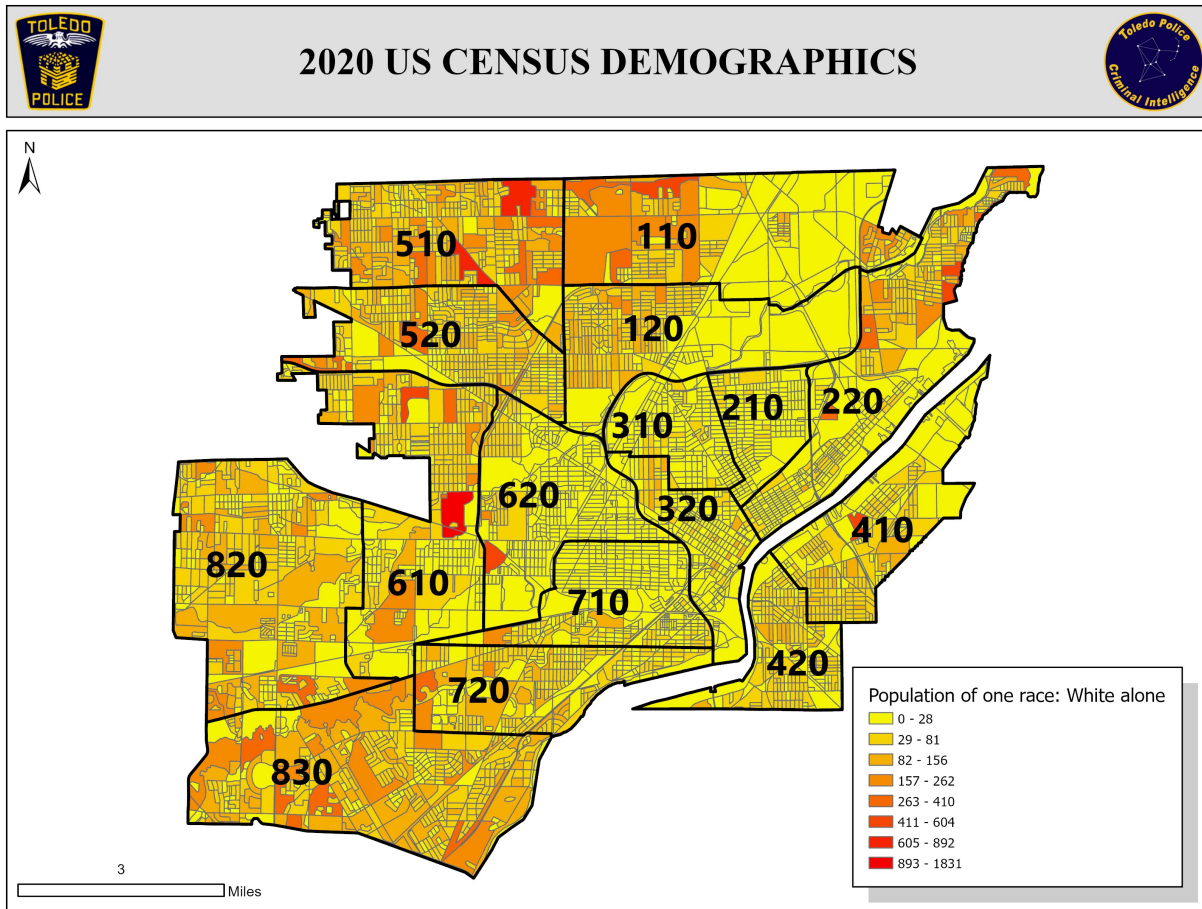
Hispanic or Latino Race



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White Race



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Field Interviews and Subject Stops

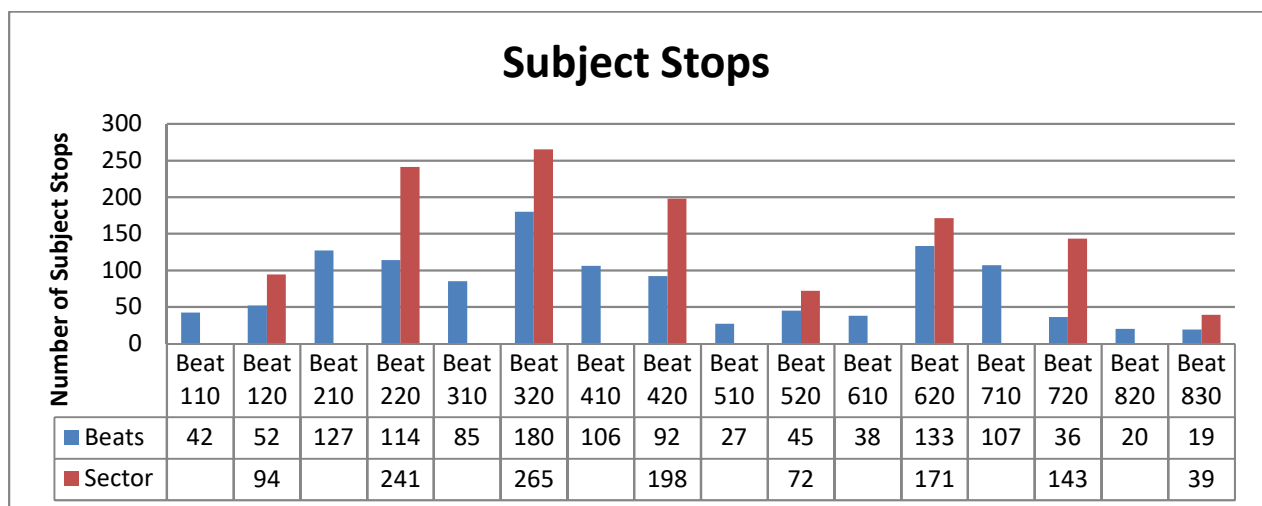
The below tables display data for subject stops and field interviews conducted by Toledo Police officers in 2021. A subject stop is when an officer stops an individual or a group of individuals while in a public place, but not in a moving vehicle. This can occur while on patrol or in response to a call. When an officer believes a person may have information pertaining to a crime, pattern of crimes and/or criminal suspects, or when an officer has reasonable suspicion to believe a person may have committed, may be committing, or may be about to commit a crime, they complete a Field Interview report. It is important to note that subject stop data is collected from the Tri-Tech CAD (Communications) system when an officer puts him/herself out on a subject stop. Field interview data is collected from the actual Field Interview reports that officers complete and that data is tabulated by the Criminal Intelligence Section. Therefore, a subject stop and a field interview could be counted under both totals.

Though not represented in the table, Field Interview reports have been steadily declining since 2017. There were 960 less Field Interview reports completed by officers in 2021 than in 2017. In 2020 there were 292 field interviews conducted. This number dropped to 165 in 2021 (43% decrease). A likely cause is that the effects of the pandemic are still being felt coupled with low department manpower. The most Field Interview reports were generated in beat 320 with 18 followed by beat 420 and 610 (both tied with 17). The fewest number of reports were generated in beats 720 with 2. Sector 6 had the highest amount of total Field Interviews (29) while sector 7 had the lowest (11). Black males were the group that was recorded the most often on the reports totaling 72 (44%). This is a 2% decrease from 2020 – (135 black males interviewed - 46%). White males were the next highest group that field interviews were completed for with 67 (41%). This is a 1% increase from 2020 when 117 white males were interviewed (40%).

Race and gender do not appear to be factors in which individuals are stopped or how field interviews are completed by Toledo police officers. As an overall strategy to reduce criminal activity, the department typically assigns more officers to patrol identified hot spots, areas with higher calls for service, and/or areas where crime trends have been identified. As a result, more field interviews are expected to be conducted in those areas.

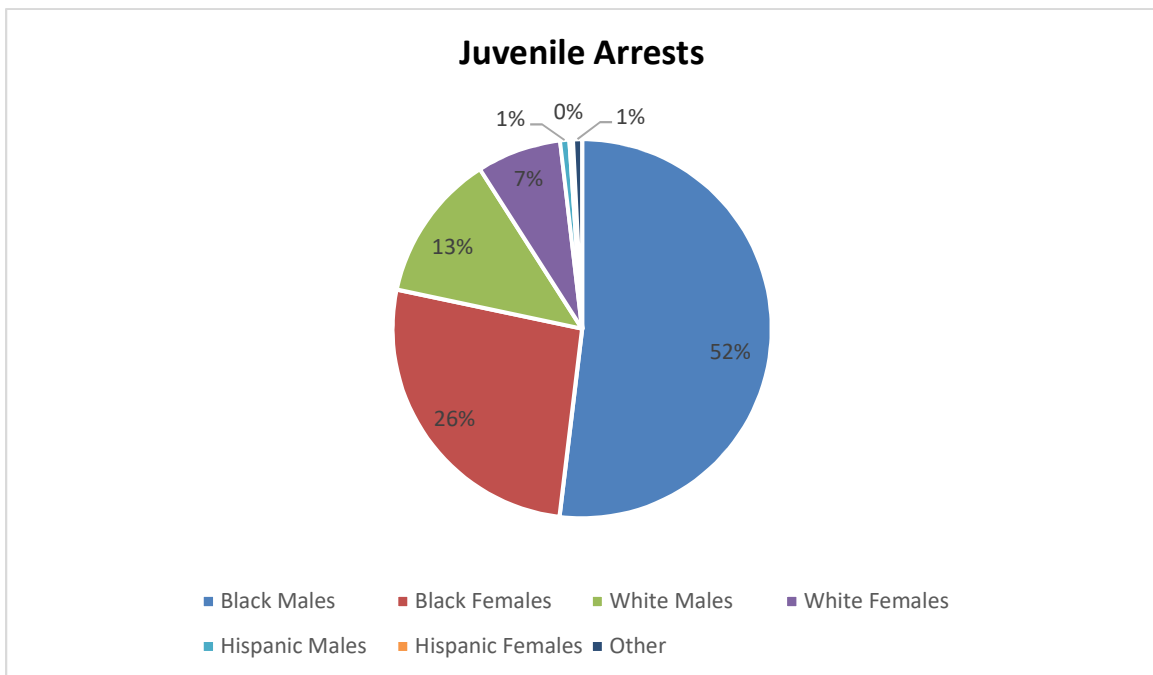
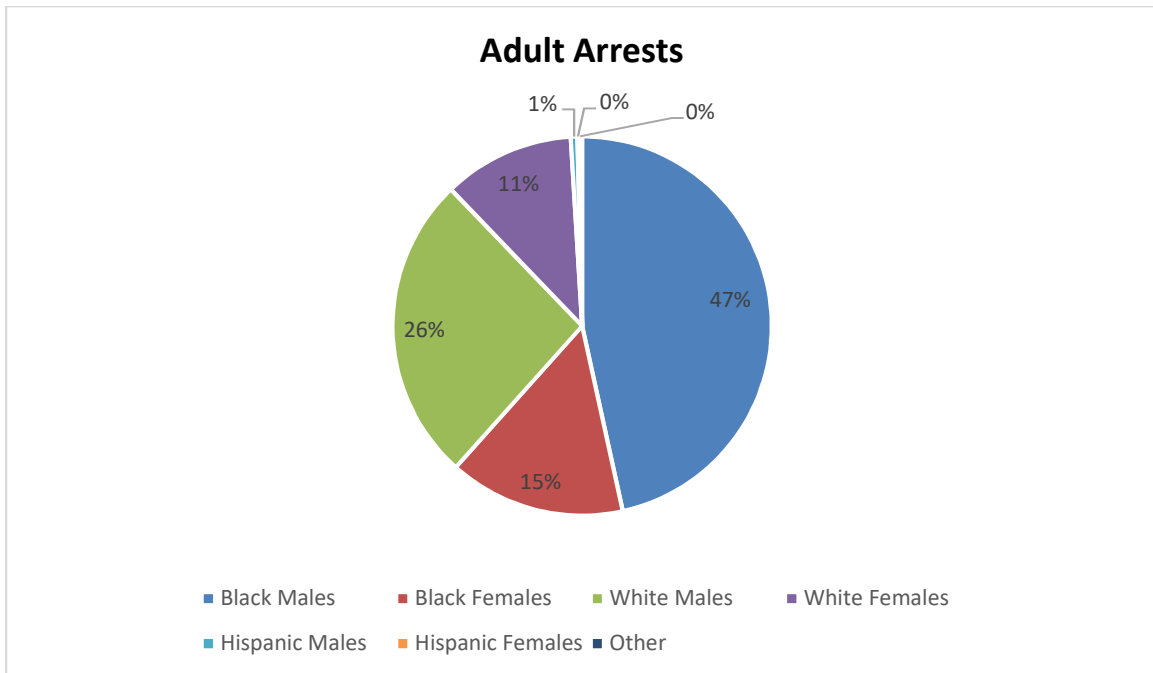
Although property offenses are not discussed in this analysis, many of the crime series that are backed by statistical data from the Criminal Intelligence Section focus on these types of crimes. For example, in 2021, nine of the ten crime series were initiated because of property offenses. The majority of the crime series encompassed an entire district (Scott Park or Central) or in one case, was considered “citywide,” meaning that the crimes were not isolated to a single sector or district in the city. Three of the crime series occurred in individual sectors, two of which took place in sectors that saw the second and fourth highest amount of Field Interview’s (sectors 5 and 4 respectively). As a result of this focused policing, burglaries in 2021 were down over 18% from 2020 (1,923 in 2020 to 1,574 in 2021) and since 2012 when the crime series started, burglaries are down over 81% overall (8,329 in 2011 to 1,574 in 2021). It is to be expected that when the Criminal Intelligence Section puts out a series, more field interviews will be conducted to identify potential suspects and to deter criminal activity.

2021 Field Interviews By Race/Gender																	
	110	120	210	220	310	320	410	420	510	520	610	620	710	720	820	830	Total
White Male	3	6	5	4	3	6	4	5	9	7	11	2	1	0	0	1	67
White Female	0	2	0	1	0	1	0	0	1	0	0	0	0	0	0	2	7
Black Male	2	4	9	1	2	8	1	7	2	6	5	8	7	1	4	5	72
Black Female	0	0	1	0	0	2	0	3	0	1	0	2	1	0	0	0	10
Hispanic Male	0	0	1	0	0	0	0	2	1	0	0	0	0	0	0	0	4
Hispanic Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	1	0	1	0	0	0	1	1	0	0	1	0	0	5
Beat Total	5	12	16	7	5	18	5	17	13	15	17	12	9	2	4	8	
Sector Total	17		23		23		22		28		29		11		12		165



There were 1,223 occurrences where subjects were stopped by a Toledo police officer in 2021 compared to 2,003 subjects stopped (39% decrease). In 2019 there were 3,895 subjects stopped. Beat 320 had the most subject stops with 180 followed by Beat 620 with 133. The beats with the lowest number of subject stops were 830 with 19 followed by 820 with 20. One reason for a lower number of subject stops in sector 8 could be that this sector had the third lowest amount of violent crime incidents, the least amount of calls for service and the third least amount of shooting incidents. The data supplied to the department does not break down subject stops by race and gender.

Arrests



There were a total of 12,518 arrests made in 2021 compared to 11,958 arrests made in 2020 (4.7% increase). The above graphs represent the arrests made in 2021 separated by adults and juveniles and then by race and gender. As stated earlier, an “arrest” does not necessarily indicate

that the individual was physically arrested and taken to jail. Individuals arrested for non-violent on-view violations/outstanding warrants can be issued a summons and released at the scene with the expectation that they are to appear in court at a later date.

Conclusion

The most important element of a police officer's duties is to protect the life and property of the community members they serve as fairly and equitably as possible. To accomplish this, officers are expected to respond to calls for service in a timely manner while also proactively policing the sectors they patrol. It goes without saying that during the course of these duties, a high percentage of an officer's shift will be spent interacting with community members. Because of this, it is crucial that officers treat community members fairly, impartially, and without bias. The Toledo Police Department has taken great strides to ensure that this is accomplished through departmental transparency, community engagement, annual training, and a data driven approach to policing.

After analyzing the previously discussed data, there is no evidence of biased-based policing occurring within the department.

Recommendations

With violent incidents such as shootings and Homicides (57 in 2020 and 68 in 2021) continuing to rise in Toledo, it is paramount that officers continue to police proactively with the primary goal of deterring crime and criminal activity. Proactive policing alone won't reduce these violent incidents from occurring however, officers will need to continue to engage with community members to listen to their concerns and by doing so, will allow the community to have confidence in the police department that these concerns are being addressed.

By developing these types of relationships with members of the community, citizens gain an increased understanding of how the police department operates and responds to crime, while the police department receives greater cooperation and assistance from the citizens they serve. One way that this relationship has continued to grow is due to the department's continuous information sharing with the community. Recently, the department developed and published a "police transparency" website that has the goal of increasing trust and legitimacy in the community. The website allows members of the community to view crime stats as a whole throughout the city as well as within their neighborhoods. Citizens can also find a link to a "Community Survey on Public Safety and Law Enforcement" that is based on a U.S. Department

of Justice survey and allows citizens to answer questions based on their feelings, opinions, and experiences as they pertain to the Toledo Police Department. Finally, the transparency website also breaks down the demographics of the department as compared to the demographics of the community and provides links to the annual Response to Resistance Analysis report, Bias Free Policing Analysis report, and Pursuit Analysis report.

The most obvious way to ensure that a police department employs officers who display traits of bias-free attitudes and a true understanding of public service is through recruitment. Along those lines, the Toledo Police Department recognizes the importance of continuing to recruit female and minority candidates to help diversify the ranks of the department while also accurately reflecting the demographics of Toledo.

With this in mind, the goal of the Toledo Police Department is to recruit a large pool of applicants who not only accurately reflect the demographics of the city of Toledo, but who also possess a positive attitude, a dedication to community service, and fair and impartial mentality. Once an individual is identified as a potential recruit, a complete and thorough background investigation of each candidate is conducted.

To put all of this into perspective, let's take a look at the most recent class of police officer candidates who began the police academy in October of 2021: Out of the 50 candidates, 14 were females (28%) and 14 of the 50 recruits identified as Black, Hispanic or other (28%).

Continuing with the importance of recruitment, in 2021 an innovative new approach to recruiting began between the Toledo Police Department and the Toledo Public Schools. The name of the program is P.S. 419 and serves as a mentorship opportunity between Toledo Public School students and Toledo Police officers. The goal of the program is to mentor these students and guide them on the path towards becoming Toledo Police officers. These students have an incredible opportunity to not only learn what it takes to become Toledo Police officers, but also what it takes to have a successful and rewarding career based around community service. While this program may be in its infant stages, the benefits of this partnership are expected to be seen for years to come.

While there is no evidence of biased-based policing occurring place within the department, it is of the utmost importance that the Toledo Police Department continues to proactively monitor the situation. As was mentioned in last year's report, the department has transitioned to a new personnel management system called Benchmark Analytics Information System. In 2021, data was collected regarding vehicle pursuits as well as response to resistance incidents. While utilization of this system is still in the early stages of use, the goal of using Benchmark is to quickly and efficiently analyze data from individual incidents while also working to identify

trends and patterns that may be occurring throughout the department, including any evidence of bias-based policing.

Finally, it is crucial that members of the department continue to receive annual training on biased issues and cultural diversity, as it is important for the department to understand the viewpoints of communities that have traditionally had adversarial relationships with law enforcement. It is recommended that the department continues to address how biases can affect police activities and decision making, such as subject stops, traffic stops, searches, asset seizure and forfeiture, as well as interviews and interrogations. To this point, the department has scheduled every sworn member to attend in-service Diversity training in 2022. This is a four hour training block that covers topics such as diversity, inclusion and equity, bias free policing, and procedural justice.