



Poulsbo Police Department

Honor * Integrity * Teamwork * Professionalism

Ron Harding, Chief of Police

2020 Biased-based Policing Analysis

The most frequent way police agencies have attempted to learn whether bias-based policing is systematically occurring is through the analysis of discretionary traffic stops and enforcement. The Poulsbo Police Department tracks infractions through the electronic capture of SECTOR data. The infractions contain discoverable demographic information.

I have reviewed the Criminal Traffic and Traffic Infraction citations in the table below. I have found no indication of racial profiling or bias based on these statistics. Poulsbo Police officers issued less than half the number of citations (both criminal and traffic) in 2020 than they did in 2019. The result of this COVID Impacted reduction of enforcement action was a small sampling of data to draw on.

If the officer could not distinguish the race/ethnicity of the individual, the designation of unknown was placed in the race box. Demographic statistics for the City of Poulsbo are listed at the end of the table.

Race or Ethnicity	Traffic Infraction ²		Criminal Traffic ³		Totals		Poulsbo Demographics	Kitsap County Demographics
	# by race	% by race	# by race	% by race	# by race	% by race		
Caucasian - alone	177	72.3%	28	77.8%	205	73.0%	78.9%	76.0%
African American	11	4.5%	1	2.8%	12	4.2%	1.3%	3.2%
American Indian or Alaskan Native	5	2.0%	2	5.6%	7	2.5%	0.1%	1.7%
Asian or Pacific Islander	8	3.3%			8	2.9%	4.9%	6.4%
Hispanic	15	6.1%	1	2.8%	16	5.7%	10.0%	8.2%
Unknown/Other	29	11.8%	4	11.0%	33	11.7%	5.2%	6.2%
TOTAL	245		36		281			

ANALYSIS

The Poulsbo Police Department prohibits race, ethnicity, nationality, sex, sexual orientation, economic status, age, cultural group, disability, or affiliation with any other identifiable group from being used as the basis for providing different levels of law enforcement service or the enforcement of the law.

In 2020, all Poulsbo Police Department employees participated in the training that included:

¹ US Census Bureau – <https://www.census.gov/quickfacts/poulsbocitywashington>

² Examples – speeding, running a red light, stop sign violations

³ Examples – DUI, driving while license suspended, reckless driving

⁴ Data Totals – obtained from SECTOR (Washington State Patrol)

- Anti-bias-based policing
- Ethics in Law Enforcement
- Hate Crimes training for Law Enforcement
- Implicit Bias Training

In addition to examining discretionary stop data, the Poulsbo Police Department also tracks and investigates all citizen complaints of bias and racial profiling. In 2020, no citizen complaints alleged racial discrimination or profiling.

The Poulsbo Police Department also tracks and investigates uses of force by ethnicity and gender. In 2020, there were a total of eight use of force incidents. None of them involved any person of color. Seven incidents involved white males, and one incident involved a white female.

Use of Force by Ethnicity	
Caucasian	8
African American	0
American Indian or Alaskan Native	0
Asian	0
Hispanic	0
Unknown/Other	0
Total	8

Use of Force by Gender	
Male	7
Female	1
Unknown	0

CONCLUSION

In my review, I have found no evidence of bias-based policing in the Poulsbo Police Department. The demographics of the city/county, the listed statistical data, and the lack of specific complaints support this conclusion.

I recommend the Poulsbo Police Department maintain its current course of providing annual training to all employees regarding bias-based policing and other similar practices that promote fairness, ethics, racial equity, and awareness in their interactions with all community members.