



# Poulsbo Police Department

Honor \* Integrity \* Teamwork \* Professionalism

Ron Harding, Chief of Police

## 2023 Biased-based Policing Analysis

12/11/2023

The most frequent way police agencies attempt 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 (Statewide Electronic Collision and Ticket Online Records) Ticketing 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 69% more citations (both criminal and traffic) in 2023 than they did in 2022. This increase was due to loosening restrictions placed on operational parameters to reduce the spread of the COVID-19 virus and an increased focus on traffic-related issues for our patrol officers.

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 <sup>2</sup>		Criminal Traffic <sup>3</sup>		Totals <sup>4</sup>		Poulsbo Demographics <sup>1</sup>	Kitsap County Demographics <sup>1</sup>
	# by race	% by race	# by race	% by race	# by race	% by race		
Caucasian - alone	186	75%	40	78%	226	79%	85.4%	76.0%
African American	14	5%	1	2%	15	5%	1.12%	3.2%
American Indian or Alaskan Native	2	.8%	2	4%	4	1%	0%	1.7%
Asian or Pacific Islander	11	4%	0	0%	11	4%	4.0%	6.4%
Hispanic	0	0%	0	0%	0	0%	10.4%	8.2%
Unknown/Other	24	16%	8	16%	32	11%	4.3%	4.5%
<b>TOTAL</b>	<b>246</b>		<b>51</b>		<b>288</b>			

### 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 2023, all Poulsbo Police Department employees participated in training that included:

<sup>1</sup> US Census Bureau 2021 – <https://www.census.gov/quickfacts/poulsbocitywashington>

<sup>2</sup> Examples – speeding, running a red light, stop sign violations

<sup>3</sup> Examples – DUI, driving while license suspended, reckless driving

<sup>4</sup> Data Totals – obtained from SECTOR (Washington State Patrol)

- Anti-Bias-Based Policing
- Ethics in Law Enforcement
- Hate Crimes Training for Law Enforcement
- Implicit Bias

In addition to examining discretionary stop data, the Poulsbo Police Department also tracks and investigates all citizen complaints of bias and racial profiling. In 2023, one citizen made a complaint of bias and discrimination. This matter is addressed in the Complaints Analysis for 2023.

The Poulsbo Police Department also tracks and investigates uses of force by ethnicity and gender. In 2023, there were 10 use-of-force incidents. 8 involved Caucasian suspects, 7 were male suspects, and 3 were female. 2 of the suspects were African American and 1 was Asian.

Use of Force by Ethnicity	
Caucasian	7
African American	2
American Indian or Alaskan Native	0
Asian	1
Hispanic	0
Unknown/Other	0
Total	10

Use of Force by Gender	
Male	7
Female	3
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.

Ron Harding

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Chief of Police