



TO: Geoff Fruin, City Manager

FROM: Jody Matherly, Police Chief

RE: 2016 and 2017 St. Ambrose Traffic Study

DATE: August 11, 2018

The Iowa City Police Department has collected demographic data on traffic stops since 1999. The first analysis was in 2004 titled "Traffic Stop Practices of the Iowa City Police Department: January 1 –December 31, 2002." The research team was from the University of Louisville and this report was frequently referred to as the Louisville study.

In 2006, ICPD hired Dr. Christopher Barnum, Associate Professor of Sociology and Criminal Justice and Director of Graduate Studies Masters in Criminal Justice at St. Ambrose University, to conduct an in-depth analysis to better understand operational trends in the department. The goal was to reduce the traffic stop disproportionality and gain the confidence and trust of our community, especially the minority community. Dr. Barnum conducted an analysis on data from 2005 to 2012 and presented the results to the Iowa City City Council on June 16, 2014. He presented the 2015 data analysis results on April 19, 2016.

Dr. Barnum met with some ICPD officers in 2014 and 2016 to explain the methodology and results of the findings. According to then ICPD Chief Sam Hargadine, "the officers asked concerned questions and were genuinely interested in the results of the analysis. Concerns nationwide about police misconduct and the perceptions of police by the entire community do weigh heavily on the minds of the officers. It is my belief that ICPD officers continually strive to improve the ways in which they serve."

In 2015 and 2016, ongoing professional development included training specifically on race based traffic stops, implicit bias and diversity. In 2016, ICPD officers received training in diversity, discrimination and cultural competency. Titles of some of the classes were Affordable Housing Conference and Working Together in a Diverse World. All officers received training in Fair and Impartial Policing and Biased-Based Policing via online courses.

In January 2017, Police Chief Matherly was hired and immediately implemented a strategy to address DMC. It consists of three components 1) Education and Training: courses in cultural competency increased from 257 hours in 2016 to 1132 hours in 2017. A \$450,000 grant was obtained to address gender bias in investigations. 2) Community Outreach: while ICPD continues

a tradition of successful community policing strategies, the department has enhanced its problem-oriented policing and increased involvement in social organizations and community groups. The goal is to educate the public and continually reassess what the community wants and expects from their police agency. 3) Deployment of Resources: we continue to develop robust intelligence systems so crime trends can be quickly identified and communicated to patrol officers. To simply saturate minority neighborhoods, stop drivers for minor violations, arbitrarily search vehicles for weapons and drugs does not statistically produce more results than stopping white drivers. Such tactics do nothing more than erode trust with the minority community. Instead, officers are encouraged to conduct traffic enforcement in areas where high crash rates occur and address residents' traffic complaints.

In late 2017, an ICPD committee was formed to develop strategies to reduce DMC, increase community trust, improve internal communication/education regarding DMC, and develop creative and supportive ways for our officers to be more effective at their jobs. One of the committee's initiatives is the B.U.L.B.S. program, a partnership with local repair shops to help those who cannot afford to repair burnt out lights on their vehicles by replacing the bulb for free. Such a program can have a positive impact and alleviate fear that drivers may get stopped for defective equipment and have their vehicle searched.

Emphasis has also been placed on the recruitment of minority candidates for police officer positions to more accurately reflect the racial demographics of the Iowa City community.

There is more work to do in addressing disproportionality in traffic stops according to the St. Ambrose study results in 2016 and 2017. However, in 2017 there was a significant reduction in the disproportionality in outcomes such as citations and searches, which is encouraging. The ICPD will continue to identify where disparity exists that we have influence over and address it in a fair and consistent manner.