



City known as the Town of
GREENFIELD, MASSACHUSETTS



GREENFIELD POLICE DEPARTMENT

Robert H. Haigh Jr.

Chief of Police

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William F. Martin
Mayor

Friday, February 7, 2020

To: Chief Robert H. Haigh Jr.
From: Deputy Chief Mark A. Williams
Re: Policy 4.10 Biased Based Policing Annual Review for 2019

Chief Haigh:

Pursuant to the provisions of Policy 4.10 Bias Based Policing, an annual administrative review of certain agency practices is required [1.2.9(d)]. Please accept the following review on bias based profiling.

The Bias Based Policing policy was issued on October 31, 2017.

Internal Affairs:

No citizen concerns of bias based policing were received in 2019.

Traffic Contacts

The following data was available for traffic citations issued in 2019:

Race Data Entry:

	White	Hispanic	Black	Asian or Pacific Islander	Native American	Middle Eastern	Unknown/Missing
Total Citations 1483	86.9%	6.3%	4.5%	1.3%	0 %	.1%	0.9%

Gender Data Entry:

Male: 58%	Female: 42%
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The numbers are broadly similar to the demographics of the community. Other conclusions are difficult to draw based on the following factors:

- Data collection differences: It appears that data collection in regards to race follows different guidelines. Traffic citation codes, IMC codes and the US census codes all differ. US census data is self-reported and traffic citation data is an officer's best guess.
- The latest US Census Data referenced for comparison in this report is found here: <https://www.census.gov/quickfacts/greenfieldtowncitymassachusetts>



*The Town of Greenfield is an Affirmative Action/Equal Opportunity Employer,
a designated Green Community and a recipient of the "Leading by Example" Award*

- This information is limited to citations issued and does not include any data regarding car stops that do not result in a citation.

Field Contacts:

Field contacts that rise to the level of threshold inquiry are documented by call number assignment and descriptive information about individuals is collected for checking computer databases. The Field Interview rarely leads an officer to complete a Field Contact Entry into the IMC database, rendering a search of that records system ineffective.

Arrest reports for 2019 indicate suspects numbered at the following percentages:

Race Data Entry:

Arrests/PC's in 2018	White	Black	Asian	Native American	Unknown
Total in 2019 - 376	90.02%	9.04%	0.007 %	0 %	0%

56 arrestees indicated to have a Hispanic ethnicity. Of these, 55 (98%) were noted as White, and 1 (<1%) were noted as Black.

The numbers are broadly similar to the demographics of the community, though the percentage of African-Americans arrested is nearly 7% higher than the population estimate of "Black and African American alone" in the latest US Census data available. I have not been able to identify any other problem within our policies, procedures, or any individual officer(s) practices which give me reason to believe there's a problem that needs to be addressed or corrected.

It should also be noted that our records management software (IMC) does not have the capability to perform the same race statistical analysis on summons, warrant, or criminal complaint applications; the above statistics reflect only those persons who were physically taken into custody.

Gender Data Entry:

Male: 70.21%	Female: 29.78%
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Asset Seizures and Forfeiture Efforts:

The Northwestern District Attorney's office or the US Attorney's Office generally takes charge of decisions regarding the seizure and forfeiture of assets. I do not have data available to report involving the Greenfield Police Department specifically.

Respectfully submitted,

Mark A. Williams
Deputy Chief

