SACRAMENTO POLICE DEPARTMENT

Contextual Information and Response

to Center for Policing Equity (CPE) City Report and Recommendations

(Released: July 2021)

Statistical Data compiled by the Sacramento Police Department's

Crime Analysis Unit (CAU), Professional Standards Unit (PSU),

and Personnel Services Division (PSD)

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PREFACE:

When considering the significance of the results of the *National Justice Database City Report for the Sacramento Police Department, 2014-2019*, it is important to know the context in which the data for the report was derived. Policing is primarily driven by response to crime and limited resources are focused accordingly. The Sacramento Police Department (SPD) does not regularly deal with the entire general population of Sacramento nor patrol in all areas of the City equally, but instead focuses primarily in areas of the City where calls for service (CFS) and reported crime is occurring.

This is evidenced by the calls for service (CFS) received and is demonstrated by data which shows that some areas of the City have higher call volumes and resulting police activity than other areas based in part on crimes as reported by citizens. Additionally, it is important to note that the demographics of suspects (both known and unidentified) as described and reported by victims and witnesses in police reports do not necessarily mirror the census population of the entire City.

When analyzing the findings in the CPE City Report, it is important to consider and compare the results of the report with the demographics of the suspects who are listed in various reported crimes as well as with the demographics of various population groups who are more likely to be involved in recurring police contacts such as those persons who are on active probation or parole, or who are associated with criminal gang activity. An analysis of the demographics of police stops or enforcement data compared to the general demographics of the City alone, without taking into account the demographic data of persons involved in criminal activity which significantly drives the focus of police activity, would not be an accurate assessment of potential disparities in policing practices.

The following information compiled by the Sacramento Police Department's Crime Analysis Unit (CAU), Professional Standards Unit (PSU) and Personnel Services Division (PSD), using statistics from various internal reports and information as well as data from outside sources gives a more complete picture and overall context to the CPE City report's results and enables a more informed discussion on the potential causes and forces at play in disparities in policing across racial and ethnic, as well as gender populations.

Considerations:

<u>RIPA:</u>

As referenced in the CPE City Report, in 2015, California passed the Racial and Identity Profiling Act (RIPA) which mandated the collection of stop data information from police contacts and required the Sacramento Police Department to issue its first annual report by April 1, 2020 using data collected from the previous year (2019). An analysis and comparison of the 2019 SPD RIPA data (*see slides as indicated on the following pages*) revealed the following:
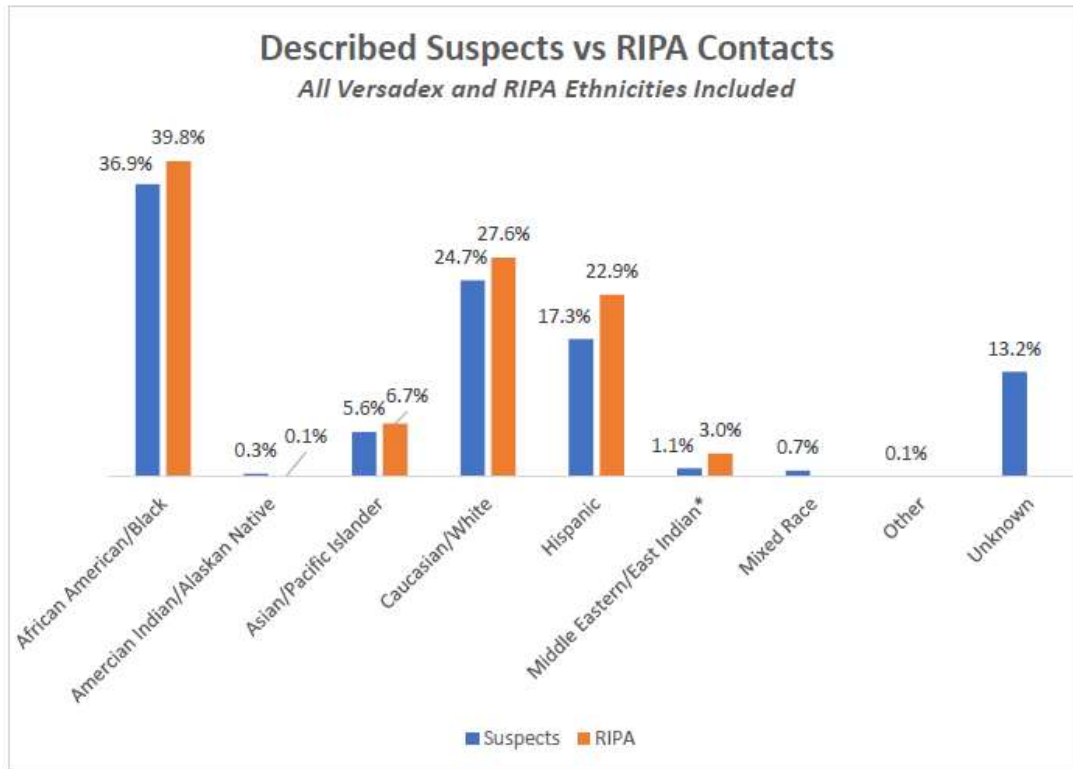
- Reported RIPA Contacts made by officers nearly mirror the demographics of suspects as described by victims and witnesses (see Table I)
- Searches were conducted on 20.51% of all RIPA contacts
- The overwhelming reason a search was conducted (54.4%) was due to a search status pursuant to Parole, Probation, or Post Release Community Supervision-PRCS (see Tables III-IV)
- According to the CDCR Parole LEADS database- MBA (male-black-adult) is the largest racial category for males on parole in the City at 45%, while MHA (male-Hispanic-adult) and MWA (male-white-adult) are next at between 20-25% (see Table VII)

Table I

Using All Versadex Suspect Data
Percentage Difference Between
Reported Suspects and RIPA Contacts

Ethnicity	Suspects	RIPA	% Change
African American/Black	36.9%	39.8%	-2.9%
American Indian/Alaskan Native	0.3%	0.1%	0.2%
Asian/Pacific Islander	5.6%	6.7%	-1.1%
Caucasian/White	24.7%	27.6%	-2.8%
Hispanic	17.3%	22.9%	-5.6%
Middle Eastern/East Indian*	1.1%	3.0%	-1.9%
Mixed Race	0.7%		
Other	0.1%		
Unknown	13.2%		

(NOTE: In 2019, Mixed Race, Other, Unknown entries were NOT options for RIPA)

Table II

Described Suspects vs RIPA Contacts
All Versadex and RIPA Ethnicities Included

African American/Black: 36.9% (Suspects), 39.8% (RIPA)
American Indian/Alaskan Native: 0.3% (Suspects), 0.1% (RIPA)
Asian/Pacific Islander: 5.6% (Suspects), 6.7% (RIPA)
Caucasian/White: 24.7% (Suspects), 27.6% (RIPA)
Hispanic: 17.3% (Suspects), 22.9% (RIPA)
Middle Eastern/East Indian*: 1.1% (Suspects), 3.0% (RIPA)
Mixed Race: 0.7% (Suspects)
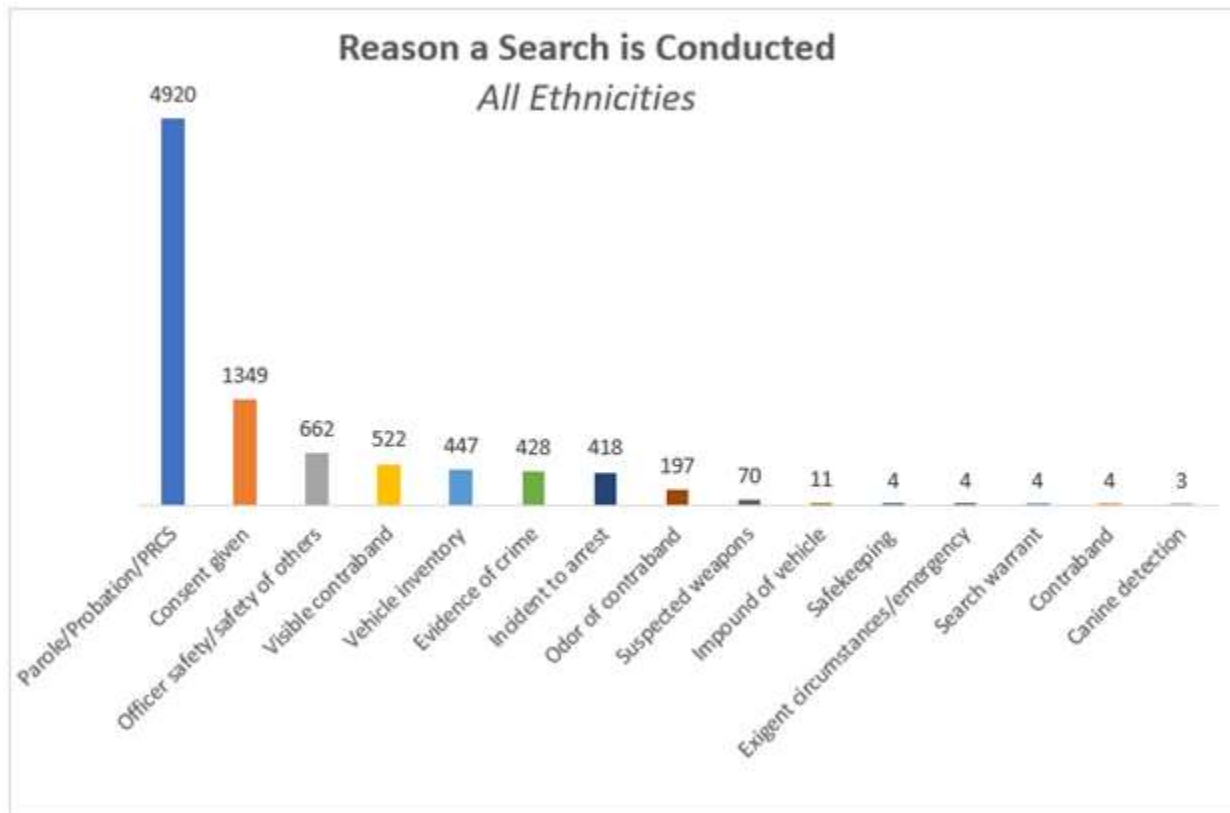Other: 0.1% (Suspects)
Unknown: 13.2% (Suspects)

■ Suspects ■ RIPA

(NOTE: In 2019, Mixed Race, Other, Unknown entries were NOT options for RIPA)

Table III

Reason for Search	Count	% of Total
Parole/Probation/PRCS	4920	54.4%
Consent given	1349	14.9%
Officer safety/safety of others	662	7.3%
Visible contraband	522	5.8%
Vehicle inventory	447	4.9%
Evidence of crime	428	4.7%
Incident to arrest	418	4.6%
Odor of contraband	197	2.2%
Suspected weapons	70	0.8%
Impound of vehicle	11	0.1%
Safekeeping	4	0.0%
Exigent circumstances/emergency	4	0.0%
Search warrant	4	0.0%
Contraband	4	0.0%
Canine detection	3	0.0%
Total	**9,043**	**100.0%**

Table IV

Reason a Search is Conducted
All Ethnicities

Reason	Count
Parole/Probation/PRCS	4920
Consent given	1349
Officer safety/safety of others	662
Visible contraband	522
Vehicle inventory	447
Evidence of crime	428
Incident to arrest	418
Odor of contraband	197
Suspected weapons	70
Impound of vehicle	11
Safekeeping	4
Exigent circumstances/emergency	4
Search warrant	4
Contraband	4
Canine detection	3

Described Suspects in Police Reports:

The following table and corresponding graph show the demographics of all described suspects in police offense reports for the years during which data was collected and analyzed for the CPE study 2014-2019 (See Tables V and VI):

Table V

Described Suspects in Police Reports 2014-2019

Ethnicity	Suspects	% of Total
African American/Black	67,711	36.9%
American Indian/Alaskan Native	638	0.3%
Asian/Pacific Islander	10,341	5.6%
Caucasian/White	45,466	24.7%
East Indian	1,286	0.7%
Hispanic	31,876	17.3%
Middle Eastern	647	0.4%
Mixed Race	1,371	0.7%
Other	159	0.1%
Unknown	24,252	13.2%
Total	183,747	100.0%

Table VI

Described Suspects in Police Reports 2014-2019
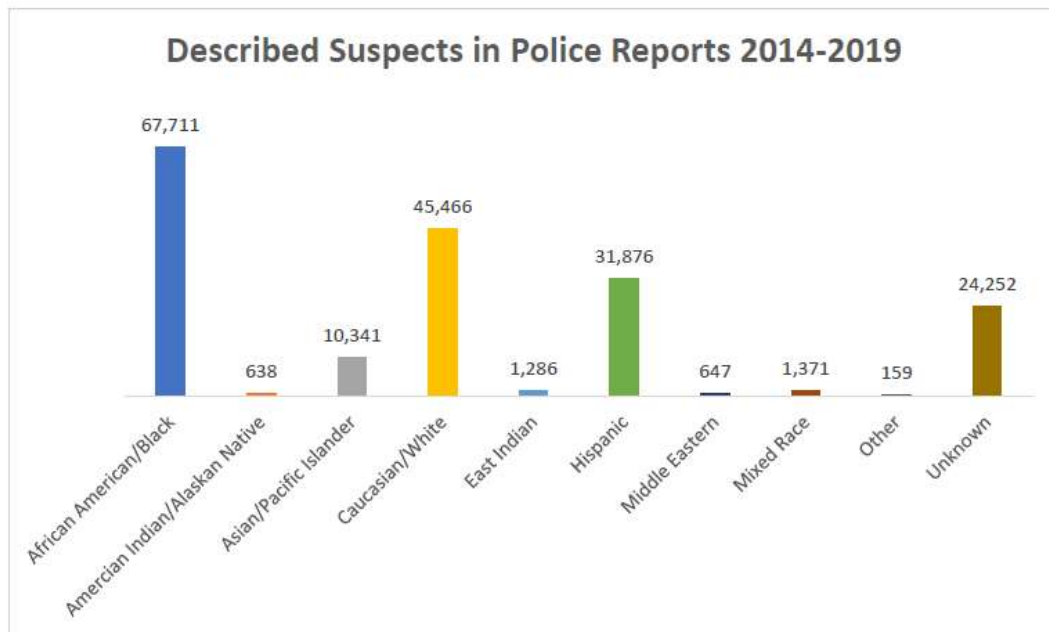
Table VII

Parolees by Ethnicity - Males
Sacramento[1]
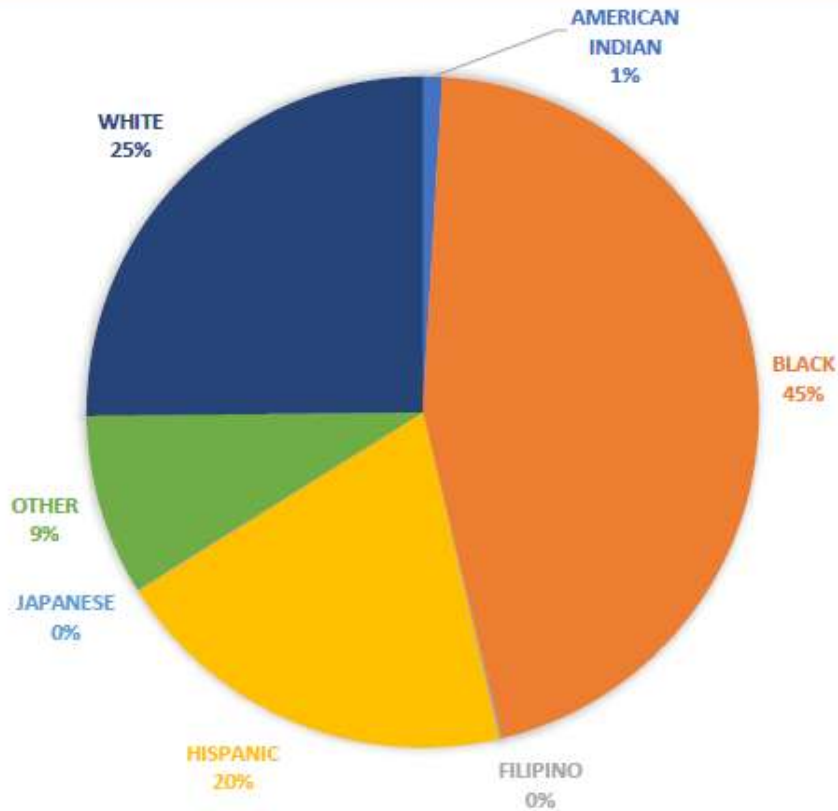
ETHNICITY	COUNT	PERCENTAGE
AMERICAN INDIAN	23	0.9%
BLACK	1,110	45.3%
FILIPINO	3	0.1%
HISPANIC	484	19.7%
JAPANESE	1	0.0%
OTHER	213	8.7%
WHITE	617	25.2%
TOTAL	**2,451**	**100.0%**

[1] Includes all parolees with a non-verified "Sacramento" address.

Created: 4/8/2021

(Source of Data: LEADS)

Described Suspects by Police Beat:

The following series of tables show the raw numbers and corresponding percentages by race/ethnicity for described suspects by the geographical police beats in the City:

TABLE XIII

Described Suspects by Police Beat
2014 - 2019

District 1 (Beats 1A-1C)

Beat 1A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,555	40.8%	928	36.0%	32	2.3%	3,515	34.4%
American Indian/Alaskan Native	26	0.4%	10	0.4%		0.0%	36	0.4%
Asian/Pacific Islander	363	5.8%	161	6.2%	159	11.5%	683	6.7%
Caucasian/White	1,536	24.5%	826	32.0%	24	1.7%	2,386	23.4%
East Indian	157	2.5%	26	1.0%	2	0.1%	185	1.8%
Hispanic	945	15.1%	412	16.0%	10	0.7%	1,367	13.4%
Middle Eastern	46	0.7%	14	0.5%	2	0.1%	62	0.6%
Mixed Race	71	1.1%	45	1.7%	4	0.3%	120	1.2%
Other	10	0.2%	2	0.1%	1	0.1%	13	0.1%
Unknown	550	8.8%	156	6.0%	1,145	83.0%	1,851	18.1%
Total	**6,259**	**100.0%**	**2,580**	**100.0%**	**1,379**	**100.0%**	**10,218**	**100.0%**

Beat 1B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,474	47.1%	664	41.1%	29	3.5%	3,167	41.2%
American Indian/Alaskan Native	14	0.3%	13	0.8%		0.0%	27	0.4%
Asian/Pacific Islander	158	3.0%	69	4.3%	52	6.4%	279	3.6%
Caucasian/White	1,060	20.2%	475	29.4%	8	1.0%	1,543	20.1%
East Indian	70	1.3%	8	0.5%	1	0.1%	79	1.0%
Hispanic	1,032	19.7%	294	18.2%	7	0.9%	1,333	17.3%
Middle Eastern	30	0.6%	1	0.1%		0.0%	31	0.4%
Mixed Race	82	1.6%	31	1.9%		0.0%	113	1.5%
Other	2	0.0%	1	0.1%		0.0%	3	0.0%
Unknown	329	6.3%	61	3.8%	720	88.1%	1,110	14.4%
Total	**5,251**	**100%**	**1,617**	**100%**	**817**	**100%**	**7,685**	**100%**

Beat 1C

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	1,526	31.4%	384	31.5%	10	1.7%	1,920	28.8%
American Indian/Alaskan Native	20	0.4%	11	0.9%	1	0.2%	32	0.5%
Asian/Pacific Islander	189	3.9%	40	3.3%	43	7.5%	272	4.1%
Caucasian/White	1,383	28.4%	386	31.6%	5	0.9%	1,774	26.6%
East Indian	39	0.8%	6	0.5%	2	0.3%	47	0.7%
Hispanic	1,402	28.8%	294	24.1%	4	0.7%	1,700	25.5%
Middle Eastern	23	0.5%	1	0.1%		0.0%	24	0.4%
Mixed Race	29	0.6%	27	2.2%	2	0.3%	58	0.9%
Other	3	0.1%		0.0%		0.0%	3	0.0%
Unknown	252	5.2%	71	5.8%	506	88.3%	829	12.4%
Total	**4,866**	**100.0%**	**1,220**	**100.0%**	**573**	**100.0%**	**6,659**	**100.0%**

Created: 4/8/2021
CAU - DW

District 2 (Beats 2A-2C)

Beat 2A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,803	39.5%	866	39.7%	24	2.1%	3,693	35.4%
American Indian/Alaskan Native	13	0.2%	21	1.0%		0.0%	34	0.3%
Asian/Pacific Islander	369	5.2%	98	4.5%	74	6.3%	541	5.2%
Caucasian/White	2,018	28.5%	710	32.6%	15	1.3%	2,743	26.3%
East Indian	39	0.5%	5	0.2%		0.0%	44	0.4%
Hispanic	1,328	18.7%	327	15.0%	10	0.9%	1,665	15.9%
Middle Eastern	24	0.3%	4	0.2%		0.0%	28	0.3%
Mixed Race	40	0.6%	25	1.1%	3	0.3%	68	0.7%
Other	10	0.1%	1	0.0%		0.0%	11	0.1%
Unknown	449	6.3%	123	5.6%	1,042	89.2%	1,614	15.5%
Total	7,093	100%	2,180	100%	1,168	100%	10,441	100%

Beat 2B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	4,309	42.3%	1,210	41.3%	18	1.5%	5,537	38.7%
American Indian/Alaskan Native	33	0.3%	10	0.3%	2	0.2%	45	0.3%
Asian/Pacific Islander	420	4.1%	90	3.1%	74	6.3%	584	4.1%
Caucasian/White	2,576	25.3%	918	31.3%	16	1.4%	3,510	24.6%
East Indian	42	0.4%	6	0.2%		0.0%	48	0.3%
Hispanic	2,192	21.5%	492	16.8%	6	0.5%	2,690	18.8%
Middle Eastern	27	0.3%	2	0.1%		0.0%	29	0.2%
Mixed Race	52	0.5%	68	2.3%	2	0.2%	122	0.9%
Other	9	0.1%	1	0.0%		0.0%	10	0.1%
Unknown	521	5.1%	135	4.6%	1,066	90.0%	1,722	12.0%
Total	10,181	100%	2,932	100%	1,184	100%	14,297	100%

Beat 2C

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,314	41.2%	1,371	36.7%	23	2.3%	4,708	36.9%
American Indian/Alaskan Native	27	0.3%	23	0.6%	1	0.1%	51	0.4%
Asian/Pacific Islander	245	3.0%	157	4.2%	63	6.4%	465	3.6%
Caucasian/White	2,278	28.3%	1,262	33.8%	24	2.4%	3,564	27.9%
East Indian	50	0.6%	17	0.5%	1	0.1%	68	0.5%
Hispanic	1,498	18.6%	632	16.9%	7	0.7%	2,137	16.8%
Middle Eastern	48	0.6%	12	0.3%		0.0%	60	0.5%
Mixed Race	50	0.6%	36	1.0%	3	0.3%	89	0.7%
Other	2	0.0%	5	0.1%		0.0%	7	0.1%
Unknown	533	6.6%	217	5.8%	858	87.6%	1,608	12.6%
Total	8,045	100%	3,732	100%	980	100%	12,757	100%

Created: 4/8/2021
CAU - DW

District 3 (Beats 3A-3M)

Beat 3A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,357	40.5%	704	33.4%	19	3.5%	4,080	37.3%
American Indian/Alaskan Native	38	0.5%	19	0.9%		0.0%	57	0.5%
Asian/Pacific Islander	297	3.6%	92	4.4%	51	9.3%	440	4.0%
Caucasian/White	2,756	33.3%	866	41.1%	14	2.6%	3,636	33.3%
East Indian	44	0.5%	4	0.2%		0.0%	48	0.4%
Hispanic	1,273	15.4%	319	15.1%	9	1.6%	1,601	14.6%
Middle Eastern	30	0.4%	2	0.1%	1	0.2%	33	0.3%
Mixed Race	35	0.4%	17	0.8%	1	0.2%	53	0.5%
Other	5	0.1%	4	0.2%		0.0%	9	0.1%
Unknown	444	5.4%	80	3.8%	453	82.7%	977	8.9%
Total	8,279	100%	2,107	100%	548	100%	10,934	100%

Beat 3B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,050	28.2%	448	22.4%	12	1.5%	2,510	24.9%
American Indian/Alaskan Native	31	0.4%	6	0.3%		0.0%	37	0.4%
Asian/Pacific Islander	254	3.5%	97	4.8%	42	5.4%	393	3.9%
Caucasian/White	2,851	39.2%	957	47.8%	21	2.7%	3,829	38.0%
East Indian	44	0.6%	6	0.3%		0.0%	50	0.5%
Hispanic	1,485	20.4%	314	15.7%	7	0.9%	1,806	17.9%
Middle Eastern	38	0.5%	3	0.1%	2	0.3%	43	0.4%
Mixed Race	46	0.6%	17	0.8%	2	0.3%	65	0.6%
Other	4	0.1%	3	0.1%		0.0%	7	0.1%
Unknown	475	6.5%	151	7.5%	699	89.0%	1,325	13.2%
Total	7,278	100%	2,002	100%	785	100%	10,065	100%

Beat 3M

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,380	40.5%	767	32.3%	16	4.7%	4,164	37.7%
American Indian/Alaskan Native	57	0.7%	17	0.7%		0.0%	74	0.7%
Asian/Pacific Islander	364	4.4%	113	4.8%	19	5.5%	496	4.5%
Caucasian/White	2,808	33.7%	977	41.2%	20	5.8%	3,806	34.4%
East Indian	54	0.6%	23	1.0%	1	0.3%	78	0.7%
Hispanic	1,283	15.4%	355	15.0%	7	2.0%	1,645	14.9%
Middle Eastern	40	0.5%	5	0.2%	1	0.3%	46	0.4%
Mixed Race	24	0.3%	16	0.7%	2	0.6%	42	0.4%
Other	8	0.1%	2	0.1%		0.0%	10	0.1%
Unknown	320	3.8%	99	4.2%	278	80.8%	697	6.3%
Total	8,338	100%	2,374	100%	344	100%	11,058	100%

Created: 4/8/2021
CAU - DW

District 4 (Beats 4A-4C)

Beat 4A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,200	40.1%	515	33.1%	14	2.2%	2,729	35.6%
American Indian/Alaskan Native	11	0.2%	11	0.7%		0.0%	22	0.3%
Asian/Pacific Islander	245	4.5%	78	5.0%	56	8.9%	379	4.9%
Caucasian/White	1,526	27.8%	533	34.3%	14	2.2%	2,073	27.0%
East Indian	21	0.4%	10	0.6%		0.0%	31	0.4%
Hispanic	993	18.1%	278	17.9%	7	1.1%	1,278	16.7%
Middle Eastern	13	0.2%	1	0.1%		0.0%	14	0.2%
Mixed Race	24	0.4%	16	1.0%		0.0%	40	0.5%
Other	5	0.1%	2	0.1%		0.0%	7	0.1%
Unknown	448	8.2%	110	7.1%	536	85.5%	1,094	14.3%
Total	5,486	100%	1,554	100%	627	100%	7,667	100%

Beat 4B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,094	37.2%	551	38.6%	6	1.0%	2,651	34.6%
American Indian/Alaskan Native	5	0.1%	7	0.5%		0.0%	12	0.2%
Asian/Pacific Islander	403	7.2%	73	5.1%	51	8.3%	527	6.9%
Caucasian/White	1,035	18.4%	310	21.7%	6	1.0%	1,351	17.6%
East Indian	57	1.0%	9	0.6%		0.0%	66	0.9%
Hispanic	1,676	29.8%	380	26.6%	10	1.6%	2,066	26.9%
Middle Eastern	21	0.4%	2	0.1%		0.0%	23	0.3%
Mixed Race	36	0.6%	10	0.7%	1	0.2%	47	0.6%
Other	6	0.1%	1	0.1%		0.0%	7	0.1%
Unknown	297	5.3%	85	6.0%	537	87.9%	919	12.0%
Total	5,630	100%	1,428	100%	611	100%	7,669	100%

Beat 4C

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	1,924	39.1%	600	38.1%	24	3.1%	2,549	35.1%
American Indian/Alaskan Native	12	0.2%	5	0.3%		0.0%	17	0.2%
Asian/Pacific Islander	280	5.7%	117	7.4%	69	8.9%	466	6.4%
Caucasian/White	1,191	24.2%	411	26.1%	22	2.9%	1,625	22.3%
East Indian	48	1.0%	10	0.6%		0.0%	58	0.8%
Hispanic	925	18.8%	244	15.5%	10	1.3%	1,179	16.2%
Middle Eastern	30	0.6%	4	0.3%	1	0.1%	35	0.5%
Mixed Race	46	0.9%	31	2.0%	2	0.3%	79	1.1%
Other	5	0.1%	2	0.1%		0.0%	7	0.1%
Unknown	461	9.4%	150	9.5%	643	83.4%	1,254	17.3%
Total	4,922	100%	1,574	100%	771	100%	7,269	100%

Created: 4/8/2021
CAU - DW

District 5 (5A-5C)

Beat 5A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,005	54.7%	737	48.6%	22	3.0%	3,764	48.5%
American Indian/Alaskan Native	14	0.3%	9	0.6%		0.0%	23	0.3%
Asian/Pacific Islander	544	9.9%	141	9.3%	107	14.4%	792	10.2%
Caucasian/White	528	9.6%	234	15.4%	7	0.9%	769	9.9%
East Indian	40	0.7%	19	1.3%		0.0%	59	0.8%
Hispanic	949	17.3%	244	16.1%	6	0.8%	1,199	15.5%
Middle Eastern	12	0.2%	4	0.3%		0.0%	16	0.2%
Mixed Race	46	0.8%	27	1.8%	2	0.3%	75	1.0%
Other	6	0.1%		0.0%		0.0%	6	0.1%
Unknown	351	6.4%	102	6.7%	597	80.6%	1,050	13.5%
Total	5,495	100%	1,517	100%	741	100%	7,753	100%

Beat 5B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,359	54.6%	883	53.8%	21	2.6%	4,263	49.6%
American Indian/Alaskan Native	15	0.2%	7	0.4%	1	0.1%	23	0.3%
Asian/Pacific Islander	490	8.0%	125	7.6%	82	10.2%	697	8.1%
Caucasian/White	670	10.9%	229	14.0%	4	0.5%	903	10.5%
East Indian	83	1.3%	9	0.5%	1	0.1%	93	1.1%
Hispanic	1,073	17.4%	271	16.5%	3	0.4%	1,347	15.7%
Middle Eastern	21	0.3%	3	0.2%		0.0%	24	0.3%
Mixed Race	29	0.5%	17	1.0%		0.0%	46	0.5%
Other	9	0.1%	1	0.1%		0.0%	10	0.1%
Unknown	406	6.6%	96	5.9%	693	86.1%	1,195	13.9%
Total	6,155	100%	1,641	100%	805	100%	8,601	100%

Beat 5C

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,869	53.5%	1,160	51.9%	25	2.5%	5,054	48.2%
American Indian/Alaskan Native	15	0.2%	8	0.4%		0.0%	23	0.2%
Asian/Pacific Islander	580	8.0%	182	8.2%	113	11.2%	875	8.4%
Caucasian/White	971	13.4%	370	16.6%	14	1.4%	1,355	12.9%
East Indian	120	1.7%	27	1.2%		0.0%	147	1.4%
Hispanic	1,092	15.1%	332	14.9%	13	1.3%	1,437	13.7%
Middle Eastern	36	0.5%	8	0.4%		0.0%	44	0.4%
Mixed Race	30	0.4%	17	0.8%	3	0.3%	50	0.5%
Other	9	0.1%	5	0.2%		0.0%	14	0.1%
Unknown	514	7.1%	124	5.6%	839	83.3%	1,477	14.1%
Total	7,236	100%	2,233	100%	1,007	100%	10,476	100%

Created: 4/8/2021
CAU - DW

District 6 (Beats 6A-6E/3C)

Beat 6A

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,902	52.2%	738	45.7%	12	1.9%	3,652	46.8%
American Indian/Alaskan Native	8	0.1%	7	0.4%		0.0%	15	0.2%
Asian/Pacific Islander	191	3.4%	61	3.8%	37	5.9%	289	3.7%
Caucasian/White	826	14.9%	384	23.8%	5	0.8%	1,215	15.6%
East Indian	15	0.3%	2	0.1%	1	0.2%	18	0.2%
Hispanic	1,224	22.0%	316	19.6%	6	0.9%	1,546	19.8%
Middle Eastern	15	0.3%	2	0.1%	1	0.2%	18	0.2%
Mixed Race	73	1.3%	27	1.7%	1	0.2%	101	1.3%
Other	4	0.1%		0.0%			4	0.1%
Unknown	298	5.4%	78	4.8%	569	90.0%	945	12.1%
Total	**5,556**	**100%**	**1,615**	**100%**	**632**	**100%**	**7,803**	**100%**

Beat 6B

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,244	35.9%	789	38.2%	16	2.0%	3,050	33.5%
American Indian/Alaskan Native	27	0.4%	11	0.5%		0.0%	38	0.4%
Asian/Pacific Islander	456	7.3%	91	4.4%	49	6.1%	596	6.5%
Caucasian/White	1,566	25.1%	617	29.9%	16	2.0%	2,200	24.1%
East Indian	33	0.5%	4	0.2%		0.0%	37	0.4%
Hispanic	1,495	23.9%	402	19.5%	7	0.9%	1,904	20.9%
Middle Eastern	21	0.3%	6	0.3%		0.0%	27	0.3%
Mixed Race	49	0.8%	22	1.1%	5	0.6%	76	0.8%
Other	4	0.1%	1	0.0%			5	0.1%
Unknown	353	5.6%	120	5.8%	708	88.4%	1,181	13.0%
Total	**6,248**	**100%**	**2,063**	**100%**	**801**	**100%**	**9,114**	**100%**

Beat 6C

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	2,036	32.6%	629	33.4%	15	1.4%	2,680	29.3%
American Indian/Alaskan Native	18	0.3%	14	0.7%		0.0%	32	0.3%
Asian/Pacific Islander	622	10.0%	181	9.6%	108	10.3%	911	9.9%
Caucasian/White	1,470	23.6%	573	30.4%	12	1.1%	2,055	22.4%
East Indian	32	0.5%	10	0.5%		0.0%	42	0.5%
Hispanic	1,428	22.9%	346	18.4%	7	0.7%	1,781	19.4%
Middle Eastern	25	0.4%	5	0.3%	2	0.2%	32	0.3%
Mixed Race	40	0.6%	21	1.1%	1	0.1%	62	0.7%
Other	12	0.2%	5	0.3%		0.0%	17	0.2%
Unknown	553	8.9%	98	5.2%	899	86.1%	1,550	16.9%
Total	**6,236**	**100%**	**1,882**	**100%**	**1,044**	**100%**	**9,162**	**100%**

Created: 4/8/2021
CAU - DW

Beat 6D[1]

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	1,275	28.3%	305	23.6%	10	1.8%	1,590	25.1%
American Indian/Alaskan Native	16	0.4%	7	0.5%		0.0%	23	0.4%
Asian/Pacific Islander	166	3.7%	45	3.5%	51	9.2%	262	4.1%
Caucasian/White	1,925	42.8%	684	52.9%	22	4.0%	2,631	41.5%
East Indian	32	0.7%	5	0.4%		0.0%	37	0.6%
Hispanic	740	16.4%	156	12.1%	1	0.2%	897	14.1%
Middle Eastern	19	0.4%	4	0.3%	1	0.2%	24	0.4%
Mixed Race	17	0.4%	13	1.0%	2	0.4%	32	0.5%
Other	1	0.0%	1	0.1%		0.0%	2	0.0%
Unknown	309	6.9%	73	5.6%	467	84.3%	849	13.4%
Total	**4,500**	**100%**	**1,293**	**100%**	**554**	**100%**	**6,347**	**100%**

[1] Beat 6D became effective 01/11/2014 and encompassed what is now 6D/6E. Beat 6E became effective on 01/10/2015.

Beat 6E[2]

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	768	28.4%	210	22.2%	8	1.6%	986	23.8%
American Indian/Alaskan Native	9	0.3%	3	0.3%		0.0%	12	0.3%
Asian/Pacific Islander	84	3.1%	52	5.5%	51	10.5%	187	4.5%
Caucasian/White	1,136	42.0%	439	46.3%	13	2.7%	1,588	38.3%
East Indian	24	0.9%	1	0.1%		0.0%	25	0.6%
Hispanic	468	17.3%	150	15.8%	5	1.0%	623	15.0%
Middle Eastern	19	0.7%	3	0.3%		0.0%	22	0.5%
Mixed Race	15	0.6%	9	0.9%		0.0%	24	0.6%
Other	3	0.1%	1	0.1%		0.0%	4	0.1%
Unknown	180	6.7%	80	8.4%	410	84.2%	670	16.2%
Total	**2,706**	**100%**	**948**	**100%**	**487**	**100%**	**4,141**	**100%**

[2] Beat 6E became effective 01/10/2015.

Beat 3C[1]

Ethnicity	Male	%	Female	%	Unknown	%	Total	%
African American/Black	8	25.8%	2	22.2%		0.0%	10	23.8%
American Indian/Alaskan Native		0.0%		0.0%		0.0%	0	0.0%
Asian/Pacific Islander		0.0%		0.0%		0.0%	0	0.0%
Caucasian/White	8	25.8%	5	55.6%		0.0%	13	31.0%
East Indian		0.0%		0.0%		0.0%	0	0.0%
Hispanic	12	38.7%		0.0%		0.0%	12	28.6%
Middle Eastern	1	3.2%	1	11.1%		0.0%	2	4.8%
Mixed Race		0.0%		0.0%		0.0%	0	0.0%
Other		0.0%		0.0%		0.0%	0	0.0%
Unknown	2	6.5%	1	11.1%	2	100.0%	5	11.9%
Total	**31**	**100%**	**9**	**100%**	**2**	**100%**	**42**	**100%**

[1] For the years 2014-2019, Beat 3C was only through 01/10/2014. Starting 01/11/2014, the area became part of Beats 6D/6E.

Created: 4/8/2021
CAU - DW

Crime Statistics and Stops by District:

The following tables show the correlation between crime statistics as reported in the various SPD patrol districts within the City and the number of traffic and subject stops conducted:

TABLE IX

Crime Stats

	District 1	District 2	District 3	District 4	District 5	District 6	UI	Total
Homicide	6	8	3	4	7	6	0	34
Rape	11	15	17	17	24	30	0	114
Robbery	133	236	167	137	190	178	0	1,041
Aggravated Assalt	253	463	299	244	368	400	0	2,027
Burglary	502	571	413	444	382	695	0	3,007
Larceny	2,328	1,616	1,846	1,609	1,230	2,082	0	10,711
Motor Vehicle Theft	413	677	340	338	365	600	0	2,733
Total	3,646	3,586	3,085	2,793	2,566	3,991	0	19,667

Traffic & Subject Stops

	District 1	District 2	District 3	District 4	District 5	District 6	UI	Total
Traffic Stops	5,314	6,758	4,856	5,067	4,512	6,269	1,706	34,482
Subject Stops	1,034	1,555	4,197	1,664	823	1,879	231	11,383
Total	6,348	8,313	9,053	6,731	5,335	8,148	1,937	45,865

CRIME DENSITY MAPS AND POLICE STOPS BY SPD PATROL DISTRICT:

The following density and heat maps show the correlation between the location of various reported crimes for the year 2019 to include homicide, rape, robbery, aggravated assaults, burglary, larceny, motor vehicle theft and the location of SPD traffic and subject stops:

TABLE X:

Homicide Reports
2019

District 1
District 2
District 3
District 4
District 5
District 6

Rape Reports
2019

	District 1
	District 2
	District 3
	District 4
	District 5
	District 6
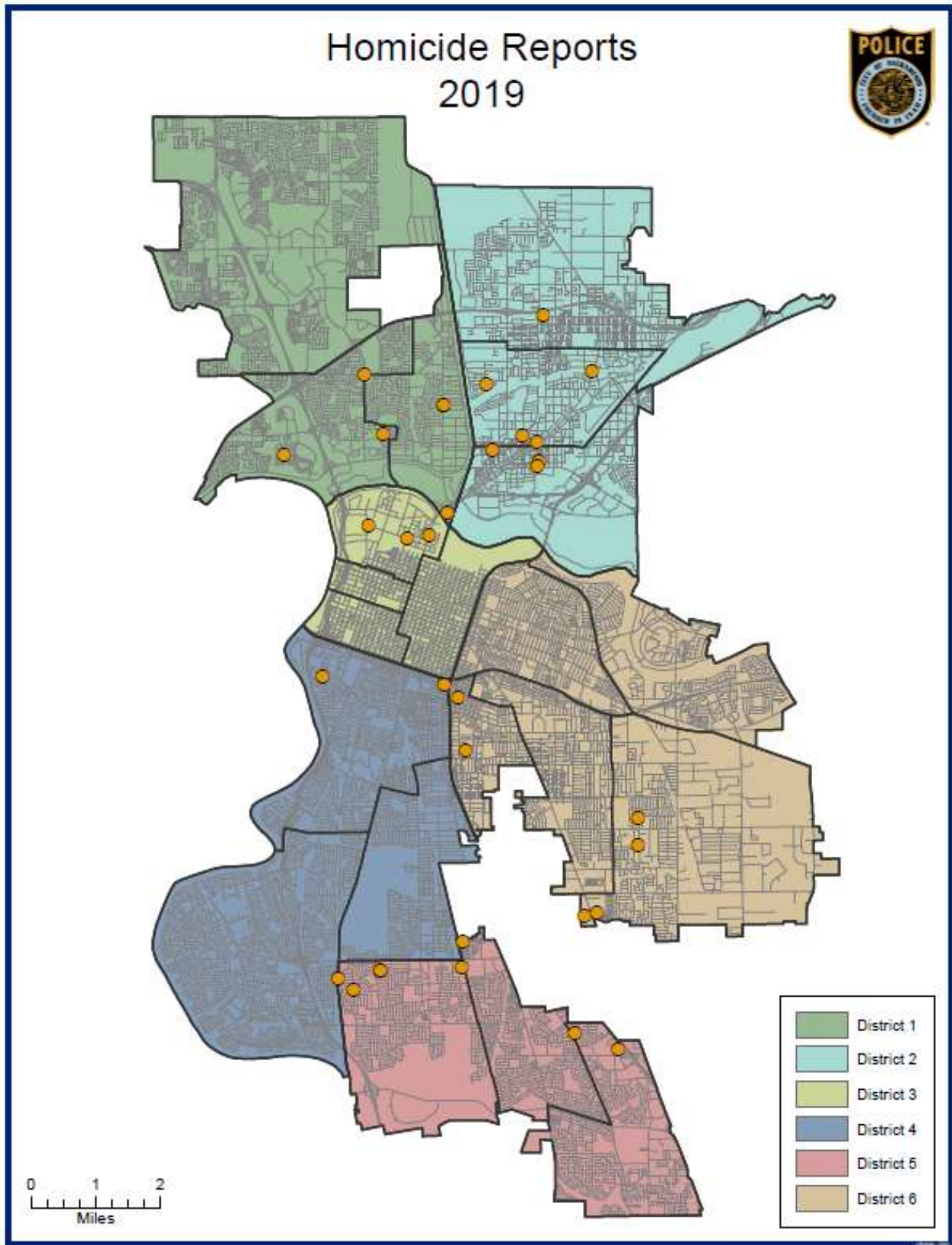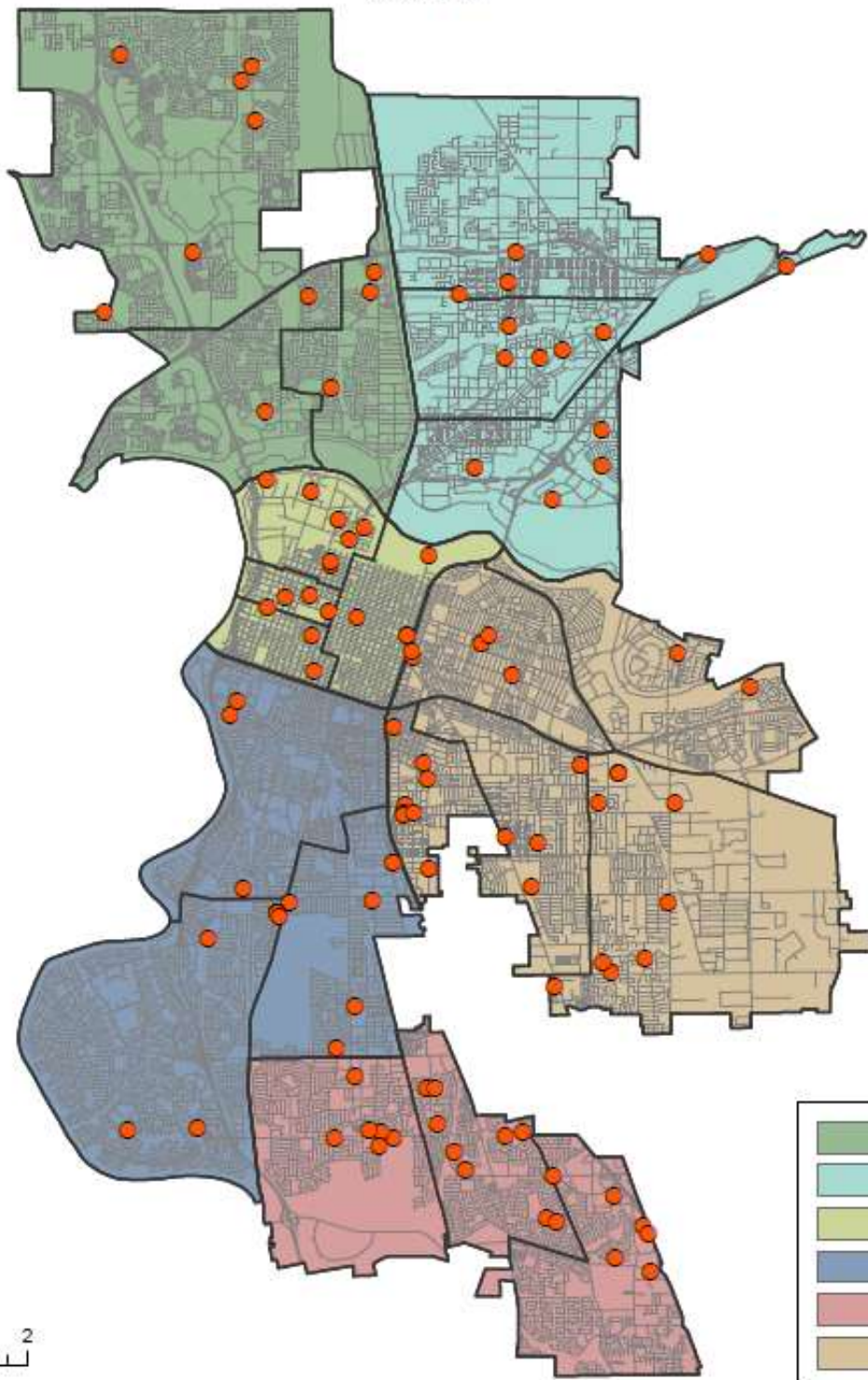
Robbery Reports
2019

Legend:
- District 1
- District 2
- District 3
- District 4
- District 5
- District 6

0   1   2
Miles

Aggravated Assault Reports 2019

Burglary Reports
2019

District 1
District 2
District 3
District 4
District 5
District 6

0   1   2
Miles
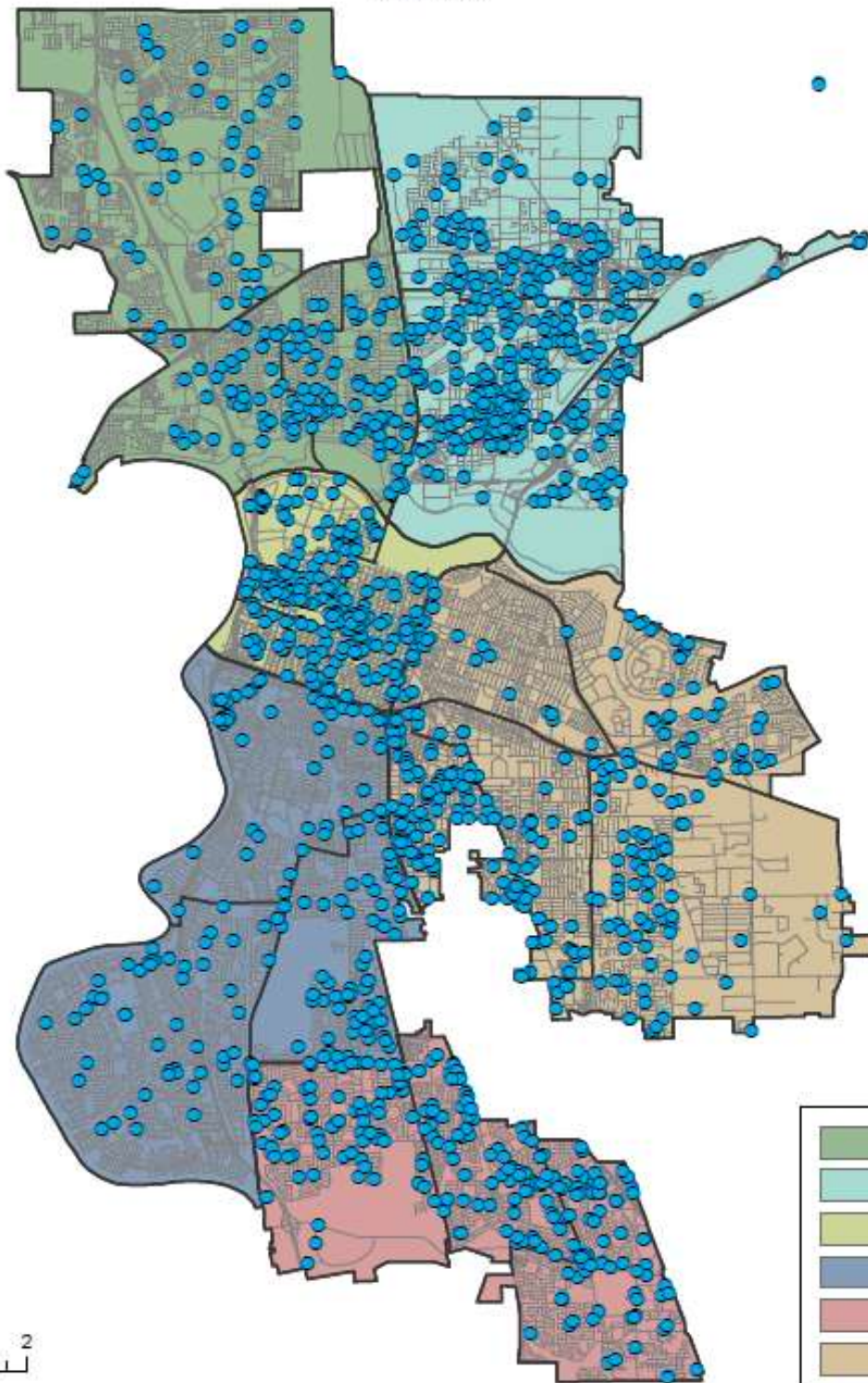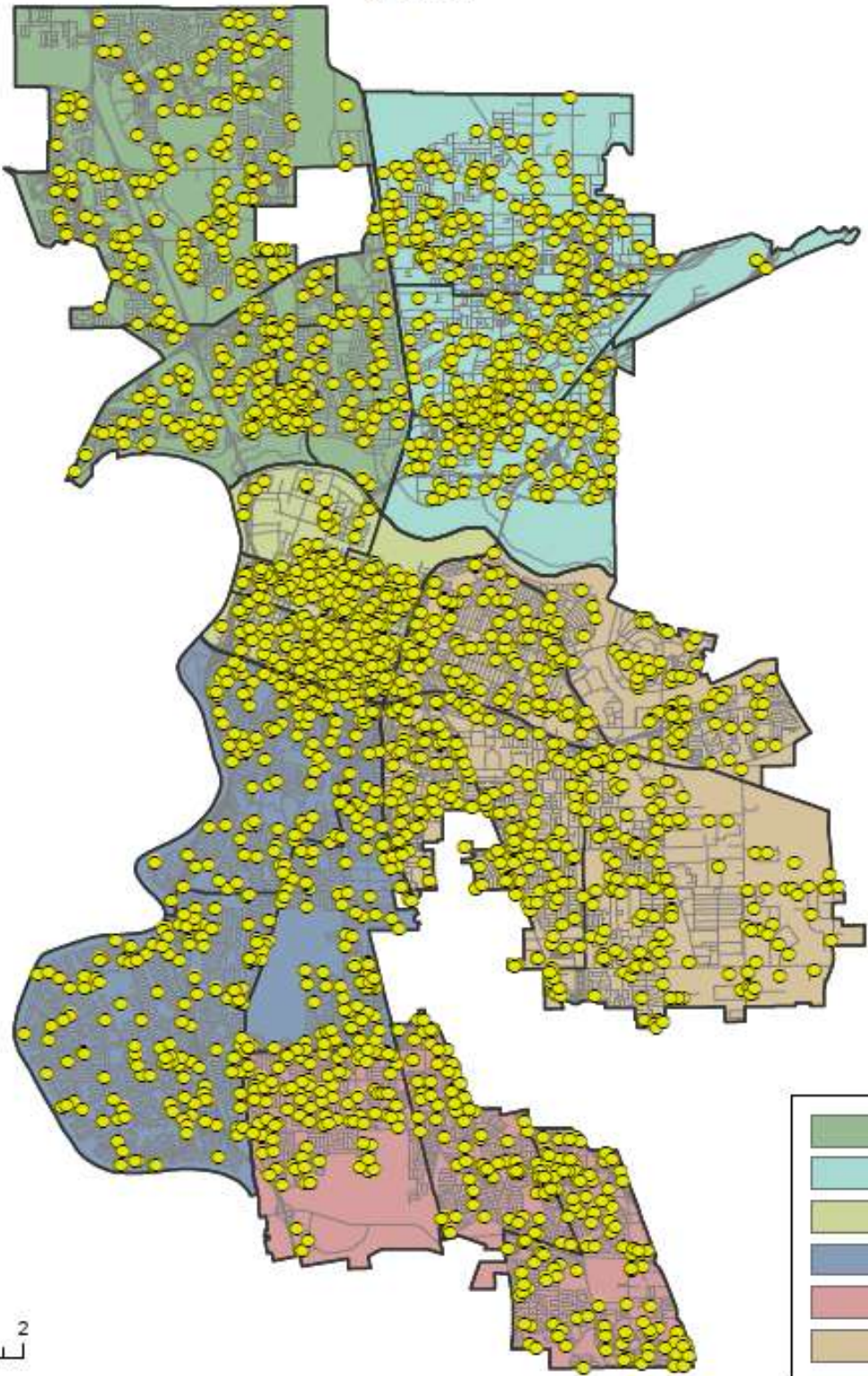
Larceny Reports
2019

District 1	
District 2	
District 3	
District 4	
District 5	
District 6	

0   1   2
Miles
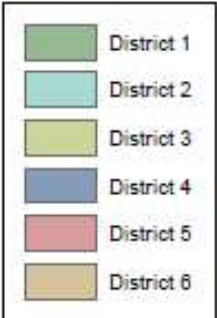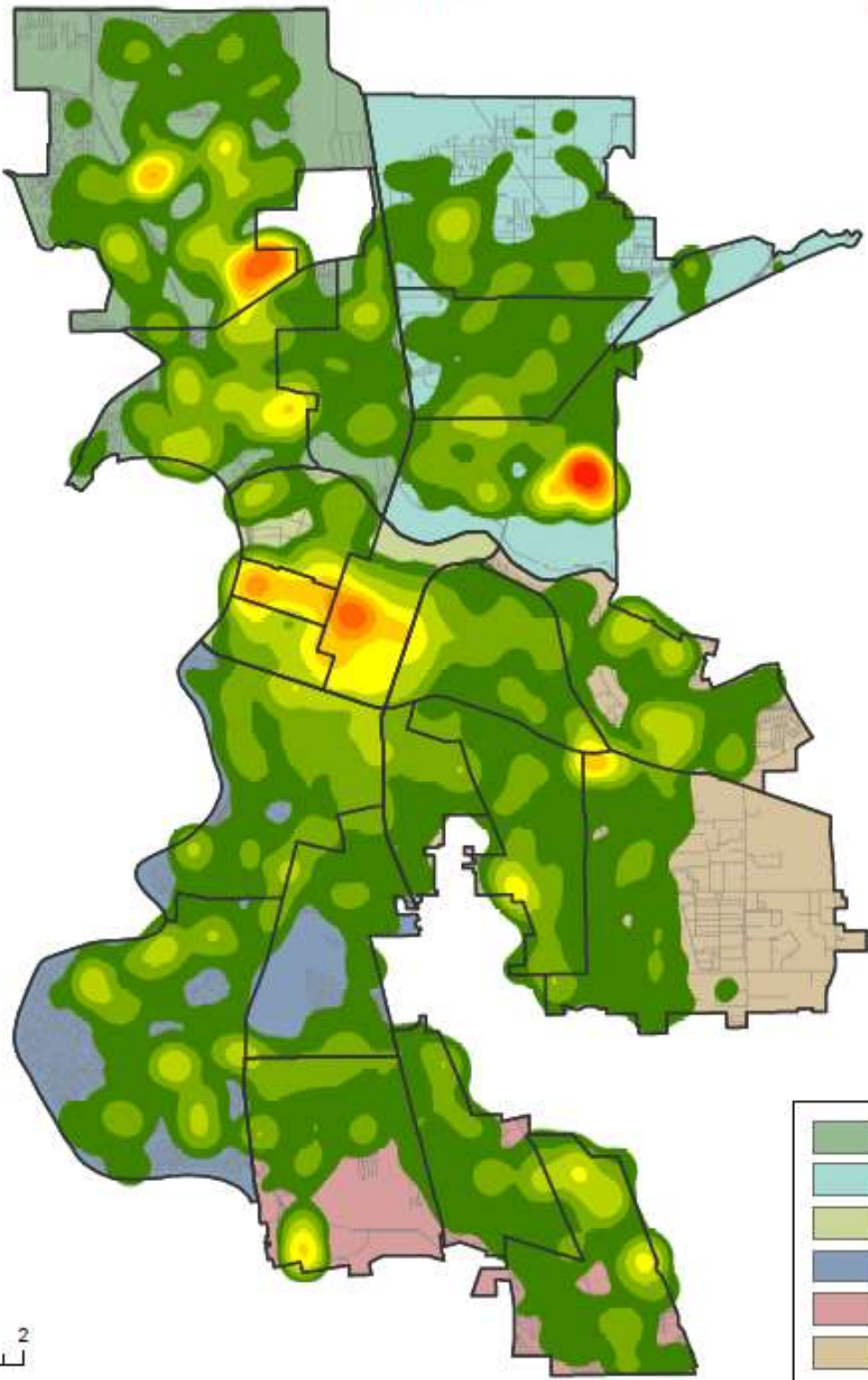
Motor Vehicle Theft Reports 2019
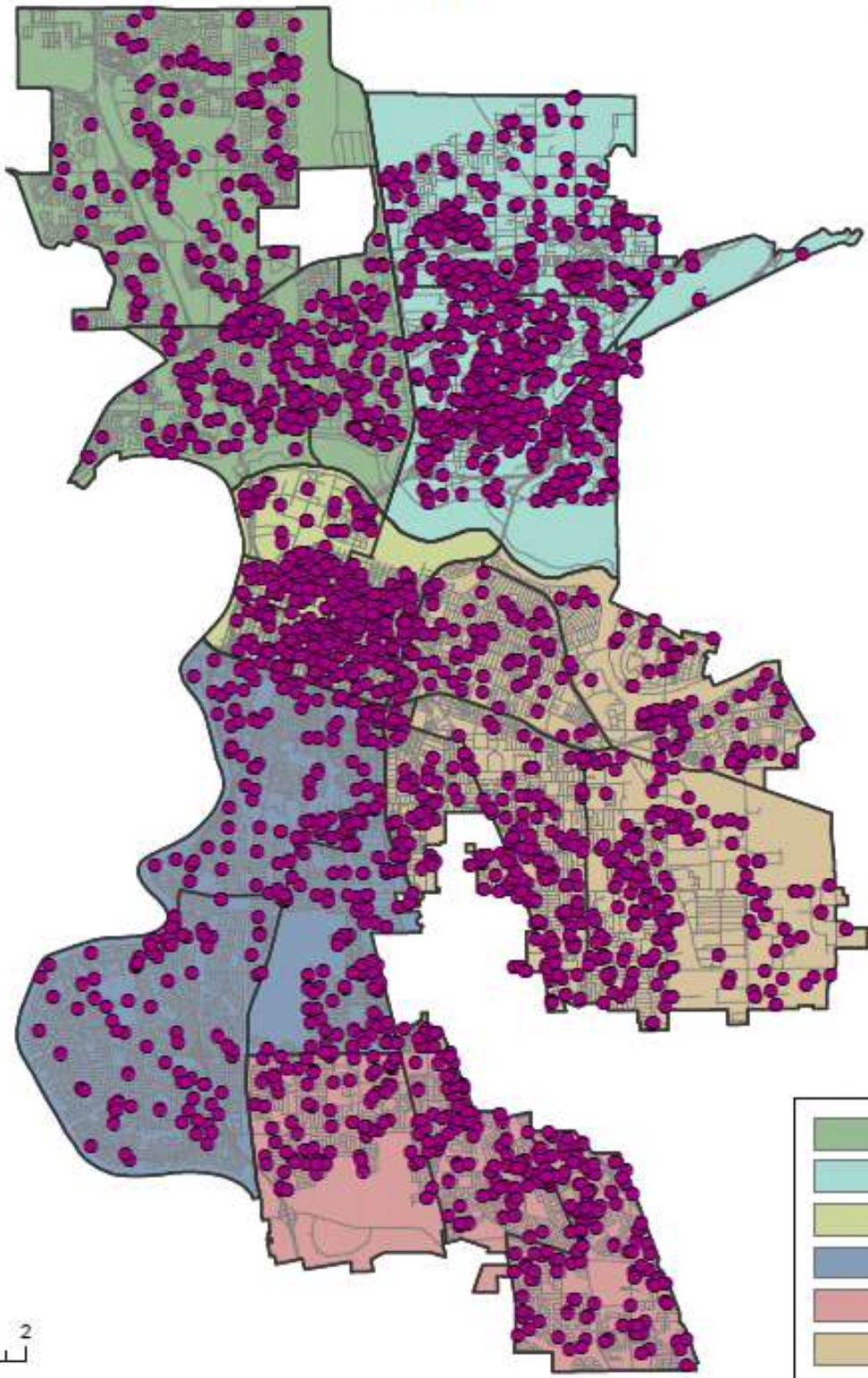
Traffic Stops - Density Maps
2019
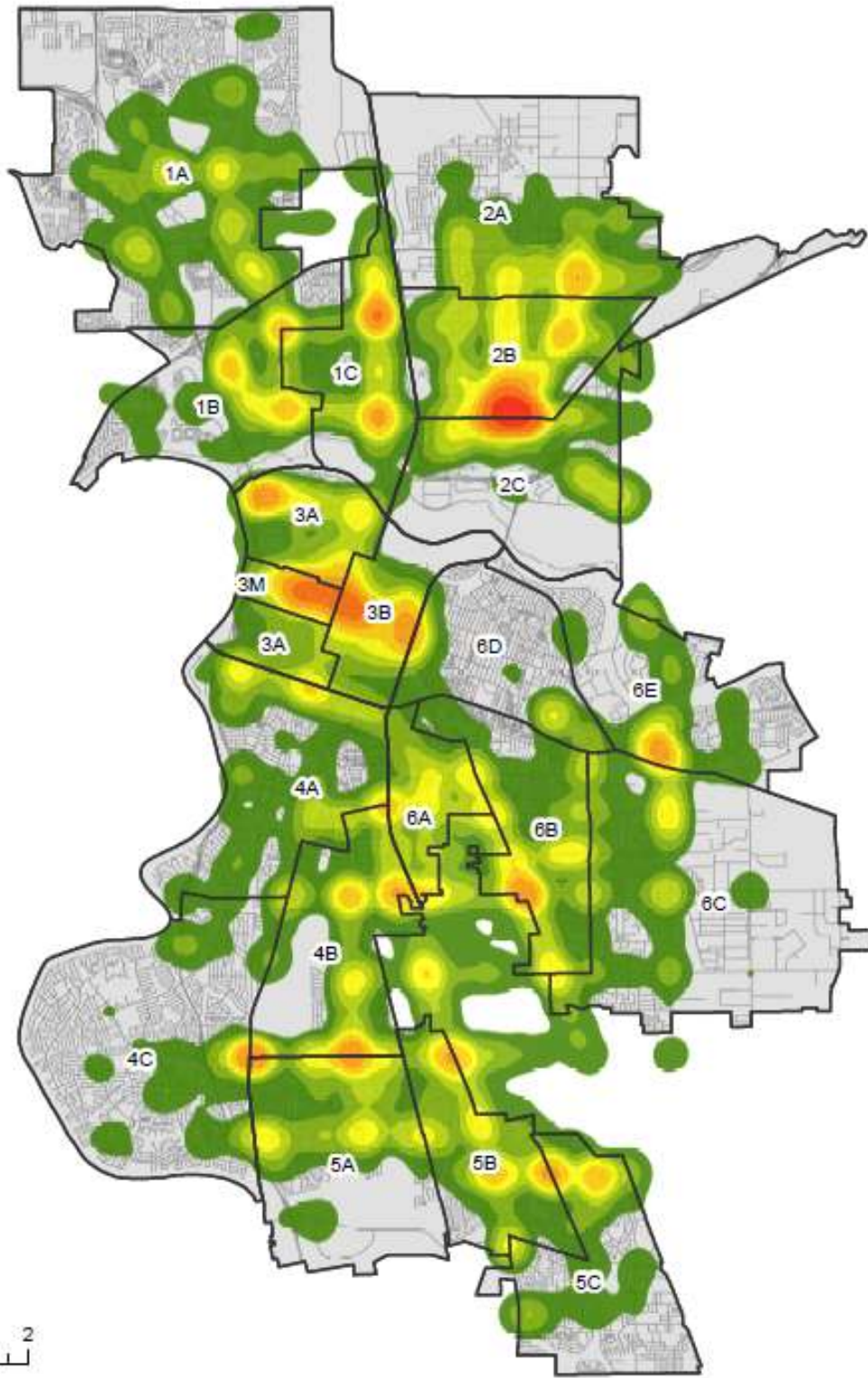
Subject Stops - Density Maps
2019
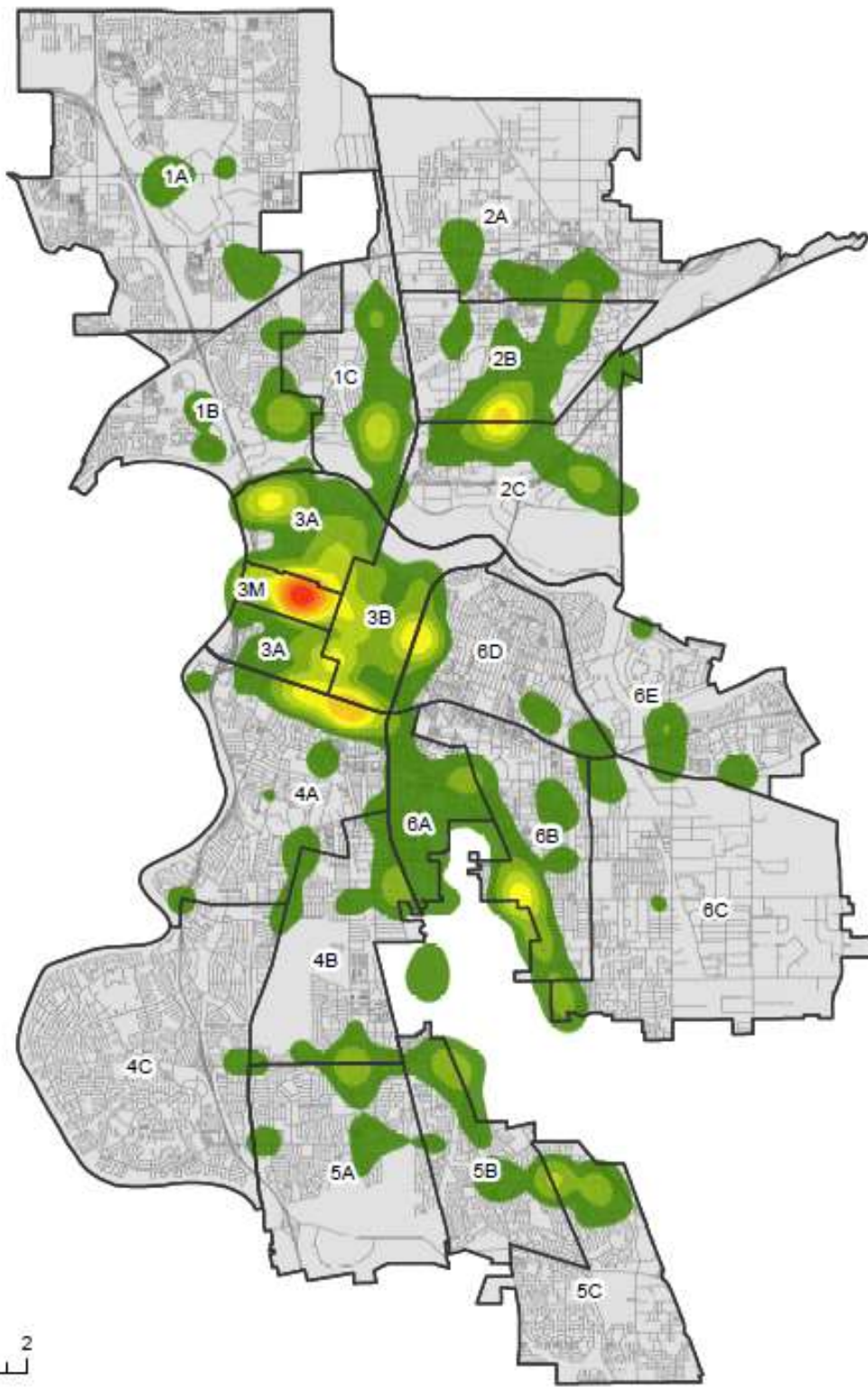
Unknown Suspects[1]
2014 - 2019

ALL GENERAL OFFENSE REPORTS:

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	12,044	45.3%	2,353	47.5%	70	0.5%	14,468	31.5%
American Indian/Alaskan Native	26	0.1%	14	0.3%	1	0.0%	41	0.1%
Asian/Pacific Islander	1,077	4.0%	154	3.1%	1,246	8.6%	2,477	5.4%
Caucasian/White	3,953	14.9%	946	19.1%	21	0.1%	4,920	10.7%
East Indian	112	0.4%	19	0.4%	1	0.0%	132	0.3%
Hispanic	4,081	15.3%	690	13.9%	19	0.1%	4,790	10.4%
Middle Eastern	106	0.4%	7	0.1%	1	0.0%	114	0.2%
Mixed Race	121	0.5%	35	0.7%	1	0.0%	157	0.3%
Other	15	0.1%	1	0.0%	0	0.0%	16	0.0%
Unknown	5,076	19.1%	739	14.9%	13,069	90.6%	18,884	41.1%
Total	**26,611**	**100.0%**	**4,958**	**100.0%**	**14,429**	**100.0%**	**46,000**	**100.0%**

All General Offense Reports
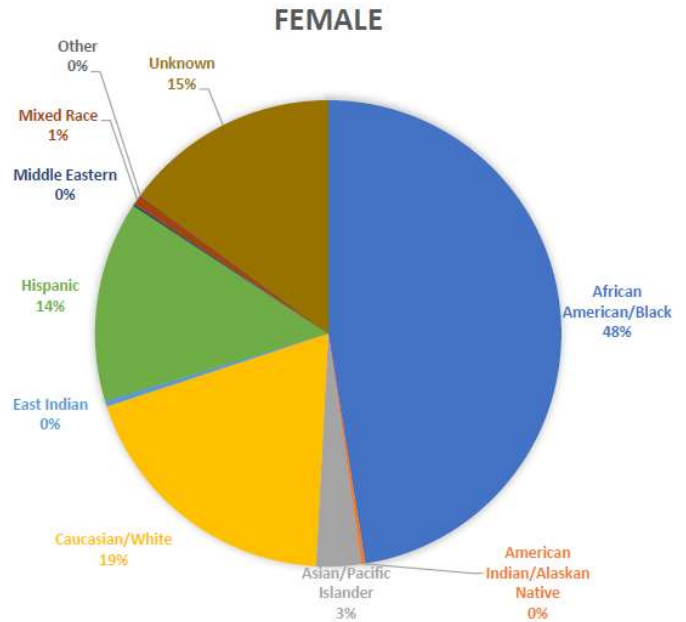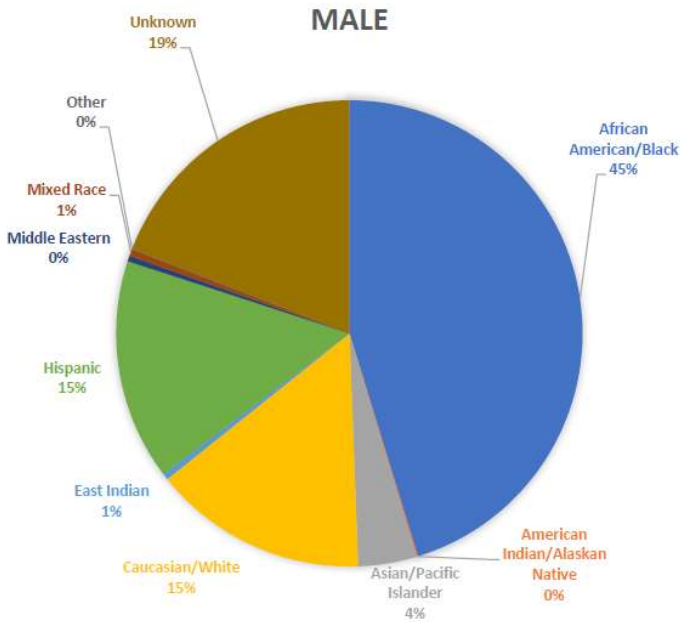
MALE

FEMALE

Unknown Suspects[1]
2014 - 2019

VIOLENT CRIME

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	7,177	54.7%	1,218	57.8%	27	2.5%	8,423	51.6%
American Indian/Alaskan Native	9	0.1%	6	0.3%	1	0.1%	16	0.1%
Asian/Pacific Islander	437	3.3%	53	2.5%	58	5.3%	548	3.4%
Caucasian/White	1,382	10.5%	274	13.0%	3	0.3%	1,659	10.2%
East Indian	49	0.4%	4	0.2%	0	0.0%	53	0.3%
Hispanic	2,144	16.3%	320	15.2%	8	0.7%	2,472	15.1%
Middle Eastern	36	0.3%	1	0.0%	1	0.1%	38	0.2%
Mixed Race	53	0.4%	7	0.3%	1	0.1%	61	0.4%
Other	6	0.0%	1	0.0%	0	0.0%	7	0.0%
Unknown	1,833	14.0%	223	10.6%	986	90.9%	3,042	18.6%
Total	13,126	100.0%	2,107	100.0%	1,085	100.0%	16,320	100.0%

Violent Crime[2]

MALE

Other 0%
Unknown 14%
Mixed Race 1%
Middle Eastern 0%
Hispanic 16%
East Indian 0%
Caucasian/White 11%
American Indian/Alaskan Native 0%
Asian/Pacific Islander 3%
African American/Black 55%

FEMALE

Other 0%
Unknown 11%
Mixed Race 0%
Middle Eastern 0%
Hispanic 15%
East Indian 0%
Caucasian/White 13%
American Indian/Alaskan Native 0%
Asian/Pacific Islander 3%
African American/Black 58%
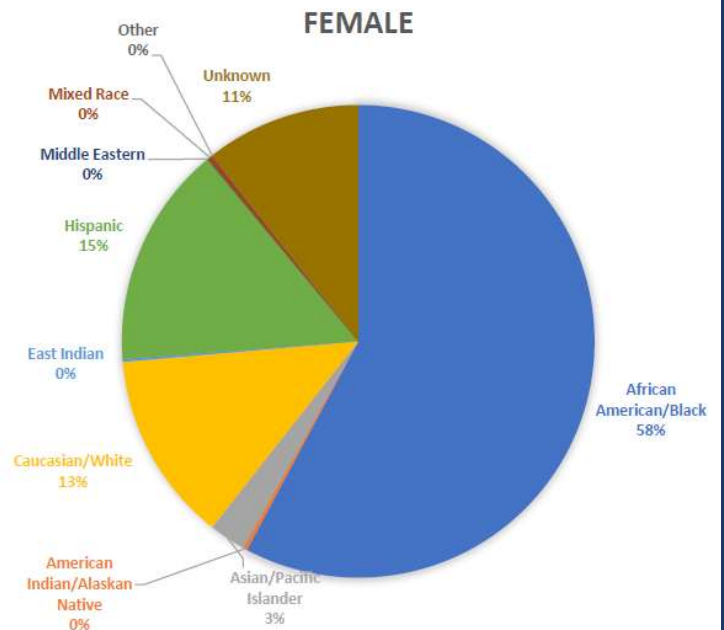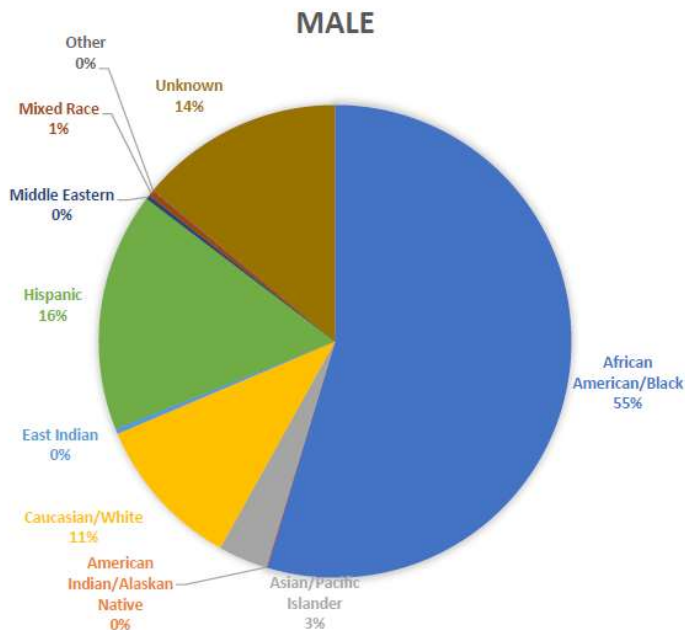
Unknown Suspects[1]
2014 - 2019

PROPERTY CRIME

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	3,091	138.9%	741	41.6%	33	0.3%	3,867	17.6%
American Indian/Alaskan Native	11	0.3%	5	0.3%	0	0.0%	16	0.1%
Asian/Pacific Islander	419	12.4%	53	3.0%	1,012	8.8%	1,484	6.7%
Caucasian/White	1,724	45.6%	439	24.7%	12	0.1%	2,176	9.9%
East Indian	20	1.3%	10	0.6%	0	0.0%	30	0.1%
Hispanic	1,113	47.1%	228	12.8%	6	0.1%	1,348	6.1%
Middle Eastern	15	1.2%	4	0.2%	0	0.0%	19	0.1%
Mixed Race	37	1.4%	15	0.8%	0	0.0%	52	0.2%
Other	6	0.2%	0	0.0%	0	0.0%	6	0.0%
Unknown	2,236	58.5%	285	16.0%	10,490	90.8%	13,012	59.1%
Total	8,672	306.9%	1,780	100.0%	11,553	100.0%	22,009	100.0%

Property Crime[2]

MALE
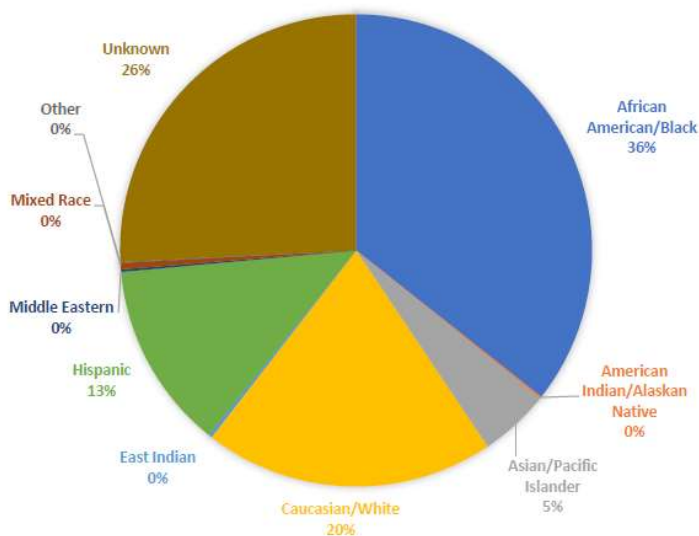
FEMALE
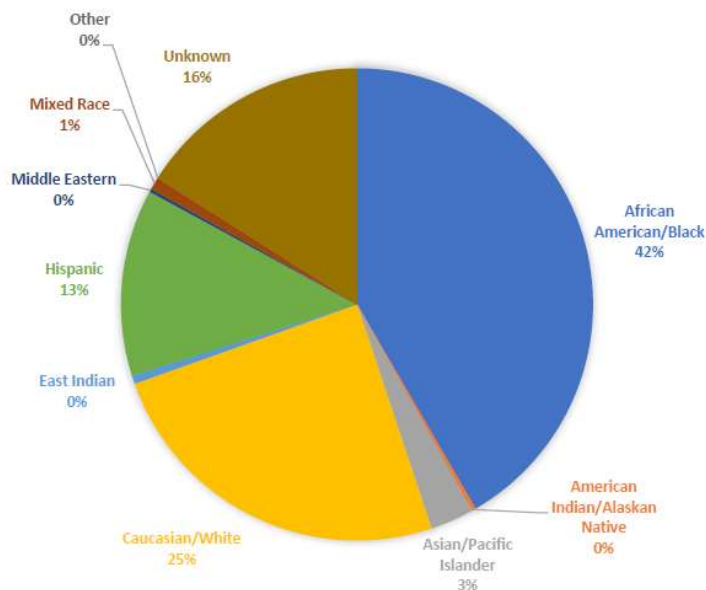
[1] Includes all crime reports where an "unknown suspect" is listed as an entity.
[2] Burglary, larceny, motor vehicle theft, arson, and vandalism.

Arrests[1]
2014 - 2019

ALL ARRESTS

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	31,671	41.1%	7,959	36.8%	1	4.2%	39,632	40.2%
American Indian/Alaskan Native	311	0.4%	149	0.7%	0	0.0%	460	0.5%
Asian/Pacific Islander	4,314	5.6%	1,131	5.2%	0	0.0%	5,445	5.5%
Caucasian/White	23,206	30.1%	8,281	38.3%	4	16.7%	31,492	31.9%
East Indian	293	0.4%	74	0.3%	0	0.0%	367	0.4%
Hispanic	16,452	21.4%	3,814	17.6%	1	4.2%	20,267	20.5%
Middle Eastern	74	0.1%	7	0.0%	0	0.0%	81	0.1%
Mixed	26	0.0%	13	0.1%	0	0.0%	39	0.0%
Other	124	0.2%	31	0.1%	0	0.0%	155	0.2%
Unknown	508	0.7%	169	0.8%	18	75.0%	695	0.7%
Total	**76,979**	**100.0%**	**21,628**	**100.0%**	**24**	**100.0%**	**98,633**	**100.0%**

All Arrests
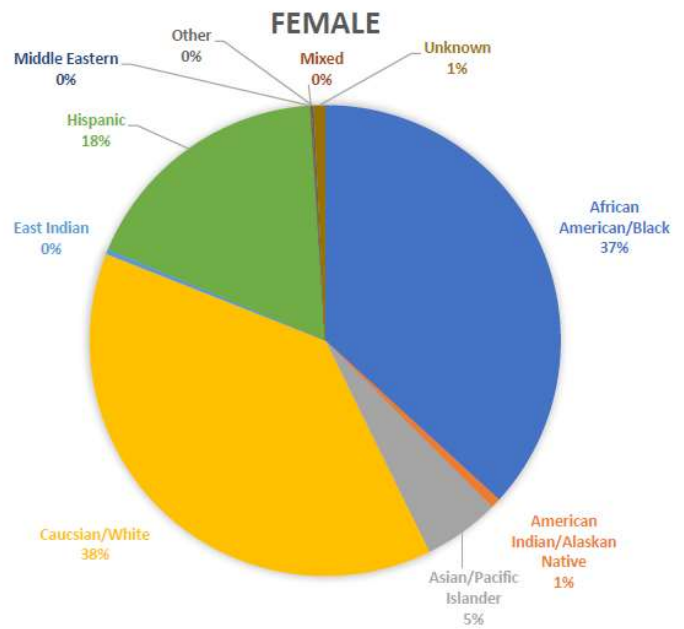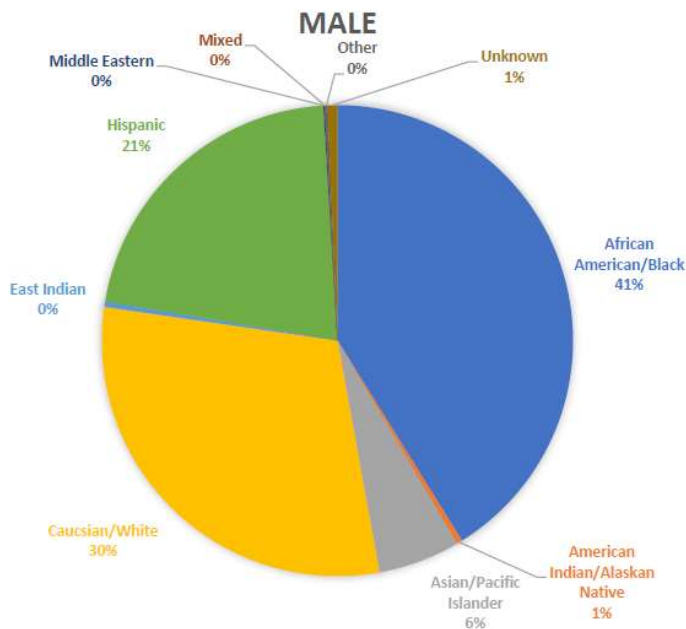
MALE

FEMALE

FELONY ARRESTS

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	16,373	44.5%	3,363	39.6%	0	0.0%	19,737	43.5%
American Indian/Alaskan Native	149	0.4%	58	0.7%	0	0.0%	207	0.5%
Asian/Pacific Islander	2,142	5.8%	436	5.1%	0	0.0%	2,578	5.7%
Caucasian/White	9,774	26.5%	2,970	35.0%	1	33.3%	12,746	28.1%
East Indian	97	0.3%	17	0.2%	0	0.0%	114	0.3%
Hispanic	8,011	21.8%	1,574	18.6%	1	33.3%	9,586	21.2%
Middle Eastern	23	0.1%	0	0.0%	0	0.0%	23	0.1%
Mixed	7	0.0%	1	0.0%	0	0.0%	8	0.0%
Other	59	0.2%	13	0.2%	0	0.0%	72	0.2%
Unknown	197	0.5%	51	0.6%	1	33.3%	249	0.5%
Total	36,832	100.0%	8,483	100.0%	3	100.0%	45,320	100.0%

Felony Arrests

MALE

- Middle Eastern 0%
- Mixed 0%
- Other 0%
- Unknown 1%
- Hispanic 22%
- East Indian 0%
- Caucsian/White 27%
- Asian/Pacific Islander 6%
- American Indian/Alaskan Native 0%
- African American/Black 44%

FEMALE

- Middle Eastern 0%
- Mixed 0%
- Other 0%
- Unknown 1%
- Hispanic 18%
- East Indian 0%
- Caucsian/White 35%
- Asian/Pacific Islander 5%
- American Indian/Alaskan Native 1%
- African American/Black 40%
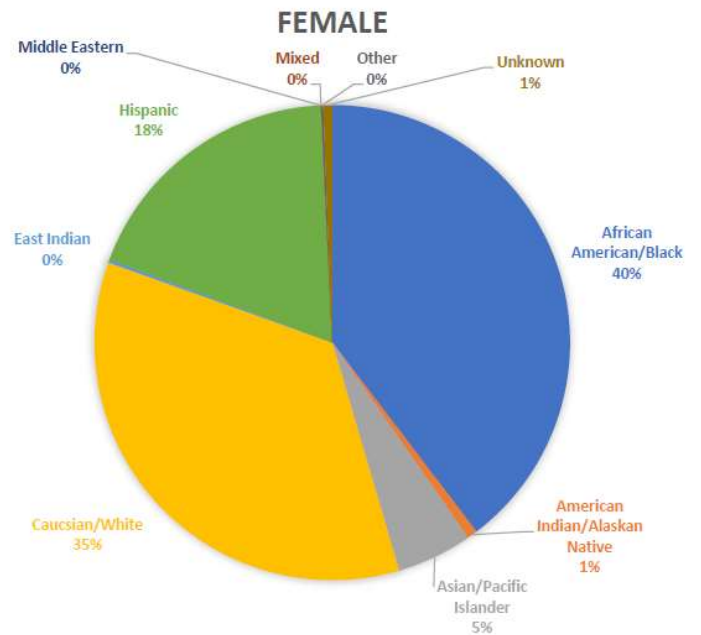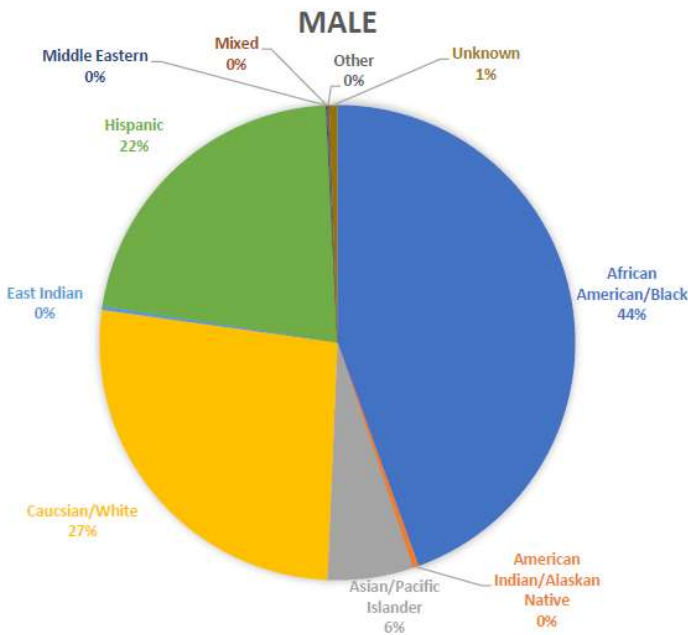
MISDEMEANOR ARRESTS

Race	Male	%	Female	%	Unknown	%	Total	%
African American/Black	15,077	38.1%	4,543	35.0%	1	4.8%	19,622	37.3%
American Indian/Alaskan Native	158	0.4%	91	0.7%	0	0.0%	249	0.5%
Asian/Pacific Islander	2,153	5.4%	688	5.3%	0	0.0%	2,841	5.4%
Caucasian/White	13,267	33.5%	5,258	40.5%	3	14.3%	18,529	35.2%
East Indian	194	0.5%	57	0.4%	0	0.0%	251	0.5%
Hispanic	8,325	21.0%	2,211	17.0%	0	0.0%	10,536	20.0%
Middle Eastern	50	0.1%	7	0.1%	0	0.0%	57	0.1%
Mixed	16	0.0%	7	0.1%	0	0.0%	23	0.0%
Other	65	0.2%	18	0.1%	0	0.0%	83	0.2%
Unknown	304	0.8%	115	0.9%	17	81.0%	436	0.8%
Total	**39,609**	**100.0%**	**12,995**	**100.0%**	**21**	**100.0%**	**52,627**	**100.0%**

Misdemeanor Arrests

MALE

Middle Eastern 0%
Mixed 0%
Other 0%
Unknown 1%
Hispanic 21%
African American/Black 38%
East Indian 1%
Caucsian/White 34%
Asian/Pacific Islander 5%
American Indian/Alaskan Native 0%

FEMALE

Middle Eastern 0%
Mixed 0%
Other 0%
Unknown 1%
Hispanic 17%
African American/Black 35%
East Indian 0%
Caucsian/White 41%
Asian/Pacific Islander 5%
American Indian/Alaskan Native 1%
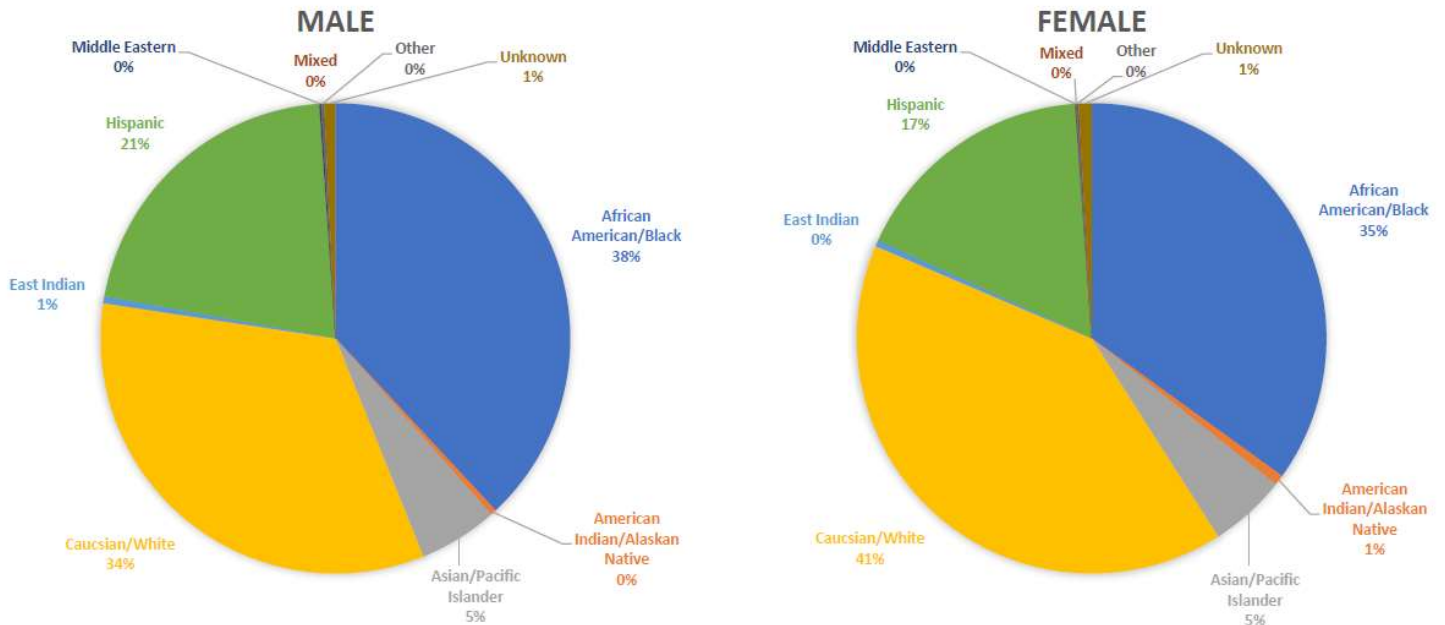
CITY OF SACRAMENTO DEMOGRAPHICS AND CRIME:

The following slides produced by the SPD Crime Analysis Unit contain demographic data compiled by the U.S. Census Bureau American Community Survey (ACS). ACS data should be viewed as estimates and do not replace Census totals. The report provides at-a-glance snapshot information on demographic data by census tract with corresponding crime data by police beat and facilitates discussion of income inequality, economic opportunity, and crime. The full report is available at the following link **https://arcg.is/1CTuT5** :

2019 Population With Income Below The Federal Poverty Line

by Census Tract

View Traffic & Subject Stop Density

Percent of population whose income in the past 12 months is below poverty level.

< 1%

> 40%

Darker areas indicate more of the population in that area is living below the federal poverty line.
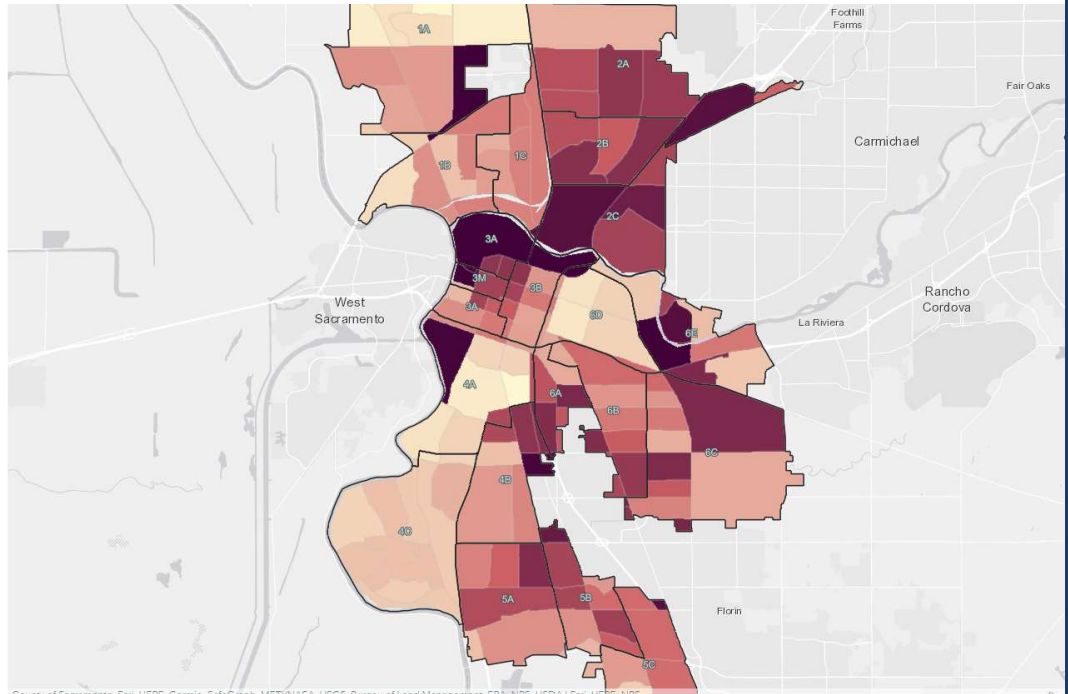
2019 Predominant Race

by Census Tract

For additional information on demographics select an area of interest on the map.

View Traffic & Subject Stop Density

Predominant Category:
- Non-Hispanic White Population
- Hispanic or Latino Population
- Black or African American Population
- Asian Population
- American Indian and Alaska Native Population
- Two or More Races Population
- Native Hawaiian and Other Pacific Islander Population
- Some Other Race Population

Strength of Predominance:

< 13

> 97
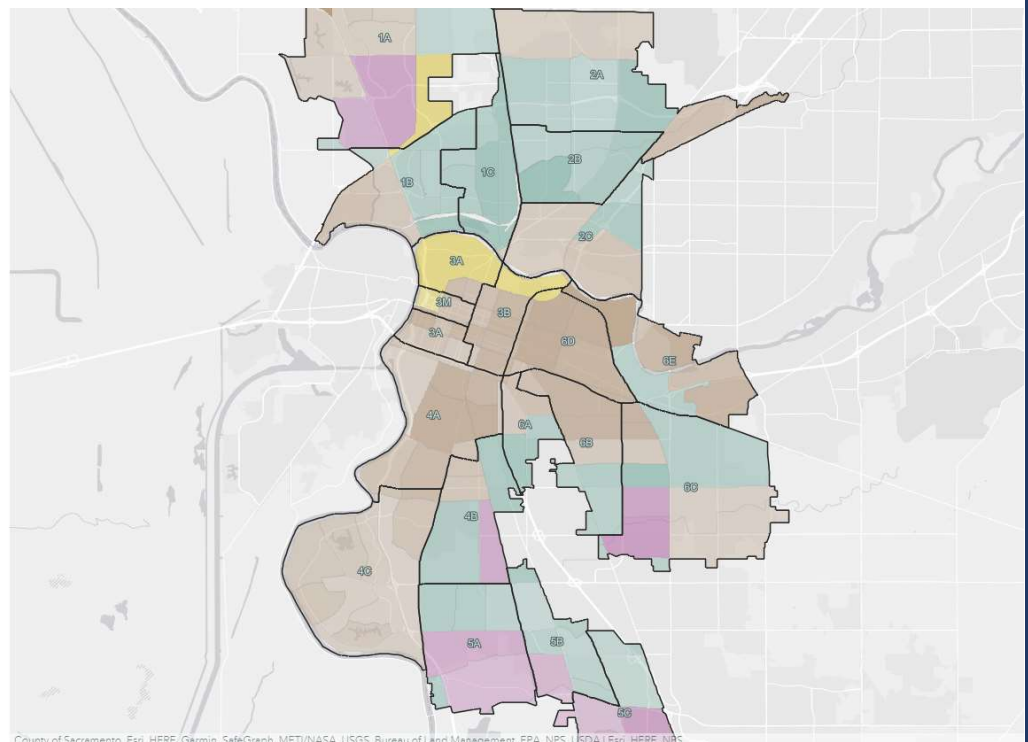
2019 Median Income

by Census Tract

> View Traffic & Subject Stop Density

Median Household Income in past 12 months (inflation-adjusted dollars to last year of 5-year range)

■ > 95,909 – 136,339

■ > 68,289 – 95,909

■ > 45,966 – 68,289

■ 12,417 – 45,966

The lighter the color, the lower the income.
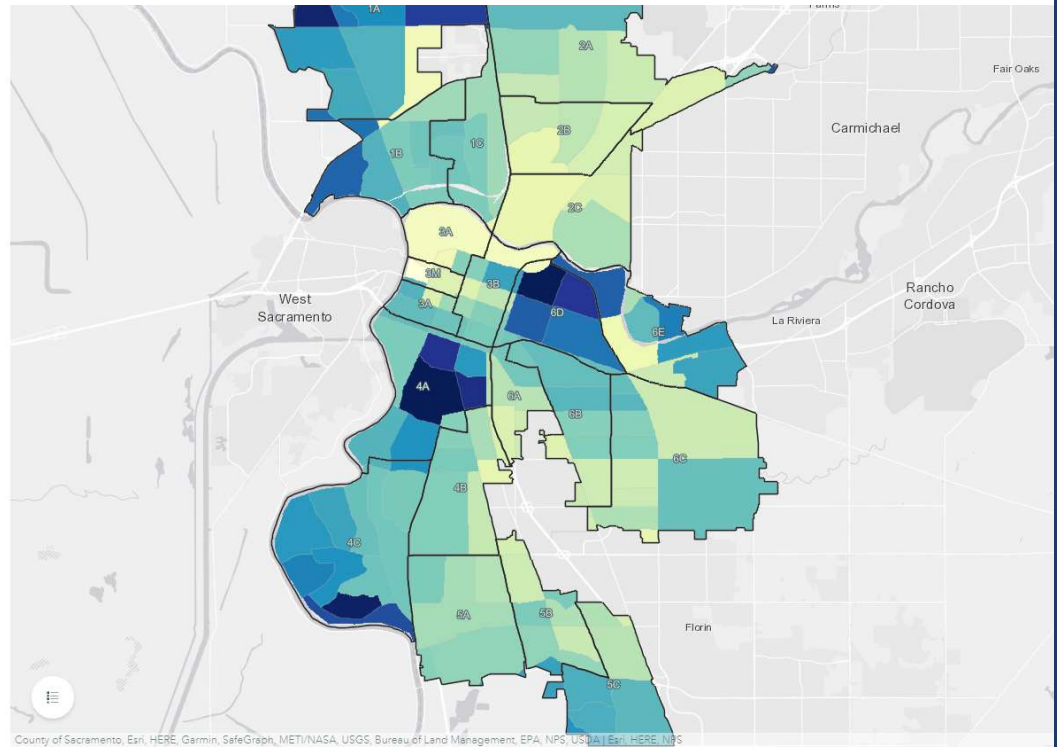
2019 Percentage of Population Age 25 and Older With Less Than High School or GED Equivalent Completed

by Census Tract

> View Traffic & Subject Stop Density

2019 Population 25+ With Less than High School Completed

■ < 1%

■ > 35%

Darker orange indicates more people in that area did not graduate high school or complete a GED.

- 29 -
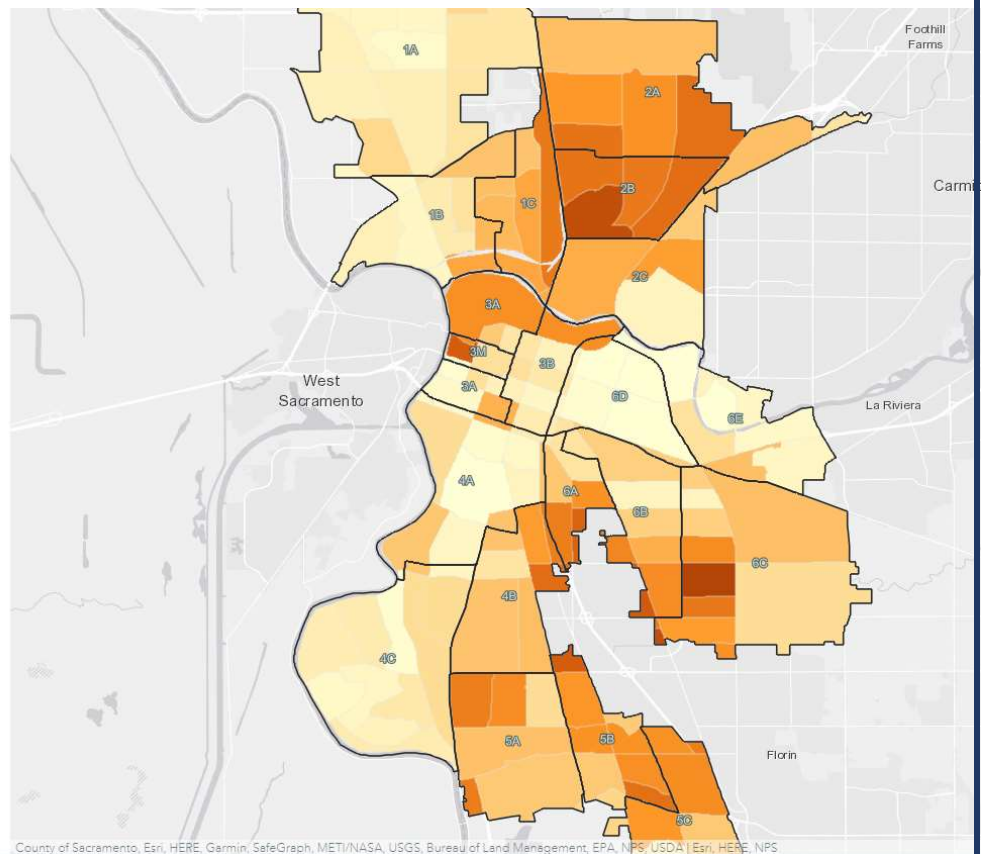
2019 Percentage of Students Enrolled in Private School

by Census Tract

View Traffic & Subject Stop Density

2019 K-12 Enrolled in Private School

< 1%

> 40%
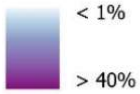
Purple indicates more children enrolled in private school.

County of Sacramento, Esri, HERE, Garmin, SafeGraph, METI/NASA, USGS, Bureau of Land Management, EPA, NPS, USDA | Esri, HERE, NPS
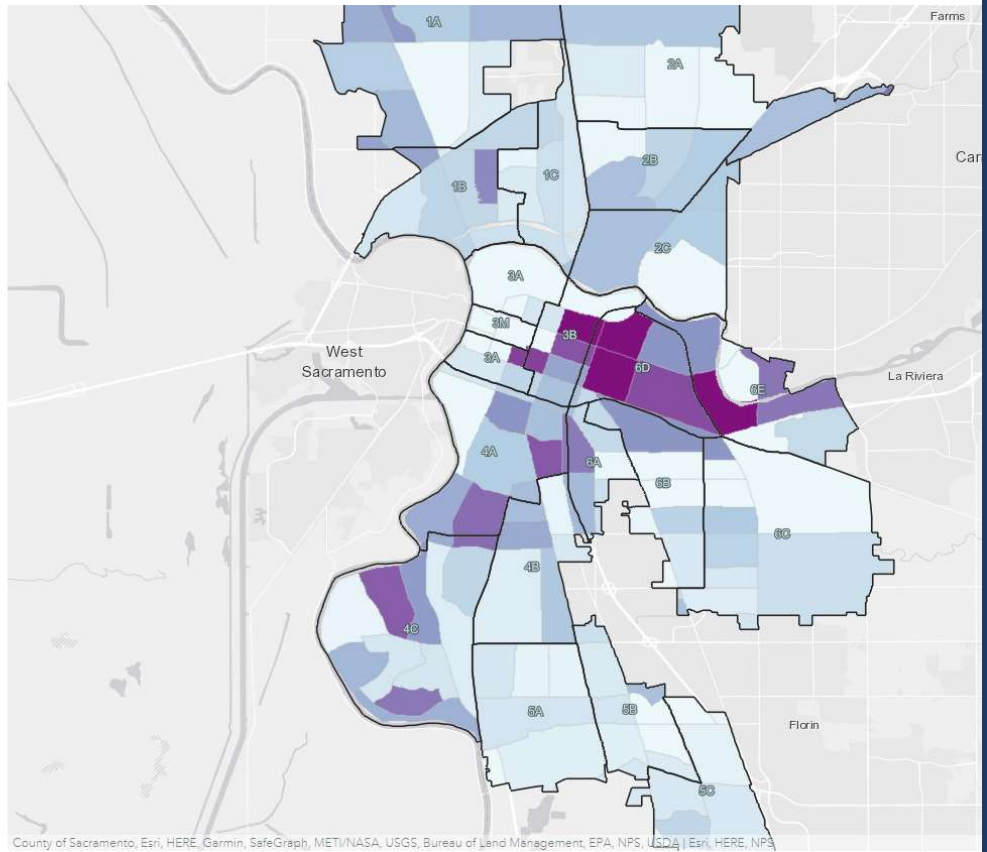
2019 Percentage of Renters Paying More Than 30% of Income as Rent and Renter Paid Utilities

View Traffic & Subject Stop Density

2019 Renters Paying More Than 30% of Income For Rent.

< 24%

> 72%
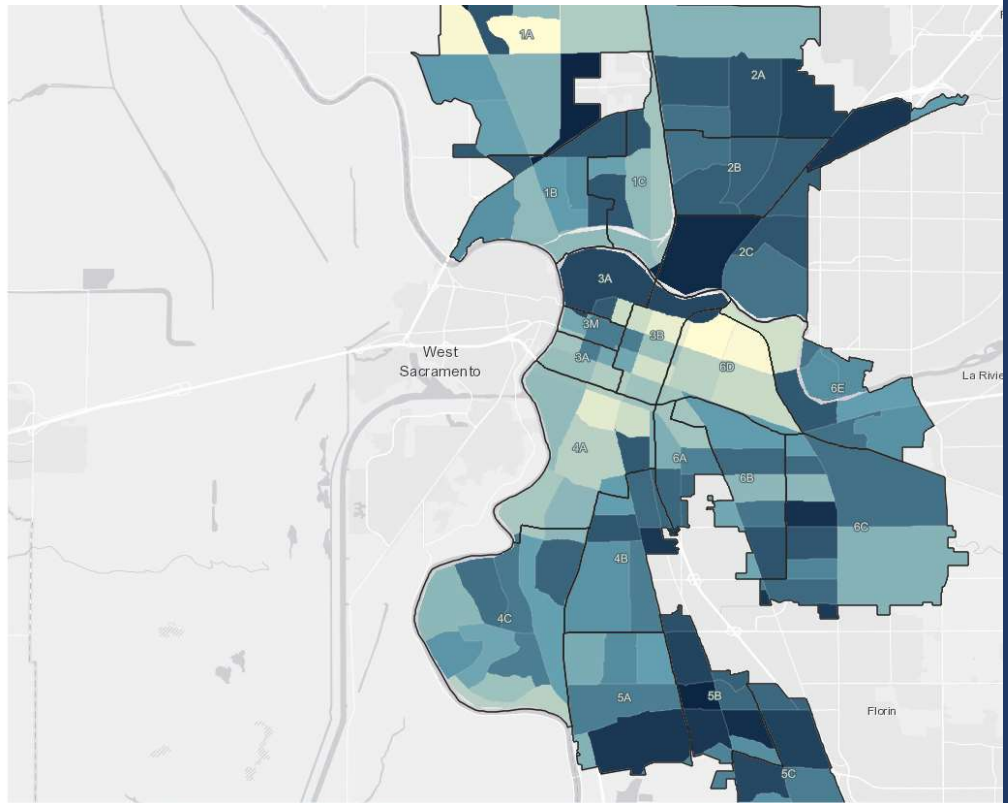
2020 Property Crime

by Police Beat

Property Crime includes burglary, grand theft, petty theft, and motor vehicle theft.

View Traffic & Subject Stop Density

Percent of Total
- 2% - 2.9%
- 3% - 4%
- 4.1% - 5.2%
- 5.3% - 7.6%
- 7.7% - 9.9%

The map to the right shows Property Crime by beat as a percentage of the total count.
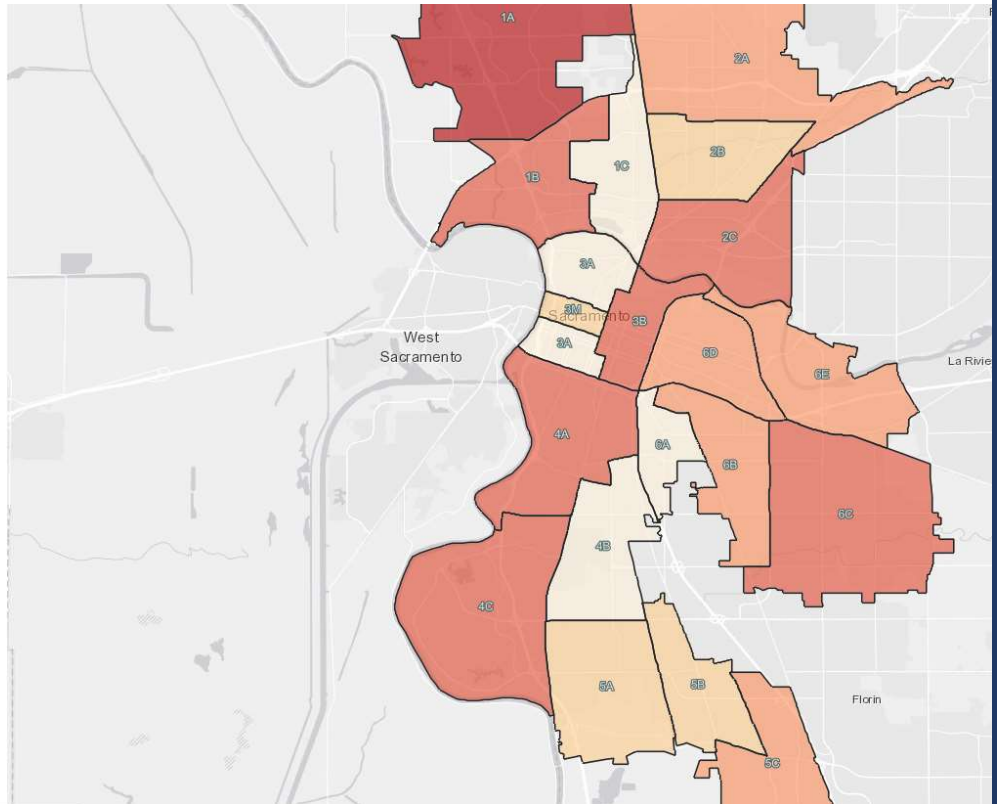
2020 Person Crime

by Police Beat

Person Crime includes homicide, rape, robbery, and assault.

View Traffic & Subject Stop Density

Percent of Total
- 2% - 2.6%
- 2.7% - 4%
- 4.1% - 5.3%
- 5.4% - 6.8%
- 6.9% - 11.2%

The map to the right shows Person Crime by beat as a percentage of the total count.
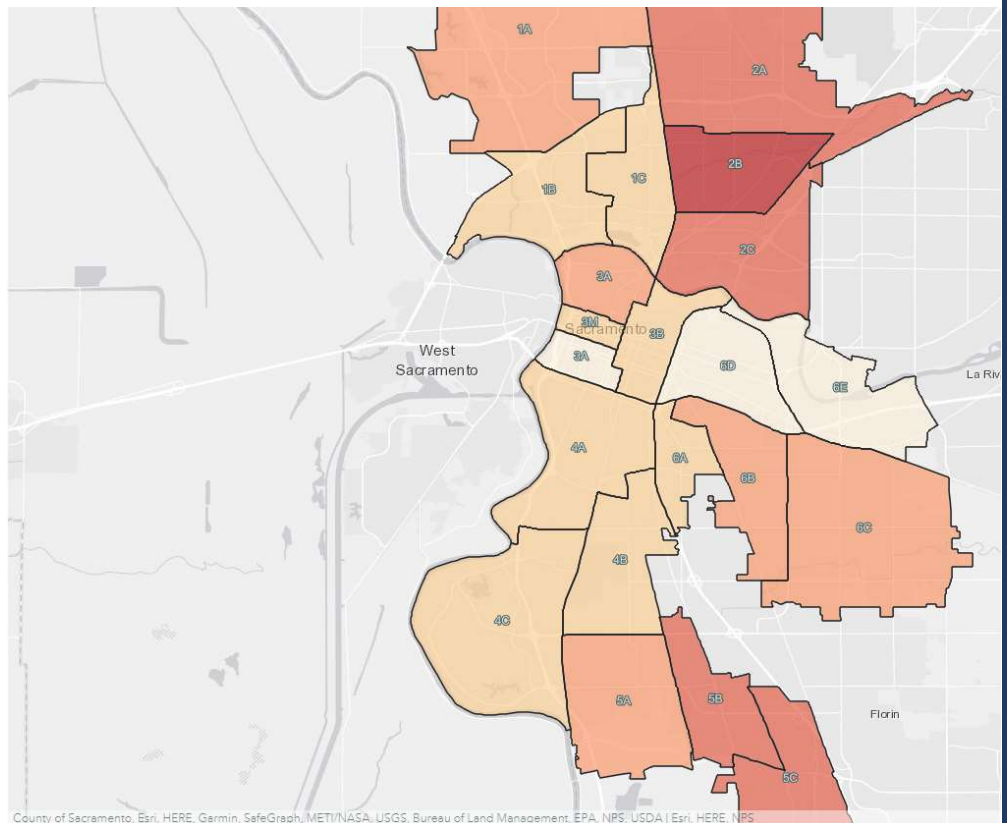
County of Sacramento, Esri, HERE, Garmin, SafeGraph, METI/NASA, USGS, Bureau of Land Management, EPA, NPS, USDA | Esri, HERE, NPS

CITY OF SACRAMENTO EDUCATIONAL DATA:

(Comprehensive Educational Information available at: https://www.caschooldashboard.org/)

2018 City of Sacramento Education Information

Notice: COVID-19 Effect on Data Availability

Statewide accountability and reporting requirements for the 2019–2020 school year were waived, and the California Department of Education (CDE) was prohibited from publishing state and local indicators in the 2020 Dashboard. Because of this, the CDE Dashboard to the right does not include such indicators for the 2019-2020 school year.
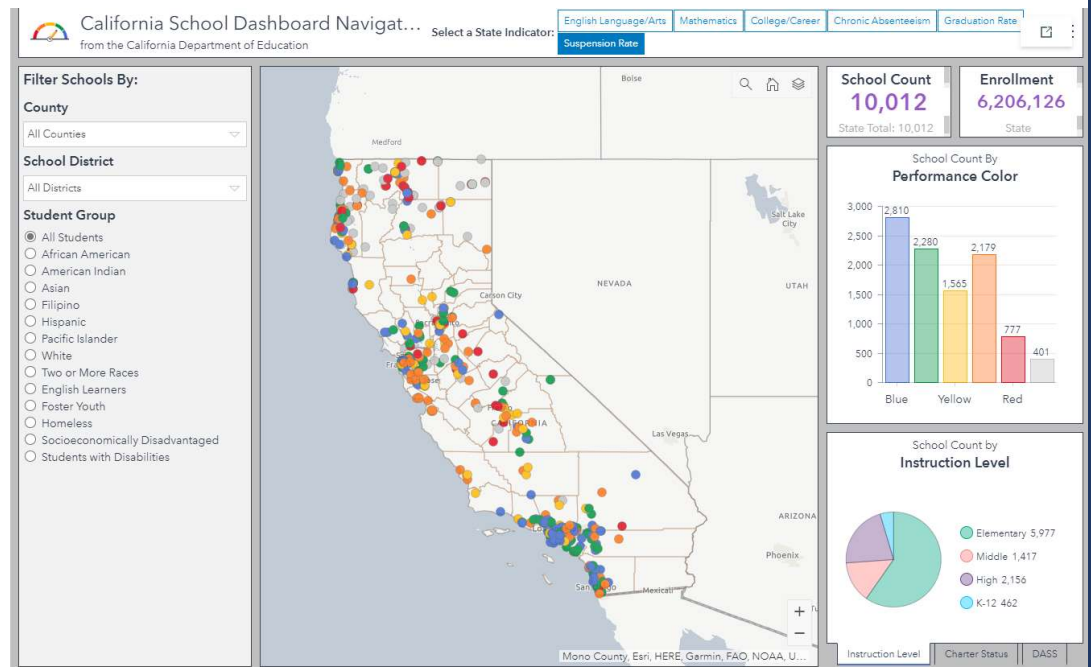
CONTEXTUAL RESPONSE SUMMARY FROM CPE REPORT:

The following is the full text of the SPD provided response as requested by CPE and contained in the *CPE Sacramento City Report*:

(From CPE Report) In the following section, SPD describes the agency's key initiatives related to equity:

In March of 2018, following the fatal shooting of Stephon Clark by officers of the Sacramento Police Department, Chief Daniel Hahn requested that the California Department of Justice (DOJ) conduct a comprehensive review of SPD's policies, procedures and training related to the use of force. SPD invited DOJ to identify areas for improvement and to fashion recommendations so that SPD could improve its processes and its service to the community, with the goal of safer outcomes for both citizens and officers.

In January of 2019, DOJ released its Phase I report with findings and 66 specific recommendations in six key areas to include use of force policy, use of force reporting and investigation, training, officer involved shooting review, personnel complaint procedures, and community engagement and transparency. SPD formed a policy review committee with subject matter experts, management, and members of the community and revised many of its use of force policies to include emphasizing de-escalation as a core principle, requiring specific warnings prior to the use of deadly force, the consideration of all available options when feasible prior to the use of deadly force, mandates on a duty to intervene, limiting shooting at moving vehicles except in narrowly tailored circumstances, and instituting comprehensive reporting with defined levels of force. In addition, various other policies have been revised to include the body worn camera (BWC) policy, the foot pursuit policy, and the Conducted Energy Device (CED) policy to incorporate various changes to promote safer outcomes and to emphasize de-escalation, tactical re-positioning, and community care-taking.

SPD's use of force policy statement was also revised in September of 2020 to further emphasize that the role of SPD officers in law enforcement is to safeguard life, dignity, and liberty of all persons, without prejudice to anyone and that peace officers shall carry out their duties, including use of force, in a manner that is fair and unbiased. To reinforce this concept, SPD officers are now referred to in policy as "peace officers" as opposed to "police officers."

As for training , in response to recent legislative mandates in California, as well as SPD's continuing efforts at increasing professionalism, emphasizing community caretaking, and promoting bias free policing, officers receive de-escalation training, procedural justice, implicit bias, and racial equity classes not only at the basic academy level, but also during in service and continuing education classes. Mandatory in-service courses attended by officers since 2016 include topics on procedural justice, fair and impartial policing, tactical communication, crisis intervention training (CIT), gender awareness, racial profiling and implicit bias, and transformational policing.

To increase engagement, partnerships, and to build trust with the community, SPD has staffed an entire unit dedicated to outreach. Some of the things which SPD has done to foster understanding and positive cooperation with the community is to create and promote innovative programs such as Walk in my Shoes, Adopt a Class, Shop with a Cop, Bigs with Badges, Healing Circles and many other programs entailing interaction with various communities and the youth that SPD serves.

(From CPE Report) *Finally, SPD summarizes the department's community outreach efforts:*

In order to increase accountability to the community, a transparency webpage was created on the SPD website.   This page is regularly updated and includes SPD policy and procedures, various statistics, training summaries, use of force information, body worn camera audit information, and the full text and status of the California DOJ's review and recommendations to SPD. This information is available to all members of the community to provide factual and transparent information about the Sacramento Police Department in a timely manner. In addition, the SPD Public Information Office (PIO), as well as the Department's Community Engagement and Outreach Division routinely send out information and reach out to the community with updates regarding SPD efforts at building trust and transparency via social media, press releases, community academies, in person engagements, and video releases. Officers also routinely participate in various community events such as youth athletic programs, shopping for underprivileged families, and mentoring of at-risk youth to help spread SPD's message of positive engagement. SPD also hosts a VIP academy experience which gives local community leaders, citizens and youth from the community an opportunity to experience police training and the roles and duties of a police officer through various simulations and scenarios. SPD has also participated in several sessions of the Student Voices initiative, pairing young people with influential members of local government including police chiefs, the sheriff, the DA and the mayor, where youth are able to provide perspective on their world and recommendations on how to create a greater Sacramento.

CPE GENERAL POLICY RECOMMENDATIONS:

The Center for Policing Equity (CPE) maintains a list of general policy recommendations on its public website for police agencies to take action after reviewing their City Report. It can be found at the following website/link:

CPE Policy Recommendations Summary:

https://www.policingequity.org/digital-report/taking-action-after-receiving-your-digital-report/pathway-from-data-to-action-a-guide-to-cpe-policy-recommendations

In response to the general policy recommendations suggested by CPE, the Sacramento Police Department provides the following response (in bold text) to the recommended action items:

• Conduct surveys or focus groups with members of communities more burdened by policing. Ask them to describe their relationship with police, the major challenges to police-community trust, their experiences

with burdensome police contact, and what police could do differently to improve community trust and reduce disparities.

In 2018, the department partnered with California State University Sacramento, the University of San Diego, California Endowment, California Wellness Foundation, and Sierra Health Foundation to conduct a survey of community members and the officers who serve them. The survey was conducted between October 2018-February 2019. The survey identified areas where the department was performing well and areas where the department could improve. The survey identified topics such as community relations, community trust, police use of force, gun violence, and neighborhood-specific concerns. The results of the survey are posted to the department's transparency website:
https://www.cityofsacramento.org/Police/Transparency/Community-and-Officer-Surveys

• Require that officers provide a brief narrative explanation of the basis for every stop they make. Require supervisors to review those reports to ensure that they are supported by reasonable suspicion and consistent with department policy.

Between July 2000 and January 2019, officers were required to collect data regarding vehicle stops. Officers used Vehicle Stop Data Form (VSDF) to capture this information. VSDF were required to be completed whenever self-initiated traffic stop were conducted by officers. VSDF was replaced by the Racial and Identity Profiling Act (RIPA) reporting mandate. In 2019 the DOJ required all detentions to be documented via a RIPA entry. RIPA entries require data entry and a brief narrative on the basis of each detention. The Sacramento Police Department's SEARCH MANUAL 526.01, § F (2) states that when parole/ probation searches are conducted and do not result in an arrest a detailed field contact entry shall be made. A RIPA entry is equivalent to a field contact entry.

• Monitor deployment patterns to ensure that officers are being deployed equitably.

Patrol staffing is reviewed and assessed annually. The Sacramento Police Department policy, GO 510.04 DISPATCHING SEQUENCE OF ASSIGNMENTS, establishes a prioritization system and dispatching sequence for expedient assignment of calls for service. The general order defines how calls will be categorized based off the circumstances the call taker receives.

• Analyze dispatch records to identify whether certain situations, such as 911 calls for mental health crises or suspicious person reports, may be contributing to racial disparities in stop rates.

The department's Crime Analysis Unit (CAU) has the ability to generate reports on topics to include but not limited to mental health calls, calls for service in a geographical area, and types of calls for service a specific officer or units responds to. These reports and others are provided to command staff at their request.

• Review the policies and training on force types most associated with disparities, as well as force types that are of most concern to the community. Look for any policy provisions that contain vague, ambiguous, or overly general language, as well as any policies that do not reflect the values of the department and the communities it serves.

There have been substantial changes made to numerous policies and manuals that affect the department's approach to and assessment of use of force. Six general orders and five reference manuals are relevant to issues of use of force. Continual changes are made to policies and manuals as a result of review and

revision on an as needed basis. The following policies and manuals were updated on the corresponding dates:

GO 580.02 Use of Force [(5/16/17), (5/2/18), (9/18/19), (6/8/20)]

GO 580.04 Firearms [(12/13/16), (2/20/18)]

GO 580.10 Use of Conductive Energy Device [(8/25/17)]

GO 580.12 Less Lethal Weapons Systems [(11/20/18), (7/30/19), (6/25/20)]

GO 580.14 Use of Canine [(2/23/17)][(1/20/21)]

GO 580.20 Deployment of BolaWrap® [(9/19/19), (1/31/20)]

RM 523.02 Search and Handcuff Manual [(9-1995)] [(Currently Under Revision)]

RM 523.09 Arrest of Passive Resisters [(3-1997)] [(Going to be combined with First Amendment Assembly Manual)]

RM 532.11 Crowd and Riot Control [(12-1998)] [(Currently under revision and will be titled First Amendment Assembly Manual)]

RM 580.07 Chemical Agents Manual [(2-26-19)]

RM 580.08 Baton Manual [(12-19-07)] [(Currently under revision)]

• Audit use of force reports to identify any patterns or common features associated with use of a force type.

In the Sacramento Police Department's USE OF FORCE POLICY GO 580.02, there are defined steps that shall be taken by involved officers, supervisors, and management to insure that all reportable use of force incidents are properly documented.

The Sacramento Police Department has an Early Intervention Program (EIP) that tracks, analyzes, and notifies management of use of force trends by officers.

The department has a Use of Force Review Board (UOFRB) that is task with objectively evaluating an officer's use of force incident to ensure that force was used lawfully, appropriately and is consistent with training and policy. All level 1 and 2 use of forces are reviewed on a monthly basis. Level 1 and 2 use of forces are clearly defined in GO 580.02.

The department has created a Force Investigation Team (FIT) to provide a standardized, professional, comprehensive, and neutral administrative investigation and policy review of level 1 use of force incidents.

o If disparities are consistent among many officers or most work units, departments should explore department-wide interventions that address issues such as culture, departmental strategy, or policy.
o If disparities are more severe within a specific work unit or units, a department should also investigate potential unit-level factors that may contribute to observed disparities such as unit culture, deployment decisions, neighborhood demographics, and supervisor behavior.

o   When officer-level differences appear to contribute to racial disparities, departments should investigate the efficacy of department accountability mechanisms.

The training that officers receive during the basic academy include racial and other equity training. This racial and equity training is taught for all aspects of the job. Equity in policing is addressed through Peace Officer Standards and Training (POST) approved Learning Domains. These learning domains can be located on the department's transparency website.

After the academy, but before field training, Sacramento Police Officers have Mandatory Follow-Up Training (MAFT) in topics like Deaf Culture Awareness, Fair and Impartial Policing, Mental Health, Gender Awareness, and Crisis Intervention Training.

After field training, officers are required to attend Continued Professional Training (CPT) annually.

From 2016-2019 the topics taught in CPT consisted of but was not limited to: Procedural Justice, Fair & Impartial Policing, Tactical Communication, Crisis Intervention Training, Gender Awareness, Racial Profiling and Implicit Bias training.

•   Analyze dispatch records to identify what call types (such as mental health crises) may be driving deployment across the department or within particular work units that appear to have greater racial disparities.

The department's Crime Analysis Unit (CAU) has the ability to generate reports on various topics to include but not limited to mental health calls, calls for service in a geographical area, and type of calls for service a specific officer or units responds. These reports are provided to command staff at their request.

November of 2020 the department posted a use of force report on their transparency website that listed the statistical data for force used for the years 2017-2019. The report broke down the department's reported use of force incidents into categories like geographical location, race of the officer, race of the citizen, and seniority of the officer. The department also utilizes an Early Intervention Program which proactively identifies and manages officer's behaviors that result in performance related problems by employees. A similar report will be posted to the Departments transparency page annually.

•   Ask officers to point out relevant community context for unit-level disparities in stop or use of force rates. The geographic areas in which different units work may contribute to some observed disparities. If, for example, officers note that a large number of use of force incidents occur in or near an encampment of unhoused people, a department could work with city officials to develop strategies to increase social services and decrease police contact in that area.

The department has established three Problem Oriented Policing (POP) teams that work in partnership with community stakeholders to solve long term problems. Each POP Team is assigned a geographical area to focus on. As part of a POP officer's responsibility, they will follow-up on complaints by community member/ business owners or proactively seek out problem locations and find ways to resolve the issues. The POP team works in partnership with city officials such as Dangerous Buildings, Code Enforcement and the City Attorney Office to reach desired change. In addition, POP teams work with other units within the department (IMPACT Team, Mental Health Team) to address underlying factors that could potentially lead to undesired uses of force.

•   Investigate deployment patterns and enforcement priorities both across the department and within specific work units that have higher racial disparities in policing outcomes than comparable units within the department. Work with community groups to identify alternatives to any department practices and strategies with a disproportionate impact on particular racial groups.

November of 2020 the department posted a use of force report on their transparency website that listed the statistical data for force used for the years 2017-2019. The report broke down the department reported use of force incidents by geographical location, race of the of the officer, race of the citizen, and seniority of the officer. The department also utilizes an Early Intervention Program which proactively identifies and manages behaviors that result in performance related problems by employees. Early Intervention Program monitors; use of force, vehicle pursuits, foot pursuits, citizen complaints, and other topics.

•   Investigate whether aspects of department or unit culture might increase the risk of inequitable policing practices. Consider conducting confidential officer focus groups and officer surveys to assess whether officers feel reluctant to report misconduct and whether officers believe aggressive enforcement action is necessary for them to advance within the department.

In 2018, the department partnered with California State University, Sacramento, the University of San Diego, California Endowment, California Wellness Foundation, and Sierra Health foundation to conduct a survey of community members and the officers who serve them. The survey was conducted between October 2018-February 2019. The survey questioned officers on multiple topics to include but was not limited to: how much trust officers have in the residents of Sacramento, job satisfaction of officers, treatment of citizen in the city of Sacramento by the department, treatment of officers within the department, officers evaluation of the department's use of force policies, dealing with mentally ill subjects by officers, officers relationship with the community, and neighborhood issues observed by officers (homelessness, selling of drugs, litter, gang violence, etc).

•   If officer-level differences appear to contribute to racial disparities, investigate the efficacy of department accountability mechanisms, including early intervention systems, misconduct investigation procedures, citizen complaint investigation procedures, and formal disciplinary policies.

Officer-level differences have not been analyzed regarding the above.

•   Investigate whether staffing or scheduling practices contribute to officer cognitive depletion. Many researchers have found that factors such as fatigue, stress, and a lack of structure and accountability can cause cognitive depletion—or exhaustion of mental and emotional bandwidth. This, in turn, can lead officers to act on cognitive shortcuts such as racial biases or stereotypes, rather than basing their decisions on objective circumstances and on departmental rules and values. To investigate officer fatigue and stress:

- o   Analyze officer time sheets to identify patterns with respect to shift length, shift variability, and overtime.
- o   Conduct confidential focus groups and anonymous surveys regarding officer fatigue and stress.
- o   Review department policies and practices relating to scheduling, shift length, overtime and outside employment. Consider shortening the length of shifts, increasing the regularity and predictability of shift work, and restricting overtime to avoid cognitive depletion.

The department has general orders in place to limit the amount of overtime an officer can work during their work week. The general orders outline the minimum amount of hours an officer must have off between an

overtime shift and the start of a regular shift. GO 253.01 SPECIAL COMPENSATION provides clear guidelines for the maximum hours of overtime an officer can work in a shift (16 hours) and a week (20 hours).

Police can partner with communities to reimagine public safety, or shape a new vision for equitable and sustainable public safety that may involve reducing reliance on police as the default response to community issues. Before and while developing and implementing targeted reforms, departments should set up professionally-facilitated focus groups with community members or community surveys to obtain regular feedback to gain insight into the experiences of community members that relate to the situations driving disparities in stops or use of force incidents.

Through the creation of the departments Outreach and Engagement team, the Sacramento Police Department has been able to engage with the community it serves in a more meaningful/ impactful way that has promoted better trust and transparency. Below are a few examples of the programs the department routinely engages in:

Walk in my Shoes – 2018 to present – All new officers are paired with a community member from one of many CBOs to experience a half day in their workplace and gain an increased understanding of different perspectives

VIP Academy Experience – 2019 to present – Groups of community members are invited to our training academy for a tour and discussion. They are shown the academy grounds and training facilities, engaged in discussion about current events and law enforcement culture, allowed to work through scenarios and the force option simulator, and introduced to police equipment. To date, approximately 310 people have participated.

Community Engagement Academy – 2014 to present – Community members are invited to participate in a 7-week program to learn more about the police department. Once a week they convene for three hours for presentations on gangs, the IA and complaint process, investigations, mental health, and other topics which culminate in a patrol ride along.

Transformational Policing Model Training – 2019 to present – The department hosts Dr Tommy Tunson who presents a curriculum on the history of police/community relations, applicable laws related to the 4th amendment, current events, and a facilitated discussion about high profile use of force incidents. This class is an equal mixture of community members and law enforcement personnel to encourage relationships building and perspective sharing. To date, approximately 200 people have participated.

Walking While Black – 2019 to present - The department leased the rights to this movie and holds screenings with community member and police officers. At the conclusion of the movie participants break out into small groups to discuss community/police relations and steps to rebuild trust before reporting back to the large group.

Adopt-a-Class – 2017 to present – Police officers and members of the clergy present a 5-session curriculum to elementary school children. The topics cover good citizenship, online safety, how to use 911, and other items while demonstrating the partnership between law enforcement and members of the community.

Sac PAL - 2010 to present – Members of the police department volunteer time to work with youth in a number of athletic programs to build relationships, encourage fitness, and expose young people to new

activities. Current programs include a youth rugby team that has resulted in college scholarships and positions on the national team, boxing, fishing, ski/snowboard, and a leadership development program.

Shop with a Cop – 2014 to present – The department works with businesses, including Target and Walmart, to provide shopping opportunities for at risk youth in our community during winter break. Each child is provided at least $100 to shop, with a police officer, for gifts for themselves and their families.

Sac City College EPIC Internship – 2019 to present – Wishing to expand the reach of our recruiting and knowledge building programs beyond the 4-year college program, the department worked with a local community college to develop an internship that exposes students to the department while earning college credit. Students spend 8 full days learning about various aspects of the department and speaking with officers who work a variety of assignments.

Criminal Justice Magnet Academies - < 2002 to present – The department works with three local school districts, and 5 total high school campuses, to support Career and Technical Education (CTE) programs focusing on law enforcement. Students in these three to four-year programs work with a school district CTE teacher, and SPD Officer, on a daily basis to learn about law enforcement practices, policies and professions, while engaging in competitive activities with other programs. The police officers who participate are donated full time to the school they support.

Bigs with Badges – 2020 – The department has partnered with Big Brothers Big Sisters to provide mentorship opportunities between police department personnel and young people who need a positive adult role model. Officers are matched with a child and commit to spending at least two afternoons a week together for the next two years.

Transparency Efforts – 2018 to present – In an effort to be transparent to our community, one of the chief and department's core tenets, a transparency tab was created on our organization's website. This page includes our policy and procedural manuals, statistics, training summaries, data, use of force information, body worn camera information, and the full text of the DOJ's review of our department. This information is available to all members of our community to provide factual and transparent information about the Sacramento Police Department.

Healing Circles – 2020 – The department supported, and participated in, healing circles with representatives of the LGBTQ+ community through the Pride Center. These sessions allowed community members to express their concerns about law enforcement in their city, and police personnel a chance to hear that perspective. The intent of the events was to identify tangible steps to heal the rift that had developed over the previous two years.

International Rescue Committee (IRC) – 2017 to present – The department is part of this working group tasked with facilitating the resettlement of refugees in the Sacramento community. Our work with this organization includes assisting with the identification of resources and presenting information on how to interact with law enforcement in the United States. This year the department soccer team also participated in a tournament with various refugee teams at a local stadium.

Community Conversations - 2017 to present – Members of the clergy, community, and police department management team meet monthly to discuss current issues facing our community and brainstorm solutions

to some of the most pressing problems. This collaboration includes representatives from many sectors to encourage a more holistic approach.

Oak Park Peace Walk – 2016 to present – Every Friday members of the East Command and Oak Park community walk together through the streets of that neighborhood. They ring doorbells and talk with community members to show the power of trust and collaboration between community and law enforcement, and to encourage others to join in the effort.

Dinner of Dreams – 2018 to present – During the holidays the department host's a dinner event for women escaping sex trafficking. Police officers serve them dinner and provide entertainment as they enjoy an evening of service to them.

Parent Project – 2014 to present – Department personnel partner with La Familia and that Natomas Unified School District to work with Spanish speaking parents on parenting in the 21st century. They discuss challenges facing young people today including gangs, drugs, and violence, and provide tools to successfully navigate these parenting challenges.

Salvation Army After School Program – 2019 to present – Members of the department's Outreach team walk students from the Oak Park neighborhood to the Salvation Army building for their after-school program. The officers play with the youth, give presentations, and demonstrate that they are here as a resource for the community.

Cops on the Beat – 2018 to present – The Natomas H.S. SRO works with the band teacher to create a program introducing law enforcement to music, and high school students to their law enforcement. The event focuses on percussion instruments and an educational program that allows both groups to learn together through multimedia and music.

Bell Ave Elementary Academy Visits – 2018 to present – The Sacramento Police Academy staff built a relationship with the administration of the elementary school and bring groups of volunteer recruits to play with the children on Fridays. These sessions allow the recruits to see children in a positive atmosphere and teach the kids to see officers as human beings.

DOJ Neighborhood Engagement Strategy Talks (NEST) – 2016 to 2017 - The US Department of Justice, Community Relations Service, in partnership with the City of Sacramento and the Sacramento Police Department completed the initial series of community engagement and problem-solving dialogues. Participants who live in each Police District were willing to dedicate their time to learning about existing police policies and concerns, provide feedback, and work together to improve public safety in Sacramento.

1. Strengthening racial profiling policies

Departmental racial profiling policies ban law enforcement decisions motivated by an individual's race or other protected characteristics, such as disability, religion, sexual orientation, or gender identity. These policies should state that an individual's race or other protected characteristics may not be used as a motivating factor in deciding whether to take enforcement action except as part of a specific, reliable suspect description that links a specific person to a particular unlawful incident. Racial profiling policies should state that information about protected characteristics may only be considered in combination with additional identifying characteristics or information for purposes of identification.

General Order 210.05 BIAS-BASED POLICING (Revised 06-05-17/ Under current revision), PROCEDURE § B (1), (2) & (3), states the following:

B. GENERAL

> *1. Bias-based policing and the practice of racial profiling will not be tolerated by this Department.*

> *2. While the practice of "racial profiling" is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by an officer in combination with other legitimate factors to establish probable cause or reasonable suspicion (e.g., suspect description is limited to a specific race or group).*

> *3. Officers must be able to articulate specific facts, circumstances, and conclusions that support probable cause or reasonable suspicion for any non-consensual detention and/or search or seizure, as applicable.*

2. Strengthening use of force policies

Use of force policies set department standards for when and how officers may use force in encounters with members of the public. Use of force policies also set department standards regarding when and how an officer must take steps to avoid the need for force. To promote equity in use of force and align with departmental values, including the protection of human life, written policies should go beyond the minimum constitutional standard for use of force set by the Supreme Court in the landmark case Graham v. Connor. While the Graham decision determines what police can do constitutionally, it provides very little guidance for what police officers should do in specific situations. Adopting policies that articulate department commitment to provide more specific and clear guidance on when officers can and should use force is an important step toward reducing risk of inequitable practice.

Use of Force Policy Standards

• Require officers to intervene and report if they see a fellow officer using excessive force. Departments should clarify that officers observing misconduct have a duty to both intervene in the moment and promptly report the incident.

The Sacramento Police Department is in the process in creating a stand alone policy on Peer Intervention.

General Order 580.02 USE OF FORCE (Revised 9-17-20), PROCEDURE § B (1) & (2), states the following:

B. DUTY TO INTERVENE

> *1. A peace officer shall intervene when they observe another peace officer using force that is clearly beyond that which is objectively reasonable under the circumstances, and when in a position to do so, prevent the use of unreasonable force, and report the incident to their immediate supervisor.*

> *2. Peace officers shall report potential unreasonable force to a superior officer and/or Internal Affairs (IA) when present and observing another peace officer using force that the officer believes to be beyond that which is necessary, as determined by a reasonable peace officer under the circumstances based upon the totality of information actually known to the officer.*

•   Mandate that officers provide or call for medical care for any person injured by police use of force, as well as anyone in police custody who requires medical attention. Departments should make policies on medical aid as clear and specific as possible. Specify which officers are covered by the mandate and state that medical aid must be summoned and provided as soon as possible. Avoid vague phrases such as "if feasible"; rather, make the obligation mandatory, unless providing or calling for such assistance would be dangerous or impossible.

General Order 580.02 USE OF FORCE (Revised 9-17-20), POLICY & PROCEDURE § D, states the following:

If necessary, a peace officer shall render medical aid pursuant to GO 522.02 (Emergency Care for Individuals Under Police Care or Control) as soon as reasonably possible.

PROCEDURE

    D. RENDERING MEDICAL AID

    Peace officers on scene shall render aid and/or summon medical assistance pursuant to GO 522.02 (Emergency Care for Individuals Under Police Care or Control) when any UOF has resulted in any type of injury or death regardless of custody status.

General Order 522.02 EMERGENCY CARE FOR INDIVIDUALS UNDER POLICE CARE OR CONTROL (Revised 5-18-18), PROCEDURE § A (1) & (2), states the following:

PROCEDURE A. EMERGENCY MEDICAL TREATMENT

    1. Officers having any doubt concerning a person's condition shall request emergency medical assistance.

    2. Officers shall provide first aid to injured parties if it can be done safely.

•   Clarify limitations around deadly and potentially deadly force. Use of deadly force is a chief concern to communities nationwide. Therefore, it is important to dedicate careful attention to these policies to ensure they most effectively support appropriate, equitable, and minimal use of force.

    o   State that use of deadly force is a last resort. Policies should make explicit that use of deadly force is only authorized when other reasonable alternatives have been exhausted or would clearly be ineffective at preventing an immediate threat of death or serious bodily injury.

General Order 580.02 USE OF FORCE (Revised 9-17-20), PROCEDURE § K (1) & (2), states the following:

K. DISCHARGE OF FIREARMS AND OTHER DEADLY FORCE

    1. The use of a firearm or other deadly force is the most serious decision a peace officer may make. In determining whether deadly force is necessary, peace officers shall evaluate each situation considering the circumstances of each case and shall use other available resources and techniques if reasonably safe and feasible to a reasonable peace officer.

    2. A peace officer is justified in using deadly force upon another person only when the officer reasonably believes, based on the totality of the circumstances, that such force is necessary against imminent threat of serious bodily injury or death.

o   Prohibit the use of chokeholds and neckholds. Prohibit the use of any hold or contact with the neck that may inhibit breathing by compression of the airway in the neck or blood flow by compression of the blood vessels in the neck, or that applies pressure to the front, side or back of the neck.

General Order 580.02 USE OF FORCE (Revised 9-17-20), PROCEDURE § F (1) (a), states the following:

F. PROHIBITED USES OF FORCE

1. Peace officers shall not use force:

a. By means of a carotid control hold, choke hold, or any other type of neck restraint unless the officer reasonably believes there to be an imminent threat of serious bodily injury or death.

o   Restrict the use of restraint methods that can cause breathing impairment or positional asphyxia. Train officers to recognize and avoid positions and restraints that can unintentionally cause life-threatening breathing impairment. Specifically, prohibit the use of any "hog-tying" technique and the placement of an officer's body weight on the back of a prone, restrained person. Require that officers carefully monitor prone restrained people to ensure they are breathing properly.

SPD has nothing specific as it relates to prone. With regards to "hog-tying", SPD has a Handcuff and Searching Manual, RM 523.02, that states the technique of "hog-tying" is not an authorized leg restraint method and shall not be used.

GO 522.02, Emergency Care For Individuals Under Police Care or Control § A (4) states that if officers suspect that a subject is suffering from any medical distress, including excited delirium, they should place the subject into a comfortable position (e.g., seated or supine position, etc.), and attempt to keep the subject calm and still until Emergency Medical Services (EMS) arrive and can treat the subject.

•   Clarify expectations around use of weapons associated with use of force disparities. If data analyses reveal that use of a particular weapon drives use of force disparities, departments should review policies governing use of that weapon to ensure that they are clear and specific. Policies on particular weapons should be written in language that is clear and specific enough for an officer, supervisor, or member of the public to know whether an officer's behavior falls within or outside of policy. For example, if a department finds that incidents involving pointing of firearms are driving use of force disparities, the department should review its policies on pointing of firearms.

SPD's Advance Training Officers are responsible for the creation of curriculum training classes, evaluation of ongoing training, obtaining and maintaining subject matter expertise in a myriad of skill sets, as well as instructing Continuing Professional Training, supplemental training, and advanced training offerings.

•   Mandate the use of de-escalation tactics. Evidence shows that split-second decision-making is a risk factor for racial bias in behavior, including deploying the use of force. Clear guidance about when and how to use de-escalation tactics can help address this risk factor by helping to minimize the circumstances where officers are making these critical decisions under time pressure. Policies on de-escalation should offer specific examples of de-escalation tactics that can be used to reduce the need for force, such as using distance and cover, tactical repositioning, waiting out a suspect, "slowing down" situations to allow for more time for resolution, requesting additional resources, using verbal persuasion, or calling the crisis intervention team.

Policies should also instruct officers to consider whether a person's non-compliance might be the result of a disability, medical issue, mental health problem, or language barrier.

General Order 580.02 USE OF FORCE (Revised 9-17-20), POLICY, states the following:

A peace officer shall employ de-escalation and crisis intervention techniques when feasible and when doing so does not increase the risk of harm to peace officers or another person. When making UOF decisions, a peace officer should be mindful that subjects may be physically or mentally incapable of responding to police commands due to a variety of circumstances including, but not limited to, alcohol or drugs, mental impairment, medical conditions, or language and cultural barriers.

General Order 580.02 USE OF FORCE (Revised 9-17-20) defines de-escalation as:

DE-ESCALATION - Taking action or communicating verbally or nonverbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the UOF or with a reduction of the force necessary. De-escalation tactics include, but are not limited to, warnings, verbal persuasion, and tactical repositioning.

General Order 580.06 - De-Escalation and Planned Response (Revised 12-01-20) POLICY states: *A peace officer shall employ de-escalation and crisis intervention techniques when feasible and when doing so does not increase the risk of harm to peace officers or another person. When making use of force decisions, a peace officer should be mindful that subjects may be physically or mentally incapable of responding to police commands due to a variety of circumstances including, but not limited to, alcohol or drugs, mental impairment, medical conditions, or language and cultural barriers.*

•   Require officers to use the minimal amount of force necessary. A growing number of departments have set standards that go beyond the minimum constitutional standard that force be "objectively reasonable" and instead require that force be limited to the minimum amount necessary to effect an arrest or protect the officer or others.

The department's policy doesn't specify that an officer needs to use the "minimal amount of force necessary" but GO 580.02 Use of Force Policy, § G (1) & (2) states the following:

1. Peace officers have a variety of force options available to them. Peace officers do not need to follow a continuum of force but shall select the UOF they deem appropriate for the circumstances, ensuring their UOF complies with the law, the provisions of this policy and any specific department policies or manuals governing the type of force they select to use

2. Peace officers shall continue to assess their UOF selection and either transition to a different UOF option or discontinue a UOF based on their assessment, ensuring their UOF option remains reasonable for the circumstances.

3. Support policies through organizational culture

Policy alone does not translate into desired practice. Operational processes, cultural norms, and supervisor expectations of behavior can work together to undermine or to support the expectations set in written policy. To successfully prevent inequitable and burdensome police behaviors, departments should ensure that the written policies that detail how and when officers should make discretionary stops or deploy force are

supported by the department's operational processes, training, resources, discipline, and department culture. Departments should ensure that policy expectations are supported in the following ways.

- Require supervisor review

Social science research suggests people are less likely to fall into patterns of discriminatory behavior when they know that they will be held accountable to their decisions and asked to explain them. Recent research in policing indicates that requiring officers to document the justification for all stops and requiring supervisors to review those reports on a daily basis may help to reduce racial disparities in stops.

To promote equity in vehicle and pedestrian stops, departments should require that officers provide a daily narrative description of their vehicle and pedestrian stops to their supervisors that details the justification for each stop. Supervisors should review these reports in a timely fashion to ensure stops are supported by reasonable suspicion or probable cause, consistent with department policy. To promote de-escalation, departments should require that officers document and explain in use of force reports the de-escalation tactics used to avoid or minimize the need for force. This approach can also be applied to other outcomes that show consistent unexplained disparities.

✓ Following litigation challenging the constitutionality of the stop, question, and frisk policy used by New York City Police Department (NYPD) in 2013, the NYPD began requiring officers to provide a brief narrative description of the basis for each stop and requiring supervisors to review those reports on a daily basis. The department saw immediate changes. Officers made fewer stops overall, with no subsequent increase in crime rates, but a greater share of stops made resulted in the discovery of contraband. The requirement to document their stops appears to have increased officers' perception that their decisions were under increased scrutiny and carried a higher risk of sanction, causing them to limit their stops to those with a high degree of reasonable suspicion or probable cause.

RIPA entries collect information on all contacts resulting in a detainment; however, supervisors do not review the data.

- Train officers on policy requirements

Officers and supervisors should be adequately trained on the standards and expectations for their behavior. Training is a critical way to limit the risk factor that officers may interpret a written standard differently, which enables approaching similar situations in different ways. For example, written policies on de-escalation must be combined with strong training that equips officers with the skills necessary to resolve incidents without force. Written policies on interactions with people with disabilities must be supported by specific training on how officers can identify when a person they are engaging with is deaf, has a speech impediment, has a developmental disability, is in a mental health crisis, or may be experiencing other conditions that could affect their ability to communicate or cooperate.

The training officers receive during the basic academy include racial and other equity, not only during stops or use of force, but in all aspects of the job. The following Learning Domains (LD) are curriculum that is instructed in the Sacramento Police Basic Academy and is Peace Officer Standards and Training (POST) approved. Equity in policing is addressed (including but not limited to, LD1-Leadership, Professionalism & Ethics, LD3-Policing in The Community, LD4-Victimology & Crisis Intervention, LD20-Use of Force, LD21-Patrol Techniques, LD33-Arrest and Control, LD37-People with Disabilities, and LD42-Cultural Diversity &

Discrimination) and the curriculum can be located on our Transparency page, under the Education and Training materials tab, at:

https://www.cityofsacramento.org/Police/Transparency/Education-and-Training-Materials

After the Academy, but before Field Training, Sacramento Police Officers have Mandatory Follow-up Training (MAFT). These topics are also addressed during that training (including but not limited to MAFT Brother to Brother NWF, MAFT CASH Services, MAFT City of Refuge Sac, MAFT Crisis Intervention Training, MAFT Deaf Culture Awareness, MAFT Fair & Impartial Policing, MAFT Gender Awareness, MAFT Homeless Outreach, MAFT Mental Health Unit, MAFT Outreach & Engagement, and MAFT Procedural Justice) and the curriculum can be located on our Transparency page, under the Education and Training materials tab, at:

https://www.cityofsacramento.org/Police/Transparency/Education-and-Training-Materials

Officers who have completed field training, and become full time, non-probationary sworn peace officers, are required to attend training throughout their career, in addition to other classes that are taken for specific job skills, or professional improvement. Below is a list of the last 5 years of training related to racial equity.

CPT = Continued Professional Training, which all officers and sergeants are required to attend annually.

FTO = Field Training Officers, which is the cadre of field officers charged with training and evaluating probationary officers during on the job training after the academy.

2016:
CPT (mandatory):
Procedural Justice CPT 8-hours
Fair & Impartial Policing CPT 4-hours
Tactical Communication CPT 2 hours

FTO (mandatory):
Field Training of new officers after academy
Procedural Justice FTO 8-hours
Fair & Impartial Policing FTO 4-hours

2017:
CPT (mandatory):
Classes other than specified in request
Sworn (mandatory):
Crisis Intervention Training – Dr. Carol Alverez 40-hours

FTO (mandatory):
Field Training of new officers after academy
Procedural Justice FTO 8-hours
Fair & Impartial Policing FTO 4-hours

2018:
CPT (mandatory):
Gender Awareness CPT 2-hours

FTO (mandatory):
Field Training of new officers after academy
Procedural Justice FTO 8-hours
Fair & Impartial Policing FTO 4-hours
Gender Awareness FTO 2-hours

2019:
CPT (Mandatory):
Crisis Intervention/Tac Com CPT 4-hours
Racial Profiling/Implicit Bias CPT 4-hours

FTO (mandatory):
Procedural Justice FTO 8-hours
Fair & Impartial Policing FTO 4-hours
Gender Awareness FTO 2-hours

Department wide (voluntary):
Transformational Policing- Dr. Tunson Dept 16- hours
Implicit Bias (ALF – 20 officers – 1 cohort have been through)

• Ensure sufficient resources to operationalize policy

It is crucial to ensure that officers have the resources necessary to comply with the directives in written policy. If, for example, officers are required to summon a Crisis Intervention Team when they encounter people experiencing mental health crises, the department should ensure that CIT trained officers are scheduled on every shift.

SPD Mental Health Unit takes a holistic approach to those suffering from mental illness with the goal of providing a compassionate response, community safety, linkage to follow-up support and needed resources for care. SPD's mental health unit is comprised of one sergeant and four full time officers. The Mental Health Unit is available during dayshift hours on weekdays.

SPD's Crisis Negotiation Team (CNT) is comprised of 4 teams consisting of 1 Sergeant and 7 Officers per team. CNT members are on-call and available to respond 24/7/365 days a year.

• Strengthen accountability systems

Broadly speaking, social science research demonstrates that people are less likely to fall into patterns of discriminatory behavior when they know they will be held accountable to their decisions and asked to explain

them. Departments can help ensure that instances of officer non-compliance are minimized by investigating opportunities to strengthen systems of accountability, including:

- o Early Intervention Systems and Early Warning Systems

SPD has implemented the Early Intervention Program (EIP), a system intended to enhance awareness of potential employee performance deficiencies. Lieutenants and Sergeants are tasked to check on teams monthly and identify outliers based off team/peer analysis. Sergeants will identify outliers and research if early intervention is needed with their administrative Lieutenant.

In addition to EIP, SPD has implemented an Inspection and Standards Team / Force Investigation Team (IST/FIT) consisting of 3 officers and 1 Sergeant. This team is responsible for conducting various inspections within the Department and to prepare reports of their findings in order to help SPD increase efficiency, overall effectiveness, as well as to better the delivery of customer service.

- o Systems for receiving and investigating civilian complaints

SPD offers several ways for civilians to file complaints and they can all be found on the SPD website. Complaints can be submitted to the Internal Affairs Division (IAD) in the following ways:
- **Online complaint form**
- **Telephone (916-808-2290)**
- **Email (IACencerns@pd.cityofsacramento.org)**
- **Mail (SPD IAD, 5760 Freeport Blvd. Sacramento, CA 95822)**
- **Contacting the Office of Public Safety Accountability (link provided online)**
- **In person, walk-in complaints (Due to COVID-19 preventative protocols, the IAD is currently closed to walk-in complaints. The website will be updated once IAD resumes walk-in services.)**

SPD also offers a Citizen Complaint Procedure Brochure (SPD 745). The brochure outlines how to make a complaint and the investigation procedure.

SPD officers carry information cards (SPD 558) with multiple SPD contact numbers including the phone number to Internal Affairs.

General Order 220.01 – Personnel Complaints requires all department employees (while on-duty) to accept any request to file a personnel complaint at any time.

Internal investigations may be conducted by either or both the IAD and supervising personnel within an employee's division. IAD consists of three Detectives, three Detective Sergeants, one Lieutenant and civilian staff personnel. SPD's procedures on investigating civilian complaints can be found in SPD's RM 220.01 Internal Investigation Manual, General Order 220.01 Personnel Complaints and General Order 220.05 Disciplinary Actions.

- o Formal disciplinary policies and procedures

Formal disciplinary policies and procedures can be found in SPD's RM 220.01 Internal Investigation Manual, General Order 220.01 Personnel Complaints and General Order 220.05 Disciplinary Actions.

- o External civilian oversight groups

The Sacramento Community Police Review Commission is established to provide community participation in reviewing and recommending police department policies, practices, and procedures, and to monitor the implementation, evaluation, and sustainability of city policing initiatives and programs.

SACRAMENTO POLICE DEPARTMENT SWORN DEMOGRAPHICS:

The following tables show the current (as of 3-5-2021) numbers of SPD sworn staff, police recruits in the Police Academy and Community Service Officers (CSO) in the CSO Academy:

Authorized sworn as of 3/5/21 is 751.

CURRENT SWORN - 3/5/21	MALE	FEMALE	TOTAL
American Indian	3	1	4
Asian	55	10	65
African American	30	7	37
Filipino	7	0	7
Hispanic	73	19	92
Middle Eastern	2	0	2
Native Hawaiian	1	0	1
Other	6	1	7
Two or More	1	0	1
White	411	78	489
TOTAL	589	116	705

Current Academy Demographics on Day 1

21BR1 on DAY 1 (40)			
	MALE	FEMALE	TOTAL
White	19	5	24
African American	2	1	3
Hispanic	5	2	7
Asian	2	0	2
Filipino	1	0	1
Middle Eastern	1	0	1
Other	2	0	2
TOTAL	32	8	40

CSO Academy that just graduated Demographics on Day 1

20CSO2 on DAY 1 (14)			
	MALE	FEMALE	TOTAL
African American	1	0	1

Hispanic	3	5	8
White	3	2	5
TOTAL	**7**	**7**	**14**

SPD SWORN DIVERSITY NUMBERS FROM 2014 to 2020:

June 30, 2014			
	MALE	FEMALE	TOTAL
White	392	98	490
African American	21	4	25
Hispanic	57	7	64
Asian	44	5	49
Filipino	10	0	10
Middle Eastern	0	0	0
American Indian	4	1	5
Other	0	0	0
Two or More	0	0	0
TOTAL	528	115	643

	MALE	FEMALE	TOTAL
White	61%	15%	76%
African American	3%	1%	4%
Hispanic	9%	1%	10%
Asian	7%	1%	8%
Filipino	2%	0%	2%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	0%	0%	0%
Two or More	0%	0%	0%
TOTAL	82%	18%	100%

TOTAL DIVERSITY	39%		

June 26, 2015			
	MALE	FEMALE	TOTAL
White	381	88	469
African American	20	2	22
Hispanic	59	8	67
Asian	44	5	49
Filipino	10	0	10
Middle Eastern	0	0	0
American Indian	5	1	6
Other	0	0	0
Two or More	0	0	0
TOTAL	519	104	623

	MALE	FEMALE	TOTAL
White	61%	14%	75%
African American	3%	0%	4%
Hispanic	9%	1%	11%
Asian	7%	1%	8%
Filipino	2%	0%	2%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	0%	0%	0%
Two or More	0%	0%	0%
TOTAL	83%	17%	100%

TOTAL DIVERSITY	39%		

June 26, 2016			
	MALE	FEMALE	TOTAL
White	404	90	494
African American	26	2	28
Hispanic	61	11	72
Asian	44	5	49
Filipino	10	0	10
Middle Eastern	2	0	2
American Indian	6	1	7
Other	0	0	0
Two or More	1	0	1
TOTAL	554	109	663

	MALE	FEMALE	TOTAL
White	61%	14%	75%
African American	4%	0%	4%
Hispanic	9%	2%	11%
Asian	7%	1%	7%
Filipino	2%	0%	2%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	0%	0%	0%
Two or More	0%	0%	0%
TOTAL	84%	16%	100%

TOTAL DIVERSITY	39%		

June 30, 2017			
	MALE	FEMALE	TOTAL
White	414	83	497
African American	25	5	30
Hispanic	57	10	67
Asian	51	7	58
Filipino	8	0	8
Middle Eastern	1	0	1
American Indian	5	1	6
Other	2	0	2
Two or More	1	0	1
TOTAL	564	106	670

	MALE	FEMALE	TOTAL
White	62%	12%	74%
African American	4%	1%	4%
Hispanic	9%	1%	10%
Asian	8%	1%	9%
Filipino	1%	0%	1%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	0%	0%	0%
Two or More	0%	0%	0%
TOTAL	84%	16%	100%

TOTAL DIVERSITY	38%		

June 29, 2018			
	MALE	FEMALE	TOTAL
White	409	77	486
African American	28	6	34
Hispanic	57	11	68
Asian	47	7	54
Filipino	10	0	10
Middle Eastern	1	0	1
American Indian	5	1	6
Other	3	1	4
Two or More	1	0	1
TOTAL	561	103	664

	MALE	FEMALE	TOTAL
White	62%	12%	73%
African American	4%	1%	5%
Hispanic	9%	2%	10%
Asian	7%	1%	8%
Filipino	2%	0%	2%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	0%	0%	1%
Two or More	0%	0%	0%
TOTAL	84%	16%	100%

TOTAL DIVERSITY	38%

June 28, 2019			
	MALE	FEMALE	TOTAL
White	417	76	493
African American	26	7	33
Hispanic	62	16	78
Asian	51	8	59
Filipino	10	0	10
Middle Eastern	1	0	1
American Indian	6	1	7
Other	4	1	5
Two or More	1	0	1
TOTAL	578	109	687

	MALE	FEMALE	TOTAL
White	61%	11%	72%
African American	4%	1%	5%
Hispanic	9%	2%	11%
Asian	7%	1%	9%
Filipino	1%	0%	1%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other	1%	0%	1%
Two or More	0%	0%	0%
TOTAL	84%	16%	100%

TOTAL DIVERSITY	39%

June 26, 2020			
	MALE	FEMALE	TOTAL
White	407	75	482
African American	27	8	35
Hispanic	72	16	88
Asian	56	10	66
Filipino	9	0	9
Middle Eastern	2	0	2
American Indian	4	1	5
Other*	7	2	9
Two or More	1	0	1
TOTAL	585	112	697

	MALE	FEMALE	TOTAL
White	58%	11%	69%
African American	4%	1%	5%
Hispanic	10%	2%	13%
Asian	8%	1%	9%
Filipino	1%	0%	1%
Middle Eastern	0%	0%	0%
American Indian	1%	0%	1%
Other*	1%	0%	1%
Two or More	0%	0%	0%
TOTAL	84%	16%	100%

TOTAL DIVERSITY	42%

*This category includes 1 Native Hawaiian in 2020