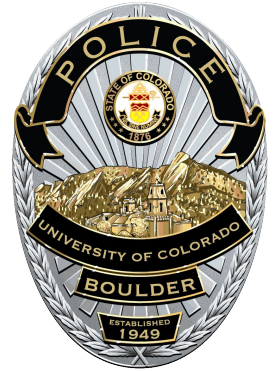# Anti-Bias Based Policing Report

Introduction

The University of Colorado Boulder Police Department's Bias-Based Policing policy can be found in Section 401 of the department's policy manual. CUPD's Bias-Based Policing standards are based upon the United States Constitution, Colorado Revised Statutes and University of Colorado discrimination policy directives. The reporting and documentation required when a complaint is received has been addressed in Personal Complaint Section 1010 of the department's policy manual.

During the 2020 calendar year, CUPD collected and maintained personnel complaints in internal records management systems. The data was analyzed for incidents that have a direct and/or oblique allegation of bias-based policing. Random Body Worn Camera video reviews were also conducted. Based upon the information contained in these databases, there were no allegations of Bias-Based policing in 2020.

However, while there were no specific complaints of biased-based police enforcement, there was a strong generalized concern of implicit bias toward people of color systemic in police culture nationwide. That concern was echoed by numerous student and staff advocate groups. The concerns were successfully addressed through recurring meetings, trainings, forums and a CU based police reform taskforce. Since the biased-based policing assertions were a generalized concern of police culture rather than any individual action(s), it was not entered into CUPD's internal records system.

All CUPD members are continually trained on diversity and inclusion.

- In 2020, 100% of CUPD commissioned police officers completed multiple sessions of anti-bias training for law enforcement, de-escalation and minimizing the use of force training and ethics in law enforcement trainings.

- Additionally, all University of Colorado employees are required to complete a discrimination training through CU's Office of Institutional Equity and Compliance.

- All CUPD's seventy-eight (78) full-time employees are compliant with the university's discrimination training standards. (See the CUPD 2020 training report for specific details on each training.)

Finally, all 2020 CUPD criminal reports were analyzed internally. The purpose of this analysis was to identify links and correlations between criminal cases and a defendant's race, gender and age. The raw data was extracted from CUPD's official record management system. The data was imported into pivot tables, providing numerous combinations of datasets.

For calendar year 2020, CUPD brought forward a total of 2928 separate enforcement actions.

Those actions include: criminal cases (1072), warrant arrests (26), traffic summonses (1027), parking enforcement (13) and traffic warnings (926). All those criminal cases, warrants and traffic summonses were referred to either the 20th Judicial District courts or the City of Boulder municipal courts. Of the 1072 criminal cases, 51 resulted in custodial arrests, the remaining 1027 cases were non-custodial summonses.

When compared to 2019 enforcement actions, 2020 criminal cases were down 11.6%, custodial arrests decreased 73.3% and warrant arrests decreased 54.3%.

However, traffic summons increased 12.3%. The stark decline in custodial and warrant arrests is reflective of COVID-19 related impacts on law enforcement, particularly jail arrest standards.

2020 Enforcement

Category	Count
On View Arrest	51
Criminal Summons	1072
Traffic	885
Warrant	26

2019 Enforcement

Category	Count
On View Arrest	191
Criminal Summons	1022
Traffic	788
Warrant	57

As a pandemic response, the Boulder County Detentions Center became exceedingly restrictive with whom they would accept into the facility.

Therefore, violators that would normally be arrested, were instead given a summons or a warning. Additionally, the remote learning for students, the work-from-home status of university affiliates and the lack of campus events, meant fewer people were on campus. Correspondingly, less people were involved in on-campus criminal activity and less people were contacted. Thus, explaining the decline in overall criminal cases.

Unexpectedly, the number of traffic summonses increase in 2020. The assertion is that officers proactively engaged in more traffic enforcement activities to supplement the diminished criminal cases and calls for service.
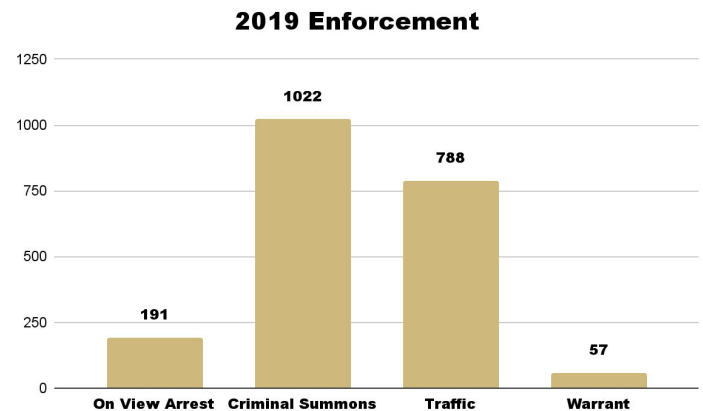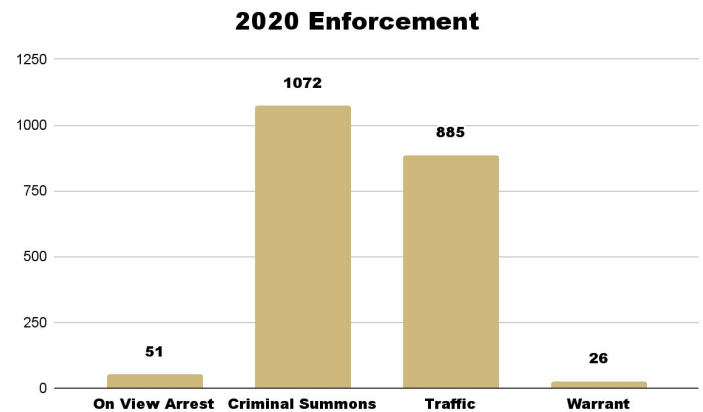
Enforcement Action

Enforcement Action by Race

Upon review, CUPD issued criminal charges to defendants proportionately to the demographics of the Boulder campus. White defendants were charged with crimes more than any other population group: 89% of all enforcement actions. The National Incident Based Reporting System information subdivides racially white individuals as white-no ethnicity or white-ethnically Hispanic. In line with this specification, CUPD's reporting data indicated that Hispanic/Latin X defendants accounted for 138 criminal cases and traffic summons combined. 138 is approximate 7.5% of the total enforcement actions.
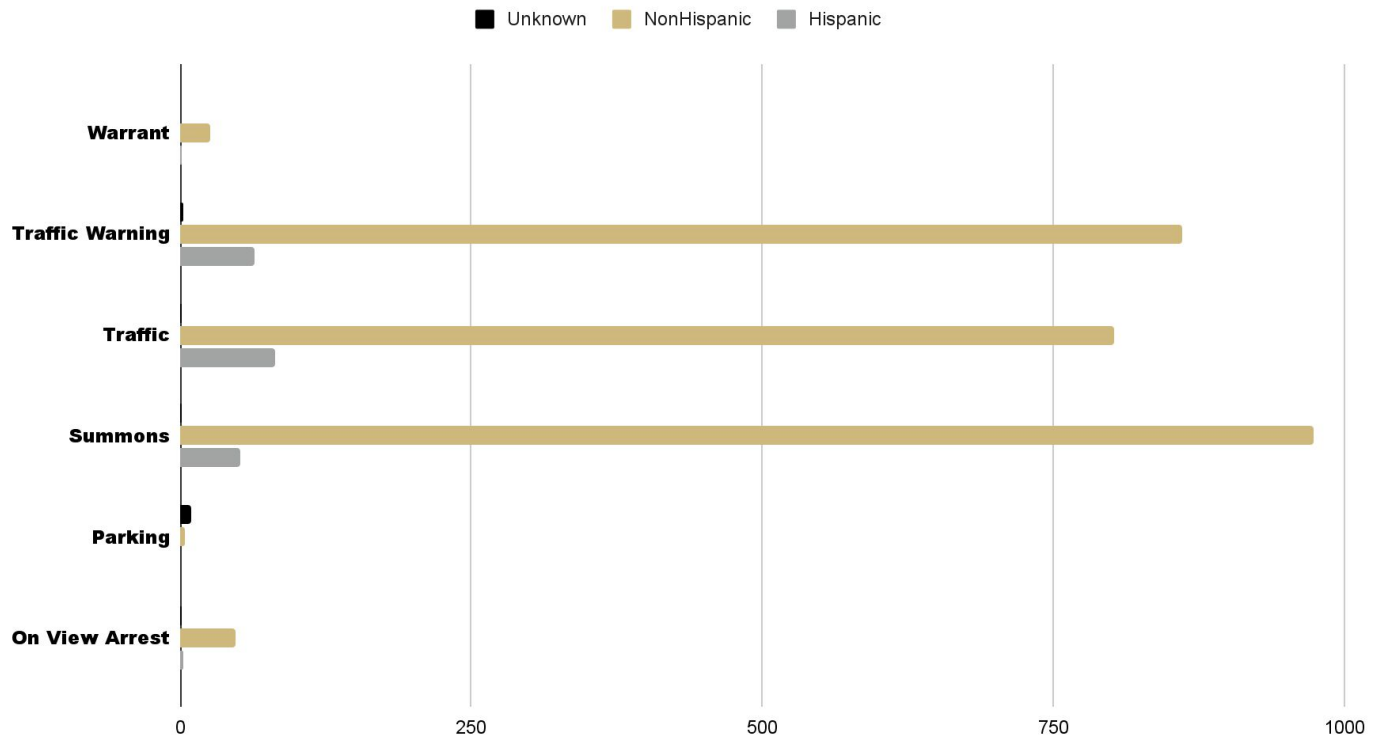
Enforcement Action by Race
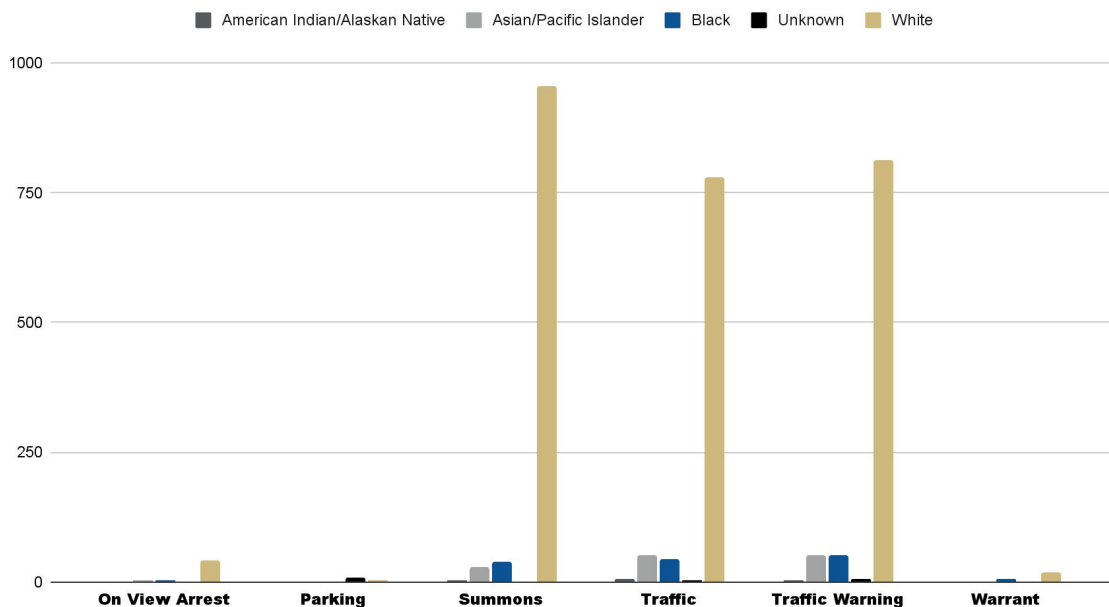
	On View Arrest	Parking	Summons	Traffic	Traffic Warning	Warrant
American Indian/Alaskan Native	1		3	6	3	
Asian/Pacific Islander	3	1	28	51	51	
Black	4		39	44	51	7
Unknown	1	9		3	7	
White	42	3	957	781	814	19

Enforcement Action by Ethnicity

For reference purposes, according to CU's Office of Data Analytics Fall 2020 Undergraduate Profile, 67.6 % of all undergraduate students are white, 13.2% are Hispanic/Latino, 9.2% are Asian and 2.9% are African American. CU's analytical breakdown is shown below.

Enforcement Action by Ethnicity

■ Unknown ■ NonHispanic ■ Hispanic

		On View Arrest	Parking	Summons	Traffic	Traffic Warning	Warrant
■	Unknown	1	9	1	1	2	
■	NonHispanic	47	4	974	802	861	25
■	Hispanic	3		52	82	63	1

Enforcement Action by Gender

Additionally, 45.9% of all undergraduates are female. Women accounted for 35% of all enforcement but only 27% of criminal cases.

Enforcement Action by Gender

■ Female   ■ Male   ■ Unknown
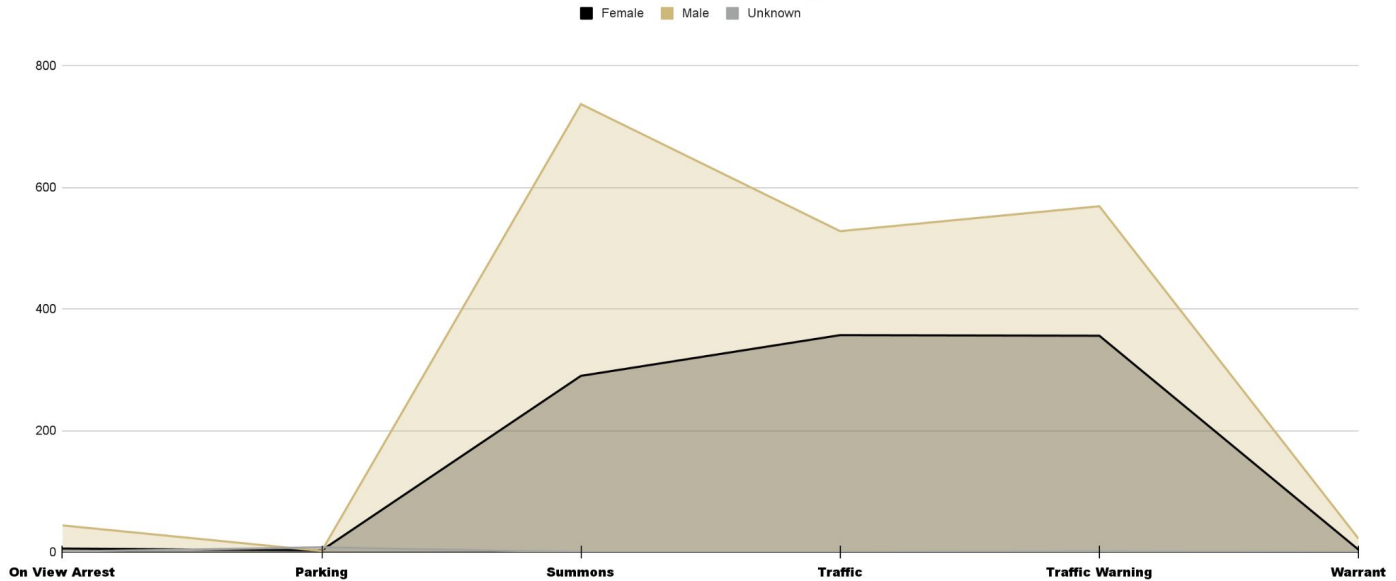
		On View Arrest	Parking	Summons	Traffic	Traffic Warning	Warrant
■	Female	6	3	290	357	356	4
■	Male	44	2	737	528	569	22
■	Unknown	1	8			1	

Comprehensive Undergraduate Profile

A hyperlink has been added to this report for a more comprehensive view of the CU undergraduate profile.

Enforcement Action by Age

An age-based analytical review of the 2020 criminal cases was also conducted. Based on the reporting information, it was noted that in the under 24 years of age demographics, more than 30 times more summons was issued over arrests made. However, in the 25-55 age ranges, the summons versus arrest disparity declined to only 4.5 times.

Two factors influence the age-related summons versus arrest groupings. The 18 to 24-year-old age grouping is reflective of the CU student population and affiliates while the older groups are less so. Student-Police contacts center predominantly around alcohol/marijuana related calls for service. A criminal summons is the common outcome. Non-student related contacts tend to cluster around traffic offenses, transient populations and event-based incidents. Furthermore, the nature of non-student police contacts is likely to be more elevated compared to student-based contacts. Therefore, the occurrence of arrests is much higher. As a result, based on the CU affiliate demographics, CUPD can demonstrate that CU students, far and away, are receiving more summons than arrests.

Enforcement Action by Age
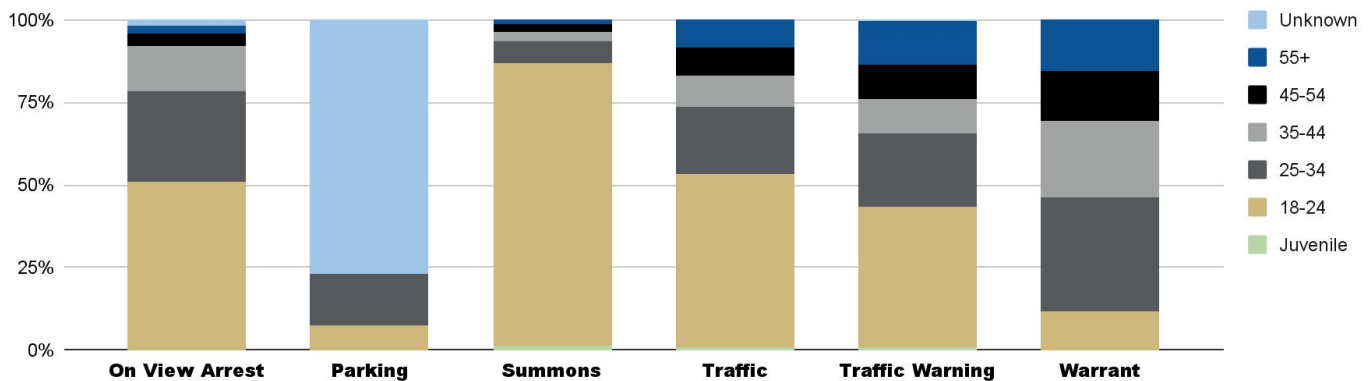
		On View Arrest	Parking	Summons	Traffic	Traffic Warning	Warrant
	Unknown	1	10			2	
	55+	1		12	74	126	4
	45-54	2		28	75	96	4
	35-44	7		28	84	95	6
	25-34	14	2	65	180	203	9
	18-24	26	1	879	463	394	3
	Juvenile			15	9	10	

Conclusion

Based on the data analysis of the complaint information, the training documentation and the criminal case records, CUPD personnel are compliant with the department's Biased-Based Policing policy and trainings.

Additionally, there does not appear to be measurable evidence of cultural or occupational nonconformities to CU's expectation for inclusiveness and diversity.

CUPD values the partnerships and collaborative engagement of the community in which we serve. This report is designed to achieve transparency of CUPD's internal and external processes and provide an understanding of the performance of CUPD's officers as it relates to bias-based reporting and policing. More information and/or communication regarding the analysis of this data may be requested by contacting the University of Colorado Boulder Police Department Professional Standards Division.

In addition, CU Boulder affiliation data was not captured for this report and has been recommended for the 2021 report. Therefore, comparisons strictly between the demographics of CU Boulder faculty, staff, students, and other affiliates with this report may result in incorrect conclusions. CUPD contacts many non-affiliates through numerous activities including, but not limited to, traffic operations, patrol operations, and special events such as sporting events.