University of Colorado Boulder
Police Department
2019 Bias-Based Policing Public Report:
Complaint, Training & Charging

Date: July 10, 2020

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 the 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 2019 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. A total of 16 incidents were reviewed. Based upon the information contained in these databases, there were no allegations of bias-based policing in 2019.

Additionally, in 2019, a CU staff member made a biased-based policing complaint to the Chief of Police. The complaint referenced a generalized concern of implicate bias among CUPD officers. The complaint was successfully resolved through a series of meetings and forums. Since the assertion was a generalized concern of police culture rather than any individual action or actions, it was not entered into CUPD's internal records system.

CUPD members are continually trained on diversity and inclusion. In 2019, 100% of CUPD commissioned police officers completed anti-bias training, 39 members through PoliceOne training and four through required police academy coursework. Additionally, all University of Colorado employees are required to complete a discrimination training through CU's Office of Institutional Equity and Compliance. All of CUPD's 83 full-time employees are compliant with the University's discrimination training standards.

Finally, all 2019 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.

For calendar year 2019, CUPD had a total of 2,001 separate criminal cases and traffic summonses combined. Within those cases, 1,213 were criminal cases and 788 were traffic summonses. All of those cases were referred to either the 20th Judicial District Court or the City of Boulder municipal court. Of the 1,213 criminal cases, 191 resulted in custodial arrests, the remaining 1,022 cases were non-custodial summonses.
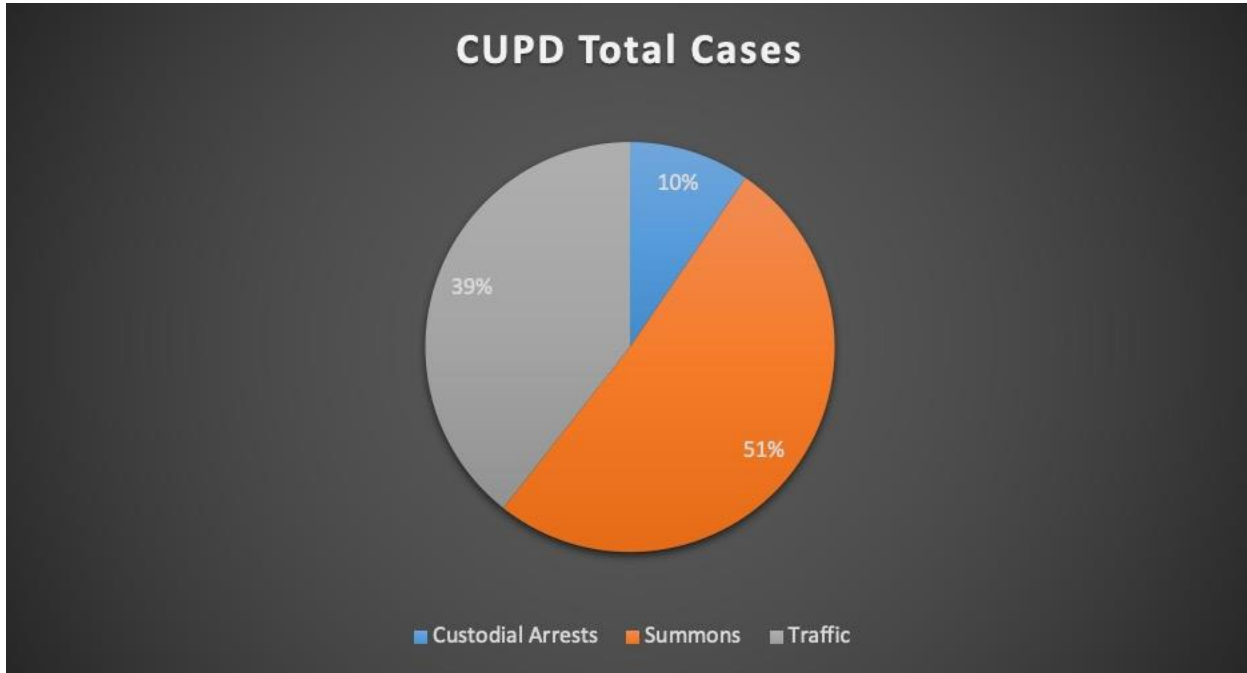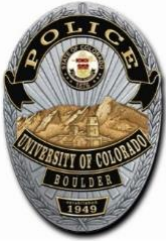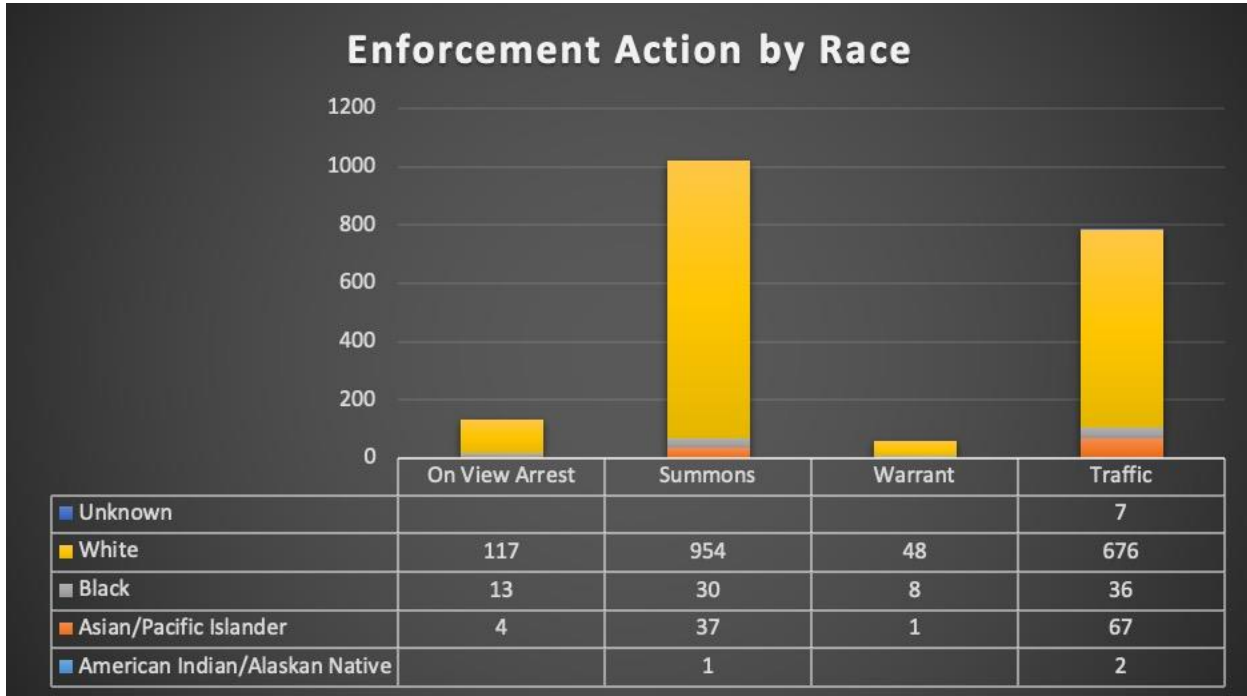
CUPD Cases by Race

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 charges. 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 defendants accounted for 101 criminal cases. This figure indicates Hispanics defendants equaled less than 9% of the total number of charges.

For reference purposes, according to CU's Office of Data Analytics, 67% of all undergraduate students are white, 12.7% are Hispanic/Latino, 8.7% are Asian and 2.7% are African American. Additionally, 45.4% of all undergraduates are female.

Here is the full report of the CU undergraduate profile.

Enforcement Action by Race

	On View Arrest	Summons	Warrant	Traffic
Unknown				7
White	117	954	48	676
Black	13	30	8	36
Asian/Pacific Islander	4	37	1	67
American Indian/Alaskan Native		1		2

An examination of the data relative to police enforcement action within age, race and campus affiliation designations was conducted. The data was imported into pivot tables, providing numerous combinations of datasets. An example of the data is as follows:

African Americans males

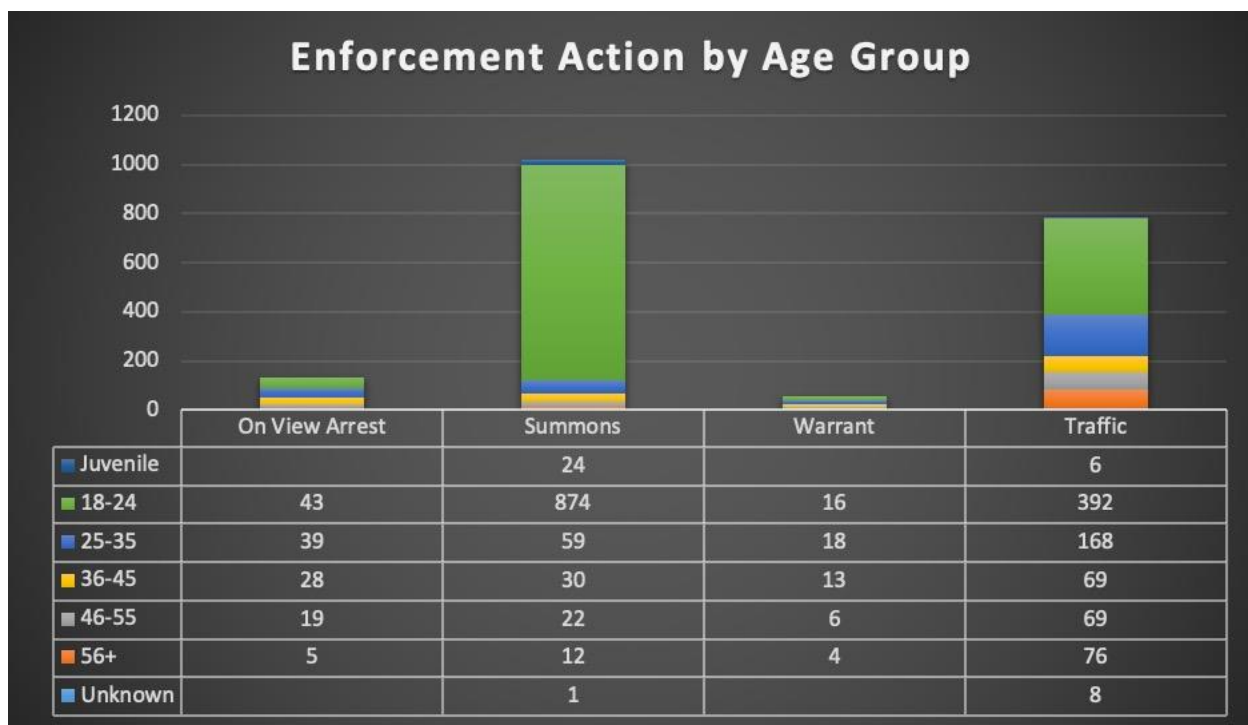|	Not Affiliated	Other Student	CU Staff	CU Student	Unknown	Grand Total
On View Arrest	12			1		13
Summons	7	1	1	16		25
Warrant	5			2	1	8
Total	24	1	1	19	1	46

CUPD Cases by Age

An age-based analytical review of the 2019 criminal cases was also conducted. Based on the reporting information, it was noted that, in the under 24 years of age demographics, 20 times more summons were issued over arrests made. However, in the 25-55 age ranges, the summons versus arrest disparity became relatively even.

Two factors influenced the age-related summons versus arrest groupings. The 18-24-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 Group

	On View Arrest	Summons	Warrant	Traffic
Juvenile		24		6
18-24	43	874	16	392
25-35	39	59	18	168
36-45	28	30	13	69
46-55	19	22	6	69
56+	5	12	4	76
Unknown		1		8

CUPD Training

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.