



Durham Police Department

Memo

To: Chief Kurz
From: Captain Holmstock
CC: Deputy Chief Kelley
Date: 1/7/2020
Re: Annual Bias Review- 2019 (1.2.9)

I have completed a review of the Durham Police Department policy that governs the delivery of police services to the community without the influence of bias. First adopted in 2001, this policy remains current and in full effect today.

This policy was reviewed by CALEA in September 2018 and (along with our practices) found to be in compliance with accepted international law enforcement standards. It was last updated May 21, 2019, at the conclusion of the Matthew Shepherd Hate Bias Training. A recommendation was made at that time to include wording in the policy that directs officers to complete a report when any Bias or Hate Crime is reported to the department regardless if it rises to the level of a crime. It is mandatory for "all" reported incidents related to Bias/Hate Crimes to be investigated and documented. Every officer and staff member has completed refresher training and review of the bias policy.

We conducted no hiring processes in 2019.

If a selection process would have been conducted, inquiries would have been made about the candidate's attitudes and behaviors that would suggest bias toward any people or groups. Our hiring process is supported by a polygraph examination and psychological examination.



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The Durham Police Department continues to use the services of The Larmonie Group LLC., to conduct the background investigation of prospective candidates.

I have reviewed our traffic stops and field contacts and see no pattern of biased based profiling from any of our officers. We have had no asset seizures this year.

I have reviewed our internal affairs investigations for 2019 and there were no complaints filed with the department that rose to the level necessary for an I.A. Investigation to be assigned by the Chief. We did receive three complaints concerning the actions of Durham Police Officers. At no point did any of the complaints allege bias of any type. Subsequent investigation confirmed the actions taken by the officers in question were done so without bias towards the aggrieved party.

I have reviewed all use of force related reports; to include all reports that were filed and subject to supervisory review at the time force was used. I found no pattern or trend that would suggest bias is being used by any officer or groups of officers when their enforcement actions resulted in force being used to safely bring a person into custody. Of the 17 Response to Resistance reports filed in 2019, (15) incidents involved a white male, (1) incident involved an Asian male, and (1) incident involved a white female.

Incident (Asian male): This incident took place in Rochester after the suspect shot at a Rochester Police Officer. Two Durham Officers assigned to the Special Response Team responded to assist with securing a perimeter. The incident ended with the suspect shooting himself.

I have reviewed the Durham Police Department practices with regard to the recruitment and selection of officers and staff. I found that they meet or exceed all professional standards set by CALEA as they apply to equal employment opportunities. This practice extends to training, professional development, and promotional policies.

The make-up of our department has remained consistent with last year. At present, our full-time sworn officer staff is made up of (5) females. We have (1) part-time female officer that still maintains her full-time sworn status. Our ranking officer staff no longer has any females counted amongst the supervisors after the departure of Sergeant Kathryn Mone. Officer Katie Bolton participated in the 2017 promotional process and was not selected. A second promotional process occurred in 2018 and only one male candidate applied for the position. There was no promotional process in 2019. There is no indication of bias regarding our promotional process and no complaints or grievances were made to the contrary at the conclusion of the 2017 or 2018 process.

African Americans currently make up 5% of the total staff. There is no bias indicated during any phase of the recruitment and selection process.

A review of department training, as well as a review conducted by the 2019 Training Committee reveals that all assignments continue to be based on the demands of the community, the needs of the agency, and officer requests. No bias, favoritism or other factors were used in making training assignments.

I do not recommend any changes to policy or practices at this time.

Annual Bias Report Reviewed By:

Deputy Chief Kelley: _____ **Date:** _____

Chief Kurz: _____ **Date:** _____