

Consortium for Police Leadership in Equity
San Jose Quarterly Update
February 18, 2010

On May 5, 2009, the San Jose City Council endorsed the partnership between the Consortium for Police Leadership in Equity (CPLÉ) and the San Jose Police Department regarding research designed to improve racial equity in policing. The Memorandum of Understanding (MOU), a legal document which lays out the scope of work to be undertaken by the CPLÉ, was officially signed and ratified by the University of California (serving as the academic and legal home of the CPLÉ) and the City of San Jose in August of 2009. Since this time, the CPLÉ has collaborated with the San Jose Police Department and San Jose City officials on ongoing plans of research.

Since the last quarterly update in November of 2009, the CPLÉ recommended and requested that the San Jose Police Department pair existing incident data with source of contact initiation data (i.e. Type I and Type II data). This breakdown indicates whether a police/suspect interaction resulted from a call for service (Type 1) or was officer initiation (Type 2). The CPLÉ requested this pairing of data as a way to gauge the relative effectiveness and equitable distribution of law enforcement services that stem from officers' instincts and training. It may also be the case that collecting this data could serve as an early warning system on both equity-related issues, and a host of other concerns (e.g. excessive use of force and citizen complaints). Because of the intense time requirement that it takes to hand pair this data, we did not anticipate receiving the requested data by this point and, as such, have not been able to analyze it. The San Jose Police Department is continuing to create this requested data file, and we look forward to receiving the data to conduct our stated analyses.

The CPLÉ has made significant progress on our research efforts while waiting for this additional data. The CPLÉ would like to report the following updates regarding the projects with the San Jose Police Department.

1. *Introduction for Dr. Jack Glaser*
2. *Tentative Research Calendar*
3. *Community concerns*

1. *Introduction of Dr. Jack Glaser*

The CPLÉ is please to introduce CPLÉ researcher Dr. Jack Glaser to the San Jose research team. Dr. Glaser received his Ph.D. in Psychology from Yale University in 1999 and joined the faculty of the Goldman School of Public Policy at the University of California, Berkeley in 2000. He is a social psychologist whose primary research interest is in stereotyping, prejudice, and discrimination. Dr. Glaser researches the implications of subtle forms of bias and stereotyping for discrimination law and law enforcement. Additionally, Professor Glaser conducts research on very extreme manifestations of intergroup bias, including hate crimes. He has carried out analyses of historical data as well as racist rhetoric on the Internet to understand the predictors of this type of

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intergroup violence. Dr. Glaser is a leading national expert on the use of base rates analyses in assessing racial profiling and bias. He is currently writing a book on base rates analyses of motor vehicle searches, with a particular focus on discretionary consent searches.

Dr. Glaser is currently assisting the Oakland Police Department on similar issues of racial profiling and bias. His expertise and advanced quantitative skills will significantly complement the current research team in place at the San Jose research site. Specifically, Dr. Glaser and his research team will collaborate on projects investigating whether or not racially biased policing is or has occurred in San Jose and to ensure racial equity in the future. To begin, he will join Dr. Phillip Atiba Goff and Ms. Kimberly Barsamian Kahn on ongoing research assessing the role of race in arrests. This 20 year analysis of arrest data from San Jose focuses on comparing so-called "discretionary" stops (e.g. public intoxication arrests, resisting arrest, and disturbing the peace arrests) vs. so-called "nondiscretionary" stops for different ethnic and racial groups. At the last quarterly update in November 2009, the CPLE had issued preliminary results of these analyses based on a 10 year subset of the full dataset. These initial analyses did not indicate a pattern of higher racial bias within "discretionary" compared to "non-discretionary" arrest categories at an aggregate level for particular minority groups. Dr. Glaser and fellow CPLE researchers will continue these analyses with the full 20 year data set in San Jose, and will also compare the results found in San Jose to 10 other comparison cities in California. More description of this project is given below.

2. Tentative Research Calendar

The CPLE is conducting research intended to better inform the SJPD and the city of San Jose with respect to ways in which SJPD might ensure the equitable delivery of police services to all members of the community. The CPLE is undertaking four distinct research projects to achieve these goals, involving a variety of methodologies and analysis techniques, across four institutions -- UCLA, Berkeley, Stanford, and SUNY Stony Brook. While coordinating multiple research projects across various research institutions is normally a multi-year process, we are instituting an accelerated research timeline to provide San Jose with informative results. In association with members of the San Jose Police Department, we are working on a tentative research calendar for when data collection and analysis on the San Jose research projects will occur. The timeline will be updated and revised as necessary. The research calendar will allow the research team to plan upcoming data collection sessions and help organize all aspects of the research activities.

With the inclusion of Dr. Jack Glaser's research project and team, the CPLE will now be conducting a three pronged approach aimed at assessing potential disparities in police treatment. As we have previously reported, there is not yet a standard way to assess racial bias in policing. Studying base-rates (e.g. the notion that stops of a racial group should be proportional to the overall racial group's percentage in the population in an urban setting) alone will often be insufficient to properly measure potential racial bias

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in treatment. To solve this problem, the CPLE will conduct base rates analyses in combination with two other measures to ensure racial equity in policing for minority group members. We will briefly outline those projects below.

- 1) *Base Rates Analysis:* Lead by Dr. Jack Glaser and his research team, the CPLE will conduct a base rates analysis of arrests for different racial groups in San Jose over a 20 year period. Specifically, the CPLE will focus on comparing so-called "discretionary" stops (e.g. public intoxication arrests, resisting arrest, and disturbing the peace arrests) vs. so-called "nondiscretionary" stops (e.g. battery). Further, we will undertake an analysis of the Type 1 vs. Type 2 data once provided. The results of this research will paint a clearer picture of potential group-based disparities occurring at the aggregate level.
- 2) *Attitude/Behavior Matching:* In addition to the base rates analyses described above, which will focus on aggregate trends, the CPLE will also conduct a more fine grained, individual level of analysis in order to study racial equity in policing. Specifically, the CPLE will measure officers' racial bias along with other psychological factors, and pair officer bias scores with their suspect stops and use of force history. These psychological factors will include measures of officer racial bias, concern with appearing prejudiced, insecure masculinity, anti-Latino and anti-Black dehumanization, and attribution patterns for non-White residents. These data may then be paired with consenting individual officer suspect stops and use of force histories. The goal is not to reveal any biases of individual officers, as officer identities will be kept confidential. Rather, the goal is to understand what relationship, if any, officer attitudes have on officer behavior. This method allows CPLE to study the connections between racial attitudes and biased policing behavior. That is, if racially biased attitudes are associated with disproportionate stops of particular racial groups, then biased policing (e.g. racial profiling) is more likely to have occurred.
- 3) *Intragroup Differentiation Analysis:* The analyses indicated in points 1 and 2 focus on between racial group differences in treatment with police. That is, are Latinos receiving different treatment compared to Whites? However, disparate treatment may also occur within a particular racial group. That is, are certain types of Latinos being treated differently compared to other Latinos? The CPLE will answer such questions using an Intragroup Differentiation Analysis. Specifically, the CPLE will study factors that may exacerbate any observed inequalities in treatment and outcomes for group members within the same racial or ethnic group. The specific focus of this project will be an investigation of how officer and suspect racial phenotypic stereotypicality, expectations of hyper-masculine responses (regarding an officer and/or a suspect), and actual hyper-masculine responses may influence police-community interactions. Using arrest records, booking photographs,

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and experimental designs, CPLE researchers will assess the role of racial phenotype, expectations of masculine displays, and actual masculine displays in the creation of racial inequality.

Across these three levels of analysis, the CPLE will offer the most comprehensive analysis of potential disparate outcomes in treatment that has ever been conducted in association with police departments. Ranging from aggregate trends to individual level analyses, as well as both intergroup and intragroup level comparisons, this multilevel, mixed methods analysis will produce the clearest picture regarding potential bias. These methods will be used in concert for the first time and we will be able to see what type of analysis is most predicative of bias. From these results, any intervention work deemed necessary can be properly targeted and implemented.

In addition to the above research plan addressing potential bias, CPLE researchers Dr. Jennifer Eberhardt and Dr. Art Aron have also made considerable progress on their proposed project. Dr. Eberhardt and Dr. Aron's research will focus on ways to promote positive feelings between police and community members in San Jose. Building on previous research on how cross-race friendships promote positive attitudes toward outgroups, the research aims to enhance outgroup compassion between community members and police. Specifically, the research program involves testing a social-psychological intervention that pairs police officers with community members, and guides those pairs through an interaction program designed to promote feelings of closeness and friendship. The research will test the effectiveness of this approach toward improving police-community relations.

Dr. Eberhardt has recently met with Chief Davis and is in the process of expanding this project to a five city initiative, in which San Jose will serve as the central hub. Once again, San Jose will lead the way in this innovative multi-city collaboration. The CPLE would like to thank Chief Davis for his support in helping launch this cross city initiative.

At the next quarterly update, we expect to report that a number of these research projects have moved to the data collection stage.

3. Additional Data Received

Shortly after the signing of the MOU, the San Jose Police Department sent over 10 years of data and statistics to the CPLE for review, including suspect arrest and victim data for different demographic groups in San Jose, across the full range of felony and misdemeanor offenses. In addition, the San Jose Police Department sent similar data from 10 comparable cities: San Francisco, San Diego, Sacramento, Long Beach, Fresno, Bakersfield, Oakland, Los Angeles, Los Gatos, and Santa Clara. These cities were selected on the basis of location, population demographics, police services administered, and crime rates. The CPLE requested this data in order to compare racial disparities in arrest rates across similarly situated cities. At the November 19, 2009 Quarterly Update,

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the CPLE requested an additional 10 years of data and statistics regarding San Jose Police Departments' suspect arrest rates as well as 9 years of additional data from the 10 comparison cities. This additional data was promptly collected by the San Jose Police Department and was received by the CPLE. Now in possession of the fully requested dataset, the CPLE looks forward to conducting the designated and stated analyses, and intends to provide an update on our analyses during the next scheduled quarterly update meeting.

4. Community Outreach

As reported during the November 19th Quarterly update, the CPLE has reached out to the San Jose community in hopes of addressing the issues and needs of community members. We are making significant progress in building up community involvement in the CPLE's research plan with the San Jose Police Department. Specifically, the CPLE has conducted a number of interviews with San Jose community members and patrol officers. The CPLE reported a few themes that had emerged from the outreach interviews in the prior quarterly update meeting. Namely, community members have expressed concern that there exist racially prejudiced officers in the San Jose Police Department, discussed a general concern regarding a lack of communication between the community members with Chief Davis, and lastly, indicated the desire by members of the Hispanic population for a more representative group of citizens at the table to negotiate with police.

Since the last update, this community outreach effort has continued in order to gain a more representative sample of community concerns. Since the last update, we have contacted over 50 new community members to interview. We also thank the various city officials who provided recommendations for community members to contact and interview.

These interview themes will help guide the CPLE's future research plans and data collection. The CPLE plans to conduct a quantitative assessment of community concerns that is directly informed by the information gained in these interviews. The CPLE hopes to directly respond to the concerns of the community in its efforts with the San Jose Police Department.

The CPLE looks forward to its continued collaboration with the San Jose Police Department, the San Jose City Officials, and the San Jose Community members and will report back further updates on research progress during the next quarterly update meeting.

