

To: Members of the City Council

From: Mayor Jesse Arreguín and Councilmember Kate Harrison

Subject: Report and Recommendations From Mayor’s Fair and Impartial Policing Working Group

RECOMMENDATIONS

1. Accept and acknowledge the report from the Fair and Impartial Working Group (Attachment 1)
2. Direct the City Manager to implement the following recommendations summarized below and detailed in full in Attachment 1, with at minimum, quarterly progress updates to the Police Accountability Board (PAB) and/or the Working Group
  - Focus traffic stops on safety
  - Use a clear, evidence-based definition for stops of criminal suspects
  - Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria
  - Eliminate stops for low-level offenses
  - Implement an Early Intervention System (EIS) and a risk-management structure
  - Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group
  - Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole
  - Require written consent for all consent searches
  - Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
  - Fire racist police officers identified through social media and other media screens
  - Address Profiling by Proxy (Council develop & pass CAREN policy)
  - Require regular analysis of BPD stop, search, and use of force data
  - Make resources on police-civilian encounters more publicly available such as RAHEEM.org

- Adopt Compliance and Accountability Mechanisms
    - Hire consultant to develop implementation plan
  - For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complaint process with PAB
3. Refer the following recommendations summarized below and detailed in full in Attachment 1 to be included in the process to reimagine public safety:
    - Create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized with the Police Review Commission or its successor and includes a basic report card and quarterly neighborhood check-ins
    - Conduct a baseline community survey
  4. Refer the following recommendations summarized below and detailed in full in Attachment 1 to the Police Review Commission, to be taken up by the Police Accountability Board when it is established
    - Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4
    - Require enhanced annual implicit bias training for police
    - Accelerate Crisis Intervention Team (CIT) activity
  5. Acknowledge and reaffirm the following recommendations summarized below and detailed in full in Attachment 1 that are already underway:
    - Fund and implement a specialized care unit for mental health crises
    - Conduct a Capacity Study of police calls and responses and use of officer time outside of case work
  6. Refer \$50,000 to the FY 2022 budget process for a consultant to develop an implementation plan as described in Attachment 1 and other minor costs the Department may confer

## RATIONALE FOR RECOMMENDATIONS

The working group organized its policy proposals into five council actions to ensure swift action on the measures directly related to reducing racial disparities, to avoid duplicating

efforts in parallel processes on public safety, and to ensure sufficient follow-up and oversight to build public trust.

**Recommendation 2: Direct the City Manager to implement recommendations summarized above and detailed in full in Attachment 1, with at minimum, quarterly progress updates to the PAB and/or the Working Group (see list in recommendations above)**

These recommendations received consensus support from the working group and were identified as top priorities for action. Many of these proposals are drawn from the best practices and recommendations provided by experts that spoke to the working group throughout their process. Additionally, the working group recommended quarterly progress updates on the implementation of these recommendations. These progress updates will be valuable for oversight and will allow for the department to share the efficacy of these efforts in reducing disparities, which will be easier to track and evaluate with the new RIPA data collection system.

**Recommendation 3: Refer the recommendations summarized above and detailed in full in Attachment 1 to be included in the process to reimagine public safety**

These proposals extend beyond the working group's focus on racial disparities in policing and are appropriate to consider in the process the City has initiated to reimagine public safety where there will be robust community engagement efforts.

**Recommendation 4: Refer the following recommendations summarized above and detailed in full in Attachment 1 to the Police Review Commission, to be taken up by the Police Accountability Board when it is established**

These recommendations, which relate to additional training for BPD are supported by the working group but require further consideration by the city's police oversight body. Additional training will require more resources to either coordinate with outside entities or to build internal capacity, which the Council will need to balance against other priorities.

**Recommendation 5: Acknowledge and reaffirm the following recommendations summarized above and detailed in full in Attachment 1 that are already underway**

The working group believes that these efforts can have an impact on reducing racial disparities. However, since the working group began formulating their recommendations, efforts to implement a specialized care unit and to conduct a

capacity study are already underway in the city. The working group supports and reaffirms these efforts.

**Recommendation 6: Refer \$50,000 to the budget process for a consultant to develop an implementation plan as described in Attachment 1**

The working group was clear that efficient and effective implementation of these recommendations is critical to reducing disparities and meeting the City's goal of fair and impartial policing. The working group believes the process would be more effective if facilitated by a consultant at a cost of approximately \$50,000. To that end, pages 8-9 in the The Mayor's Working Group on Fair and Impartial Policing Policy Proposals (Attachment 1) outlines a compliance and accountability mechanism that includes the hiring of an experienced consultant to draft an implementation plan. The plan should include a timeline to monitor, assess, and report on the implementation of the items outlined in the Working Group's policy proposal. Regardless of allocation, all of these recommendations have already been agreed to and can move forward without significant new resources. The working group acknowledges and expects that long-term monitoring and assessment will be the responsibility of the police oversight body.

**BACKGROUND**

The Mayor along with Councilmembers Harrison and Robinson convened the Fair and Impartial Policing Working Group on Thursday, November 14, 2019. The purpose of the Working Group was to analyze relevant information and develop a report and departmental action plan with short-term and long-term steps to address disparities in police stops, searches, use of force, and yield rate from stops, and to build a foundation for a subsequent community processes to build trust between Berkeley Police and the community. The working group met twice monthly from January through March 2020 when it suspended its work temporarily due to the COVID-19 pandemic. The working group resumed in May and continued meeting regularly via Zoom video conferencing through December when it finalized its recommendations via a consensus decision making process.

**History of Council Action on Fair and Impartial Policing**

The concept of "Fair and Impartial" policing has a long history in Berkeley, arising from anecdotal and statistical data regarding racially disparate policing outcomes.



In June 2014, the Council voted unanimously to approve a policy prohibiting racial profiling,<sup>1</sup> and On December 31, 2014, BPD issued General Order B-4 prohibiting racial profiling by law enforcement officers, clarifying the circumstances in which officers can consider race, ethnicity and other demographics, and to reinforcing procedures that serve to assure the public that we are providing service and enforcing laws in an equitable way.<sup>2</sup> These new policies required officers to internally report demographic and other statistical data about vehicle and pedestrian stops.

In 2015, community advocates concerned with perceived disparities in policing, analyzed police stop data acquired through a Public Records Act request and found evidence for disparate policing outcomes in Berkeley.<sup>3</sup> BPD subsequently contracted with the Center for Policing Equity (CPE), an academic non-profit focused on providing police departments and communities with actionable stop data analysis, to better understand Berkeley's data. In June 2017, Council voted to release a draft version of the study, which BPD provided in July 2017 and detailed further statistical evidence of racially disparate outcomes across police use of force and vehicle and pedestrian stops.<sup>4</sup>

In response to the CPE report and community feedback, Council took various unanimous legislative actions to address disparities, including:

1. Direction to City Manager to overhaul BPD Use of Force Policy with various deadlines (10/31/17);<sup>5</sup>
2. Direction to City Manager to track and address racial disparities with various deadlines (11/14/17);<sup>6</sup>

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<sup>1</sup> Nico Correia, "Anti-racial profiling policy passes unanimously in Berkeley City Council," The Daily Californian, June 18, 2014, <https://www.dailycal.org/2014/06/18/anti-racial-profiling-policy-passes-unanimously-berkeley-city-council/>.

<sup>2</sup> "General Order B-4." *Berkeley Police Department General Order B-4*, December 31, 2014, [https://www.cityofberkeley.info/uploadedFiles/Police/Level\\_3\\_-\\_General/GO%20B-04\\_12-31-14.pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level_3_-_General/GO%20B-04_12-31-14.pdf).

<sup>3</sup> Trevor Greenan, "Civil rights leaders say Berkeley police disproportionately stop, search underrepresented minorities" The Daily Californian, September 30, 2015, <https://www.dailycal.org/2015/09/30/civil-rights-leaders-say-berkeley-police-disproportionately-stop-search-people-of-color/>.

<sup>4</sup> Draft Interim Center for Policing Equity Report, July 14, 2017, [https://www.cityofberkeley.info/uploadedFiles/Police/Level\\_3\\_-\\_General/CPE%20Draft%20Report%2007142017\(2\).pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level_3_-_General/CPE%20Draft%20Report%2007142017(2).pdf).

<sup>5</sup> Berkeley City Council Meeting Annotated Agenda, "Direct the City Manager and the Berkeley Police Department Regarding the Berkeley Police Department's Use of Force Policy" October 31, 2017, [https://www.cityofberkeley.info/Clerk/City\\_Council/2017/10\\_Oct/Documents/10-31\\_Annotated.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2017/10_Oct/Documents/10-31_Annotated.aspx).

<sup>6</sup> The Council voted unanimously to "[d]irect the City Manager to track yield, stop, citation, search and arrest rates by race, develop training programs to address any disparities found, and implement policy and practice reforms that reflect cooperation between the Berkeley Police Department ('BPD'), the Police Review Commission ('PRC') and the broader Berkeley community" and that the "City Manager will report findings in September 2018 and annually thereafter, using anonymized data." Council followed up with additional legislation including legislation to update the department's use of force policies. See Berkeley

3. Appropriation of \$50,000 for BPD to hire a Data Analyst (12/5/17).<sup>7</sup>

In response to a lack of progress towards addressing referrals to the City Manager and a related Police Review Commission report entitled *To Achieve Fairness and Impartiality*, Council unanimously adopted legislation on April 24, 2018 requiring a written Departmental Action Plan to study and address disparate policing outcomes. Council also directed that the City Manager convene a task force/working group, including representatives of the BPD, Berkeley Police Association, PRC, interested community organizations (particularly of constituencies of color), and academic experts, to ensure that the final plan was “effective and broadly accepted.”<sup>8</sup> Council stipulated that the working group and action plan process would convene upon the issuance of the final CPE report, be run by a professional mediator/facilitator, and that the group would report back with an action plan within one year’s time.

Although the final CPE report was released in May 2018,<sup>9</sup> the City Manager neither convened the working group nor did the Department release an action plan. Councilmember Harrison also submitted a supplemental Council informational report on October 30, 2018 noting the absence of a City Manager report on racial disparities findings as required by November 14, 2017 Council motion.<sup>10</sup> The first report was to coincide with the 2018 Crime Report.

Ahead of the May deadline for the City Manager to present a Departmental Action Plan, the Police Chief on behalf of the City Manager submitted an April 30, 2019 referral

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City Council Meeting Annotated Agenda, “Direct the City Manager to analyze and address disparate racial outcomes in policing and implement policy and practice reforms,” November 14, 2017, [https://www.cityofberkeley.info/Clerk/City\\_Council/2017/11\\_Nov/Documents/11-14\\_Annotated\\_Agenda.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2017/11_Nov/Documents/11-14_Annotated_Agenda.aspx).

<sup>7</sup> “Mayor’s Recommendations for Allocation of Unassigned General Fund Excess Equity,” December 5, 2017, [https://www.cityofberkeley.info/Clerk/City\\_Council/2017/12\\_Dec/Documents/2017-12-05\\_Item\\_B2\\_Mayor%E2%80%99s\\_Recommendations\\_-\\_Supp.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2017/12_Dec/Documents/2017-12-05_Item_B2_Mayor%E2%80%99s_Recommendations_-_Supp.aspx).

<sup>8</sup> Berkeley City Council Meeting Annotated Agenda, “Accept and Acknowledge Report from the Berkeley Police Review Commission, ‘To Achieve Fairness and Impartiality,’ and Refer Key Recommendations to the City Manager for Policy Development and Consideration in September 2018 Report to City Council,” April 24, 2018, [https://www.cityofberkeley.info/Clerk/City\\_Council/2018/04\\_Apr/Documents/04-24\\_Annotated.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2018/04_Apr/Documents/04-24_Annotated.aspx).

<sup>9</sup> Final Center for Policing Equity Report, May 20, 2019, [https://www.cityofberkeley.info/uploadedFiles/Police\\_Review\\_Commission/Commissions/2018/Berkeley%20Report%20-%20May%202018.pdf](https://www.cityofberkeley.info/uploadedFiles/Police_Review_Commission/Commissions/2018/Berkeley%20Report%20-%20May%202018.pdf)

<sup>10</sup> “Informational Report about Absence of City Manager Report on Racial Disparities Findings as Required by November 14, 2017 Council Motion -2018 Mid-Year Crime Report,” Councilmember Harrison, October 30, 2018, [https://www.cityofberkeley.info/Clerk/City\\_Council/2018/10\\_Oct/Documents/2018-10-30\\_Supp\\_1\\_Reports\\_Item\\_29\\_Supp\\_Harrison\\_pdf.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2018/10_Oct/Documents/2018-10-30_Supp_1_Reports_Item_29_Supp_Harrison_pdf.aspx).

response regarding the status of various Council disparate policing referrals.<sup>11</sup> The report briefly noted that the Department was still seeking a request for proposal to “support analysis of stop data, to create tools to facilitate data analysis, to foster community, and to create a community engagement strategy.” This update was provided more than year and a half from the first Council referral to address racial disparities, and after various other missed deadlines.

Council referred the Chief’s response to the Public Safety Committee, and on June 3, 2019 the Committee voted unanimously, in recognition of a lack of progress to date and the urgency of the matter at hand that the Mayor supplant the City Manager and convene the task force in “an expeditious manner” and as outlined in the April 2018 Council referral.<sup>12</sup>

### **Fair and Impartial Working Group Development and Process**

At the July 23, 2019 Council Meeting, Mayor Arreguín announced that he would independently convene a task force through his office on an ad hoc basis with assistance from the offices of Councilmember Harrison and Robinson.<sup>13</sup> Building from the council referral, the Mayor convened a group with the following community representatives: Elliot Halpern (ACLU Northern California), Mansour Id-Deen (NAACP), Héctor Malvido (Latinxs Unidos de Berkeley), Izzy Ramsey and Kitty Calavita (Police Review Commission), Nathan Mizell (UC Berkeley ASUC and PRC), Perfecta Oxholm (PhD candidate at UC Berkeley<sup>14</sup>, Moni Law (Berkeley Community Safety Coalition), and Jim Chanin (Civil Rights Attorney). The Mayor met multiple times with the City Manager and Chief Greenwood in developing a framework for the working group and discussing a work plan. Chief Greenwood and his Staff were invited to all meetings, and the group had consistent participation from Chief Greenwood, Captain Rolleri, Lieutenant Montgomery, Lieutenant Tate, and Officer Matt Yee. Goldman Public Policy

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<sup>11</sup> “Referral Response: Update on Various Referrals and Recommendations Regarding Stop Data Collection, Data Analysis and Community Engagement,” Berkeley Police Department, April 30, 2019, [https://www.cityofberkeley.info/Clerk/City\\_Council/2019/04\\_Apr/Documents/2019-04-30\\_Item\\_29\\_Referral\\_Response\\_Update\\_on\\_Various.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2019/04_Apr/Documents/2019-04-30_Item_29_Referral_Response_Update_on_Various.aspx)

<sup>12</sup> Berkeley City Council Public Safety Committee Meeting Annotated Agenda, “Referral Response: Update on Various Referrals and Recommendations Regarding Stop Data Collection, Data Analysis and Community Engagement,” June 3, 2019, <https://www.cityofberkeley.info/uploadedFiles/Clerk/2019-6-3%20Annotated%20Agenda%20-%20Public%20Safety.pdf>

<sup>13</sup> Berkeley City Council Meeting Annotated Agenda, “Referral Response: Update on Various Referrals and Recommendations Regarding Stop Data Collection, Data Analysis and Community Engagement (Reviewed by the Public Safety Committee),” July 23, 2019, [https://www.cityofberkeley.info/Clerk/City\\_Council/2019/07\\_Jul/Documents/07-23\\_Annotated\\_Agenda\\_pdf.aspx](https://www.cityofberkeley.info/Clerk/City_Council/2019/07_Jul/Documents/07-23_Annotated_Agenda_pdf.aspx)

<sup>14</sup> Perfecta Oxholm, PhD Student, <https://gspp.berkeley.edu/directories/phd-students/perfecta-oxholm>

student Arlo Malmberg was brought on to the BPD team to assist with data analysis. Leadership from the Berkeley Police Association were invited to all meetings but did not attend.

At its first meetings the working group chose Izzy Ramsey as the Chair, and developed a work plan. The working group organized their work into five phases and invited relevant subject matter experts locally and nationally to speak to the group to inform their research and recommendations. Key takeaways from the working group meetings and presentations for each phase are summarized below. For a more detailed meeting by meeting account, minutes, and in some cases full meeting recordings and presentations, are in the publicly accessible google drive.<sup>15</sup>

#### Phase 1: Establishing Process and Information Gathering

- The working group focused on building a common understanding of past work surrounding this issue and progress that has been made in this field.
- The group reviewed the open data portal to understand how data is currently collected and presented.
- The group provided feedback on draft RFP language for BPD to hire a professional facilitator. Ultimately, it was determined that there was not a sufficient need and the money was reallocated to support Arlo Malmberg's data analysis for the department.
- Councilmember Harrison presented an overview of outstanding referrals related to fair and impartial policing.<sup>16</sup>
- The group reviewed a spreadsheet of relevant council referrals and received a progress update on each item from BPD.<sup>17</sup>

#### Phase 2: Quantitative Analysis

- The group discussion included analysis of possible drivers of disparities, the disparity themselves, appropriate metrics to analyze disparities, and policies that can be implemented to ensure fair and impartial policing.
- Jack Glaser, Professor at UC Berkeley, an expert in the field of bias, stereotyping, and racial profiling provided the group with an overview on the

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<sup>15</sup> Mayor's Fair and Impartial Working Group Google Drive,  
<https://drive.google.com/drive/folders/19xsOXIJvYtXQzaeJZzmSg2Mk3pJT6JYq?usp=sharing>

<sup>16</sup> Kate Harrison, "Key Council Referrals" January 22, 2020,  
[https://drive.google.com/file/d/10EjYrd7EzExXlfmA2gVsX8-LtXrr2\\_-O/view?usp=sharing](https://drive.google.com/file/d/10EjYrd7EzExXlfmA2gVsX8-LtXrr2_-O/view?usp=sharing),

<sup>17</sup> Spreadsheet on Fair and Impartial Policing Items, January 24, 2020  
<https://drive.google.com/file/d/18ofsjsFAE7r3k-3REmVYU5nncQtCrZxL/view?usp=sharing>

drivers of disparities in policing.<sup>18</sup> Key drivers of disparity include deployment patterns, crime category priorities, officer bias, complaint bias and the possibility of higher rates of offending among certain racial groups.

- Perfecta Oxholm, working group member, and PhD candidate at UC Berkeley working with Professor Glaser presented her analysis of stop data using the open data portal.<sup>19</sup> Her analysis reviewed all the available metrics from the time the CPE report was published to present day and found similar trends with the exception of 2018 when staffing levels were at a historic low.
- George Lippman presented his memo “Racial Disparities in Berkeley Policing” (Attachment 6).
- There was robust discussion about the challenges in using census data as a baseline measurement for analyzing disparities. Ultimately, the group acknowledged that using yield rates, the ratio between stops and arrests or contraband seized was among the key metrics to analyze disparities and bias until more refined data was available through the new RIPA system implemented in October 2020. The idea is that in the absence of discrimination or bias, officers should cite and arrest people of color at the same rates as white people.
- Arlo Malmberg and Officer Matt Yee presented BPD’s a beta version of a fair and impartial policing data dashboard, which included analysis of yield rates, a “veil of darkness test,” and a measurement of implicit bias in officer deployment. The presentation acknowledged that there are disparities according to yield rates, and there is evidence that officer decisions may be biased.<sup>20</sup>

### Phase 3: Qualitative Analysis

- Originally, the working group hoped to conduct surveys and listening sessions to gather qualitative input on experience with the Berkeley Police Department. With limited staff resources to support this effort, a subcommittee of working group members formed in February to do outreach through community based organizations. These efforts were complicated and ultimately postponed due to COVID-19, however some of the recommendations speak to the continued desire to gather qualitative input on the relationship of community members and the BPD.

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<sup>18</sup>Jack Glaser, “Understanding Disparities in Police Stops” February 5, 2020, <https://drive.google.com/file/d/1nJp1jIBKFVYHKtw633cwJQ5rjqWdjgOL/view?usp=sharing>

<sup>19</sup> Perfecta Oxholm, “Hit Rate Analysis, Berkeley Police Department Data February 2015-July 2019” February 2020, <https://drive.google.com/file/d/1xlg9uY7vGqAEnrjchHzeC-wukCF6-DN9/view?usp=sharing>

<sup>20</sup> Arlo Malmberg and Matt Yee, BPD Data Dashboard Screenshots, June 2020, <https://drive.google.com/file/d/1AvUFZwLM0X6y1XksTJd0s1POCo5FPJ9R/view?usp=sharing>

#### Phase 4: Formulating Recommendations

- The working group held several meetings in the summer of 2020 to listen to presentations on best practices to reduce disparities in stops and searches and improve police and community relations. Expert recommendations were incorporated into a list of high-level recommendations. A subcommittee of the civilian working group members developed these into a detailed report with rationales for each recommendation.
- BPD presented on piloting a new approach, called “Problem Oriented Policing” to address disparities with a data-driven focus.<sup>21</sup> The goal of this approach is to limit stops that provide low public safety value and enhance data-driven policing to deploy officers more appropriately.
- Dr. Frank Baumgartner, Professor of Political Science at University of North Carolina at Chapel Hill, author of the book *Suspect Citizen*, presented to the group. Dr. Baumgartner encouraged the group to consider whether current police policies generate enough public safety value to warrant the impact that a stop and search has on an individual and a community. He provided two concrete recommendations, which the group ultimately incorporated: (1) reduce the number of people pulled over for investigatory stops that are not safety-related, and (2) require people to sign a written consent form before officers search their vehicle.<sup>22</sup>
- Oakland Police Captain Chris Bolton gave a presentation to the group titled “Precision-Based Approaches to More Legitimate Policing.” Captain Bolton’s presentation provided an overview of how police under his command in North Oakland reduced stops of black people from 58% to 35% in two years without a corresponding increase in crime. He emphasized the importance of clear leadership, utilization of data, and a risk-management program to review trends in officer behavior and community crime.<sup>23</sup><sup>24</sup>
- Former Stockton Police Department Captain Scott Meadors, presented training on procedural justice, implicit bias and trust building, which he has been a leader in statewide. He emphasized teaching about the history of American policing, and that each trust-building workshop must be built on the unique community

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<sup>21</sup>Berkeley Police Department, “Addressing Racial Disparities in Enforcement Outcomes”, July 1, 2020, [https://drive.google.com/file/d/1x5NZzT9F6AZaArl\\_kEFyAYItB7q8Ka20/view?usp=sharing](https://drive.google.com/file/d/1x5NZzT9F6AZaArl_kEFyAYItB7q8Ka20/view?usp=sharing)

<sup>22</sup> Frank Baumgartner, *Suspect Citizens* Ch. 9 “Reforms that Reduce Alienation and Enhance Community Safety”, <https://drive.google.com/file/d/17I0vaDd1GOOxqV3zEvUu4eXxeWkT24Tn/view?usp=sharing>

<sup>23</sup> Captain Chris Bolton, “Precision Based Approaches to More Legitimate Policing” July 15, 2020, [https://drive.google.com/file/d/1XuRt3Qo\\_Ty5SL06Gh9rWK3s8zmlZ5Xl/view?usp=sharing](https://drive.google.com/file/d/1XuRt3Qo_Ty5SL06Gh9rWK3s8zmlZ5Xl/view?usp=sharing)

<sup>24</sup> Fair and Impartial Working Group Meeting Recording, July 15, 2020 <https://drive.google.com/file/d/1sbTwwY2EAMj9pFDyhtECFsXPTdnXZ0Ph/view?usp=sharing>

circumstances. There is no one-size fits all approach. Mr. Meador's work has been featured in the New York Times, and Citylab.<sup>25</sup>

- Brandon Anderson presented to the group about his non-profit Raheem, an independent service for reporting police conduct in the United States. When people report to Raheem, they do three things: (a) file a complaint on their behalf, (b) connect them to local advocacy groups, and (c) connect them to free legal representation. Raheem has developed a widget to allow reporting from third-party websites to have true community-centered reporting. The working group ultimately recommended the City use Raheem or something similar, and also Anderson's suggestion of requiring police to provide a business card that includes information on how to file a complaint.<sup>2627</sup>

#### Phase 5: Developing Final Report and Next Steps

- The subcommittee of the working group provided their draft recommendations to the whole group and requested written feedback by BPD. The working group spent several meetings discussing each recommendation in detail.
- After these discussions, the subcommittee developed a revised set of proposals and a full account (Appendix C) of how BPD feedback was incorporated into the recommendations. The working group meetings were extended and postponed several times to provide time for additional dialogue and feedback on revised recommendations.
- The working group finalized the report through a consensus process. They first identified the recommendations that had complete agreement. Then, they worked through the list of proposals and made revisions on the recommendation itself and/or the recommended Council action to achieve agreement.
- During this final phase, BPD implemented its new data collection system to comply with RIPA. The department provided the group a walkthrough on how the new custom data collection system will work and the group asked questions on the data categories and method of collection.<sup>2829</sup>

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<sup>25</sup>Michael Friedrich, "A Police Department's Difficult Assignment: Atonement" Citylab, October 23, 2019, <https://www.citylab.com/equity/2019/10/police-violence-history-community-trust-reconciliation/600544/>  
Tina Rosenberg, "A Strategy to Build Police-Citizen Trust" New York Times Opinion, July 26, 2016, <https://www.nytimes.com/2016/07/26/opinion/a-strategy-to-build-police-citizen-trust.html>

<sup>26</sup> Fair and Impartial Working Group Meeting Minutes, August 5, 2020  
<https://docs.google.com/document/d/1Yg6x32rCaWa38z427608t9ttXB51oZBg9DUNEQ4U8Jo/edit>

<sup>27</sup> About Raheem, <https://www.raheem.ai/en/about>

<sup>28</sup> Berkeley Police Department, "AB 953 Racial and Identity Profiling Act of 2015 (RIPA)", September 16, 2020 <https://drive.google.com/file/d/1yZ-9n4qJZQyM80tK1yTN6o1BRexF5WLz/view?usp=sharing>

<sup>29</sup>Berkeley Police Department, RIPA App Presentation Screenshots, September 16, 2020  
<https://drive.google.com/file/d/1PzwJrZjXAMJCNbQqB7-lIG2wOJtZal3G/view?usp=sharing>

### ENVIRONMENTAL IMPACT

There are no direct environmental impacts as a result of adopting the working group's recommendations.

### FINANCIAL IMPLICATIONS

\$50,000 to hire a consultant to develop an implementation plan. Additional costs include staff time to implement the recommendations and provide updates.

### CONTACT PERSON

Jesse Arreguín, Mayor, (510) 981-7100

### Attachments:

1. The Mayor's Working Group on Fair and Impartial Policing Policy Proposals
2. Cover Letter, Members of Fair and Impartial Working Group, December 17 2020
3. "Dissenting Opinion on the Accountability Mechanism" by Nathan Mizell, Perfecta Oxholm, Héctor Malvido, and Jim Chanin, December 23, 2020
4. Center for Policing Equity Report,
5. PRC Report
6. "Racial Disparities in Berkeley Policing, Explanation of Statistical Methodology", January 30, 2020 George Lippman
7. "Key Points - BPD Stop Data", December 6, 2019, George Lippman
8. "Racial Disparities in Berkeley Policing, Update on Pandemic Period, March 15 to June 12, 2020" George Lippman, June 19, 2020
9. "Berkeley Protest Curfew Resulted in More Racialized Policing, BPD Stop Disparities: May 31 through June 2, 2020" George Lippman, July 4, 2020
10. Spreadsheet of Outstanding Referrals, January 24, 2020
11. Berkeley Police Department Stop Data March 15- June 2020
12. Berkeley Police Department Stop Data March 15--June 12, Pt. 2



## **The Mayor's Working Group on Fair and Impartial Policing Policy Proposals**

Developing and implementing reforms that will effectively reduce existing racial disparities requires changes at several levels. The following recommendations include setting new policy, updating institutional structures, and mandating individual accountability. Their implementation and ongoing effectiveness require supportive leadership, transparency and police accountability.

**Executive Summary.** Mayor's Working Group on Fair and Impartial Policing (hereafter, "the working group") focused on reducing racial disparities in stops and searches and improving community relationships damaged by the racially disparate practices in stops and searches.

This report advances the following recommendations for BPD practices:

- Focus on public safety and eliminate stops for low-level offenses not directly impacting public safety.
- Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria.
- Institute annual implicit bias training and scenario-based training for California Penal Code 13519.4, prohibiting racial or identity profiling.
- Establish a truly effective Early Intervention System and risk management process to ensure department accountability and identify officers who are outliers in stops, searches, dispositions, and outcomes.
- Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole.
- Require written consent for consent searches.
- Include evaluations of cultural competence in hiring and promotion, and fire officers who have expressed racist attitudes and/or are identified as members of racist groups.

The report also advances these recommendations for the Berkeley City Council and/or the City of Berkeley:

- Hire a consultant to create a plan for monitoring and reporting on the implementation of these recommendations.
- Ensure the creation of a Specialized Care Unit with crisis-response field workers, as included in the recent contract for a community-process to establish an SCU.
- Ensure a robust community engagement process, including annual surveys and community forums
- Require quarterly analysis of stop, search, and use of force data by City Auditor and/or the PRC.
- Adopt and carry out the compliance and accountability system outlined in this document.

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## Proposed Actions

Table 1 provides a proposed action for each recommendation in the body and appendices of this draft report.

<u>Action</u>	<u>Recommendations</u>
Direct the City Manager to implement key recommendations, with at minimum, quarterly progress reports to the PAB and/or the Working Group	<ul style="list-style-type: none"> <li>• <a href="#">Focus traffic stops on safety</a></li> <li>• <a href="#">Use a clear, evidence-based definition for stops of criminal suspects</a></li> <li>• <a href="#">Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria</a></li> <li>• <a href="#">Eliminate stops for low-level offenses</a></li> <li>• <a href="#">Implement an Early Intervention System (EIS) and a risk-management structure</a></li> <li>• <a href="#">Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group</a></li> <li>• <a href="#">Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole</a></li> <li>• <a href="#">Require written consent for all consent searches</a></li> <li>• <a href="#">Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)</a></li> <li>• <a href="#">Fire racist police officers identified through social media and other media screens</a></li> <li>• <a href="#">Address Profiling by Proxy (Council develop &amp; pass CAREN policy)</a></li> <li>• <a href="#">Require regular analysis of BPD stop, search, and use of force data</a></li> <li>• <a href="#">Make resources on police-civilian encounters more publicly available such as RAHEEM.org</a></li> <li>• <a href="#">Adopt Compliance and Accountability Mechanisms</a> <ul style="list-style-type: none"> <li>a. Hire consultant to develop implementation plan</li> </ul> </li> <li>• <a href="#">For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complain process with PAB</a></li> </ul>
Refer to be included in the process to reimagine public safety	<ul style="list-style-type: none"> <li>• <a href="#">The City should create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized and includes a basic report card and quarterly neighborhood check-ins</a></li> <li>• <a href="#">Conduct a baseline community survey.</a></li> </ul>
Refer to the Police Accountability Board	<ul style="list-style-type: none"> <li>• <a href="#">Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4</a></li> <li>• <a href="#">Require enhanced annual implicit bias training for police</a></li> <li>• <a href="#">Accelerate Crisis Intervention Team (CIT) activity</a></li> </ul>
Follow-up with PAB and/or Fair and Impartial Working Group	<ul style="list-style-type: none"> <li>• <a href="#">Evaluate the impact of these proposals on racial disparities in stops and searches, using regular updates to stop and search data</a></li> <li>• <a href="#">Conduct a regular community survey and annual community forums on Police and Public Safety</a></li> </ul>
Recommendations already underway	<ul style="list-style-type: none"> <li>• <a href="#">Fund and implement a specialized care unit for mental health crises</a></li> <li>• <a href="#">Conduct a Capacity Study of police calls and responses and use of officer time outside of case work</a></li> </ul>
Outstanding - No Action Recommended	<ul style="list-style-type: none"> <li>• <a href="#">Include community member participation and feedback in the hiring process</a></li> <li>• <a href="#">Include the following for Performance Appraisal Reports</a></li> </ul>

## **Reducing Disparities in Vehicle, Pedestrian, and Bicycle Stops & Searches:**

### **1. Focus traffic stops on safety**

According to Dr. Frank Baumgartner's 2018 book, *Suspect Citizens*, "Safety stops are those aimed at enforcing the rules of the road to decrease the likelihood of an accident" (pg. 191). The types of stops falling into this traffic safety category may include:

- Excessive speeding<sup>1</sup>
- Running a stop sign or stop light
- Unsafe movement
- Driving while intoxicated

### **2. Use a clear, evidence-based definition for stops of criminal suspects**

Dr. Baumgartner's analysis<sup>2</sup> reveals that "investigatory stops" (stops that use a minor infraction as a pretext for investigating rather than to prevent or reduce dangerous behavior pgs. 53-55) allow for the most officer discretion and open the possibility of implicit bias or "reliance on cultural heuristics" (pg. 191). Based on analyses of more than 9 million stops, Baumgartner's team found that 47% were investigatory and that they added substantially to the racial disparity statistics. Thus, investigatory stops and stops of criminal suspects shall be restricted to those made because the person and/or vehicle fits a description in relation to a specific crime.<sup>34</sup>

Since the Oakland Police Department (OPD) has implemented evidence-based methods, the number of African American civilians stopped by the OPD has declined. Since Oakland Police Department has implemented evidence-based methods, the number of African American civilians stopped has declined from 19,185 in 2017 to 7,346 in 2019, a drop of 62% and a stop disparity rate reduction of almost 60%,<sup>5</sup> with no corresponding increase in crime (Captain Chris Bolton presentation, 7/15/2020).

### **3. Use race and ethnicity as relevant factors when determining law enforcement action only when provided as part of a description of a crime and suspect that is credible and relevant to the locality and timeframe of the crime and only in combination with other specific descriptive and physical characteristics.<sup>6,7</sup>**

Specific descriptive and physical characteristics may include, for example: the gender, age, height, weight, clothing, tattoos and piercings of the suspect, the make and model of the car, and the time and location of the crime. Simple race and ethnicity alone are not

<sup>1</sup> <https://www.idrivesafely.com/dmv/california/laws/traffic-tickets-and-violations/>, <https://www.martenslawfirm.com/blog/2015/november/what-is-excessive-speeding/>

<sup>2</sup> *Suspect Citizens*, pp. 190-192

<sup>3</sup> Eberhardt, J. L. (2016). *Strategies for change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.* Stanford University

<sup>4</sup> This definition was created by Dr. Jennifer Eberhardt in collaboration with the Oakland Police Department.

<sup>5</sup> This is the percentage of African American stops within all discretionary non-intel led stops made by Police Area 2 officers fell from 76% in September 2017 to 31% in September 2018

<sup>6</sup> Southern Poverty Law Center, 10 Best Practices for Writing Policies Against Racial Profiling

<sup>7</sup> CA Penal Code

satisfactory as bases for reasonable suspicion under the law, and amount to racial profiling.

#### **4. Eliminate stops for low-level offenses**

According to the presentation to the Working Group by Captain Bolton of the OPD, Oakland significantly reduced stops for these low-level, non-public safety related offenses, resulting in a reduction in the number of African Americans being stopped and a reduced stop-disparity rate, with no effect on crime rates (homicides and injury shootings went down during the same period). There is often overlap between “investigatory stops” and “stops for low-level offenses,” as the latter may be used as a pretext for investigation. The types of stops falling into these categories may include:

- Equipment violations
- Not wearing a seat belt
- Improper use of high beams
- Violating a regulation (e.g. expired license tags)
- Stop purposes recorded as “other”

#### **5. Implement an Early Intervention System (EIS) and a risk-management structure**

These measures to ensure individual accountability have operated successfully in Oakland and many other localities for some time. They involve identifying officer outliers in stops, searches, and use of force and their outcomes and examining the reasons for racial disparities. Existing software programs to assist BPD in implementing an EIS could be utilized or BPD can build its own system.

These programs operate to identify officers who are a danger either to themselves or to the public. They are referred to as “risk management” systems because they help limit the financial liability of the City and hence its taxpayers. They may address a broad range of concerns, but in this document, we only consider their use with regard to racial disparities. Elements of this process include the following steps:

- a. Evaluate and assess stop incidents for legality and enforcement yield.
- b. Analyze data to determine whether racial disparities are generalized across the force or are concentrated in a smaller subset of outlier officers or squads/groups of officers. To the extent that the problem is generalized across the department, supervisors as well as line officers should be re-trained and monitored, and department recruitment, training, and structure should be reviewed. In addition, department policy should be examined for their impacts.
- c. Where disparities are concentrated in an individual or a group of officers, with no race-neutral legitimate evidence for this behavior in specific cases, initiate an investigation to determine the cause for the disparity. Evaluate whether there are identifiable causes contributing to racially disparate stop rates and high or low rates of resulting enforcement actions exhibited by outlying officers. Determine and address any trends and patterns among officers with disparate stop rates. In the risk management process, the responsible personnel in the chain of

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command reviews and discusses the available information about the subject officer and the officer's current behavior.

- d. Absent a satisfactory explanation for racially disparate behavior, monitor the officer.. Options for the supervisor in these cases include reviewing additional body-worn camera footage, supervisor ride-alongs, and other forms of monitoring. Further escalation to intervention, if necessary, may include a higher form of supervision, with even closer oversight. If performance fails to improve, command should consider other options including breaking up departmental units, transfer of officers to other responsibilities, etc. The goal of this process is to achieve trust and better community relations between the department as a whole and all the people in Berkeley. Formal discipline is always a last resort unless there are violations of Department General Orders, in which case this becomes an IAB matter.
- e. Identify officers who may have problems affecting their ability to make appropriate judgments, and monitor and reduce time pressures, stress and fatigue on officers.
- f. An outside observer from the PRC shall sit in on the risk management and/or EIS program. Reports from these meetings, or other accurate statistical summary, can be given to the commission without identifying any officers' names.
- g. Report the results of this data analysis quarterly.

**6. Immediately release the following data to the Working Group:**

- a. All data given to the Center for Policing Equity (CPE) - This data includes:
  - i. Calls for Service (January 1, 2012 - December 2016)
  - ii. Use of Force Data (January 1, 2012 - December 31, 2016)
  - iii. Crime Report Data (January 1, 2012 - December 31, 2016)
- b. STOP DATA - this data shall include information on "call type," similar to the data used by the Center for Policing Equity. The timeframe would be January 1, 2012 to present.
- c. USE OF FORCE DATA - This data was used in the analysis presented in the CPE report. Along with the CPE data, it would be helpful to have more recent Use of Force data. The timeframe would be January 1, 2012 to present.
- d. DEIDENTIFIED STOP & ARREST DATA - To determine if there are any problematic patterns among certain officers, or perhaps pairs of officers, data that we can be attached to anonymized individuals. The timeframe for this data would be January 1, 2012 to present.
- e. ADDITIONAL ARREST DATA - Currently, the Open Data Portal posts arrest data from January 1, 2015. The timeframe for this data would be January 1, 2012 to present day.
- f. ADDITIONAL CALLS FOR SERVICE - Currently, Calls for Service data are posted for the last 180 days. The timeframe for this data would be January 1, 2012 to present.

**7. Limit warrantless searches of individuals on supervised release status, including probation, Post Release Community Supervision (PRCS), and parole, absent evidence of imminent danger**

California is one of a handful of states that allow high-discretion, suspicionless searches of probationers and parolees. The following was passed by the Police Review Commission on 9/23/2020 and the Working Group endorses this approach:

*“In accordance with California law, individuals on probation, parole, Post Release Community Supervision, or other supervised release status may be subject to warrantless search as a condition of their probation. Officers shall only conduct probation or parole searches to further a legitimate law enforcement purpose. Searches shall not be conducted in an arbitrary, capricious, or harassing fashion. However, under Berkeley policy, officers shall not detain and search a person on probation or parole solely because the officer is aware of that person’s probation or parole status.*

*The decision to detain a person and conduct a probation or parole search, or otherwise enforce probation or parole conditions, should be made, at a minimum, in connection with articulable facts that create a reasonable suspicion that a person may have committed a crime, be committing a crime, or be about to commit a crime.”*

**8. Require written consent for all consent searches**

Baumgartner (pp. 195-209) and his team found that in cities requiring written consent to perform a consent search, these searches declined by 75%. Since people of color are disproportionately the subjects of these searches, it makes sense that a significant reduction would lead to fewer consent searches for people of color.

Examining three cities in North Carolina, Baumgartner found that in cities where there was resistance by leadership to the new written-consent policy, there was a substitution effect, such that as consent searches went down, probable cause searches went up. However, the substitution effect seemed to be directly correlated with leadership priorities. The chapter concludes, “We showed that a combination of leadership directives and simple initiatives can alter the relationship a department can have with their community” (pg. 213). *This speaks to the need for clear buy-in from BPD leadership.* The Working Group recommends that the BPD adopt the written consent form used in North Carolina, a copy of which can be found [here](#).

**9. For any individual detained, BPD officers shall provide a business card with the following information on the back**

- a) A website similar to RAHEEM that collects information on police-civilian encounters.<sup>8</sup>
- b) Contact information for filing a complaint with the PRC or its successor, the Police Accountability Board.

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<sup>8</sup> <https://www.raheem.ai/en/>

## 10. Address Profiling by Proxy<sup>9</sup>

Police should not be dispatched to calls that are motivated by caller bias or malintent, e.g., a claim that someone is suspicious with no corroborating reason.<sup>10</sup> These types of calls harm police-community relationships and undermine the authority of the police. To protect against profiling by proxy the police department shall:

- a. work with PRC and other appropriate agencies to formulate a policy that defines and remedies profiling by proxy.
- b. enhance Dispatcher training to evaluate calls and add implicit bias training for 911 Dispatch.

An article on profiling by proxy by the Vera Institute of Justice recommends including 911 Dispatch in implicit bias training as a method for reducing issues with profiling by proxy. Anti-bias training will also help Dispatchers become aware of their own biases. For example, when they receive calls about behavior the complainant may dislike but is not illegal—e.g., “too many” black teenagers in the public park.<sup>11</sup>

## Hiring & Evaluation

The successful hiring and evaluation of police officers is an important part of creating a healthy and high-functioning police department. The types of people the department hires, and the effective evaluation of police officers are important in determining police department culture. Researchers on policing have repeatedly found that organizational culture is the single most important determinant of officer behavior.<sup>12</sup> Human Resource Management research supports including the evaluation for cultural competency as important in improving agencies. The key components for a high degree of cultural competency are: awareness, attitude, knowledge, skills.

## 11. Fire racist police officers identified through social media and other media screens

A third-party agency, hired by the City of Berkeley, or agency outside the police department should screen police officers and potential new hires’ social media accounts for racist or violent comments, affiliations to racist groups whether public or private, including private groups expressing racist or violent rhetoric.

- a. BPD shall immediately fire all identified officers who have engaged in racist or violent actions or commentary online.
- b. A social media screen of officer online conduct shall be done annually.

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<sup>9</sup> Profiling by proxy may occur “when an individual calls the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against—e.g., ethnic and religious minorities, youth, homeless people” (retrieved from The Vera Institute of Justice).

<sup>10</sup> Captain Bolton of the Oakland Police Department made improvements on profiling by proxy using an approach that educated citizens on focusing on criminal behavior instead of suspicion when calling police.

<sup>11</sup> “[Avoiding 'profiling by proxy'](https://www.vera.org/blog/police-perspectives/avoiding-profiling-by-proxy),” Vera Institute of Justice, March 13, 2015, <https://www.vera.org/blog/police-perspectives/avoiding-profiling-by-proxy>

<sup>12</sup> [Organizational Culture and Police Misconduct](#)

## **Recommendations for Council**

**Community Engagement and Feedback** - When the City of Berkeley pledged to consider reducing funding for the police department by 50%, it also committed itself to shifting to new and alternative methods of community safety. To effectively understand and implement new and alternative safety practices and services, the City of Berkeley must look to its residents for ongoing insight and feedback. The City must collect and utilize regular community feedback to inform the city on community investment priorities including police department policies and practices and future direction. To that end:

### **12. Address Profiling by Proxy<sup>13</sup>**

To protect against profiling by proxy City Council should:

- a. Introduce profiling by proxy legislation similar to [CAREN Act](#) in SF, which would hold residents accountable for using police in a biased manner.
- b. Issue a quarterly review of data from 911 Dispatch, for the PRC or City Auditor to help understand the extent of calls from community members presenting ‘biased’ suspicions.”

### **13. Require regular analysis of BPD stop, search, and use of force data**

The City Auditor and/or PRC shall update the [analysis](#) of BPD data completed by the [Center for Policing Equity](#) and the PRC and publish the results on the BPD website every quarter. This report shall include stop, search, and use of force analysis. —

## **Ensuring Timely and Effective Implementation:**

Since the fall of 2017, the police department has received 37 separate policy or legislative directives to address the racially disparate treatment of City of Berkeley residents. Those directives are the result of extensive and on-going racial disparities in police department stops, searches, and use of force. As of the drafting of this report, at least 30 of those directives remain outstanding with **no plan** for implementation.

We respectfully recognize that the role of the Mayor’s Working Group on Fair and Impartial Policing is to advise the Berkeley City Council and staff. We recognize that we are not in a position to make final decisions; rather, our role is to offer advice and recommendations to the Council. The Mayor’s Working Group is committed to ensuring that the policy recommendations outlined in this proposal are not added to the long list of unaccomplished directives. Therefore, we have included an accountability system with our policy proposal. This accountability system

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<sup>13</sup> When an individual calls the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against—e.g., ethnic and religious minorities, youth, homeless people; retrieved from The Vera Institute of Justice



will ensure that the changes necessary to establish fair and impartial policing and rebuild public trust occur.

**Compliance and Accountability Mechanisms:**

- A. Working in partnership with the Mayor's Working Group on Fair and Impartial Policing and within six months from approval of the proposal (extended for good cause), the City Manager hires an experienced consultant to help draft an implementation plan that includes a timeline to monitor, assess, and report on the implementation of the items outlined in the working group's policy proposal.
  - i. If a consultant is not hired within six months from approval of the proposal, the Council should move to item "E" below.
  - ii. If a consultant is not hired within six months (extended for good cause), the working group should remain formally organized by the Mayor until a consultant is hired and a plan is approved.
- B. The Working Group, Police Chief, and the consultant will create an implementation plan that includes a timeline to monitor, assess, and report on the implementation of the items outlined in the Working Group's policy proposal. Long-term monitoring and assessments will be the responsibility of the police oversight body (the PRC or its successor the Police Accountability Board).
- C. The implementation plan will be presented to the Berkeley City Council for approval. Once the plan is approved by the City Council, the consultant's work is finished. Long-term monitoring and assessment will be the responsibility of the police oversight body (the PRC or its successor the Police Accountability Board).
- D. The City Manager and the Berkeley Police Chief should do everything within their power to implement the items outlined in the plan and timeline set forth and approved by City Council.
- E. The City Council should set the implementation of this plan as a priority in the annual evaluation of the city manager.
- F. If the City Manager does not ensure that the Police Department implements the plan in accordance with the timeline, the City Manager should be held accountable.
  - i. In the event of a new Berkeley Police Department Chief: the Mayor's Working Group, on Fair and Impartial Policing, the new Police Chief and the City Manager shall meet and agree upon an updated timeline to monitor, assess, and report on the implementation of the items outlined in the plan approved by City Council.
  - ii. In the event of a new City Manager: the Working Group, the Berkeley Police Chief, and the new City Manager shall meet and agree upon an updated timeline to monitor, assess, and report on the implementation of the items outlined in the plan approved by City Council.

If these recommendations are adopted and implemented promptly, we expect that the disparate stop data can show significant improvement in the near future. We expect the City Manager and the Police Chief to implement these programs with enthusiasm and dedication, as they reflect the constitutional imperative of equal protection under the law.



## Appendix A: Additional Recommendations

*The following recommendations are also supported by the working group, which suggests referring them to the reimagining process and/or follow-up with the Police Accountability Board and the Fair and Impartial working group. See table 1 for recommended actions.*

### **14. Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4**

- a. The training must include specific, relevant examples of prohibited actions and how to conduct law enforcement activities in an unbiased manner.<sup>14</sup>
- b. MILO and VIRTRA are two such scenario-based training programs<sup>15</sup>
- c. An independent observer shall review the training and report back to the PRC or its successor on the quality of the training.

### **15. Require enhanced annual implicit bias training for police**

There is scant scientific evidence that implicit bias training works to change implicit biases over the long-term. However, agency-wide, enhanced, and well-executed training that occurs on a regular basis could have a positive effect on the cultural environment of the police department and on expectations for behavior. Regular, required implicit bias training provides an expression of institutional support for fairness, which is important in improving relationships across groups<sup>16</sup>and improving agency culture.

- a. Officers should receive intensive anti-racism and implicit bias training as part of their core instruction in the first 90 days of employment, and an annual 'refresher' course.
- b. An independent observer shall attend the training and report back to the PRC on the quality of the training.

### **16. Accelerate Crisis Intervention Team (CIT) activity**

- a) Require 40 hours of CIT training in the first year of employment.
- b) Collect data on CIT calls to allow BPD to make informed decisions about staffing and deployment so that a CIT officer is available for all shifts in all districts to respond to every CIT call.
- c) Develop a CIT reporting system so that each deployment of a CIT officer is well documented. CIT officers should submit narrative reports of their interactions with persons in crisis so the appropriateness of the response can be evaluated in an after-action analysis.
- d) Implement an assessment program to evaluate the efficacy of the CIT program as a whole and the performance of individual CIT officers. A portion of a CIT officer's performance review should address skill and effectiveness in CIT situations.

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<sup>14</sup> [CA Penal Code](#)

<sup>15</sup> MILO in an Oakland setting

<sup>16</sup> Allport, G. W., Clark, K., & Pettigrew, T. (1954). The nature of prejudice.

**17. The City of Berkeley should conduct annual community forums on Police and Public Safety:**

- a. Identifying community-based leaders and impacted individuals for control of the envisioning process.
- b. Placing the process under the Office of the Mayor, not the City Manager. Upon establishment of the Police Accountability Board, place the process under the auspices of the Police Accountability Board.
- c. Including the creation of community-based measures of safety as part of the first round of the envisioning process.<sup>17</sup>
- d. Once community-based measures of safety are created, including these measures in the annual community survey (see item 17) and publishing the data as per item 17b.

**18. The City of Berkeley should conduct an annual community survey.**

Sample surveys include the [Milwaukee survey](#) and the [Dallas survey](#).

- a. Data collected should be shared publicly via the City of Berkeley website or an online community dashboard.

**19. The City should create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized and includes:**

- a. A basic “Report Card,” in collaboration with the PRC or its successor the Police Accountability Board, based on community feedback for each reform. This will enable the Department to take the ‘community’s temperature’ on how the implementation of the reforms are being perceived by the public.
- b. Quarterly neighborhood ‘check ins’ for relationship building .

**20. Conduct a Capacity Study**

- a. Release data including but not limited to 911 dispatch calls, BPD stops and interventions, written reports, and body-worn camera footage to the City Auditor and/or PRC for analysis.<sup>18</sup>
- b. Conduct an audit on officer down time to determine the percentage of police time spent outside of responding to calls for service and how police officers spend this time. Share this information with the City Auditor and/or PRC for analysis for use in the capacity study.
- c. Conduct an audit of police overtime to determine the factors that contribute to the use of overtime .

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<sup>17</sup> This process should follow or be modeled after the [Everyday Peace Indicators](#) process

<sup>18</sup> This study could be time-limited and would not have to be a comprehensive analysis of internal data; a random sample done correctly would suffice to determine how best to restructure the response to a variety of problematic situations.

- d. Identify what percentage of calls for service require a unique police response and what percentage of calls could be better served by an alternative response with the goal to focus police response on issues that can best be responded to by police officers.
- e. These data can also assist in identifying calls suspected of profiling by proxy.

**21. Fund and implement a specialized care unit for mental health crises**

Fully fund and implement the specialized care unit as swiftly as possible in order to remove mental health and homeless encounters from the responsibility of BPD. Research has found that individuals with mental illness are at a higher risk of police stops, use of force,<sup>19</sup> and a fatal police encounter.<sup>20</sup> These disparities increase for Black and Latinx individuals. Specialized mental health crisis units are a safer option for those experiencing a mental health crisis than a police response and a more cost-effective use of public resources.<sup>21</sup> The Council's July 14, 2020 decision to create a Specialized Care Unit will better serve people in Berkeley experiencing a mental health crisis. The Working Group supports transitioning away from police as first responders to 911 calls related to mental health and towards trained, unarmed mental health first responders.

The Berkeley Community Safety Coalition in collaboration with Councilmember Bartlett are developing a proposal related to a pilot program transitioning away from sworn police as first responders to professional mental health first responders. The Working Group supports this effort.

**22. Make resources on police-civilian encounters more publicly available, including:**

- a. A website similar to RAHEEM that collects information on police-civilian encounters.<sup>22</sup>
- b. Contact information for filing a complaint with the PRC or its successor.

**23. Evaluate the impact of these proposals on racial disparities in stops and searches, using regular updates to stop and search data**

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<sup>19</sup> [Mental Illness, Police Use of Force, and Citizen Injury](#)

<sup>20</sup> [Deaths of people with mental illness during interactions with law enforcement](#)

<sup>21</sup> [CAHOOTS Media Guide, 2020](#)

<sup>22</sup> <https://www.raheem.ai/en/>

## Appendix B: No Action Recommended

*The following recommendations were proposed and discussed at the working group but no action is recommended by the Council.*

### 1. Include community member participation and feedback in the hiring process

For all potential sworn officer hires interviewed by BPD, Berkeley residents should be included in the hiring process. For example, citizens of Berkeley should be allowed, in an equitable manner, to participate in Berkeley Police Department orals boards for prospective police officers or some comparable interview process.

### 2. Include the following for Performance Appraisal Reports

As the current Performance Appraisal Reports General Order P-28 requires, objectives of the report are to provide for fair and impartial personnel decisions, and to provide an objective and fair method for the measurement and recognition of individual performance according to prescribed guidelines.<sup>23</sup>

- a. Officers should exhibit cultural competency and anti-racist conduct, and that should be included in their City of Berkeley Performance Appraisal Report (Police Sworn-Operations Division Personnel<sup>24</sup>)
- b. Add to standards 1 and 2 of the Performance Appraisal Report as follows:
  - i. Provides excellent customer service and represents the Department well as a culturally competent and anti-racist officer
  - ii. Is respectful of both the people they serve and the people they serve with, in a culturally competent and anti-racist manner
  - iii. All officers should aspire for an “Above Average” “Exceeds Expectations” or “Exemplary Performance” mark each year with “Meets Minimum Standards” as the basic floor (with expected increase in performance level in subsequent years)

### 3. Include community and peer input into the annual review of sworn police officers.

For all BPD sworn officers, Berkeley residents should be included in the annual review process. For example, citizens of Berkeley should be allowed, in an equitable manner, to provide feedback into the annual review of Berkeley police officers.

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<sup>23</sup> Previous language “a. An amendment to General Order P-28 would add a reference to 'cultural competency' and reassurances by the community that the officers are evaluated on their conduct in relationship to a person's gender, race, ethnicity, religion or gender identity/orientation. B. Performance Evaluation, Section B, page 2; #1 and #2 include language of cultural competency “

<sup>24</sup> [on p. 2 of 8 under Section “B” “Professionalism.”](#)

## Appendix C – Incorporation of BPD Feedback

Please note: quoted text in this section references written feedback on the working group draft proposal provided by Chief Greenwood of the Berkeley Police Department.

### **Focus traffic stops on safety.**

The BPD are in agreement with this item. In July 2020, representatives from BPD (Officer Matthew Ye and Arlo Malmberg) presented a “problem-oriented policing” strategy to the working group. Further, Captain Bolton of the Oakland Police Department presented an intelligence-led policing strategy to the working group. According to Captain Bolton, OPD was able to significantly reduce stops for low-level and non-public safety related offenses using an intelligence-led policing strategy, resulting in a 70% reduction in the number of African Americans being stopped with no effect on crime rates. BPD stated they plan to “establish a formal strategy focusing officers’ discretionary stops on intelligence-based and traffic safety stops.”

Additional updates include: the sample list of stops falling into the category of unsafe driving behavior was updated based on BPD feedback; the working group deleted a reference made to “misdemeanor” stops as BPD pointed out that most traffic violations are “infractions” and not misdemeanors.

### **Use a clear, evidence-based definition for stops of criminal suspects.**

BPD stated they plan to establish a formal strategy focusing officers’ discretionary stops on intelligence-based stops. Chief Greenwood stated that an “intelligence based stop strategy aligns with [use of a clear, evidence-based definition for stops of criminal suspects].”

The BPD strategy as described focuses on general “intelligence” related to crime patterns. The BPD strategy does not respond to specific descriptions of perpetrators, nor is it clear what types of intelligence BPD would be using for stops of criminal suspects. An intelligence-based stop strategy can and should be implemented in concurrence with the items outlined in the working group’s proposal. However, the working group is not convinced by Chief Greenwood’s response that the BPD strategy will effectively address this item. The Working Group is recommending a shift in stop policy to address issues with racial disparities in stops. The BPD response as well as the strategy they have offered has not provided evidence there will be any shift from the status quo.

### **Use race and ethnicity as relevant factors when determining law enforcement action only when provided as part of a description of a crime and suspect that is credible and**

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**relevant to the locality and timeframe of the crime and only in combination with other specific descriptive and physical characteristics.**

BPD stated “overall agreement” with this recommendation. BPD did not directly address the specific recommendation that race and ethnicity be used *only* in combination with other descriptive features of the individual or alleged offense. BPD wrote “[d]epending on circumstances, simple race and sex in a description can be sufficient for a terry [sic] stop.” It is the working group’s understanding that, absent other factors, race is insufficient to constitute the reasonable suspicion required for a Terry stop (i.e. detaining an individual based on reasonable suspicion of illegal activity, including the ability to handcuff and search the outer clothing of the individual detained). Furthermore, BPD’s feedback that “In a 1538 Motion to Suppress hearing, the court makes a determination if there [sic] factors associated with a detention are sufficient,” is inappropriate in this context. While the statement is factually accurate, the purpose of this recommendation is to establish a stop policy based on the Constitution, not to place the burden on civilians to go to court for relief.

**Eliminate stops for low-level offenses**

In response, BPD stated the plan to establish a formal strategy focusing officers’ discretionary stops on intelligence-based stops. Further, BPD stated, “We would support our Intelligence Based Stop Strategy through increasing our analysis capability, so that more information can be more efficiently provided to officers, Officers working in this manner would be more likely to have a higher yield even when making fewer stops, because of their focus on crime investigations.” It remains unclear to the working group how BPD plans to increase their analysis capacity or how that would impact racial disparities in stops.

In responses to items throughout the draft working group policy proposal, BPD referenced an early transition to the data collection methods required by the California Racial and Identity Profiling Act (RIPA). BPD announced an early transition to data collection methods in line with RIPA requirements at an October 2020 working group meeting. As of the writing of this report, data collected according to RIPA standards (hereafter “RIPA data”) has not been released on the BPD open data portal.

It is important to note: using the data currently available on the open data portal, a hit rate cannot be calculated. Hit rates are commonly used to measure the presence of racial bias in searches. A hit rate is calculated by dividing contraband found during a search (e.g. weapons, drugs, etc.) by the total numbers of searches, within racial categories (e.g. Black or white). The logic of the hit rate is straightforward: in the absence of discriminatory behavior, officers should find contraband on searched minorities at the same rate as on searched whites. A similar hit rate indicates a similar standard for searches is being used across different groups. If searches of racial minorities turn up contraband at lower rates than searches of whites, this suggests there is a double standard, where minorities are being stopped and searched on the basis of less evidence. BPD did not collect contraband information before the transition to RIPA. Therefore, there was no way to calculate a true hit rate during the period the working group met. Transitioning to RIPA will be helpful to determine racial bias in search decisions, but it does not



provide information on racial bias in stop decisions. Most importantly, the collection of RIPA data does not directly address or work to mitigate existing racial disparities.

In a previous draft, this item included a reference to BerkDOT, but we removed it after BPD pointed out that inclusion was an unnecessary addition.

We also deleted a recommendation that officers provide those they stop with a reason for the stop, since BPD feedback cited section 14 of the T-3 Traffic Enforcement policy which requires officers to provide “explanation of the circumstances giving rise to the enforcement contact.”

**Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4.**

BPD responded that it “conducts all mandated training.” However, the working group item recommends including scenario-based training with relevant examples of what is prohibited, and includes an independent observer. This addition of specific scenario-based training is not currently mandated by the state, and it is this specific scenario-based training that the working group is recommending. This recommendation for specific scenario-based training comes from the Southern Poverty Law Center, “10 Best Practices for Writing Policies Against Racial Profiling.”

**Require enhanced annual implicit bias training for police.**

BPD agrees with the importance of implicit bias training and stated officers currently get implicit bias training while in training academy. BPD also cited budget constraints would limit the department’s ability to provide annual implicit bias training. The working group understands the constraints of budget cuts, but anticipates that some of the recommendations proposed here (e.g. eliminating stops for many low-level infractions) may free up resources for this important training that has the potential to trigger the kind of cultural shifts that are necessary.

This item also includes a policy recommendation that an independent observer attend the training and report back to the police oversight body (the PRC or its successor). Chief Greenwood stated he was open to the idea of an outside observer but had concerns that difficult conversations might be chilled by outside observers. The working group understands and appreciates these concerns.

**Implement an Early Intervention System (EIS) and a risk-management structure.**

Chief Greenwood's feedback expressed interest in this approach and in learning how the Oakland program works, stating “Open to learning about how Oakland does this work. Learning how the analysis works will help us understand the resources needed to do this work.” In response, a member of the working group put Chief Greenwood in touch with the OPD official in charge of that program. To date he has not taken advantage of that opportunity.

Further, BPD feedback references RIPA data, stating “With the collection of RIPA data, we will have richer data to examine. This will help us focus on data on stops, searches, and yields.” According to the National Police Foundation, in their report, *Best Practices in Early Intervention*

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*System Implementation and Use in Law Enforcement Agencies*, an “early intervention system [EIS] is a personnel management tool designed to identify potential individual or group concerns at the earliest possible stage so that intervention and support can be offered in an effort to redirect performance and behaviors toward organizational goals. The ideal purpose of an EIS is to provide officers with resources and tools in order to prevent disciplinary action, and to promote officer safety, satisfaction and wellness.”

The collection and analysis of RIPA data could be helpful to identify *racial implications* related to identified individual or group red flag behavior. However, the collection of RIPA data does not meet two core components of an EIS system: 1) identify potential individual or group red flag behavior (as early as possible), and 2) intervene to redirect performance and behaviors toward organizational goals. In short, the collection of RIPA data does nothing to address this item.

The working group considers this recommendation for an EIS and risk management system to be among its top priorities.

**Immediately release the following data to the Working Group:**

All data given to the Center for Policing Equity (CPE) - This data includes:

- a. Calls for Service (January 1, 2012 - December 2016)
- b. Use of Force Data (January 1, 2012 - December 31, 2016)
- c. Crime Report Data (January 1, 2012 - December 31, 2016)

STOP DATA - this data shall include information on “call type,” similar to the data used by the Center for Policing Equity. The timeframe would be January 1, 2012 to present.

USE OF FORCE DATA - This data was used in the analysis presented in the CPE report. Along with the CPE data, it would be helpful to have more recent Use of Force data. The timeframe would be January 1, 2012 to present.

DEIDENTIFIED STOP & ARREST DATA - data that we can be attached to anonymized individuals. The timeframe for this data would be January 1, 2012 to present.

ADDITIONAL ARREST DATA - Currently, the Open Data Portal posts arrest data from January 1, 2015. The timeframe for this data would be January 1, 2012 to present day.

ADDITIONAL CALLS FOR SERVICE - Currently, Calls for Service data are posted for the last 180 days. The timeframe for this data would be January 1, 2012 to present.

The BPD responded by referring to RIPA data collection, stating “RIPA data and current BPD officers seems to be the best path forward.” BPD also states, “Approximately 50 officers have been hired since late 2016,” and, “BPD staff are working on a number of technical projects, and resources are limited, especially after recent budget deferrals.”

Based on conversations related to this item which occurred in formal working group sessions, the working group believes the BPD comment related to the hiring of 50 officers was intended to communicate that the BPD department before 2016 (reflected in the CPE data), is different from the BPD today. The working group believes this may be true. The best way to determine if this

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is true is to have access to the data we have requested so we can determine if there have been any measurable shifts in the racial disparities found by CPE.

It is important to note that a member of the working group used publicly available BPD stop data to redo a portion of the CPE analysis. This publicly available stop data was from 2015 to 2019. Therefore, this data included the two years of the CPE report (2015 - 2016) and two and a half years after the CPE report (2017-2019). This analysis was presented to the working group. This analysis found persistent racial disparities in stops and searches during this time. In other words, the pattern of racial disparities found in the CPE analysis persisted through 2019, over two years after the CPE report was released. It is also important to note that this analysis only includes stops and searches. It does not include an analysis of use of force. A complete CPE redo has not been possible because **BPD has never released any data to the working group.**

The working group understands budgetary constraints are impacting BPD. Further, the working group understands that it is possible BPD does not have some of the data we request, e.g. de-identified stop and arrest data. When BPD has made it clear they do not have the data, we have updated our data requests. For example, an early draft of the working group's policy proposal included a request for weapons and contraband data. BPD has made clear they do not have weapons and contraband data, so the working group removed this data request from our final proposal.

For the remaining data requests, BPD has not provided a compelling reason for why they have not released this data. At the very least, BPD should be able to turn over all the data that was shared with CPE as this data has already been put into a format which allowed it to be shared. Moreover, BPD feedback that, "BPD staff are working on a number of technical projects," seems to indicate that BPD has staff capable of providing and perhaps already working on the data we request.

The Working Group agrees that RIPA data will be useful going forward. However, this item speaks to data from the past, beginning in 2012, and includes data given to the CPE as well as additional data. For the City Council to determine if and how the policy shifts implemented in this proposal have been effective in reducing racial disparities, it must have data from before the implementation of RIPA and this data must be more extensive than stop and search data. The data the working group has requested in this proposal would allow City Council to properly measure the impacts of the policy changes outlined in this proposal. RIPA data will help create a richer picture but in isolation it cannot tell us any information about changes to racial disparities that result from the policy changes outlined in this proposal.

**Limit warrantless searches of individuals on supervised release status, including probation, Post Release Community Supervision (PRCS), and parole, absent evidence of imminent danger**

BPD agrees with this recommendation which has passed the PRC with BPD collaboration.

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**Require written consent for all consent searches**

BPD agreed with this item and cited the collection of RIPA data. Chief Greenwood's feedback states, "BPD will make it a policy that the department's existing consent search form shall be used when consent to search is sought by an officer. Existing body worn camera policy already captures the consent request interaction. RIPA data will specifically address this issue: Data will indicate when a consent search was performed, and what the outcome (yield) is providing specific data for analysis. The data will support understanding of how often it occurs, the circumstances under which it occurs, and the outcomes."

In mid-December, the Working Group received a copy of the consent form used by the BPD; however, as noted above in #8, the Working Group recommendation is that the BPD adopt the written consent used in North Carolina. It is imperative that any consent form be used consistently and include the printed name and signature of the person consenting to the search as well as clear indications of what property the person consents to search, rather than blanket statements that the consent includes all aspects of the person and their property.

Additionally, while the written feedback did not make this distinction, conversations with Chief Greenwood at Working Group meetings indicated that perhaps BPD focus for written consent was on car or traffic searches only. This policy item recommendation includes all searches-- traffic, pedestrian, bike, etc.

The Working Group acknowledges that body worn cameras may capture the consent process but does not support only the use of body worn cameras to capture this process. The intent of this item is to require written consent for any person, or their property, undergoing a consent search.

The Working Group agrees RIPA data collection will be helpful in determining if there are racial disparities in stops and searches. However, RIPA data collection is not a substitute for a written consent.

**Accelerate Crisis Intervention Team (CIT) activity**

BPD agrees with this response. However, Chief Greenwood states, "Class availability is limited. Budget and resource constraints may impact this as well, as overtime is restricted to backfill for officers' absence due to training." The working group considers that accelerating current CIT activity as critically important.

**For any individual detained, BPD officers shall provide a business card that displays with the following information on the back:**

- a. A website similar to RAHEEM that collects information on police-civilian encounters
- b. Contact information for filing a complaint with the PRC or its successor, the Police Accountability Board.

BPD feedback states, "Open to idea, but with balance: perhaps a link to an online survey, provide info on commendations as well as how to file complaints with PRC and IAB." The

working group supports the collection of both positive and negative feedback on police civilian contacts.

**Address Profiling by Proxy**

BPD supports this item.

**Include community member participation and feedback in the hiring process**

BPD provided no written feedback on this item. However, in a formal working group session Chief Greenwood expressed concerns about including community participation in the hiring process for all BPD staff. The proposal was updated to include community member participation only in the hiring process related to sworn officers.

**Include the following for Performance Appraisal Reports**

- a. Officers should exhibit cultural competency and anti-racist conduct, and that should be included in their City of Berkeley Performance Appraisal Report (Police Sworn-Operations Division Personnel), on p. 2 of 8 under Section “B” “Professionalism.”
- b. Add to standards 1 and 2 of the Performance Appraisal Report as follows:
  - i. Provides excellent customer service and represents the Department well as a culturally competent and anti-racist officer
  - ii. Is respectful of both the people they serve and the people they serve with, in a culturally competent and anti-racist manner
  - iii. *All officers should aspire for an “Above Average” “Exceeds Expectations” or “Exemplary Performance” mark each year with “Meets Minimum Standards” as the basic floor (with expected increase in performance level in subsequent years).*

BPD provided no written feedback to this item. This item was updated based on verbal feedback Chief Greenwood gave during a formal working group session.

**Include community and peer input into the annual review of sworn police officers.**

Based on BPD feedback, this item was updated. Previous language was as follows: Include a “360 Degree Review Form” completed by December 30th each year after an Annual Community Forum. The working group updated the item to account for the lack of familiarity at BPD with a 360 review process as well as to incorporate peer review into the annual review process.

**Fire racist police officers identified through social media and other media screens.**

- a. BPD shall immediately fire all identified officers who have engaged in racist or violent actions or commentary online.
- b. A social media screen of officer online conduct shall be done annually.

BPD agrees with this item. In response, BPD cited existing policies in place to discipline or terminate an employee. However, Chief Greenwood stated a need to check if or how these policies are related to racist behaviors. Further, Chief Greenwood pointed towards the existing

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screening process and background checks for hiring. Lastly, other members of BPD expressed concerns that social media screens might violate legal protections.

The working group has not received clarification on if or how existing disciplinary policies relate to racist behavior of officers. The working group would like clarity on this process. Further, if policies are in place to discipline an officer engaged in racist behavior this still does not address the issue of identifying officers engaged in racist behavior. This item is designed to identify if BPD officers are engaged in racist online activity and states clearly any officers so identified should be terminated. The working group does not recommend that Council accept any other action than termination for any officer found to have engaged or currently engage in racist behavior.

Additionally, this item is not requesting BPD violate privacy laws of potential or existing employees. Comments made on an electronic app, chat room, social media group, etc. are not protected by privacy laws or the constitution. A screen of social media platforms is routinely done by employers today. According to a 2018 CareerBuilder survey, "70% of employers use social media to screen candidates during the hiring process, and about 43% of employers use social media to check on current employees." Regular social media screens are a routine practice today. A third party that specialized in social media screens is well aware of legalities of the screening process, which is one reason why the FIP working group suggested a third party, not BPD, conduct the screening process.

**Of Note:**

The working group removed one item based on BPD feedback. The original item read: Officers shall prominently display identification. This item was updated with new language that read: Officers violating penal code (CA 830.10) shall be severely disciplined. Finally, the working group removed this item completed based on feedback from BPD.

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## Appendix D - Unfulfilled Council Mandates to BPD

Following on the publication by the CPE and the PRC of their respective reports on BPD stop, search, and use of force data, the Berkeley City Council gave specific policy direction to staff to address racial disparities apparent in that data.

At the onset of the Fair and Impartial Working Group in the fall of 2019, mayoral staff noted the following directions that had not been carried out by the City Manager or Chief of Police. Significantly, these directions remain unfulfilled as of August 2020:

I. Council referral from Nov. 14, 2017, to be completed by September 2018 and annually thereafter.

1. Direct the City Manager to track yield, stop, citation, search and arrest rates by race, develop training programs to address any disparities found, and implement policy and practice reforms that reflect cooperation between the Berkeley Police Department (“BPD”), the Police Review Commission (“PRC”) and the broader Berkeley community. The City Manager will report findings in September 2018 and annually thereafter, using anonymized data. [NOTE: BPD responded that they are addressing this via RIPA work, but it has still not been done.]
2. Tracking Yield rates
  - a. Analyze whether officer-initiated or in response to calls for service or warrants.
  - b. Focus on reasons for disparate racial treatment and to identify any outliers. [NOTE: BPD responded that they are addressing this via RIPA work, but it has still not been done.]
3. Consider any other criteria that would contribute to a better understanding of stops, searches, citations and arrests and the reasons for such actions. [NOTE: BPD responded that they are addressing this via RIPA work, but it has still not been done.]
4. Consulting and cooperating with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values. Work closely with the PRC, providing the commission all legally available information that may be helpful to designing reforms.
5. Once released, BPD should analyze the final Center for Policing Equity report and propose improvements as needed. [NOTE: CPE final report was released in May 2018.]

None of these items, which are now nearly three years old, were ever accomplished

II. Council referral from April 24, 2018

1. Create, Present and Execute a Departmental Action Plan **by April 30, 2019.**

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2. Officer Identification. Develop a policy requiring officers to identify themselves by their full name, rank and command and provide it writing (e.g. a business card) to individuals they have stopped, as in Oakland, New York, Providence, and San Jose.
3. Review and Update BPD Policy Surrounding Inquiries to Parole and Probation Status.
4. Enhance Search Consent Policies.
5. Collect Data on Terry Stops/Searches and Citations [NOTE: Remains undone. BPD responded that they are addressing this via RIPA work, but it has still not been done.]
6. BPD Data Dashboard.
7. Enhance Existing "Early Warning" Systems

None of these items, which are over two years old, were ever accomplished

III. CPE recommendations from early 2018

1. We recommend that BPD monitor search and disposition outcomes across race, and arrest and disposition outcomes associated with use of force. In particular, BPD should collect and share data with respect to contraband (distinguishing among drugs, guns, non-gun weapons, and stolen property) found during vehicle or pedestrian searches, and that it analyze data about charges filed resulting from vehicle and pedestrian stops. [NOTE: BPD responded 4/2019 that they are addressing this via RIPA work but it has still not been done.]
2. We recommend that BPD more clearly track, analyze, and share data with respect to whether law enforcement actions are officer-initiated, or responses to calls for service. [NOTE: BPD responded 4/2019 that they are addressing this via RIPA work but it has still not been done.]
3. We recommend that BPD continue to affirm that the egalitarian values of the department be reflected in the work its officers and employees do. [NOTE: Chief responded in 4/2019 message, saying they address in ongoing training, but their own heavily disparate stop and force data suggests that more needs to be done and that the ongoing training may be insufficient.]
4. We recommend that BPD consult and cooperate with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values. [NOTE: See Council referrals above. Also referred to Working Group and to July 14 2020 community engagement process.]
5. We recommend BPD track yield rates (of contraband found at searches). [NOTE: BPD responded 4/2019 that they are addressing this via RIPA work but it has still not been done.]
6. We recommend that BPD monitor patrol deployments, using efficient and equitable deployment as a metric of supervisory success. One way to promote equitable contact rates is to monitor racial disparities (not attributable to non-police factors such as crime) and to adjust patrol deployments accordingly.
7. We recommend that BPD track crime trends with neighborhood demographics in order to ensure that response rates are proportional to crime rates.



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8. We recommend that BPD engage in scenario-based training on the importance of procedural justice and the psychological roots of disparate treatment in order to promote the adoption of procedural justice throughout the organization, and to protect officers from the negative consequences of concerns that they will appear racist. [NOTE: Chief responded in 4/2019 message to say the department completed procedural justice training, but their own heavily disparate stop and force data suggests that more needs to be done and that the procedural justice training may be insufficient.]
9. We recommend that values-based evaluations of supervisors be developed to curb the possible influence of social dominance orientation on the mission of the department. CPE research has found a significant relationship between social dominance orientation and negative policing outcomes in many police departments.
10. We recommend that BPD training include clear messaging that racial inequality and other invidious disparities are not consistent with the values of BPD. [NOTE Chief responded in 4/2019 message, said they address in ongoing training, but their own heavily disparate stop and force data suggests that more needs to be done and that the ongoing training may be insufficient.]
11. We recommend leveraging the Police Review Commission, as well as ensuring inclusion from all groups in the community, to help review relevant areas of the general orders manual and provide a more integrated set of policies with clear accountability and institutional resources. [NOTE: Chief responded in 4/2019 message, saying they address in ongoing PRC subcommittee work.]

The Fair and Impartial Policing Working Group has received three contemporaneous studies of the BPD's stops as published on the City's Open Data Portal. The following patterns emerge from this data as shown in these studies:

1. Berkeley's stop rate for African Americans is over three times greater than Oakland's. Annually, African Americans are stopped by police according to BPD records at a rate of 32.7% (3,083 stops of African Americans compared to 10,331 African American Berkeley residents). In Oakland, the corresponding stop rate is 10.4% (10,874 compared to a total of 104,310 African American Oakland residents).
2. During the first 13 weeks of the Covid-19 pandemic from March 15 to June 12, the disparity between stops of Black and White civilians in Berkeley skyrocketed. African American stops were exactly 50% of total 608 stops at 304, with White stops were 143 for 23.52% of all stops. Taking into account the low number of African Americans residing in Berkeley, the disparities are even starker: African American stops are about 42.7 per 1,000 of their population, where White stops are about 2.9 per 1,000, a disparity of 14.5 to 1, twice the disparity in 2018.
3. The discriminatory stops exploded under the Black Lives Matter curfew at the end of May. In three days from May 31 to June 2, 92 African Americans and 18 Latinx people were pulled over by Berkeley police, compared to just 18 White people. This is a disparity in raw numbers of five to one. Based on stops per 1,000 of ethnic population,

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Black civilians were nearly 35 times more likely to be stopped than Whites during the curfew.

There has been no meaningful response from the BPD to either confirm and account for the disparities, convincingly explain why the critical analysis is incorrect, or give some alternative interpretation of the data. Instead the department has simply ignored the data and the evidence that it discriminates in its treatment of Black, Latinx, and White civilians. BPD representatives quibble over side issues such as whether the data is skewed by stops of Black people coming into Berkeley from outside, or a theory that police are being nice to Black people by issuing them only warnings whereas they ticket White civilians in similar circumstances. The recommendations made in this document will uncover the true cause of the stark racial disparities, and indicate a path to correct them.

The Fair and Impartial Working Group does not want its recommendations to go the way of prior recommendations and directives from the City Council, CPE, and PRC. As shown above, the City Manager and Chief of Police have failed to execute the policies set by the elected officials. The City Council must ensure that staff act promptly to bring Berkeley policing into compliance with constitutional principles, particularly equal protection under the law.

Berkeley Mayor's Fair and Impartial Policing Working Group  
Recommendations  
Members' Cover Letter  
December 17, 2020

Hon. Mayor Arreguín, Berkeley City Council Members:

Our work in the Mayor's Fair and Impartial Policing working group has been guided by the April 2018 Council resolution calling for a written departmental action plan, created by a community-based task force, to study and address racial disparities. "The plan...would detail measures to address racial disparities, taking into account the action plan recommendations contained in the PRC and CPE reports." The Mayor's working group includes PRC leaders, police representatives, interested community organizations (including those of constituencies of color), and academic experts.

*Why our recommendations to address racial disparities are urgent*

The statistical evidence is clear that people of color, especially youth, are disproportionately being stopped and searched, creating mistrust and furthering the racial divide in Berkeley.

- The data released since 2015 show a consistent pattern of racial disparity in police stops; in 2018, for example, BPD stopped more Black drivers than White (3,390 vs. 2,716) even though Black people are only 7% to 8% of the population.
- African Americans are stopped almost twice as often as Whites in circumstances that do not result in any enforcement action (i.e. citation or arrest). Among civilians who are stopped, African Americans are searched more than twice as often as Whites.<sup>1</sup>
- In the first 13 weeks of the pandemic shutdown, from March 15 through June 12, the disparity between stops of African American and White civilians has skyrocketed, as is evident from the raw numbers: African American stops were exactly 50% of total 608 stops at 304, with White stops at 143 for 23.52% of all stops. Perhaps more critically, the citation rate for African American civilian stops is just over 7.5% and for Whites, over 15%, a disparity of two to one. That disparity indicates that only half as many African American stops as White stops are conducted with valid suspicion of a criminal act. The

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<sup>1</sup> Source: BPD data from 2015 through 2020.

citation rate of 7.5% for African Americans raises questions about why the other 92.5% were stopped.<sup>2</sup>

- Discriminatory stops exploded under the Black Lives Matter curfew at the end of May. In three days from May 31 to June 2, 92 African Americans and 18 Latinx people were pulled over by Berkeley police, compared to just 18 White people. This *five to one disparity* is all the more disturbing in light of the fact that African Americans make up just one-seventh of the population compared to Whites. This means that Black civilians were nearly 35 times more likely to be stopped than Whites.

*Our recommendations to address racial disparities are urgent and staff must be held accountable to comply with them*

It is our pleasure to present to you the attached set of recommendations on addressing racial disparities in Berkeley policing. It has been a long road to get here, but we believe that the recommendations constitute an appropriate approach to public safety that is truly fair and impartial.

Our 26 recommendations to you are organized into four sections. After an executive summary, we present 13 recommendations for action by the BPD to reduce disparities in vehicle, pedestrian, and bicycle stops and searches. The next four recommendations, also for the BPD, pertain to hiring and evaluation of police officers. Nine recommendations for the City Council round out the list; some of those bear on initiatives you began in the wake of the murder of George Floyd. *[NOTE: Update the number of recommendations when the finalized report is ready.]*

A fourth section proposes an implementation plan. The concern for timely and effective implementation arises from the nearly total lack of engagement by the department and from its supervisors in city management, in the crisis of racial disparity that is clearly documented in the BPD's data beginning in 2015.

City staff are obligated to embrace this program for change once City Council approves it. However, given that the BPD has failed to respond positively to both requests from the community and directives from the City Council, and remains unwilling to accept the implications of stark and continuing racial disparities, outside entities must actively monitor and evaluate their progress.

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<sup>2</sup> "Analysis of rise in racial disparities during first 13 weeks of pandemic (March 15-June 12 2020)," Lippman, June 19, 2020.

We must note the nearly complete failure of top Berkeley staff, led by the City Manager and the Berkeley Police Chief, to implement past recommendations on these issues, including resolutions by the City Council, the CPE Report, and recommendations by the Berkeley Police Review Commission. The Mayor's Legislative Aide, Tano Trachtenberg, presented a revealing three-page summary of these failures to an early meeting of the working group. See the spreadsheet attached directly after this letter.

Accordingly, we propose the following crucial accountability steps:

The City Manager, working in coordination with the police department, should implement the items outlined in the consultant's plan, in accordance with the timeline set forth in the plan and approved by City Council.

If the Police Department does not implement the plan in accordance with the agreed-upon timeline, the City Manager should replace the Police Chief.

If the City Manager does not ensure that the Police Department implements the plan in accordance with the timeline, the City Council should replace the City Manager.

The Working Group met from the fall of 2019 to the end of 2020. To underscore the City Manager's failure to prioritize this process, she rarely participated in the working group meetings. The City Manager never offered the Working Group an explanation for the stark *and increasing* racial disparities in stops, searches, and enforcement outcomes.

These meetings were marked by a complete failure by BPD and city management to provide the Working Group with any data whatsoever, much less any clarifying analysis of the data. The data on the Open Data Portal provides only a subset of the data made available years ago to the Department's academic partner, the Center for Policing Equity. Key omitted items include raw data on use of force, calls for service, and older stop and arrest data, which is useful for trend analysis. The Department has made no move to provide the requested anonymized stop records that will be critical to determine the breadth of the issue of disparate treatment. In November, the Chief finally agreed to the Working Group's Recommendation #6 to immediately release the requested data to the Working Group so that the Group could provide Council with the best analysis. However, the City Manager has not compelled the Chief to comply with his promise.

In addition, the BPD has never, in five years since first releasing stop data, analyzed its own data to give a cogent explanation for the racial disparities in their stop practice. Only members of the Working Group, and volunteer community advocates, doing their own analysis have provided any clarity into the meaning of these statistics. Instead of leading the response to revelation of a

pattern of racially disparate outcomes with a process of self-examination, the Chief and his staff have only provided excuses and attempted to undermine any criticism. All the recommendations that have been forwarded to you by the mayor are important. However, we are especially dismayed at the weak to non-existent measures of enforcing accountability for the chief and the City Manager to comply with these recommendations. There are no consequences for either the Chief or the City Manager if they fail to implement our recommendations. This is particularly disheartening given the years they have failed to comply with other recommendations and directives, including those of the City Council.

The City of Berkeley cannot expect, nor may it permit Black and Brown people to continue to receive anything less than “Fair and Impartial Policing”. City officials and staff must insist that BPD consent to 100% equity in policing. Every percentage point of unethical policing COSTS Black and Brown people and their families physically, psychologically, and financially. With increased police accountability, Berkeley will address structural inequalities, tackle unconscious bias, and bring an end to racially disparate policing.

This Working Group is at this time the strongest repository of knowledge on racial disparities in Berkeley policing and on an approach to addressing them. It needs to play a role in oversight of the implementation process. We urge the hiring of a consultant with experience overseeing police departments to work with both the BPD and the Working Group to create a detailed plan for implementation of the approved recommendations. Once an implementation plan has been developed and approved by Council, we recommend the Police Review Commission and its successor, the Police Accountability Board, be given the authority and resources to support the implementation of the plan as a top priority.

*Now is the time*

Waiting for RIPA data is not necessary to decide whether to begin actions such as an Early Intervention System. The forthcoming reporting of RIPA data will be useful in the finer points of the action plan; however, the existence of disparate treatment has already been conclusively shown. The BPD must move now to take the first steps to address racial disparities in Berkeley policing.

In conclusion, we ask that you treat this issue as the racial justice emergency that it is. You have the opportunity to provide leadership on one of the most critical racial justice concerns in our city today. The time for delay is at an end.

We thank the Mayor and Council for your consistent support and stand ready to provide any information or clarification you may need.

Signed:

Jim Chanin  
Elliot Halpern  
Mansour Id-Deen  
Moni Law  
Héctor Malvido  
Nathan Mizell  
Pita Oxholm

Members, Mayor's Fair and Impartial Policing Working Group

December 23, 2020

The Honorable Jesse Arreguín, Mayor of Berkeley;  
Berkeley City Council Members:

White supremacy, in all of its forms and vestiges, is the greatest impediment to an equitable society. Its reach goes beyond overt acts, often taking form in more insidious ways. This tenet holds true in the City of Berkeley. Institutions have a well-documented history of denying the gravity of racial injustices and delaying changes needed to address such injustices. In this respect, Berkeley is not immune. I fear we have created another injustice in the working group's refusal to adopt a meaningful accountability mechanism. Other members of the working group and I advocated for a common-sense, accountability mechanism to best ensure implementation of the recommendations. This accountability mechanism would only become active following the development of an implementation plan with an outside consultant. It reads as follows: "If the City Manager does not ensure that the Police Department implements the plan in accordance with the timeline, the City Council should replace the City Manager." This mechanism was rejected by the majority of the working group, a move that was supported by the Mayor.

It is worth recalling how we got here. In 2015, mere weeks after BPD brutalized several protests during December 2014, the City of Berkeley adopted the Fair and Impartial Policing policy to begin a more comprehensive collection of the vehicle, pedestrian, and bicyclist stop data. In September 2015, Berkeley NAACP, UC Berkeley's Black Student Union, and other community groups released an initial analysis of the new data that displayed disparities in stops, searches, and yield rates. At the time, then-BPD Chief Michael Meehan disagreed with the coalition's conclusion stating "a more careful analysis...will produce a much more enlightened response." As you are aware, that "careful analysis" was the Center for Policing Equity's 2018 report, and its findings were similarly, if not more damning than the 2015 report. The CPE report, along with the companion 2017 PRC report established a clear pattern of disparate stops and searches. Since 2017, the city council has enacted dozens of referrals and directives to the City Manager to address racial disparities. Nearly four years later, the overwhelming majority of directives have not been implemented by the City Manager or the BPD Chief, and they have no plan for implementation. It is clear that the management of BPD, especially its senior leadership, is well within the job description of the City Manager. It is clear that the City Manager has an obligation to ensure the timely implementation of policy in all city departments, including the police. It is also clear the City Manager has failed in these essential responsibilities. This lack of implementation by the City Manager was one of the central reasons for the creation of this working group.

Nothing about our proposed accountability mechanism should be controversial. The primary argument against the accountability mechanism has been that such action would be unprecedented and that the process established by the council to evaluate the City Manager would suffice. In some respects, the former point is correct. Governmental entities failing to ensure the safety and civil liberties of Black Americans has so long been the precedent that measures attempting to change this pattern appear as an overstep. In regard to the city council's existing evaluation process, it is worth considering both the current structure and likely evaluation metrics. The City Manager, who has held her position since 2015, was not evaluated by any formal process from 2015-2018. The current evaluation process was created in 2019. As a resolution with no union implications, it can be changed at any time. While I do not know the exact evaluation criteria given evaluations are conducted in closed session, the International County/City Management Association (ICMA) criteria provide a damning guide. The ICMA criteria, which are placed in the item adopting an evaluation process, list 14 criteria to evaluate a City Manager. Even using their evaluation, it is clear that when it comes to BPD the City Manager has failed on no less than 9 of 14 criteria, including "Staff [Police] effectiveness", "Equity and Inclusion", and "policy facilitation and implementation".

This is not a failure on the scale of a single policy, but a failure of significant magnitude over a period of several years. It is a failure that disrespects the work of dedicated city staff whose departments are held to higher standards and cannot ignore directives from the council. It is a failure that placed the issuance of parking tickets above the protection and constitutional rights of Black Berkeleyans. The current reality where a City's highest-paid employee could fail so severely in regard to the City's most costly department, yet remain in her position without even the possibility of replacement, is remarkable. The potential of losing your job for failing to do it is not hostile, it is the standard every other city employee is held to. It is difficult to imagine that if the demographics of Berkeley were different, or if the harm most directly affected a different demographic group, that this failure, and the potential for future failures, would be permitted.

I write to you today because I believe that you are committed to addressing racial disparities. The revised accountability mechanism fails to honor your commitment. As you know, the City Charter gives you the sole power of deciding when to retain the City Manager and when to replace the City Manager. Our proposal simply asked the city council to strongly consider replacing the City Manager *if* they did not implement the recommendations *after* setting a timeline with the support of a consultant. The physical and psychological damages created by BPD's disparate policing will not stop, if the City Manager is allowed to delay, obfuscate, and ignore council directives. In this regard, you are the ones who must enforce the law. The status quo has failed Berkeley, none more than its Black residents and visitors. While it is possible the recommendations of the working group can be accomplished without the accountability mechanism, it leaves an already overlooked community with little recourse should implementation be stymied. Therefore, I respectfully submit my strong dissent to the changes in the accountability mechanism. I continue to support the accountability process as it was originally written.

Sincerely,

Nathan Mizell, Member, Mayor's Fair and Impartial Policing Working Group; Vice-Chair, Berkeley Police Review Commission\*  
Perfecta Oxholm, Member, Mayor's Fair and Impartial Policing Working Group  
Jim Chanin, Member, Mayor's Fair and Impartial Policing Working Group  
Héctor Malvido, Member, Mayor's Fair and Impartial Policing Working Group

\* Titles are for ID purposes, I write here solely in my capacity as a working group member





Center For  
**POLICING EQUITY**

## **The Science of Justice:**

Berkeley Police Department  
National Justice Database City Report

May 2018

[www.policingequity.org](http://www.policingequity.org)



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## Overview

How do you measure justice? Despite the philosophical, methodological, and logistical difficulty of this question, law enforcement executives are increasingly asked to turn over data with the aim of evaluating how fairly they are doing their jobs. At the same time, many community members perceive law enforcement activities to be targeted toward—and biased against—non-White people. Communities plagued by mass incarceration and highly publicized police shootings have called for greater transparency and accountability on the part of the police. And research shows that positive police-community relationships are crucial for safer communities: residents are more likely to engage as witnesses and as partners in crime reduction if they believe in the legitimacy of police as equitable and impartial agents of the law.<sup>2</sup>

Increasingly, then, courageous and forward-looking law enforcement executives seek hard metrics on current practices as a way to identify effective policy reforms aimed at reducing bias and improving police-community relations. They are seeking out partnerships with prominent researchers to solve this riddle, and to lead policing in the nation with respect to civil rights and public accountability.

Data collection and analysis can be essential tools that reveal empirical realities and illuminate options that might advance equity in public safety. Too often, law enforcement data have been captured with an eye toward accounting or litigation, without leveraging the data to optimize performance. But just as CompStat ushered in a new era where police could be accountable for crime rates, data on racial disparities—and the inferential analyses we pair with them here—can be used to identify opportunities to improve public trust and safety. Consequently, in addition to specific policies designed to address opportunities for improvement revealed by these analyses, we routinely recommend including better data accountability as part of the path forward.

The aim of this report is to begin to provide the Berkeley Police Department (BPD) a valuable resource toward that end. It is intended as a preliminary guide to illuminate options that might advance equity in public safety, providing straightforward statistical answers to some of the most pressing questions facing BPD and other law enforcement agencies.

The Center for Policing Equity (CPE) aims to address the needs of both law enforcement and communities, who can avail themselves of the CPE's National Justice Database (NJD). The NJD collects policing data to measure fairness and improve policing equity, and to make its findings transparent to law enforcement and to communities. The NJD offers a rigorous analytic framework to make sense of policing data, seeking to identify and understand the

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<sup>2</sup> See Tom R. Tyler, *Why People Obey the Law* (Princeton, NJ: Princeton University Press, 2006).



consequences of policing activities and the sources of racial disparity.<sup>3</sup> In this research brief, we present empirical documentation of the degree of racial disparity in BPD's policing practices, as well as analysis and interpretation of the factors that might contribute to such disparity. While the results are mixed, our analysis reveals encouraging findings and heartening trends. It also flags questions and disparities that warrant further investigation and reform.

Our purpose is to demonstrate what can be learned by thoroughly analyzing policing data. This report, like those produced for other NJD participants, aims to offer law enforcement officials a road map toward greater transparency and accountability in police practices, so they can transform agencies and adopt more just and equitable means of promoting public safety.

## National Justice Database Framework

The NJD analytic framework aims to distinguish among three broad types of explanations for racial disparities in policing, any or all of which can play a role in producing racial disparities in the City of Berkeley, as elsewhere:

1. Disparities that arise from **community characteristics**. For instance, high crime rates or poverty within a community may draw increased police attention. Individuals within a community may place disproportionately more calls for service to police.
2. Disparities that arise from **police characteristics**. For instance, police may patrol some neighborhoods with less commitment to the dignity of those who live there. Or, deploying more officers to high-crime neighborhoods may produce disproportionately more interactions between police and non-White communities.
3. Disparities that arise from the **relationships between communities and police**. For instance, mistrust of law enforcement may incite members of some communities to flee approaching officers or resist arrest more than members of other communities do. Similarly, a sense that communities do not trust or respect police may cause officers to feel unsafe or defensive in some neighborhoods.

While the whole story likely incorporates elements of each of these explanations, the comprehensive NJD framework allows departments to learn about how all three contribute to racial disparities. By combining police administrative data with population data (e.g., income, education, racial demographics), police department climate surveys, and community surveys,

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<sup>3</sup> In this report, "racial" is used as a shorthand for the demographic groups described in BPD records as Asian, Black, Hispanic, White and Other/unknown. When our analyses compare BPD policing statistics to census data, the first four of these categories are mapped onto the following census categories, respectively: non-Hispanic Asian, non-Hispanic Black, Hispanic (any race), and non-Hispanic White. All other ethnoracial census categories are mapped onto Other/Unknown. This simplified terminology does not represent a claim that such persons belong to monolithic "races," or indeed that the category of "race" has objective meaning independent of its social context. Furthermore, it should be noted that BPD racial categories describe the officer's perception of the individual's race or ethnicity. This perception may or may not match the individual's own racial or ethnic identity.



we can examine the role that each explanation plays in the disparities that both police departments and communities want to reduce.

This report carefully analyzes the role that community- and police-level factors (explanations 1 and 2) may contribute to racial disparities. The resulting analyses can be used to steer community engagement, relationship building, and continued departmental reform. It is important to emphasize that the persuasive power of analytics grows substantially the longer a department measures and analyzes important indicators. As a result, we encourage BPD, the people of Berkeley, and all law enforcement agencies involved in the NJD to see these analyses as an initial benchmark against which future progress can be measured. With many departments set to receive similar briefs in the coming months and years, we hope this analytic framework will serve as a road map for police and communities—establishing where they are now and charting a path toward a more just future.

It should be noted that no police department in the country currently collects all the data recommended by the NJD analytic framework (although several departments collect each element of non-survey data). BPD has been very forthcoming in response to CPE requests for data-sharing and information. We encourage BPD to continue its collection of vehicle stop analysis, and to include information on stops that do not lead to citations, including information on whether these stops lead to searches or seizures of passengers or searches of the vehicle. We also encourage BPD to continue its collection of use of force data, and to include comprehensive data on the use of firearms and on incidents of deadly force. In addition, we encourage BPD to indicate in field card data the basis for the stop, in order to enable similar analysis. This information will allow more powerful and comprehensive analyses to be conducted on a larger dataset that could identify trends and policy effects across multiple years of BPD practice. Expanded data collection and analysis will also afford a significant opportunity for greater clarity about fairness in policing that could be afforded by further collection and release of policing data. This will benefit not only BPD and the communities it serves, but law enforcement agencies and communities nationwide.





## Executive Summary

This report provides feedback on Berkeley Police Department (BPD) data on vehicle stops, pedestrian stops, and reported use of force. BPD shared these data with CPE as part of its National Justice Database (NJD). This report presents descriptive statistics and inferential analyses with respect to vehicle stops conducted from 2012 through 2016, pedestrian stops conducted from 2015 through 2016, and use of force reported from 2012 through 2016.

Our analysis of BPD vehicle and pedestrian stops found that Black and Hispanic persons were more likely than White persons to be stopped by BPD. Black persons in Berkeley were about 6.5 times more likely per capita than White persons to be stopped while driving, and 4.5 times more likely to be stopped on foot. Hispanic persons were about twice as likely, per capita, as White persons to be stopped while driving, and slightly less likely to be stopped on foot.

In addition to their much higher stop rates, Black and Hispanic drivers (and pedestrians) were also searched at much higher rates. Once stopped, Black drivers were searched at a rate four times higher than their White counterparts (20% compared to 5%), while Hispanic drivers were searched at three times the White rate (15%). Search-rate disparities were similar among White, Black, and Hispanic pedestrians. The higher rates at which Black and Hispanic drivers and pedestrians were stopped and searched are consistent with the possibility that Black and Hispanic persons were treated with greater suspicion by BPD officers.

Because they were stopped at higher rates and were more likely to be searched once stopped, Hispanic persons in Berkeley are, per capita, 4.5 times more likely to be searched by BPD officers than White persons are, and Black persons in Berkeley are 20 times more likely to be searched by BPD.

Nonetheless, Black and Hispanic persons who are searched are *less* likely to be found committing a criminal offense than their White counterparts are. Searches of Black individuals yield arrests only half as often as searches of White individuals do; searches of Hispanic individuals yield arrests 39% less often than searches of White individuals do. (Because BPD does not track data about whether contraband was found during searches, arrest was used as a proxy measure of whether a search uncovered criminal behavior.) Nonetheless, because they are stopped so much more often, Black and Hispanic persons are arrested at much higher per capita rates than Whites are.

Racial disparities in stops, searches, and arrests can be attributed to at least two competing, but not mutually exclusive, possible explanations: a community-level explanation (e.g., crime rates), and a policing-level explanation (e.g., officer discretion). The community-level explanation could posit that the higher stop, search, and arrest rates of Black and Hispanic drivers (compared to Whites) reflect higher levels of traffic violations and/or criminal behavior among such drivers. This hypothesis, however, cannot explain our findings with respect to Asian-American drivers: they are stopped less frequently than Whites, are searched at the same rate



once stopped, but are arrested at three times the rate of White drivers. BPD searches appear to be more effective at detecting criminal wrongdoing by White and Asian persons, yielding a higher proportion of arrests of White and Asian persons without searching as many innocent people in those groups.

Another finding that is inconsistent with the community-level explanation is that Black and Hispanic drivers are much more likely than White drivers to be stopped and searched, but much *less* likely to be arrested after a search. That is, Black and Hispanic drivers who are searched are more likely to be innocent than White (and Asian-American) drivers who are searched. It is unclear whether, if Black and Hispanic drivers were stopped and searched at the same high rate of suspicion that seems to be applied to their White and Asian-American counterparts (that is, if they were stopped and searched as infrequently as White or Asian-American drivers), searches of Black and Hispanic drivers might produce a yield rate as high as searches of White and Asian drivers do.

The policing-level explanation for these disparities might posit that stop, search, and arrest decisions could all reflect discretionary decision-making that operates differently on drivers of different races. The higher overall rates of stop, search, and arrest of Black and Hispanic drivers could reflect a pattern of policing discretion that is less forgiving of minor crime. Our findings are consistent with the possibility that Black and Hispanic drivers might face criminal charges in circumstances where a White driver might have received only a citation. Despite their lower rate of arrest *after a search*, Black drivers stopped by BPD are overall twice as likely as White drivers to be arrested, and they are half as likely as White drivers to receive a citation without being arrested. Without information about the charges that are filed at vehicle stops, neither the policing-level nor the community-level explanation should be uncritically accepted.

Unexplained disparities were also observed in BPD use of force. Black people, who comprise only 8% of the population of the City of Berkeley, made up 46% of individuals who were subjected to use of force by BPD. Compared to White individuals in Berkeley, Black individuals were nine times more likely per capita to have force used upon them. Our analyses found that these disparities are not explained by poverty, neighborhood crime rates, or neighborhood demographics, and are not attributable to chance. These disparities, like the disparities in BPD pedestrian and vehicle stops, are unexplained, and warrant further investigation.

It is likely that both community-level and policing-level factors may contribute to the racial disparities observed in BPD stops, searches, and use of force; the collection and analysis of data about the charges filed at vehicle stops and after use of force incidents might help to illuminate the relationship between the two.

Overall, our findings revealed reasons for optimism, as well as opportunities for improvement. Reasons for optimism included BPD's overall number of reported use of force incidents. BPD's rate of reported use of force incidents compares favorably to other departments of similar size, although BPD policy does not require comprehensive reporting of weaponless hands-on force. Despite a policy that does not appear to require that every weaponless hands-on force incident



be reported, a large majority of force incidents reported by BPD officers involved no weapon other than the officer's hands or body. Together, these findings may be consistent with a culture of restraint within BPD with respect to use of force. Racial disparities in arrests and citations at pedestrian stops are also fairly small, and the Black-White racial disparity in vehicle stops declined slightly between 2012 and 2016 (but it remained large, and was accompanied by a moderate increase in disparities affecting Hispanic, Asian-American, and Other groups).

Another notable finding could be read as reason for either optimism or concern. The percentage of BPD vehicle stops resulting in arrest increased nearly sixfold across the observation period, from 0.7% in January 2012 to 4.1% by November 2016. Most of this increase occurred in 2015 and 2016. This could be read as reason for optimism, in that BPD vehicle stops have become more effective at detecting crimes that warrant arrest. Or, if it indicates that BPD officers have begun making discretionary arrests in circumstances that might previously have been addressed by only a citation, it could be read as reason for concern. The increase in arrest rates warrants analysis to identify the causes and consequences of this increase. This analysis could be enhanced by collection and analysis of data about charges filed at vehicle stops.

The unexplained racial disparities in BPD stop and search rates and in use of force offer additional opportunities for improvement. The Black-White racial disparity in use of force is a matter of special concern, as it appears to have increased between 2012 and 2016, and is not explained by factors such as neighborhood poverty, crime rate, or demographics. These disparities warrant further analysis and attention.

The presentation and analysis of observed racial disparities in this report is limited by the data that BPD collects and shares with researchers. Several of our most important recommendations concern the importance of increased data collection and analysis, which will, in turn, enable more accurate and effective initiatives toward reform and accountability. The disparities identified in this report could be better understood and addressed by changes including the collection and analysis of data with respect to contraband found in searches at police stops; comprehensive data regarding BPD use of force; and charges filed against persons who are stopped by BPD or subjected to force.

In this report, we advance thirteen specific recommendations. While not an exhaustive list of possible solutions to the issues raised in this report, these thirteen recommendations represent straightforward first steps toward addressing each of them.

## Recommendations

1. We recommend changing the use of force data capture protocol to register every use of force by BPD officers, regardless of weapon use, injury, or complaint.
2. We recommend that BPD monitor search and disposition outcomes across race, and arrest and disposition outcomes associated with use of force. In particular, BPD should collect and share data with respect to contraband (distinguishing among drugs, guns,



- non-gun weapons, and stolen property) found during vehicle or pedestrian searches, and that it analyze data about charges filed resulting from vehicle and pedestrian stops.
3. We recommend that BPD collect and share more detailed data with respect to use of force. In particular, we recommend that it collect and analyze data about whether the and how the person resisted arrest, and about charges filed against persons involved in use of force incidents.
  4. We recommend that BPD more clearly track, analyze, and share data with respect to whether law enforcement actions are officer-initiated, or responses to calls for service.
  5. We recommend that BPD continue to affirm that the egalitarian values of the department be reflected in the work its officers and employees do.
  6. We recommend that BPD consult and cooperate with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values.
  7. We recommend BPD track yield rates (of contraband found at searches).
  8. We recommend that BPD monitor patrol deployments, using efficient and equitable deployment as a metric of supervisory success. One way to promote equitable contact rates is to monitor racial disparities (not attributable to non-police factors such as crime) and to adjust patrol deployments accordingly.
  9. We recommend that BPD track crime trends with neighborhood demographics in order to ensure that response rates are proportional to crime rates.
  10. We recommend that BPD engage in scenario-based training on the importance of procedural justice and the psychological roots of disparate treatment in order to promote the adoption of procedural justice throughout the organization, and to protect officers from the negative consequences of concerns that they will appear racist.
  11. We recommend that values-based evaluations of supervisors be developed to curb the possible influence of social dominance orientation on the mission of the department. CPE research has found a significant relationship between social dominance orientation and negative policing outcomes in many police departments.
  12. We recommend that BPD trainings include clear messaging that racial inequality and other invidious disparities are not consistent with the values of BPD.
  13. We recommend leveraging the Police Review Commission, as well as ensuring inclusion from all groups in the community, to help review relevant areas of the general orders manual and provide a more integrated set of policies with clear accountability and institutional resources.

While not an exhaustive list of possible solutions to the issues raised in this report, these thirteen recommendations represent straightforward first steps toward addressing each of them.

## History of City Involvement in the National Justice Database Project

In this section, we describe how the relationship between BPD and CPE began, and why BPD chose to participate in the National Justice Database.

The City of Berkeley is home to one of the nation's leading research universities, and is renowned as a bastion of liberal values and egalitarian culture. Over the past decade or so, the current and prior leadership of BPD have implemented their commitment to equitable policing by introducing multiple policy and training initiatives designed to reduce racial disparity and bias. These initiatives have included enhanced data collection, a "fair and impartial policing program," anti-racial-profiling training, and crisis intervention training to prepare officers to deal with people in mental health crisis, and the public posting of stop data on an open data portal. The current police Chief, Andrew Greenwood, has been leading the department since October 2016, and has committed to "building community trust" as one of the primary goals of his leadership.

Nonetheless, BPD has not been immune to allegations of racial inequity nor excessive force. Like many other urban police departments, BPD has faced litigation and experienced criticism from Berkeley residents who raise concerns about racial disparities, use of force in response to protests, and relationships with LGBTQ communities. CPE hopes that the empirical findings of this report can assist BPD and the people of Berkeley to analyze and address these and other police-community concerns.

In 2015, CPE began working with BPD on a comprehensive data analysis plan, but limited data were provided to the researchers. When Chief Greenwood was appointed Interim Chief, he vowed to provide more comprehensive data, asking to broaden the scope of the study to include analysis of BPD use of force data. Data-sharing efforts grew rapidly, and researchers completed their data collection in February 2017. Analysis continued from there, and an interim report was delivered in May 2017. Additional, more varied data has now been provided, and is included in this final report.

After reviewing the 2017 interim report, Chief Greenwood decided that, rather than publicizing the Interim Report, he would wait for CPE to produce a final report. Chief Greenwood has continually committed to CPE to provide the most current and comprehensive data possible, reflecting his stated interest in CPE's final report serving as a milestone from which community discussion about race and disparity in police interactions will flow. The Department has provided invaluable support to assist CPE with the review and interpretation of data from BPD systems. Despite the many other claims on the time of Departmental staff and leadership, BPD has remained responsive to CPE requests for data and interpretation throughout this study.



We note that the Department's formal mission statement was completely revised at the end of 2016. The new statement emphasizes treating diverse community members with dignity and respect, focuses on safe-guarding the community, and includes Diversity among the Department's five core values, along with Integrity, Respect, Safety, and Professionalism. Social Media use was expanded. As a result, in 2017, BPD actively focused on strategies for building trust and community engagement. The Chief held large-scale community forums and now holds regular community engagement activities such as Coffee-with-a-cop.

The Department also expressed its support of the LGBTQ community during Pride month 2017, including the Department's first-ever formal participation in the SF Pride Parade. The Department is also finalizing a body-worn camera program, and anticipates Department-wide implementation in mid-2018.

The current report now includes data from 2012 through 2016 and contains analysis of BPD stop and force data as well as a series of recommendations that, CPE hopes, can assist BPD in building on its strengths and addressing the concerns raised by our findings.

## Section 1: Data

In this report, we focus on two sets of BPD data made available through the NJD: vehicle stops between 2012 and 2016, pedestrian stops between 2015 and 2016, and reported incidents of police use of force between 2012 and 2016. This section sets out total counts for both sets of data as they affect persons of Asian-American, Black, Hispanic, White, and Other or unknown ethnicity.

The BPD employs approximately 170 sworn officers and another 100 civilian employees, serving a city of approximately 118,585 people. According to the American Community Survey population estimate for 2016, the racial distribution of the City of Berkeley is as follows:

- 55.5% of Berkeley residents are non-Hispanic White (“White”);
- 11.1% are Hispanic or Latino;
- 8.2% are non-Hispanic Black (“Black”);
- 19.1% are non-Hispanic Asian (“Asian-American”);
- 5.2% identify with multiple racial categories; and
- Less than 1% identify as non-Hispanic American Indian/Alaska Native, non-Hispanic Native Hawaiian/Pacific Islander, or non-Hispanic “Some other race.”

BPD is also home to the University of California Berkeley campus. During the time of this data collection, it was home to about 35,000 students (about 25,000 undergraduates and nearly 10,000 graduate students). Of these students—most but not all of whom live in the City of Berkeley—about 31% identify as White, 34% identify as Asian, 11% identify as Chicano/Latino, 3% identify as African-American, and less than 1% identify as each of Indigenous or Pacific Islander.<sup>4</sup> That is, the population of the campus is less African-American, less White, about as Hispanic, and more Asian-American than the population of the City of Berkeley itself.

BPD policing data must be understood in context: In Berkeley, as in any other police department, it cannot be assumed that all the persons with whom the department’s officers interact are necessarily residents of the jurisdiction served by BPD, nor of the neighborhood in which an encounter takes place. Nonetheless, jurisdiction-wide and neighborhood demographics provide the best available benchmarks for sketching the demographic outlines of the population from which people who interact with police are drawn.

Racial differences in policing data must also be contextualized with other contributing factors, including neighborhood characteristics, crime rates, and other factors modeled in the regression analyses presented in this report.

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<sup>4</sup> Source: University of California Berkeley Office of the Vice Chancellor for Equity and Inclusion, Diversity Snapshot (Fall 2013), Tables 1 and 2, at <https://diversity.berkeley.edu/sites/default/files/diversity-snapshot-web-final.pdf>.

## Data Provided

This section describes the data BPD provided to CPE for analysis. It also identifies a few sources of information that might have facilitated more rigorous analyses, but were not included in the datasets shared with CPE, or could not be analyzed in the time available to prepare this report, and recommends more comprehensive data collection practices in the future.

BPD provided data from the following categories:

- Call for service (374,849 cases from January 1, 2012 through December 31, 2016)
  - The data contained the following fields: incident number, id number, create date, year, call source, call type, priority, @1<sup>st</sup> unit dispatch time, address, address location type, latitude, longitude, stop disposition note, disposition code type, disposition codes for up to 7 persons, number of persons, pedestrian stop indicator, vehicle stop indicator, reason for stop code.
  - We used “call type” to determine which of these represented pedestrian or vehicle stops.
  - There was data for 40,594 vehicle stops.
  - There was data for 3,010 pedestrian stops, but only 32 during 2012, 27 during 2013, and 44 during 2014; we analyzed the more complete data from 2015-2016.
  
- Use of force data from January 1, 2012 through December 31, 2016 (174 incidents; one incident was dated as having occurred during 2010 and was removed); subject race data was missing for 2 incidents; 2 incidents occurred outside the city of Berkeley 10 incidents could not be geo-located to a census tract.
  - The data contained the following fields: unique id, date, time, day, nature of contact, disposition/subj arrest, force reason, officer injured, officer hospitalized, officer department years, officer age, officer race, officer sex, subject date of birth, subject race, subject sex, subject hospitalized, subject injured.
  
- Crime report data from January 1, 2012 through December 31, 2016 (416,649 crimes reported to BPD)
  - These data contained the following fields: case number, reported date, address, location type, latitude, longitude, officer id number, incident type, statute, statute type, crime code, statute description, UCR return a code, location/scene, bias motivation, case subject type victim, jacket type, age, race, sex.
  - We used crime data in multiple regression analyses predicting use of force incidents by race. For these analyses, we selected crimes that were in the Part 1 crime category using the “offense” indicator; we selected crimes from 2012 to 2016 to match the timeframe of use of force data. Because the overwhelming majority of use of force incidents involved persons who were Black (47%) OR White (35%), we analyzed those incidents to more directly assess the hypothesized relationship between racial differences in use of force and crime.

## Data Not Provided

Much of the racial analysis in this report focuses on results for Black and White individuals, who together account for the great majority of stops (69%) and use-of-force incidents (82%). Although Asian-Americans comprise nearly one fifth of the Berkeley population, they account for relatively few vehicle stops (9% of the total), pedestrian stops (4%), or recorded use-of-force incidents (3%). Statistics for groups with smaller numbers tend to be “noisier” (that is, they fluctuate more over time because of random chance) than statistics with larger groups of observations (e.g., stops or force incidents involving White or Black people).

## A Note on Racial Disparities in Berkeley

The charts and analyses in this report show evidence of racial disparities in policing. Two important caveats should be kept in mind when evaluating these statistics. The first urges caution about drawing conclusions based on local population data. The second involves the limitations of causal inference.

Firstly, our methodology for measuring racial disparities is based on an assumption about the size of the underlying population of each racial group. If a racial group comprised 10% of the city’s population but accounted for 30% of the traffic stops in the city, this difference could—but does not necessarily—indicate racial disparity in traffic law enforcement. The caveat is this: not all people who interact with BPD officers will be residents of Berkeley or of the neighborhood in which they were stopped. Data shared with CPE does not identify whether persons who were stopped were residents of Berkeley or not. Because people driving or walking in Berkeley at any given time may come from other neighborhoods, towns, states, or countries, their demographics may not precisely reflect the demographics of Berkeley. We cannot know, for example, whether miles driven or walked differ between racial groups. It is impossible to estimate with precision what the racial distribution of police encounters might be if race were not a factor.

At this time, census data provides the best available benchmark for analysis of police stops and use of force, as there is no other reliable way to benchmark the effective representation of each racial group among persons with whom BPD officers may interact. As a result, census-based comparisons are essential, but should be interpreted with caution.

The second caveat is that, even if all police encounters reported by BPD officers involved residents of Berkeley, observed disparities would not necessarily indicate that police officers have engaged in biased or discriminatory behavior. We cannot know, for example, the racial distribution of drivers or pedestrians who engage in behaviors (e.g., infractions) that might result in a police stop or in use of force. There is also no reason to believe that racial disparities observed in law enforcement are isolated from disparities in education, housing, employment, wealth, home ownership, healthcare, or any other factors that may influence the trajectory of



people before they ever come into contact with an officer. The statistical analyses presented in Parts II.C and III.B are designed to assess such complex relationships, but this caution should be kept in mind when interpreting the observed disparities presented in this section.



## Section II: Racial Disparities in Vehicle and Pedestrian Stops

In this section, we present a descriptive analysis of vehicle stop, pedestrian stop, and use of force data that BPD shared with CPE through the National Justice Database. This section presents counts of vehicle stops, pedestrian stops, and use of force, both for the department as a whole and by race/ethnicity. This section categorizes race/ethnicity using the categories used by BPD: Asian, Black, Hispanic, White and Other/unknown. Subjects in the Hispanic category could be of any race.

Section 2A presents the total number of vehicle stops, the number of vehicle stops at which a citation is issued or an arrest is made, the racial distribution of such stops and outcomes, and the “yield rate”—that is, the likelihood that a search yield an arrest—for different racial groups. Section 2B presents the total number of pedestrian stops, the number of pedestrian stops at which a citation is issued or an arrest is made, the racial distribution of such stops and outcomes, and the yield rate for pedestrian searches.

### Section 2A: Racial Disparities in Vehicle Stops

This section presents information extracted from BPD’s vehicle stop data for January 2012 through December 2016. It presents aggregate vehicle stop trends over time, noting the overall numbers of stops, citations, and arrests. It then presents stop and outcome data disaggregated by race, overall and as compared to the population of Berkeley, and analyzes the “yield rate” for BPD vehicle searches (using arrest rate as a rough proxy for contraband found).

It should be noted that 7% of all vehicle stops recorded by Berkeley officers occurred outside the City of Berkeley. These incidents are excluded from the inferential analyses presented in this report. A table showing the geographic and racial distribution of these incidents is attached to this report at Appendix A. Of the 2,728 out-of-jurisdiction BPD vehicle stops, 73% occurred in Oakland, 21% in Emeryville, 5% in Albany, and 1% in Kensington. The racial disparity in these stops was higher than that observed in stops within Berkeley: 58% of persons stopped outside Berkeley were Black, 21% were White, 10% were Hispanic, 7% were Other, and 4% were Asian-American. CPE has not received information about any enforcement agreements between Berkeley and the adjoining cities, and received no data indicating whether these incidents involved a pursuit.

#### Summary of findings:

Across the observation period (2012-2016), the number of vehicle stops by BPD increased moderately. Throughout the observation period, Black drivers were stopped by BPD at rates that could not be explained by reference to their share of the population: Black people comprise 8% of Berkeley residents, but made up the largest group (36%) of drivers stopped by



BPD. Using population as a benchmark, Black drivers were much more likely (6.5 times more) than White drivers to be stopped by BPD. Over the five-year observation period, the total number of Black drivers stopped by BPD was 14,441, which is nearly 150% of the entire non-Hispanic Black population of Berkeley (9,737 people, including children). By comparison, the total number of White drivers stopped was 13,166, which is 20% of the non-Hispanic White population (65,771, including children).<sup>5</sup> A Black adult driver would face a likelihood of being stopped more than once in Berkeley between 2012 and 2016, while it seems that most White drivers who reside in Berkeley would not have been stopped during this time.

Nearly half of White and Asian drivers who were stopped received a citation (without any arrest), compared to about a third of Hispanic drivers and a quarter of Black drivers.

Once stopped, Black and Hispanic drivers were much more likely than White drivers to be searched. Black drivers were four times more likely to be searched at a vehicle stop (20%) than White drivers were (5%); Hispanic drivers were three times more likely to be searched at a stop (15%). These disparities held true for Black, Hispanic, and White drivers in every age category. The least-stopped age group of Black drivers (those 40 years and older) was stopped more often than the most-stopped age group of White drivers (those under 18 years old). The collection, sharing, and analysis of data about whether contraband was found could help to determine whether drivers of different racial groups were searched at differing levels of suspicion.

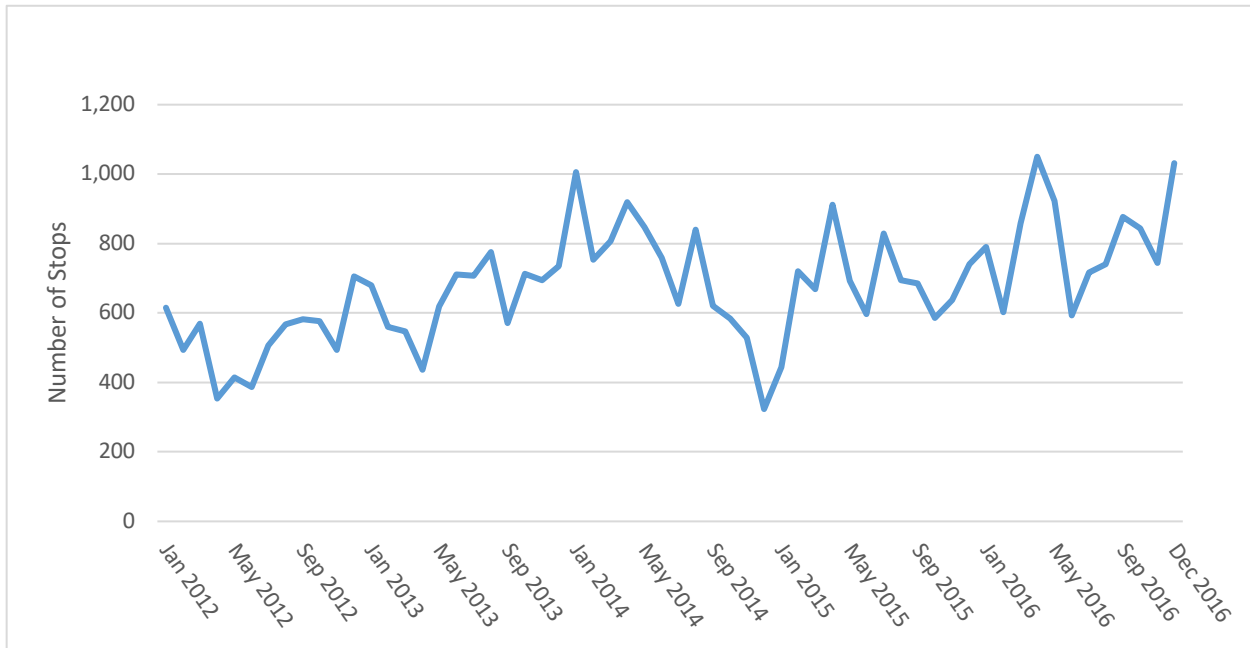
The percentage of stops resulting in arrest showed a large increase from January 2015 to the end of the study period. Overall, less than 2% of vehicle stops resulted in an arrest. Arrest rates at vehicle stops were much higher for drivers who were described as Asian (2.5 times higher), Hispanic (80% higher), or Black (70% higher) than for stopped drivers who were White.

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<sup>5</sup> Source: United States Census Bureau, American Community Survey Demographic and Housing Estimates, 2012-2016 American Community Survey 5-Year Estimates, Berkeley City, California.



**Figure 1. Vehicle Stops per Month, 2012-2016**



**Figure 1.** This chart displays the number of vehicle stops recorded by BPD for each month of the observation period. The number of vehicle stops per month varied over time, with the fewest stops recorded in December 2014 and the largest number of stops recorded in April 2016. Overall, the trend line rose moderately upward, increasing 68% from the start to the end of the observation period.



Figure 2. Number of Stops with and without Citations per Month, 2012-2016

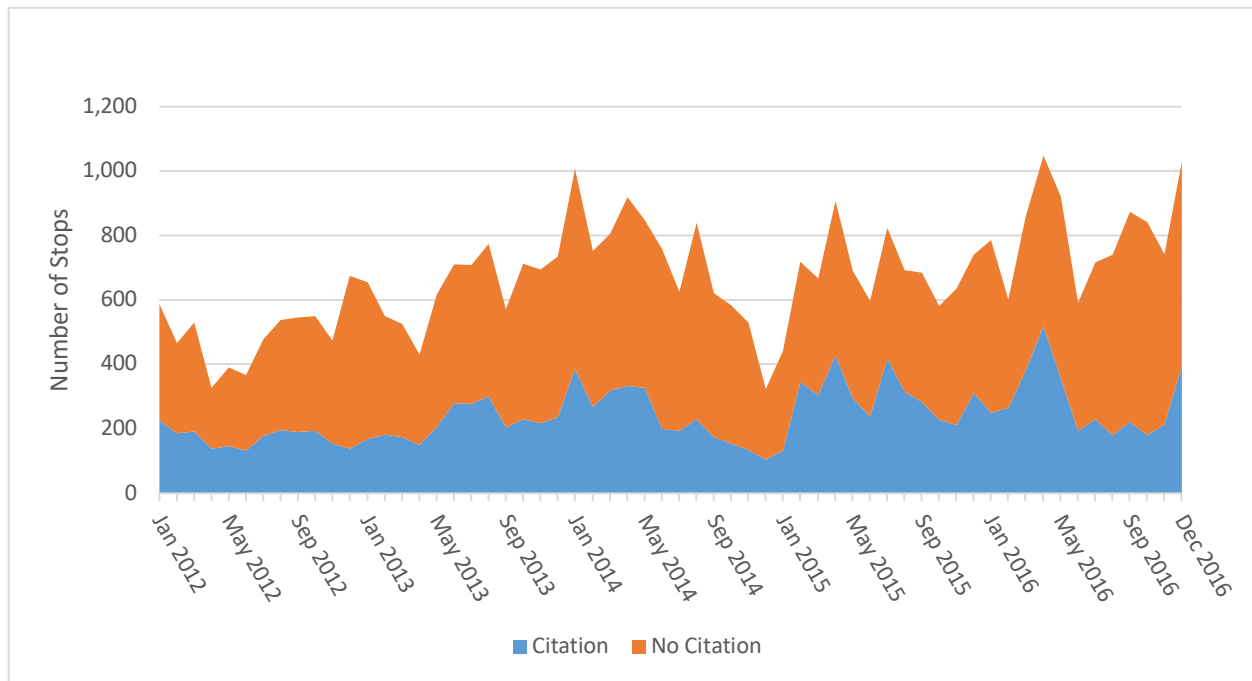
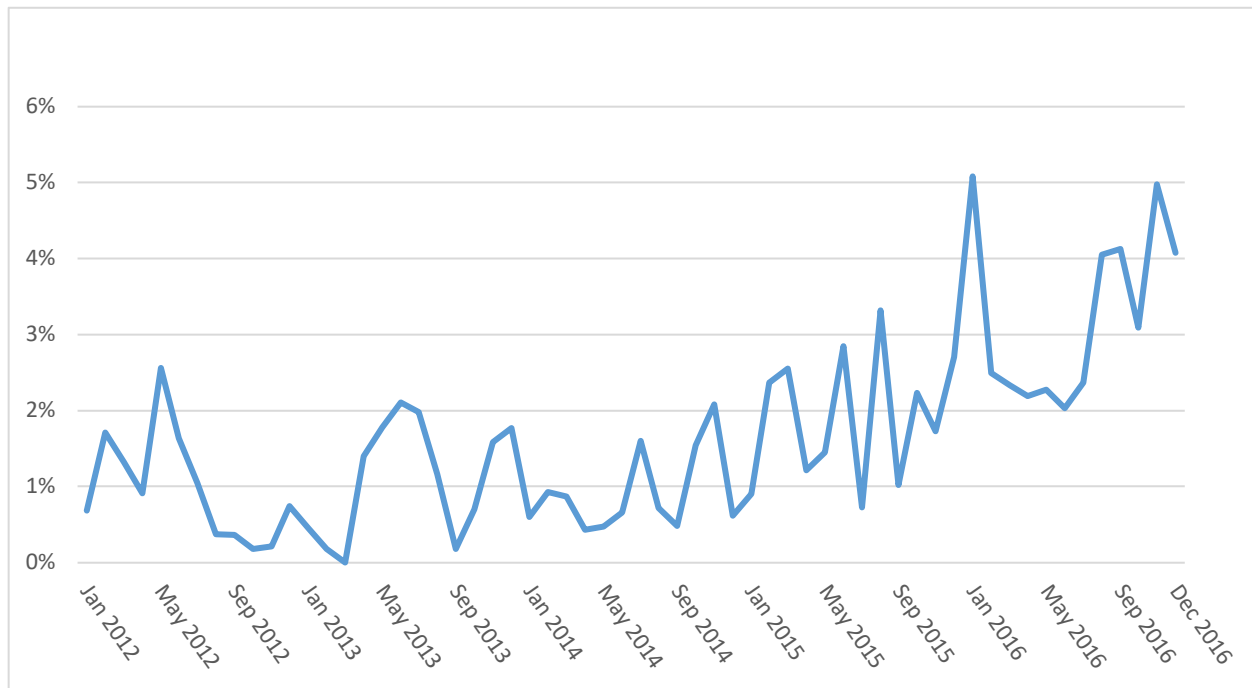


Figure 2. This chart displays the number of vehicle stops by whether or not a citation was issued. The percentage of stops resulting in a citation ranged from 20.6% to 50.7% across the observation period, averaging 35.7% per month. Although the number of stops increased moderately over time (see Figure 1), the percentage of stops resulting in a citation was nearly the same for the first and last months of the observation period.



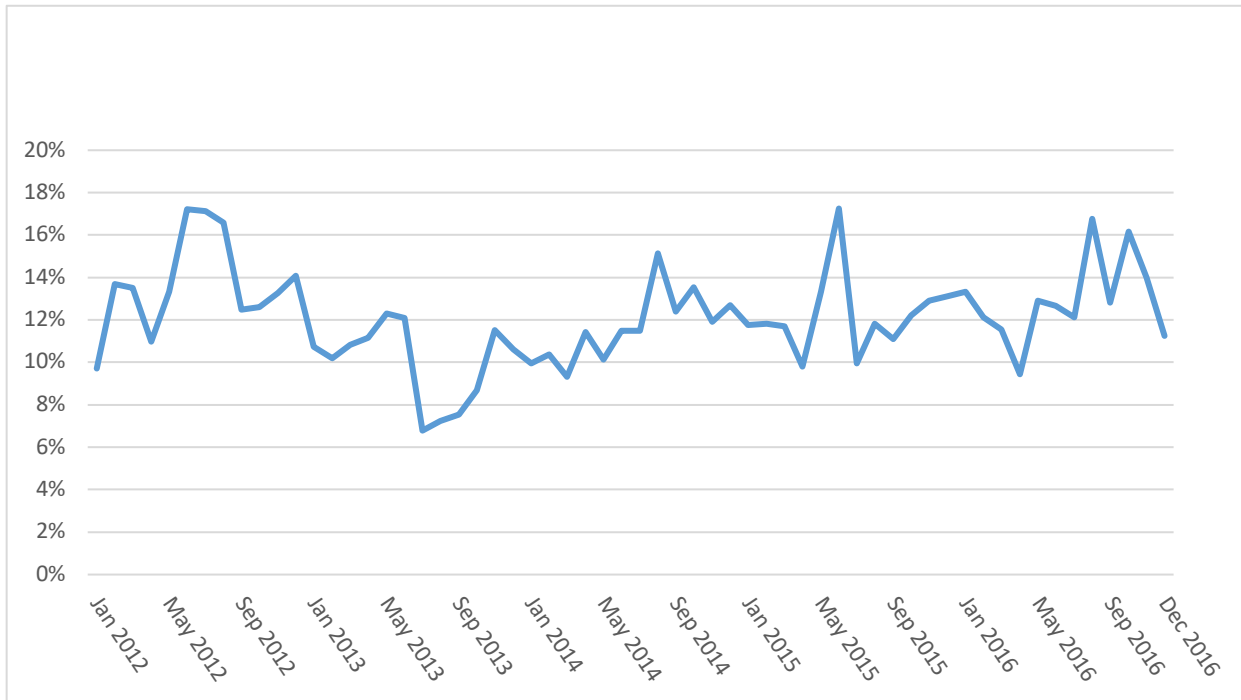
**Figure 3. Percentage of Vehicle Stops with an Arrest, by Month, 2012-2016**



**Figure 3.** This chart displays the percentage of vehicle stops at which an arrest was made. As is to be expected when the monthly number of arrests is low, the percentage varied considerably from month to month. A spike was observed in January 2016, when more than 1 in 20 vehicle stops (5.1%) resulted in arrest. The percentage of stops resulting in arrest averaged 1.6% across the observation period. From 2012 to 2014, the trend line was fairly flat, but a steep increase was observed from January 2015 to the end of the study period. The percentage of stops involving an arrest increased from 0.7% in January 2012 to 4.1% by November 2016.



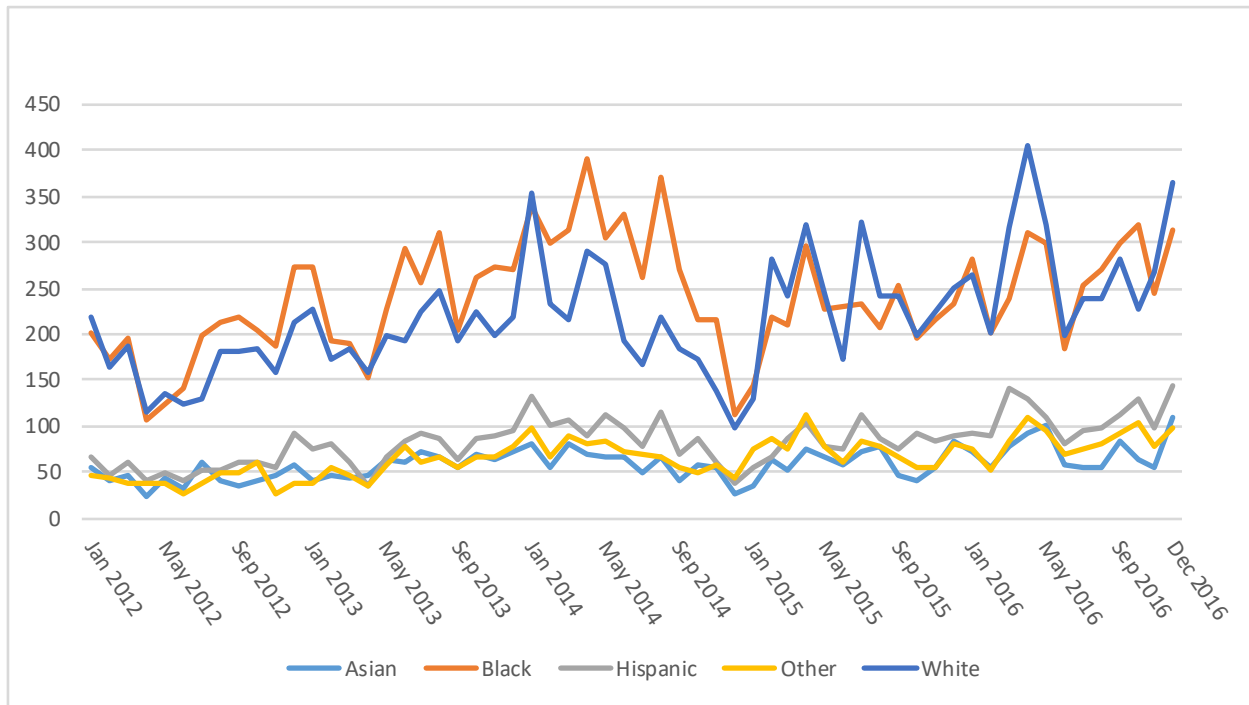
**Figure 4. Percentage of Stops Involving Searches, per Month, 2012-2016**



**Figure 4.** This chart displays the percentage of vehicle stops that involved a search. The search percentage varied over time, with the fewest searches per stop recorded in July 2013 (6.8%) and the most searches per stop in June 2015 (17.3%). Across the observation period, the percentage of stops involving a search increased slightly. Arrests were made in 12.1% of all stops.



**Figure 5. Number of Vehicle Stops per Month by Driver’s Race, 2012-2016**

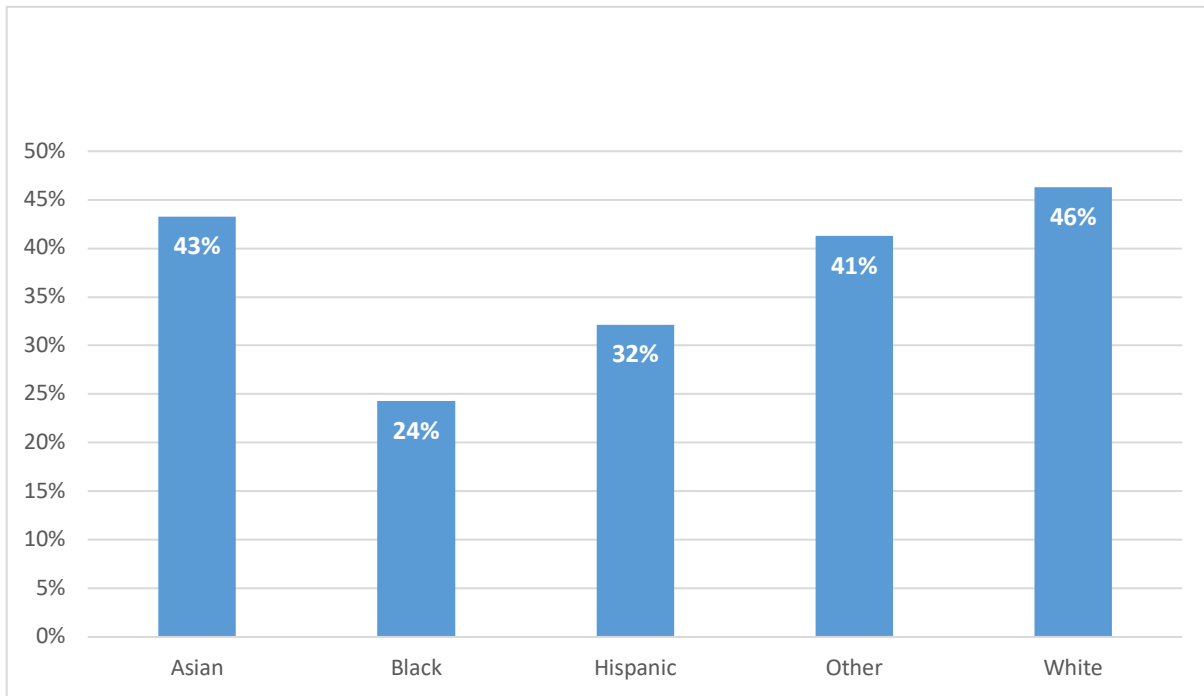


**Figure 5.** This chart displays the number of vehicle stops per month by race of the driver. More than two thirds of BPD vehicle stops (about 69%) involved either White or Black drivers. Stops of Hispanic (13%), Asian-American (9%) and Other (10%) drivers accounted for the balance of BPD stops. Although the Berkeley population is about 56% white and 8% Black, BPD stopped a greater number of Black drivers than White drivers. 33% of BPD stops involved White drivers, while 36% involved Black drivers.

The number of vehicle stops increased greatly across the observation period for every racial group. The percentage increase from the beginning to the end of the observation period was somewhat greater for White drivers (67%) than for Black drivers (56%). Greater increases were observed for other groups of drivers (stops of Asian-American drivers increased 98%, stops of Other drivers increased 104%, and stops of Hispanic drivers increased 120%), but these numbers should be viewed with caution as statistics are “noisier” for groups that experience smaller numbers of stops.



**Figure 6. Percentage of Stops Resulting in a Citation Without an Arrest, by Driver Race, 2012-2016**

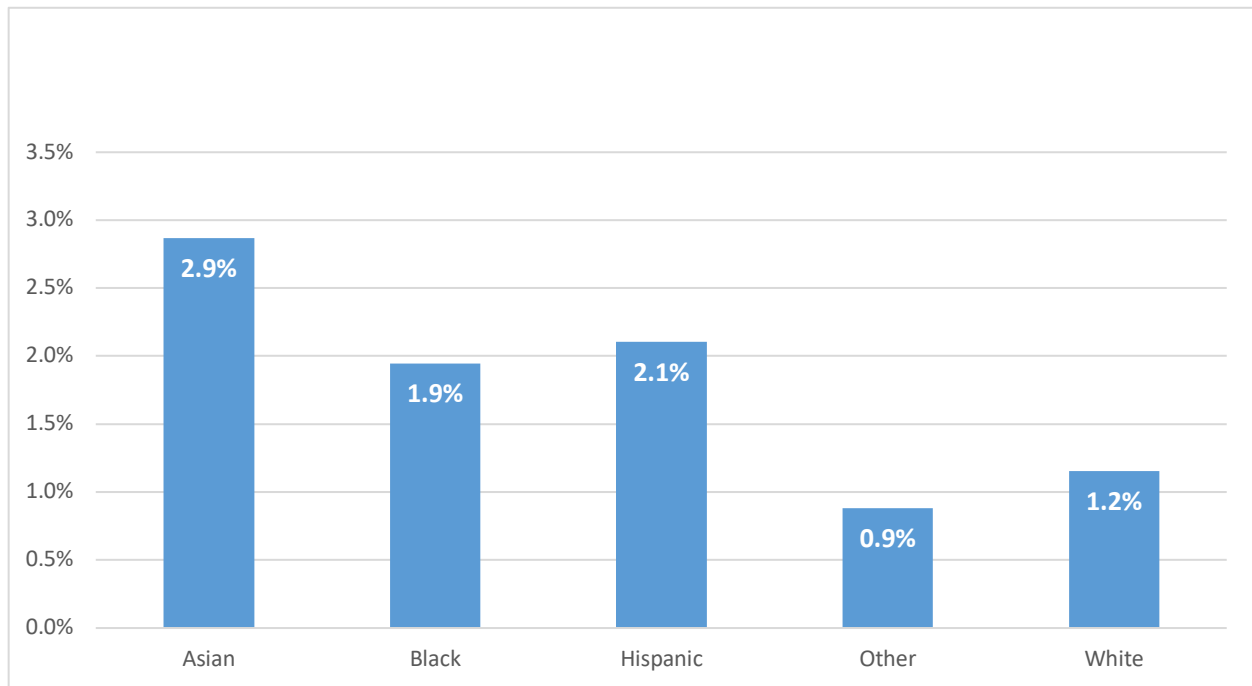


**Figure 6.** This chart displays the percentage of stops that resulted in a citation without an arrest, by race of the driver. Compared to stopped White drivers (46% of whom received a citation without being arrested), stopped Black drivers were about half as likely to receive a citation without arrest (24%). Stopped drivers who were described as Asian (43%), Other (41%) or Hispanic (32%) were slightly less likely to receive a citation than stopped White drivers were.





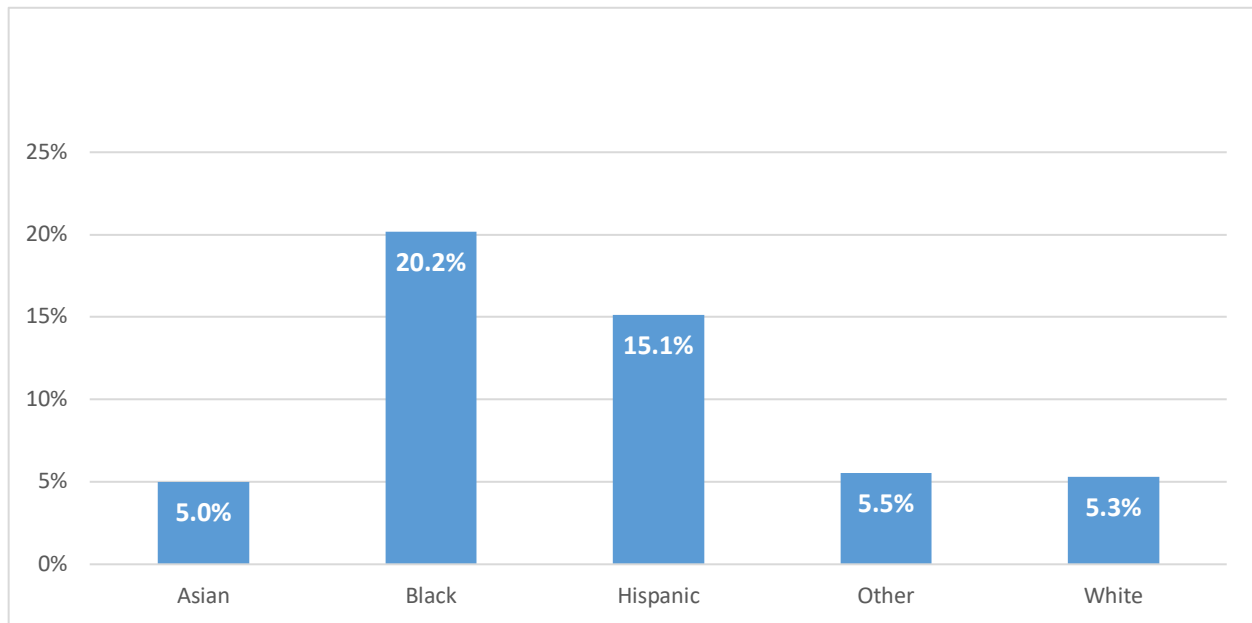
**Figure 7. Percentage of Stops Resulting in an Arrest, by Driver’s Race, 2012-2016**



**Figure 7.** This chart displays the percentage of stops that resulted in an arrest, by race. 1.2% of White drivers who were stopped by BPD were arrested. Compared to stopped White drivers, stopped Asian-American drivers were more than twice as likely to be arrested (2.9%). Arrest rate disparities were also moderately high for Hispanic (2.1%) and Black (1.9%) drivers. Drivers in the “Other” racial category (0.9%) were slightly less likely than Whites to be arrested at a vehicle stop.



**Figure 8. Percentage of Stops Resulting in a Search, by Driver Race, 2012-2016**

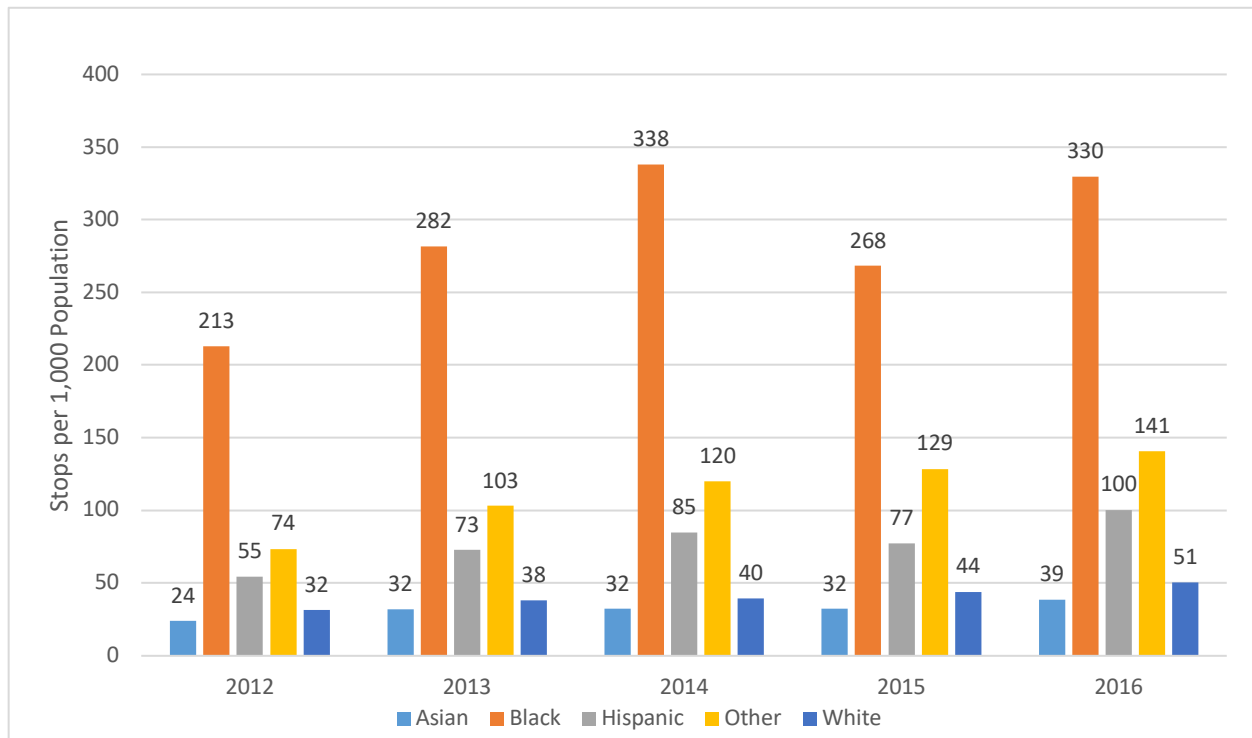


**Figure 8.** This chart displays the percentage of stops that involved a search, by race of the driver. Compared to White drivers (5.3% of whom were searched at a vehicle stop), Black and Hispanic drivers were much more likely to be searched at a vehicle stop. Stopped Black drivers were nearly four times more likely to be searched than stopped White drivers, and stopped Hispanic drivers were more than three times more likely to be searched. Put another way, one in five BPD stops of a Black driver resulted in a search; one in seven stops of a Hispanic driver did; and one in 20 stops of a White driver resulted in a search.

Search rates for stopped drivers who were Asian-American or Other were similar to those for stopped White drivers.



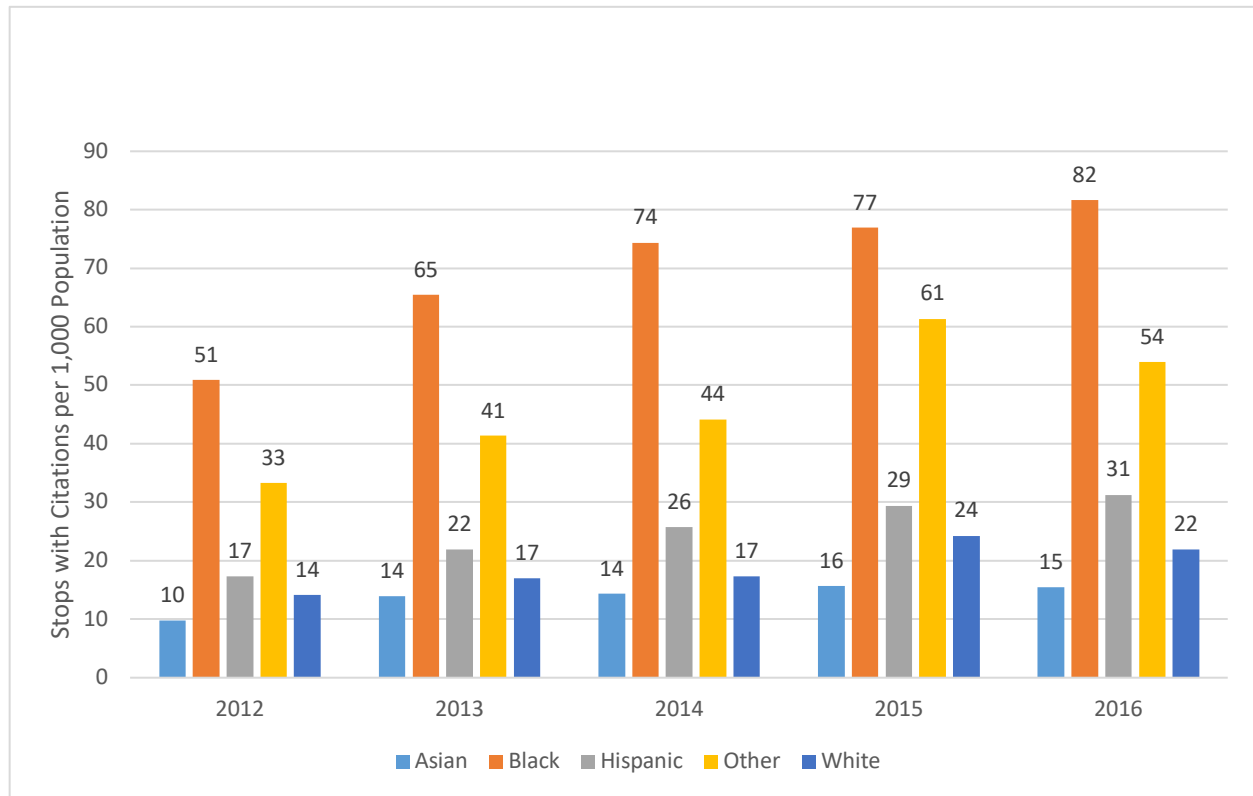
**Figure 9. Vehicle Stop Rate per 1,000 Population, by Race, 2012-2016**



**Figure 9.** This graph displays per-capita vehicle stop rates for each major racial group for each year of the study period. These rates were calculated by dividing the number of vehicle stops by census estimates of the number of Berkeley residents of the same racial group during this time period. (As noted above, the demographics of drivers in Berkeley may differ from the demographics of the City of Berkeley itself.) Per-capita vehicle stop rates showed wide disparities in every year of the study period. Compared to the per capita rate at which Whites were stopped while driving, Black drivers were 6.5 times more likely to be stopped, Hispanic drivers were twice as likely, and Other drivers were nearly three times as likely. Relative to population, Asian-American drivers were slightly less likely to be stopped than White drivers were.



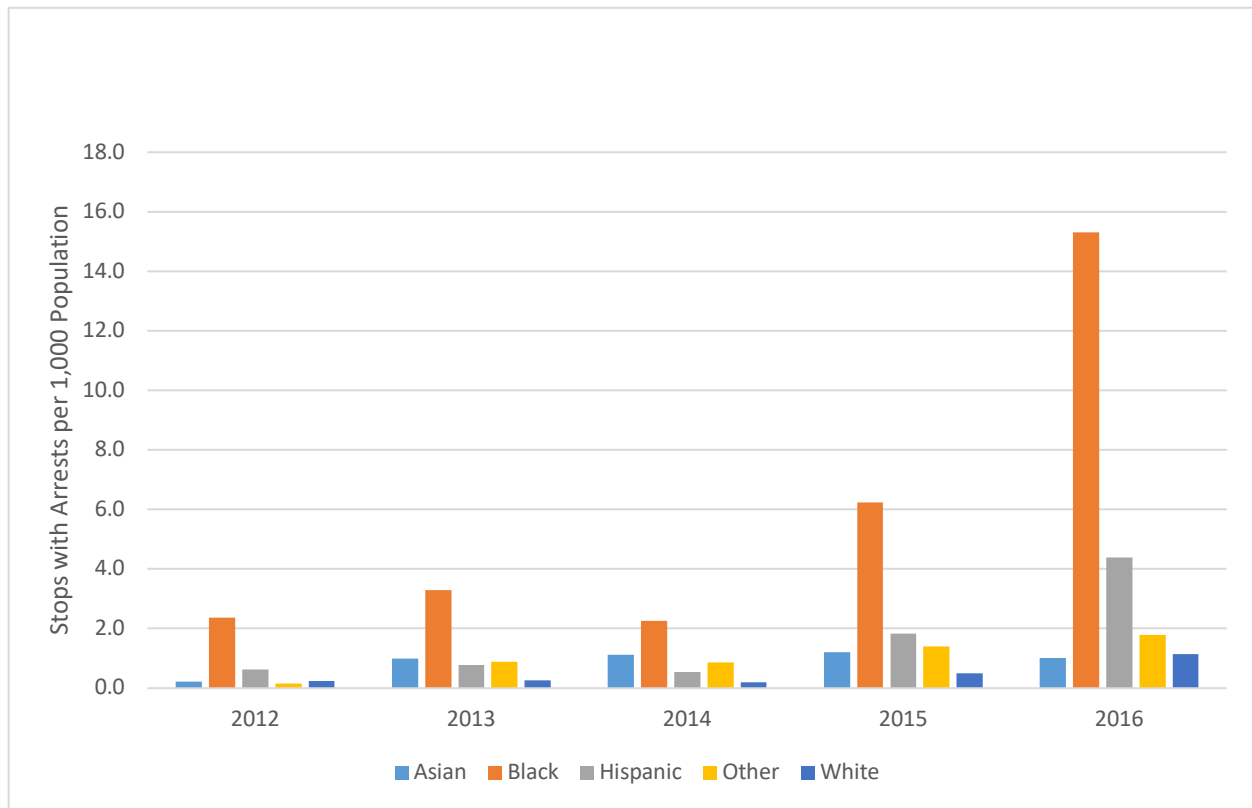
**Figure 10. Rate of Stops Resulting in a Citation without Arrest, by Race per 1,000 Population, 2012-2016**



**Figure 10.** This graph displays the number of stops resulting in a citation per 1,000 residents of the same racial category. These rates were calculated by dividing the number of vehicle stops by census estimates of the number of Berkeley residents of the same racial group during this time period. Even though Black drivers received citations at about half the rate of White drivers (**Figure 6**), Black persons were stopped so much more often (**Figure 5**), and represent such a small proportion of the Berkeley population, that the per capita rate of citations at vehicle stops is much higher for Black than White drivers. On a per capita basis, Black persons were more than three times more likely to receive a citation while driving in Berkeley than White persons were, and Hispanic persons were 50% more likely than Whites to receive a citation.



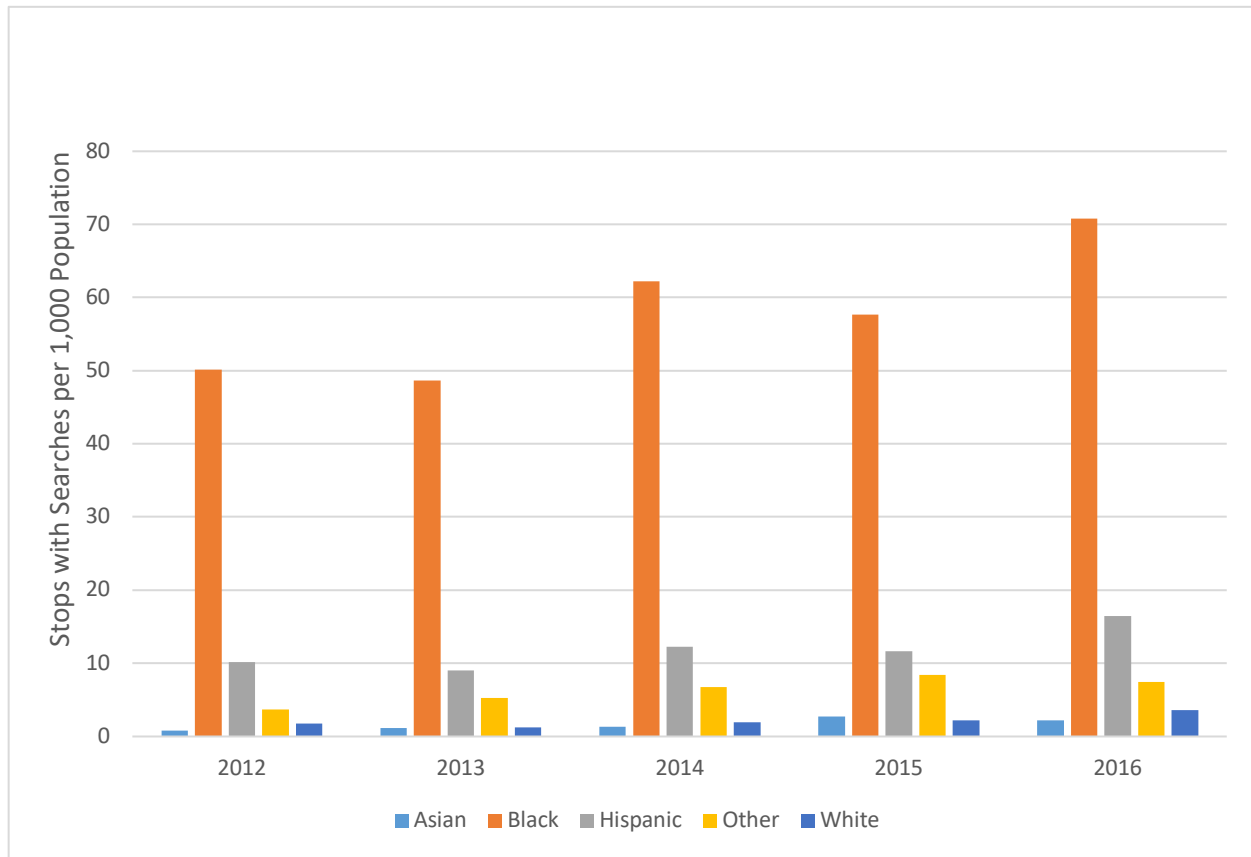
**Figure 11. Rate of Stops Resulting in an Arrest per 1,000 Population, by Race, 2012-2016**



**Figure 11.** This graph displays the number of stops resulting in an arrest per 1,000 residents of the same racial category. These rates were calculated by dividing the number of vehicle stops by census estimates of the number of Berkeley residents of the same racial group during this time period. On a per-capita basis, Black and Hispanic drivers were much more likely to be arrested at a vehicle stop than White drivers were. These disparities were evident in every year of the observation period, and they increased over time. By 2016, compared to their share of the Berkeley population, Black persons were more than 13 times more likely per capita than Whites to be arrested at a vehicle stop, and Hispanic drivers were nearly four times as likely.



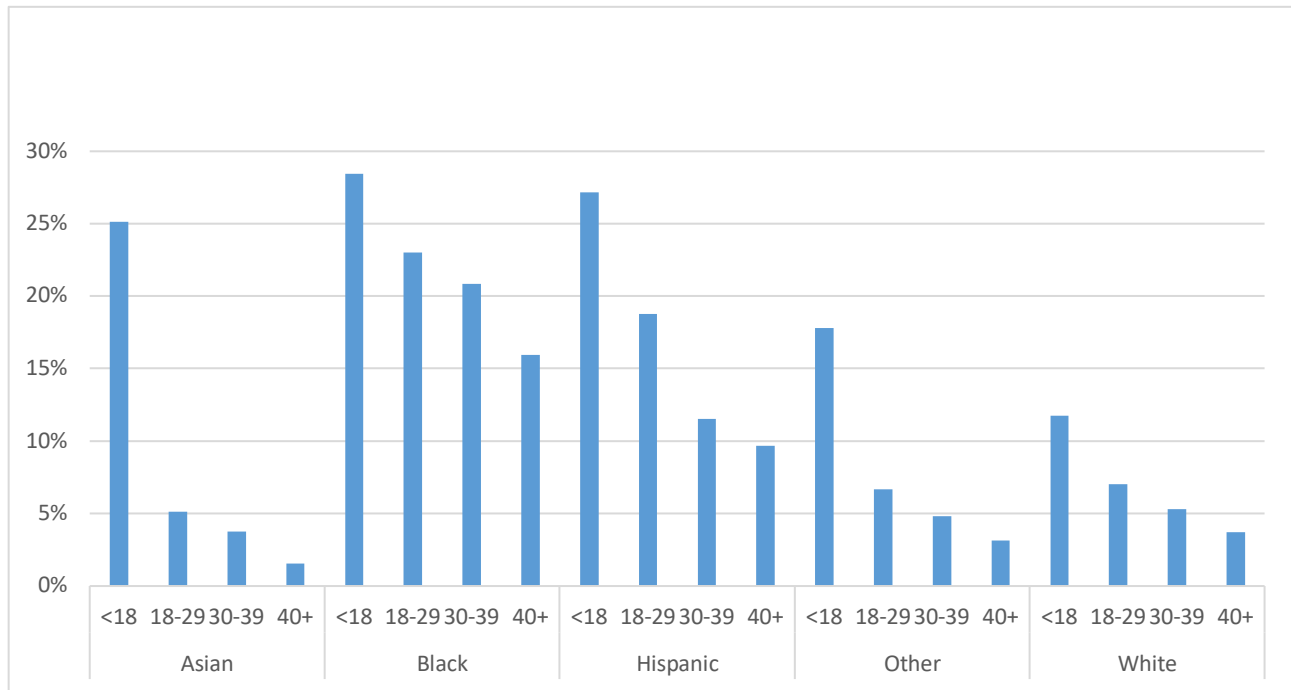
**Figure 12. Rate of Vehicle Stops Resulting in a Search per 1,000 Population, by Race, 2012-2016**



**Figure 12.** This graph displays the number of stops resulting in a search per 1,000 residents of the same racial category. These rates were calculated by dividing the number of vehicle stops by census estimates of the number of Berkeley residents of the same racial group during this time period. On a per-capita basis, Black and Hispanic drivers were much more likely to be searched at a vehicle stop than White drivers were: per capita, Hispanic drivers were searched at vehicle stops 4.5 times more often than Whites, and Black drivers were searched at nearly 20 times the per capita rate of Whites. These disparities were evident in every year of the observation period, and they increased over time.



**Figure 13. Percentage of Vehicle Stops Resulting in a Search, by Race and Age Group, 2012-2016**



**Figure 13.** This graph displays the number of stops resulting in a search by race and age group. Within every racial group, drivers under 18 years of age were more likely to be searched, and the likelihood of a search decreased with age. However, the Black-White disparity was so large that even the oldest Black drivers were more likely to be searched than any age group of White drivers. Once stopped, 16% of over-40 Black drivers were searched, compared to only 12% of under-18 White drivers.

Within each age group, Black and Hispanic drivers were much more likely to be searched at a vehicle stop than were their White counterparts. For example, Black drivers under age 18 were 2.4 times more likely to be searched than White drivers the same age. The Hispanic-White disparity for the youngest drivers was nearly identical: Hispanic drivers under 18 were 2.3 times more likely to be searched. In the oldest age category (over 40 years old), disparities were even greater: Black drivers were 4.3 times more likely to be searched than their White counterparts, and Hispanic drivers were 2.6 times more likely to be searched.



## Section 2B: Racial Disparities in Pedestrian Stops

This section presents information extracted from BPD's pedestrian stop data for January 2015 through December 2016. We begin by presenting aggregate pedestrian stop trends over time, noting the overall number of stops, citations, and arrests. This section then presents stop and outcome data disaggregated by race, then presents stop and outcome by race as compared to the population of the City of Berkeley.

It should be noted that 1% of all pedestrian stops recorded by Berkeley officers occurred outside the City of Berkeley. A table showing the geographic and racial distribution of these 36 incidents is attached to this section at Appendix A. CPE has not received information about any enforcement agreements between Berkeley and the adjoining municipalities, and received no data indicating whether these incidents involved a pursuit. These stops are not further analyzed in this report.

### **Summary of findings:**

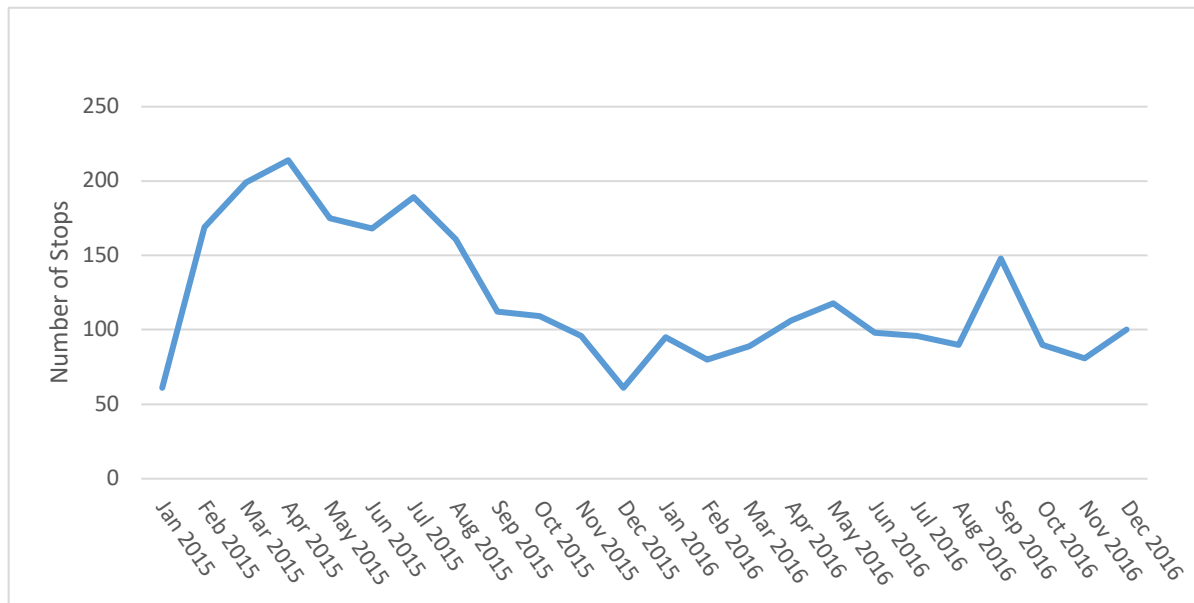
The average number of pedestrian stops recorded by BPD declined moderately across the study period. Black citizens, who comprise 8% of the City population, accounted for 33% of pedestrian stops. If they were stopped, pedestrians of all races were about equally likely to receive citations or to be arrested. But, compared to their White counterparts, Black and Hispanic pedestrians who were stopped by BPD were much more likely to be searched. The finding that stopped Black and Hispanic pedestrians were more likely than their White counterparts to be searched without being arrested may raise doubt about the utility of the higher search rate in detecting criminal behavior. Because they were 4.5 times more likely (per capita) to be stopped, Black pedestrians represented a disproportionately large number of citations and arrests.

CPE did not receive data from BPD regarding whether contraband was found in these searches. The collection, sharing, and analysis of data on contraband found could help to determine whether drivers of different racial groups were searched at differing levels of suspicion.





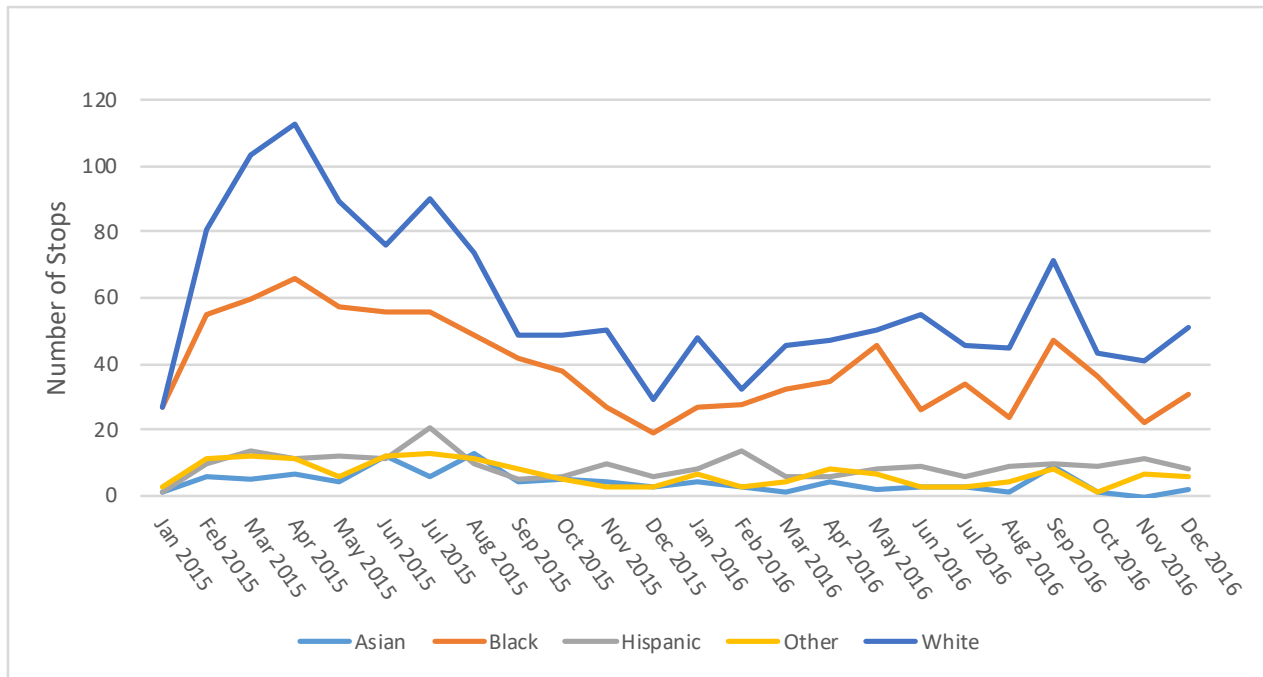
**Figure 14. Number of Pedestrian Stops per Month, 2015-2016**



**Figure 14.** This graph displays the number of pedestrian stops per month recorded by BPD during 2015 and 2016. After starting out at 61 per month in January 2015, the number peaked at 214 in April 2015. From the April 2015 peak, the number of pedestrian stops declined greatly (more than 50%) over the following seven months until it stabilized in December 2015 and held roughly steady through 2016 (with the exception of a smaller spike in September 2016).



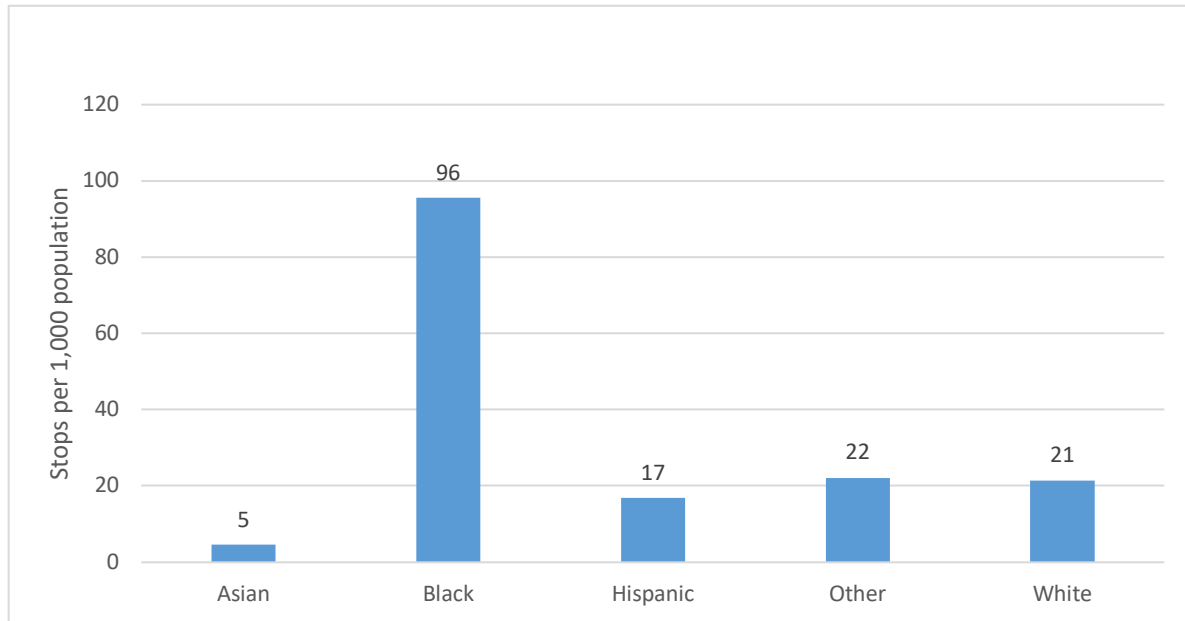
**Figure 15. Number of Pedestrian Stops by Race and Month, 2015-2016**



**Figure 15.** This graph shows the number of stops per month by racial group. As shown in Figure 14, the number of pedestrian stops was relatively low at the beginning of 2015, peaked during April 2015, dropped steeply, then stabilized (with a smaller peak in September 2016). White pedestrians were stopped more frequently than pedestrians of other racial groups. As with vehicle stops, however, stops of Black pedestrians were nearly as frequent as stops of White pedestrians, even though Black persons comprise only 8% of the Berkeley population, while White persons comprise 56%. Pedestrians described as Asian, Hispanic or Other were stopped at similar, low rates.



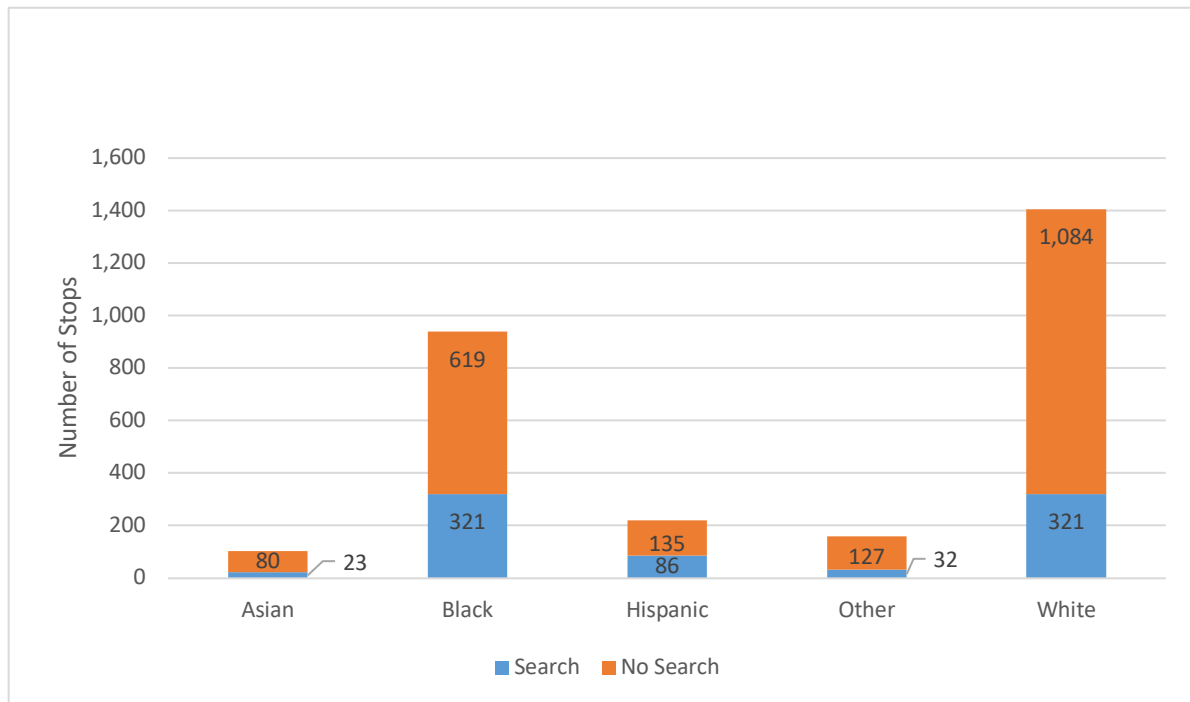
**Figure 16. Pedestrian Stops per Capita by Race, 2015-2016**



**Figure 16.** This graph displays per-capita pedestrian stop rates for each BPD racial classification, calculated by dividing the number of stops in each racial group by census estimates of the number of Berkeley residents of the same racial group during this time period. (As is noted above, the racial distribution of persons walking in Berkeley may differ from the population of the City of Berkeley itself.) Using this benchmark, Black pedestrians were much more likely to be stopped by BPD (4.5 times more likely) than White pedestrians were.



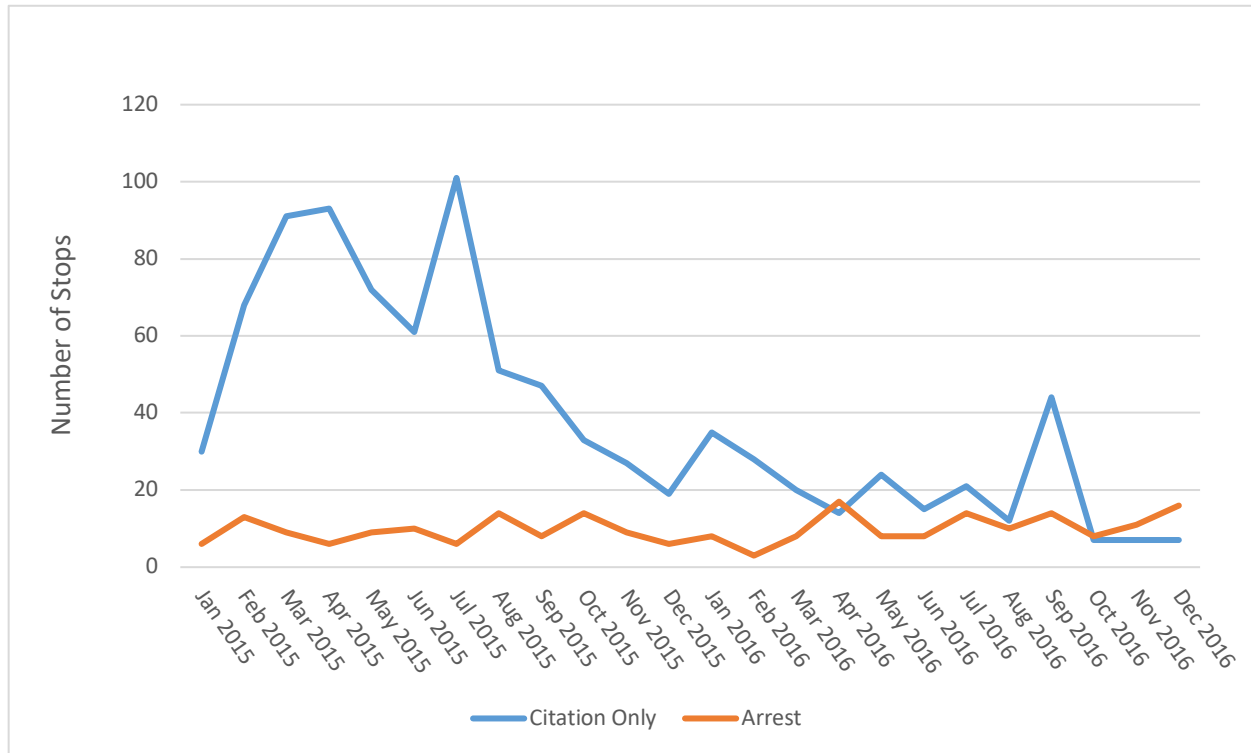
**Figure 17. Number of Pedestrian Stops With and Without a Search, by Race, 2015-2016**



**Figure 17.** This graph shows the number of pedestrian stops with and without a search, by racial group. The figure in the box above each bar indicates the percentage of stops that involved a search. More than one third of Hispanic and Black pedestrians who were stopped by BPD were searched, compared to less than a quarter of White pedestrians. Black pedestrians who were stopped were 49% more likely to be searched than White pedestrians. The number of Hispanic pedestrians who were stopped was much lower, but Hispanic pedestrians who were stopped were also much more likely—70% more likely—to be searched, compared to White pedestrians who were stopped. Search percentages for Asian and Other pedestrians were slightly lower than those recorded for White pedestrians.



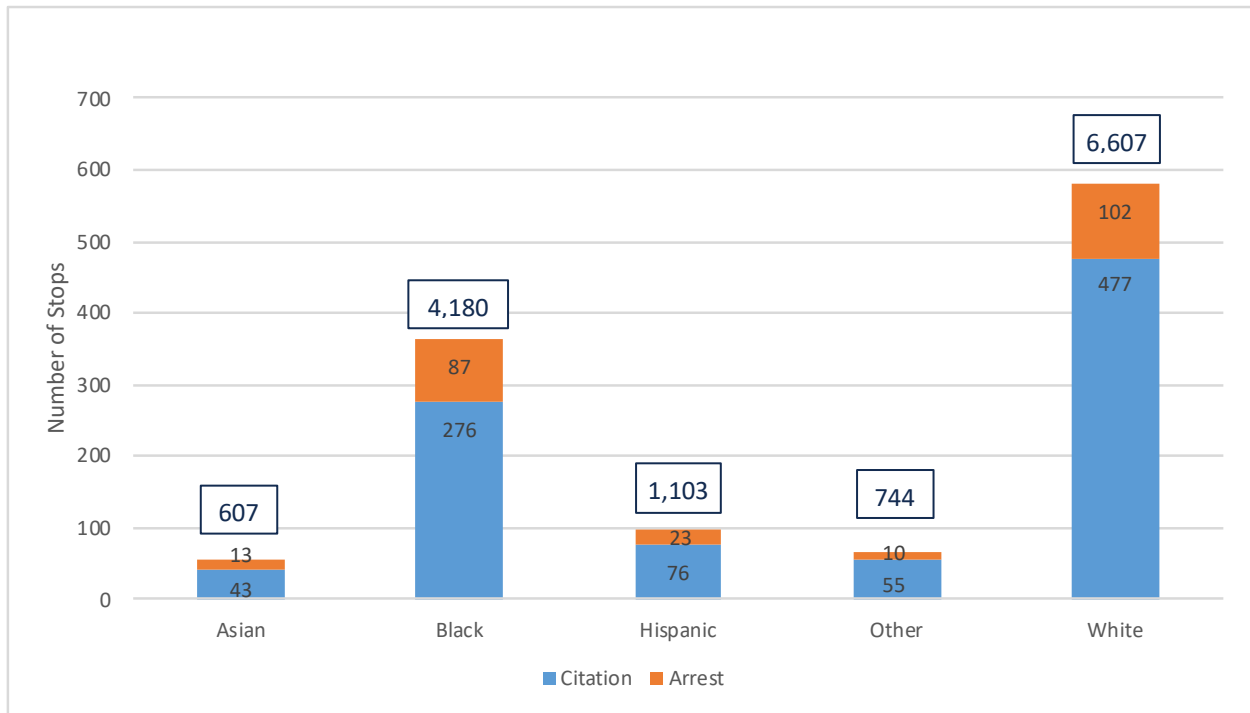
**Figure 18. Pedestrian Stop Outcomes, by Month, 2015-2016**



**Figure 18.** This graph displays the number of pedestrian stops that resulted in a citation (without arrest) or an arrest, by month. The number of arrests remained relatively constant over time, averaging 9.8 per month. The number of citations varied greatly across the observation period, ranging from peaks of 93 in April 2015 and 101 in July 2015 to fewer than 10 citations at pedestrian stops in October, November, and December 2016.



**Figure 19. Pedestrian Stop Outcomes by Race, 2015-2016**



**Figure 19.** This graph displays the number of stops that resulted in a citation only or an arrest by racial group. The number of stops that did not result in a citation or arrest is presented in the boxes above each bar. White pedestrians, who comprise 56% of the population, were cited and arrested more frequently than pedestrians of other racial groups. Rates of arrest (between 1.4% and 2%) and rates of citation only (6.1% to 6.8%) were similar across racial groups. The much higher stop rate for Black pedestrians (see **Figure 16**), though, resulted in a disproportionate number of citations and arrests of Black pedestrians relative to their share of the population.

## Section 2C: Interpretation of Racial Disparities in Vehicle and Pedestrian Stops

In this section, we assess racial disparities in vehicle and pedestrian stops by comparing arrest rates across racial groups. Because CPE received no data as to whether BPD searches uncovered contraband, the arrest rate (at stops involving searches) is used as a proxy for the yield rate. Ideally, the yield rate would be measured using the percentage of stops that revealed contraband. The aim of yield rate analysis is to identify how much of the racial disparity in search rates might be attributable to differential rates of criminal behavior. Racial disparities in the yield rate that are unexplained by differential rates of lawbreaking may be (but are not necessarily) attributable to racial bias, and warrant further investigation.

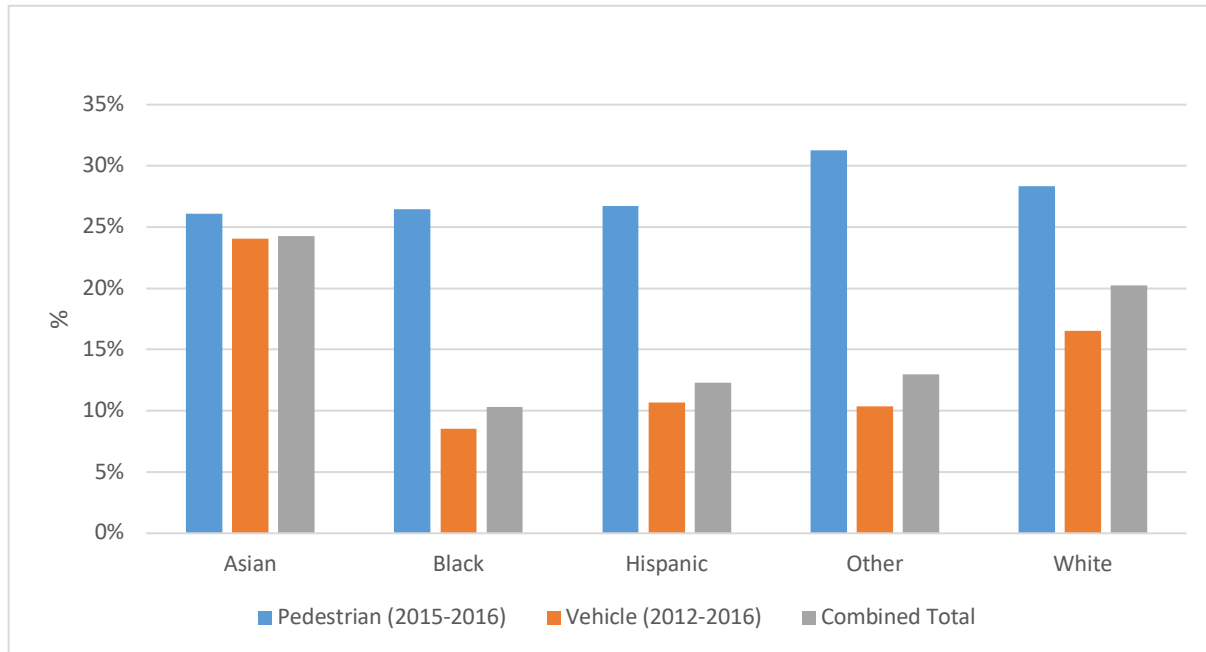
Yield rate analyses posit that if members of different racial groups are subjected to equal levels of suspicion and equivalent treatment, then stops of members of each group should be equally likely to uncover illegal activity. On the other hand, if one group is more likely to be stopped at lower levels of suspiciousness, “yield rates” (or in the case of this report, arrest rates) for this group are likely to be lower. The analyses below present and discuss the yield rates of pedestrian and vehicle stops, measured by arrests. Although equivalent search and yield rates across racial groups are not sufficient to conclude that a department is free of racial bias, observed differences in search and yield rates are an indicator of disparity that indicates the likely utility of further investigation.

Yield rate analysis examines the outcomes of stops once they occur. If officers stop and search all drivers at the same level of suspicion, regardless of race, then arrest rates—the rate at which stops and searches uncover illegal activity—should be similar for each racial group. Where the arrest rate resulting from a search is lower for one racial group than it is for another, that finding suggests that the group with the lower yield rate is being stopped and searched for lesser reason (i.e., at a lower level of suspicion) than a group with a higher yield rate: that is, members of the first group are more likely to be stopped while they are engaged in no unlawful conduct. Yield rates can also be used to assess the efficiency of policing resource allocation: to the extent that searches of a particular group are frequent but yield a low yield rate, officers’ time and attention is being spent on behavior that fails to detect or deter criminal activity.

Our use of arrest as a proxy for the “yield rate” assumes that, if an officer discovers evidence of any unlawful activity, s/he will arrest the driver. A limitation of this assumption is that officers almost certainly do not exercise their discretion in this mechanical way. An officer who discovers evidence of a minor crime—say, finds a marijuana cigarette in the car—might not invariably arrest the driver. The use of arrest as a proxy for unlawful behavior will necessarily miss any racial disparities in officers’ discretionary decision-making about whether or not to make an arrest. Conversely, a driver could be arrested without the car being searched, or for reasons unrelated to the search (e.g. an outstanding warrant). To more precisely assess the productivity of BPD searches, BPD should track and share information about whether its searches uncover contraband.



**Figure 20. Percent Arrested Among Individuals Searched**



**Figure 20.** This graph displays the percentage of persons who were arrested, among those stopped and searched by BPD. Overall, 20% of White persons who were searched by BPD were arrested. Substantial disparities in yield rates were observed with respect to Hispanic persons (12% of whom were arrested after a search) and Black persons (10% of whom were arrested after a search). That is, searches of Black and Hispanic individuals were less productive at uncovering criminal behavior. Searches of Black individuals were only half as likely as searches of Whites to yield an arrest, and searches of Hispanic individuals were 39% less likely to yield an arrest. Although Black and Hispanic drivers and pedestrians were more likely to be stopped and searched than their White counterparts were, Black and Hispanic persons were more likely to be found doing nothing wrong.

Arrest rates were much higher among Asian-Americans searched by BPD. Asian-American drivers and pedestrians were much less likely than other groups to be stopped or searched, but once searched, they were arrested at a higher than their White, Black, or Hispanic counterparts. 24% of Asian-Americans who were searched by BPD were charged with a criminal offense.

Overall, then, these data reveal considerable variation in stop, search and arrest rates among White, Black, Hispanic, and Asian-American drivers:

- once stopped by BPD, about one in 20 White drivers is searched, and about one fifth of these drivers are charged with a criminal offense.
- Hispanic drivers are about twice as likely as White drivers to be pulled over (Figure 9). Once stopped, Hispanic drivers are searched at 2.5 times the rate of Whites. But, once searched, they are charged with a criminal offense 36% less often than White drivers who are searched.



- Black drivers are about 6.5 times more likely than White drivers to be pulled over (Figure 9). Once stopped, Black drivers are searched at four times the rate of Whites. But, once searched, they are charged with a criminal offense half as often as White drivers who are searched.
- Asian-American drivers are less likely than White drivers to be pulled over. Once stopped, they are searched at the same rate as White drivers, but, once searched, they are criminally charged at a rate 55% higher than that of Whites.

These yield-rate disparities are not consistent with the application of similar, nonracial levels of suspicion to Black, Hispanic, Asian, and White drivers. The higher stop and search rates for Black and Hispanic drivers do not appear to reflect higher rates of unlawful conduct by Black and Hispanic drivers. They appear to be consistent with Black and Hispanic drivers being searched at a lower level of suspicion, so that more innocent persons in these groups experience searches by BPD.

It is unclear why higher search rates would be required to detect criminal behavior by stopped Black and Hispanic drivers as compared to stopped White or Asian drivers. It is unclear why Asian and White drivers' criminality can be more effectively detected with fewer searches of innocent persons in those groups. Put another way, these findings raise the question: if White drivers were stopped and searched at rates as high as those experienced by Black and Hispanic drivers, would their arrest rate increase? If Black and Hispanic drivers were searched at a level of suspicion as high (that is, as infrequently) as White and Asian drivers, would a higher percentage of those searches reveal criminal wrongdoing?

While BPD's Black-White and Hispanic-White disparities in stop and search rates may be partially attributable to higher rates of criminal behavior among those communities, the experience of many other US jurisdictions suggests that another explanation should also be considered: because stop, search and arrest are all discretionary decisions by the officer, it is possible that Black and Hispanic drivers might be subjected to a less forgiving exercise of discretion compared to White drivers. It is possible, for example, that Black or Hispanic drivers might be arrested for minor offenses for which a White driver might receive a citation or a warning. This would be consistent with the finding (**Figure 6**) that White drivers are more than twice as likely as Black drivers to receive a citation without an arrest. To confirm or rule out either the "best-case" or the "discretionary" explanation, BPD would need to share, and CPE would need to analyze, data about whether searches reveal contraband, and data about the charges that are filed against drivers who are arrested during vehicle stops.

By contrast, Asian-American individuals were less likely than White individuals to be stopped, and they were about equally likely to be searched. Nonetheless, the yield rate for Asian-Americans was 20% higher than for Whites (and double that for Hispanic individuals, and more than double the yield rate for Black individuals). The low stop rates of Asian-American drivers and the high percentage of arrests are unexplained, and warrant further investigation. Information about charges filed against drivers who are arrested at stops might help to illuminate the respective roles of community behavior and officer discretion in these results.

## Part III: Racial Disparities in Use of Force

This section presents data received from BPD about reported use-of-force incidents. BPD provided a dataset of force incidents reported by BPD officers between January 1, 2012 and December 31, 2016. Section III.A presents aggregate trends in use of force incident rates over time, then presents descriptive statistics on force type, BPD beat, and race/ethnicity. Section III.B presents multivariate regression analyses designed to assess how much of the observed racial disparity in BPD use of force can be explained by neighborhood characteristics, including poverty, crime rates, and neighborhood racial demographics.

Descriptive statistics presented in this section reflect data shared by BPD with respect to use of force reports filed by its officers across the 60-month observation period. This data must be viewed in the context of BPD departmental policy, which requires the completion of a use of force report whenever an officer uses lethal force, discharges a firearm, or uses a nonlethal weapon (e.g. oleoresin capicum spray or baton).<sup>6</sup> BPD departmental policy does not explicitly require that use of physical force be reported (in a Use of Force Report or Incident Report) unless the officer uses a weapon, the individual is injured, or the individual complains. As a result, incidents of hands-on force not involving a weapon may not be comprehensively reported or tracked by BPD, and may not be fully reflected in the data presented in this section.

Where multiple types of force were reportedly used on a person during the same incident, or when multiple officers reported using the same type of force during the same incident, our analysis counts the event as a single incident, classified according to the most severe force type used. A single incident, then, could include multiple force types, multiple applications of force, or multiple officers.

Most, but not all, people who were subjected to BPD force were arrested. Of persons subject to force for whom officers recorded a racial identity (only 1.2% of force incidents were missing racial data), arrest rates were similar: 84.8% of Black persons, 81.4% of White persons, 83.3.3% of Hispanic persons, and 88.9% of Other persons who were subjected to force were also arrested. Among Asian persons subjected to force, only 40% were arrested. CPE researchers did not receive information about the charges filed against persons subject to force, nor did we receive information about what happened to the approximately one in six persons subjected to BPD force who were not arrested.

Most arrests, of course, do not involve any reported use of force. Among persons arrested by BPD between 2012 and 2016, the percentage subjected to force was higher among White (1.7%) and “Other” persons arrested (1.6%) than among those described as Asian, Black or Hispanic (all 1.3%). These data also show that 50.5% of persons arrested by BPD are Black, and 29.7% are White.

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<sup>6</sup> BPD General Order U-2, ss.23 and 24.



CPE did not receive any information about whether or how persons involved in force incidents had resisted police officers.

**Summary of findings:**

Compared to other departments of similar size, BPD records show relatively few use-of-force incidents (2.9 per month, on average), a finding which may be partly attributable to the use-of-force reporting policy described above. Despite the fact that BPD policy does not appear to require reporting of every incident of hands-on force, hands-on force without use of any tool or weapon was by far the most frequent force type reported by BPD officers: 76% of incidents reported by BPD officers involved only hands-on force.

Although Black people comprise 8% of the Berkeley population, they comprised nearly half (46%) of all persons subjected to force by BPD officers. Per capita, controlling for other factors, the use of force incident rate was more than 12 times higher for Black persons than for White persons in Berkeley. This disparity was not explained by differences in crime rates, poverty, or neighborhood demographics. This large unexplained racial disparity warrants further investigation.

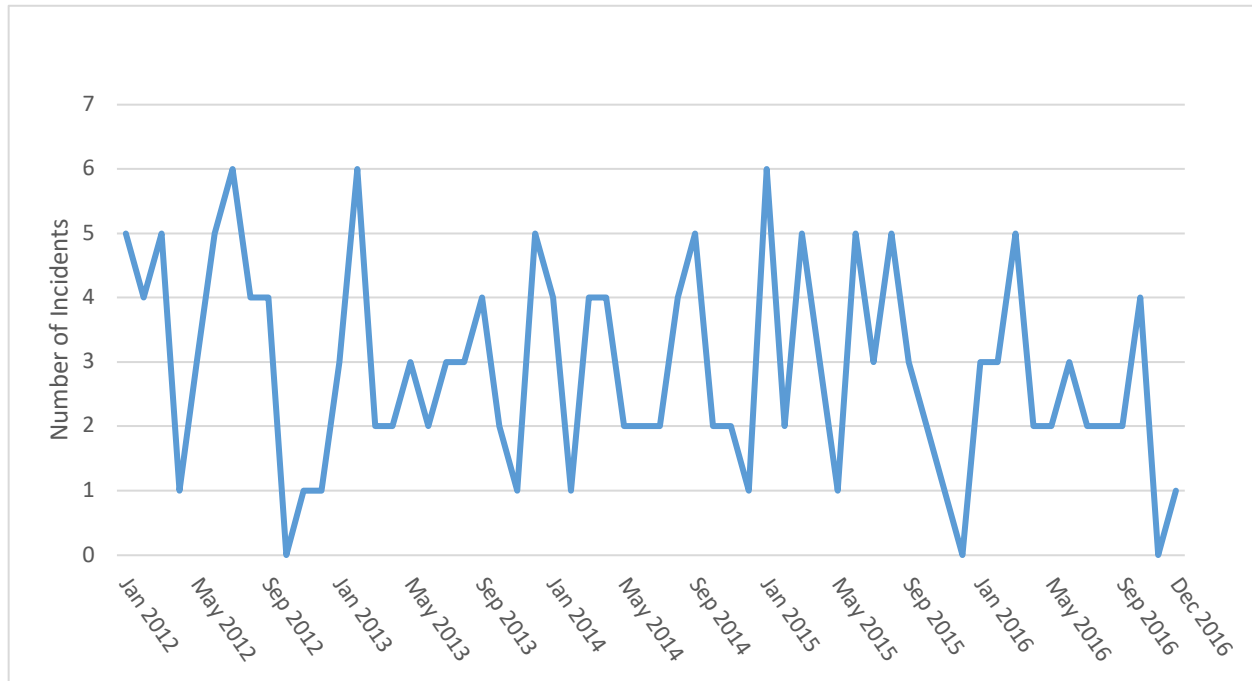
### Section 3A. Use of Force Counts and Racial Disparities

CPE received records of 173 discrete incidents of force being used upon a single individual. In 38% of cases, a single officer was involved. Most force incidents—62% of them—involved more than one BPD officer. 83% of reported incidents involved use of a single force type being used (as noted above, the most common reported force was hands-on); 17% of force reports indicated that more than one type of force was used in the incident.

Some of the data on incident locations were contradictory. For example, in 10 cases the “City” indicator located the incident in a city other than Berkeley; however, 6 of these were geo-located by address to a census tract within Berkeley. A total of 10 incidents could not be geo-located to a census tract, and 2 incidents occurred outside of Berkeley (one occurred in Hercules, in Contra Costa County, and one occurred in Dublin, in Alameda County).



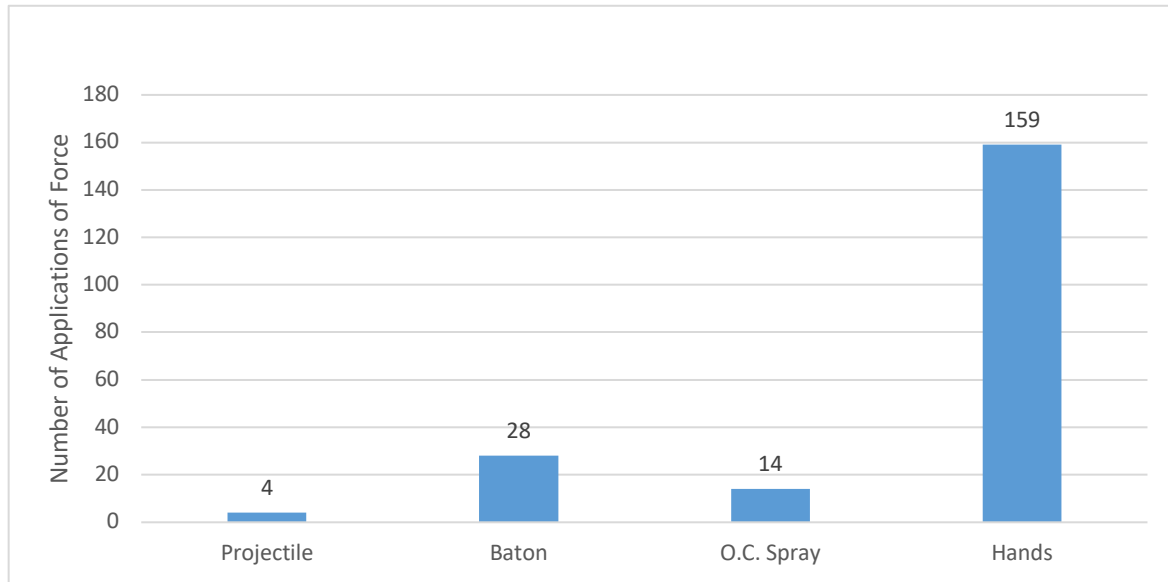
**Figure 21. Use of Force Incidents by Month, 2012-2016**



**Figure 21.** This graph displays the number of force incidents reported by BPD per month. The number of incidents reported monthly was low and variable, ranging from one to six incidents per month across the five-year study period, and averaging three incidents per month and holding fairly steady across the observation period. BPD also shared one report of discharge of a firearm, but it is not presented here because no demographic or location data was provided for it.



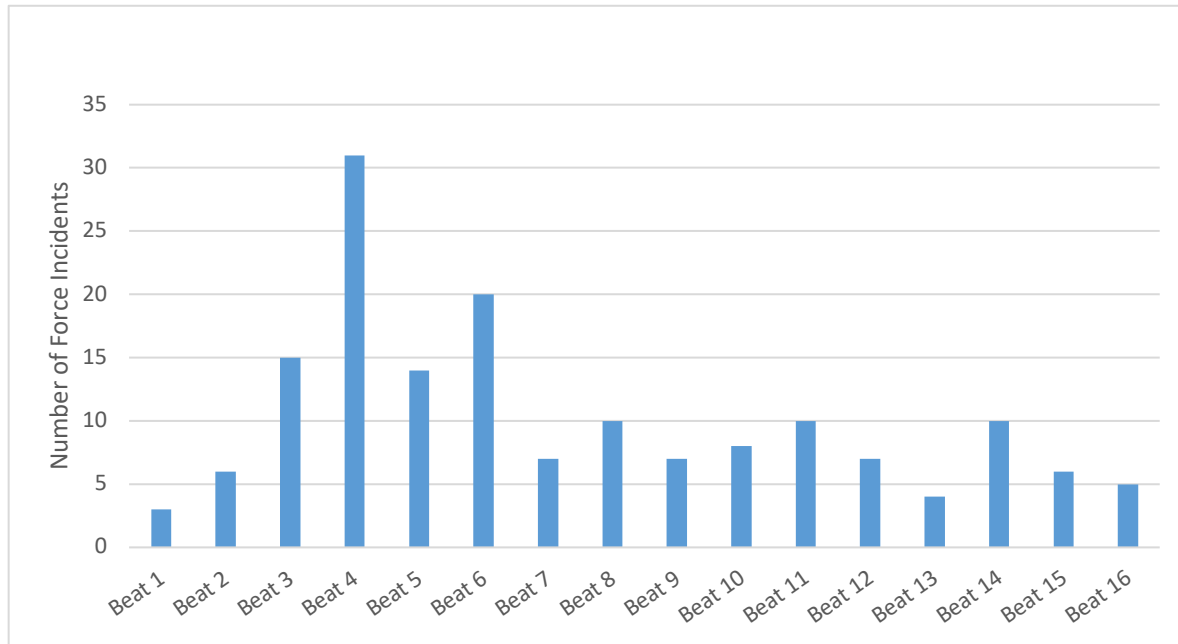
**Figure 22. Number of Force Types Reported, 2012-2016**



**Figure 22.** This graph displays the number of force types reported in force incidents reported by BPD officers. As noted above, a single incident may be counted multiple times in this graph if multiple force types were used. As can be seen, even though BPD policy does not require comprehensive reporting of hands-on weaponless force (see footnote 6, on p. 42), and accompanying text), hands-on force was by far the most frequent force type reported by BPD officers during the observation period. Most force incidents that reported use of a weapon (67%) also reported use of hands-on force.



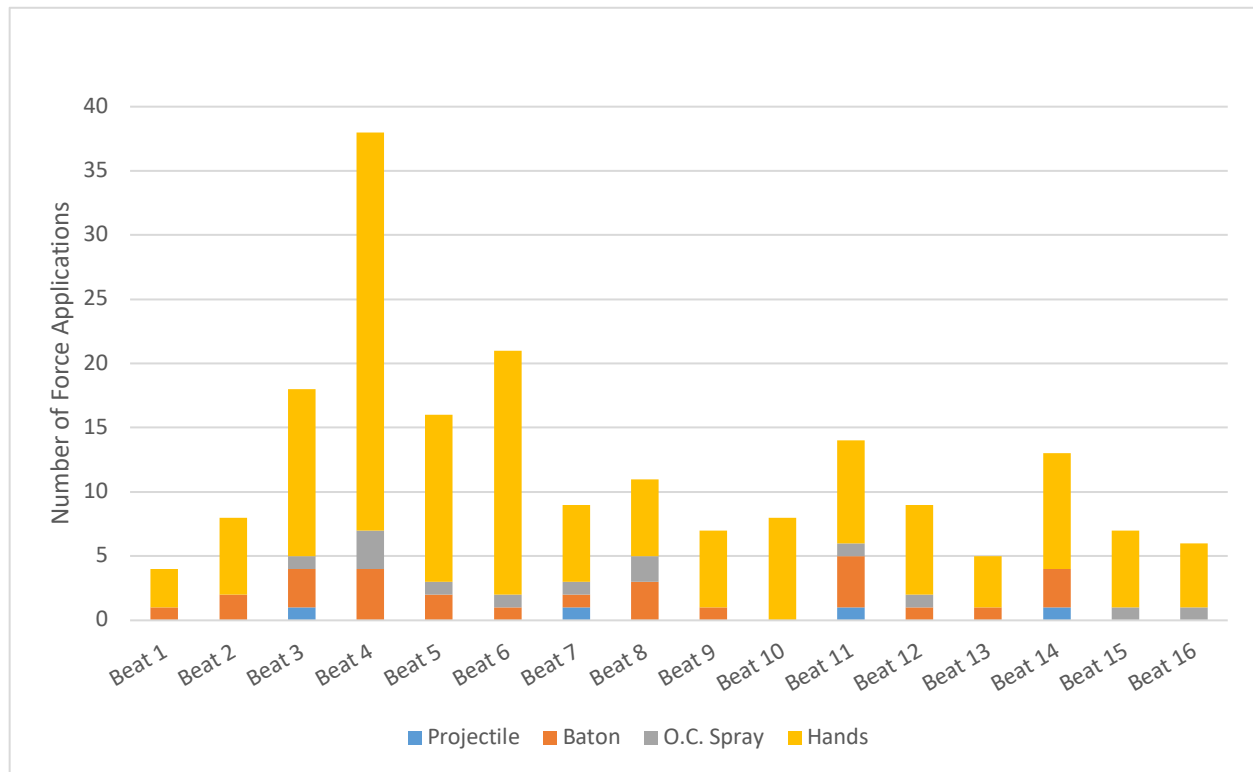
**Figure 23. Number of Force Incidents by Beat, 2012-2016**



**Figure 23.** This graph displays the number of force incidents reported by each BPD beat. As can be seen, Beat 4 reported the most incidents (31), followed by Beat 6 (20) and Beat 3 (15). Beats 1 and 13 each reported fewer than five force incidents during the five-year study period.



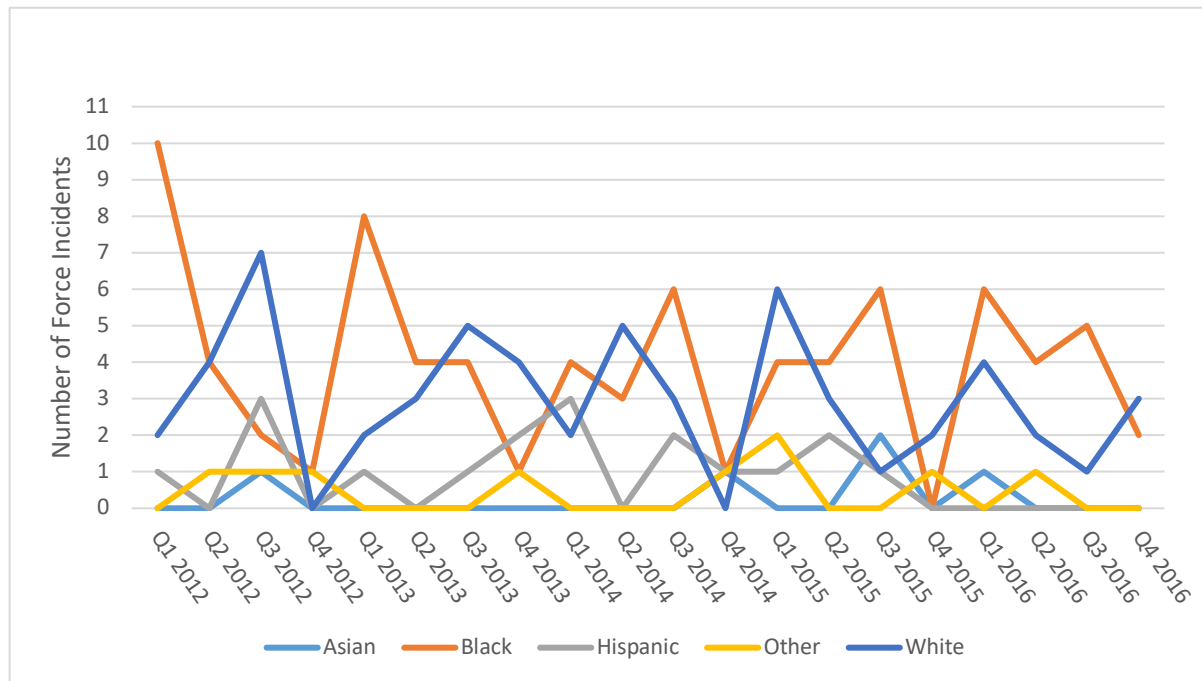
**Figure 24. Frequency of Force Types Reported, by Beat, 2012-2016**



**Figure 24.** This graph displays the number of force types reported in incidents reported by officers from each BPD beat. As noted above, a single incident may be counted multiple times in this graph if multiple force types were used. As can be seen, hands-on force accounts for most incidents, but most beats also reported incidents of baton use, and each of Beats 4 and 8 reported more than one O.C. spray incident.



**Figure 25. Number of Force Incidents by Race 2012-2016**



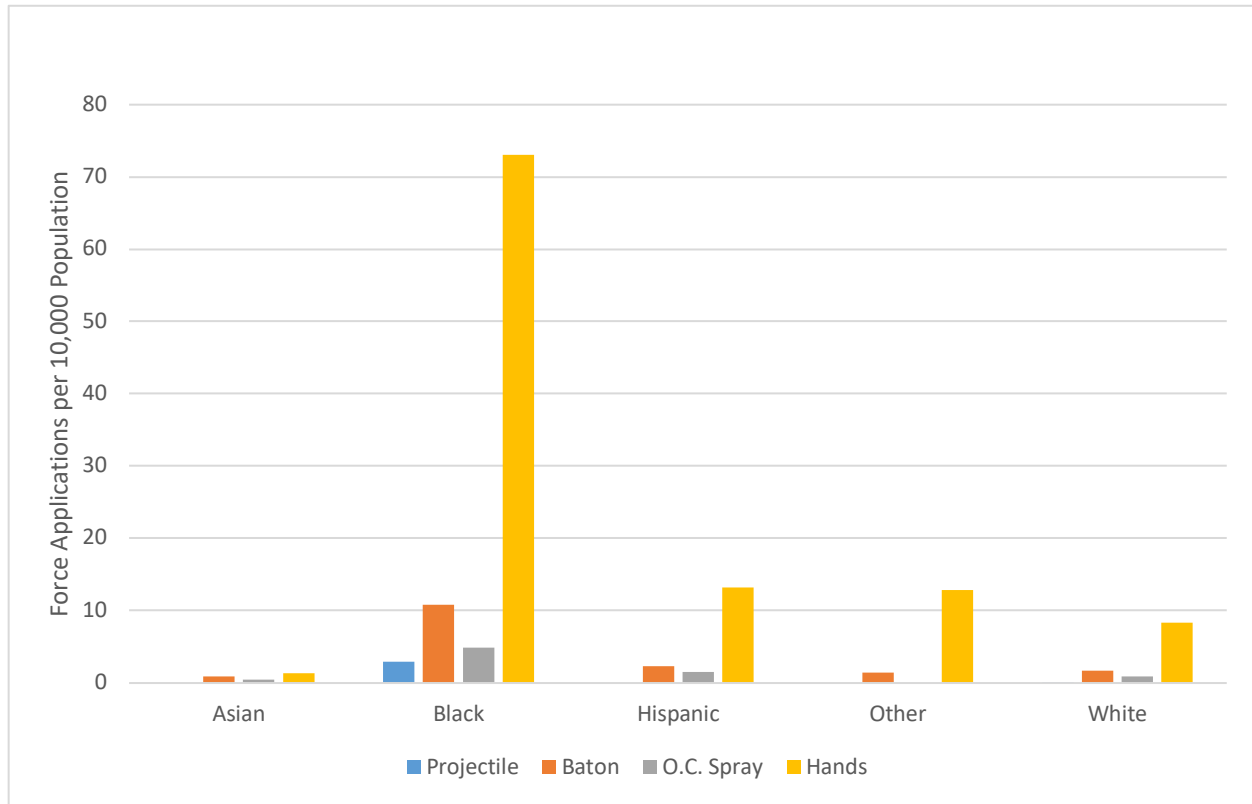
**Figure 25.** This graph displays the number of force incidents per quarter by race. As can be seen, in nearly every quarter, force incidents involving Black and White individuals were more frequent than force incidents involving Hispanic, Asian, or Other individuals. Although the White population of Berkeley is seven times larger than its Black population, BPD officers reported more incidents of use of force on Black individuals than on White individuals.

Black persons, who comprise 8% of the Berkeley population, were the subjects of 46% of reported force incidents. White persons, who comprise 56% of the Berkeley population, accounted for 35% of reported force incidents. 11% of reported force incidents involved Hispanic individuals, 5% involved Other individuals, and 3% involved Asian individuals.





**Figure 26. Force Types Used, per 10,000 Population, by Race 2012-2016**



**Figure 26.** This graph displays the number of force incidents reported by BPD officers, benchmarked against the resident population by race. The rate of hands-on force used against Black persons, per capita, was much greater than that for White persons. For every 10,000 White residents of Berkeley, BPD reported 8 uses of hands-on force on a White person. For every 10,000 Black residents of Berkeley, BPD reported 73 uses of hands-on force on a Black person—a rate 9.1 times higher than for White individuals.

Rates of baton use (6.4 times greater) and O.C. spray (5.3 times greater) were also much higher for Black persons than for White persons. Disparities were also visible with respect to Hispanic persons, who were moderately more likely than White persons to be subjected to use of hands-on force, baton, and O.C. spray.

## Section 3B. Interpreting Disparities in Use of Force

As the data in the graphs and tables above show, Black individuals in Berkeley are much more likely to be subjected to police use of force than White individuals are. As is mentioned above, not all observed disparities result from biased or unjust decision-making by police officers or executives. As is mentioned in the Introduction, above, our analysis seeks to distinguish, as much as possible, three possible explanations for disparate policing outcomes: (1) disparities that arise from community characteristics (such as poverty, high crime rates, and calls for service); (2) disparities that arise from police behavior (such as policing practices or individual officer biases); and (3) disparities that arise from the (trusting or wary) relationship between communities and police.

These factors cannot be precisely disaggregated using the limited dataset available to researchers for this report. To begin to quantify the effects of race on policing outcomes, we use statistical analysis techniques called “regression analysis.” Regression analyses allow for estimates of how much of the observed racial disparity is accounted for by racial or nonracial community-level factors that can influence law enforcement patterns, and how much of the racial disparity is unexplained (and possibly attributable to policing policy and practice).

In the data we have received from BPD, one major question to be investigated was the effect of race on the likelihood that a person would be subjected to police use of force in Berkeley. The BPD datasets provided information about use of force incidents. The BPD use of force report form contains a field for the location at which the force incident occurred. For the 161 reported incidents that contained geographic information and occurred within the Berkeley city limits, geocodes were developed using the longitude and latitude or street intersection information in the records. Using these geocodes, researchers were able to ascertain the Berkeley census tract in which each stop or incident took place. (Incidents for which geolocation data was unavailable, or which occurred outside Berkeley, were not included in this analysis.)

Using data from the decennial census and the American Community Survey (ACS), researchers were able to ascertain demographic information about the census tract in which each stop or incident took place. BPD shared data on all arrests made, including geographic location, which enabled us to match the number of Part 1 crimes reported in each census tract for the same time period. For each census tract, researchers were able to assess how much of the racial disparity in use of force was attributable to neighborhood factors such as poverty, racial demographics, or the Part I crime rate.<sup>7</sup> The existing research literature has found relationships between all of these factors and policing outcomes.

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<sup>7</sup> “Part I crime” refers to the categorization scheme used by the U.S. Federal Bureau of Investigation Uniform Crime Reporting Statistics. The FBI’s “Part I” category consists of the following eight types of crime: criminal homicide, forcible rape/sexual assault, robbery, aggravated assault, burglary, larceny-theft (except motor vehicle theft), motor vehicle theft, and arson.



**Table 1. Descriptive Statistics on Use of Force by Individual Race**

Hands-On	2012	2013	2014	2015	2016	Total
Asian	0	0	1	1	1	3
Black	15	17	13	14	15	74
Hispanic	4	4	5	4	0	17
Other	3	1	1	3	1	9
White	13	13	9	10	9	54
<b>Total</b>	<b>35</b>	<b>35</b>	<b>29</b>	<b>32</b>	<b>26</b>	<b>157</b>

Baton	2012	2013	2014	2015	2016	Total
Asian	1	0	0	1	0	2
Black	2	2	2	2	3	11
Hispanic	1	1	1	0	0	3
Other	0	1	0	0	0	1
White	3	0	2	4	2	11
<b>Total</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>28</b>

O.C. Spray	2012	2013	2014	2015	2016	Total
Asian	0	0	0	1	0	1
Black	3	0	0	1	1	5
Hispanic	1	0	1	0	0	2
Other	0	0	0	0	0	0
White	3	0	0	2	1	6
<b>Total</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>14</b>

Projectile	2012	2013	2014	2015	2016	Total
Asian	0	0	0	0	0	0
Black	0	0	0	1	2	3
Hispanic	0	0	0	0	0	0
Other	0	0	0	0	0	0
White	0	1	0	0	0	1
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>4</b>

NOTE: There was one firearm discharge reported in 2012, but race data was missing, so it is not shown in this table.



**Table 1.** This table displays the number of reported uses of each force type, by race of the person subjected to force. In this table, a single force incident may be counted more than once, if multiple force types were used. As can be seen, the most common force type reported by BPD officers was hands-on. The next most frequent type of force reported by BPD officers was the baton, followed by OC spray.

As noted above (Figure 25), the White population of Berkeley is seven times larger than its Black population, but BPD officers reported more force incidents involving Black individuals than White ones. This pattern held true for the most common force type reported (hands on) and for projectile use: each of these force types were reportedly used more frequently on Black than White individuals. The numbers of reported use of batons (11 each) and OC spray (6 White, 5 Black) were roughly equal for Black and White persons.



For the purpose of our regression analysis, we combined incidents for subjects in Asian, Hispanic and Other racial categories into a larger Other category in order to form a group of comparable size to those of White and Black racial categories.

In order to assess the probability that people of different racial groups in Berkeley were subjected to force at equal rates, we geocoded use of force incidents and other data at the census-tract-level. We use census tracts as a rough approximation of neighborhoods, and consider whether neighborhood-level effects may account for any apparent racial differences in the per-capita rate of use of force incidents. We use a type of regression analysis—multi-level negative binomial regression modelling—to compare racial groups with and without controlling for tract-level factors. Use of force data were aggregated at the incident level (sometimes multiple types of force were recorded for the same incident). Of the 173 use of force incidents recorded within the City of Berkeley from 2012-2016, 161 contained race data as well as geolocation data that allowed for the incident to be located within one of the 54 census tracts within the City of Berkeley.

Typically, statistical significance tests and confidence interval calculations incorporate the likelihood that differences found in the observed data could be due to chance, based on an assumption that the data are randomly selected from a larger population. However, since the data in these analyses arise from police administrative records, they violate that assumption, and thus sample-based significance tests and confidence intervals have an imprecise meaning. Nevertheless, we use these calculations heuristically as a way to guard against accepting all associations as meaningful.

The overall aim of the regression analyses was to identify the degree to which the Black-White disparity in BPD use of force might be attributable to chance, or to characteristics of a neighborhood such as its poverty rate, its racial demographics, or its Part I crimes.<sup>8</sup> The following table summarizes the census tract data that was used in the regression models:

**Table 2. Census-Tract-Level Summary Information**

<u>Variable</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Average</u>	<u>Std Deviation</u>	<u>Variance</u>
Number of use of force incidents	0	26	3	5	20
Total population	1,414	8,448	3,473	1,314	178,181
Non-Hispanic Black population	0	2,305	377	480	230,441
Percent non-Hispanic Black	0	40	11	12	151

<sup>8</sup> For these regression analyses, the measure of Part I crimes was the number of Part I crimes recorded by BPD as having occurred in each census tract.



Non-Hispanic White population	567	3,484	1,840	703	493,891
"Other" racial category population	316	5,373	1,255	834	695,127
Number of Part 1 crimes (2012-2016)	0	4,335	544	770	593,061
Percent living below federal poverty level	0	57	16	13	166

**Table 2.** Typically, statistical significance tests and confidence interval calculations incorporate the likelihood that differences found in the observed data could be due to chance, based on an assumption that the data are randomly selected from a larger population. However, since the data in these analyses arise from police administrative records, they violate that assumption, and thus sample-based significance tests and confidence intervals have an imprecise meaning. Nevertheless, we use these calculations heuristically as a way to safeguard against accepting all associations as meaningful.

The five regression analyses that we conducted assessed the relationship between the Black-White disparity in use of force and the census tract characteristics described above. We conducted five statistical calculations, or “models,” to assess whether and how much certain variables affected the Black-White racial disparity. For each of the models presented, use of force incident rates for those in the Other racial category were not meaningfully different from those in the White category. The discussion of these analyses will therefore address the Black-White disparity only.

In sum, after controlling for local levels of crime, poverty, and neighborhood demographics, Black persons in Berkeley experienced BPD use of force at a rate about 12 times greater than for their White counterparts. This difference is not attributable to random chance, and is not explained by local levels of crime, poverty or resident racial composition.

The table below presents the results of five regression models. Model 1 uses only individual race as a predictor. Model 2 controls for the number of Part 1 crimes reported (2012-2016). Model 3 controls for the percentage of the tract living below the federal poverty level. Model 4 controls for the percentage of the tract population that is non-Hispanic Black. Model 5 includes all these controls.



**Table 3. Regression Model Results**

	Model 1	Model 2	Model 3	Model 4	Model 5
Parameter	Use of Force Incident Ratio (95% CI)	Use of Force Incident Ratio (95% CI)	Use of Force Incident Ratio (95% CI)	Use of Force Incident Ratio (95% CI)	Use of Force Incident Ratio (95% CI)
Racial Category					
Black	10.8** (6.4, 18.2)	10.5** (6.3, 17.4)	10.5** (6.2, 17.7)	12.3** (7.3, 20.8)	12.6** (7.6, 21.0)
Other	0.7 (0.4, 1.4)	0.7 (0.4, 1.2)	0.7 (0.4, 1.3)	0.8 (0.4, 1.4)	0.7 (0.4, 1.3)
White	1.0	1.0	1.0	1.0	1.0
Number of Part 1 Crimes, + 1 SD		2.4** (1.8, 3.2)			2.2** (1.7, 3.0)
Percent living below federal poverty level, +1 SD			1.7** (1.2, 2.6)		1.0 (0.7, 1.4)
Percent of population that is Black, +1 SD				0.5** (0.3, 0.8)	0.6** (0.4, 0.8)

\*\*p <0.01

CI = confidence interval; SD = standard deviation

**Model 1** finds that, controlling for the variation in use of force incident rates that is accounted for by members of different racial groups residing in the same census tracts, the Black resident population experienced 10.8 times the use of force incident rate as that of the White resident population. The greater rate of use of force incidents for Blacks is not likely to be due to chance.

**Model 2** controls for reports of Part 1 crime. This analysis only slightly attenuates the use of force incident rate ratios: after controlling for the rate of [arrests for/reports of] Part I crime in each neighborhood—that is, taking into account that Black people are disproportionately represented among persons arrested for Part I crimes—Black people remain 10.5 times more likely to be subjected to force than their White counterparts. While high-crime neighborhoods (tracts with Part I crime counts one standard deviation higher than average (representing 770 additional crimes) experienced larger numbers of force incidents, local crime rates explain very little of the Black-White racial disparity in BPD use of force. This finding is not likely to be due to chance.

**Model 3** controls for the percentage of the tract population living under the federal poverty level. Controlling for the neighborhood poverty rate only slightly attenuates the racial disparity observed at Model 1. High-poverty neighborhoods (population living under federal poverty level one standard deviation higher, or 13 percentage points greater) experienced more use of force incidents, but the poverty rate explains very little of the Black-White racial disparity in BPD use of force. This finding is not likely to be due to chance.

**Model 4** controls for the percentage of the tract population that was non-Hispanic Black. Controlling for the percentage of Black residents in a neighborhood *increased* the disparity



predicted by this model. Census tracts with a Black population percentage one standard deviation higher (12 percentage points) experienced, on average, half as many force incidents per person. Black neighborhoods had fewer use of force incidents per person, but the Black-White racial disparity in use of force incident rates is greater when the racial composition of neighborhoods is factored into the analysis. Controlling for neighborhood percentage Black resulted in a rate ratio for Blacks that is 12.3 times greater than that for Whites. This finding is not likely to be due to chance.

**Model 5** includes all of the statistical controls from Models 1-4 in the same model simultaneously. In this combined model, crime and the population percentage Black remain important predictors of use of force incident rates, but the percentage living in poverty was no longer significant. (Other analyses (available from authors) showed that the poverty effect seen in Model 3 was explained by the number of Part 1 crimes. In other words, neighborhoods with higher poverty levels had more frequent use of force incidents, but only because they had more Part 1 crimes.) Controlling for all three factors, Black persons were 12.6 times more likely than Whites to be subjected to BPD use of force.



## Appendix A.

**Table 4. Vehicle Stops Outside Berkeley, 2012-2016**

City	Asian	Black	Hispanic	Other	White	Total
Albany	7	32	18	17	62	136
Emeryville	25	322	65	36	120	568
Kensington (Contra Costa)	4	5	2	2	17	30
Oakland	72	1220	192	138	372	1994
Total	108	1579	277	193	571	2728

**Table 5. Pedestrian Stops Outside Berkeley, 2015-2016**

City	Asian	Black	Hispanic	Other	White	Missing	Total
Albany	0	1	0	0	4	0	5
Emeryville	0	3	0	0	1	1	5
Oakland	1	19	0	0	5	0	25
Kensington (Contra Costa)	0	0	0	1	0	0	1
Total	1	23	0	1	10	1	36

***To Achieve Fairness and Impartiality:  
Report and Recommendations from the  
Berkeley Police Review Commission***

Approved at the PRC's November 15, 2017 meeting

**Section 1. Introduction**

In 2014, in response to an upsurge in reports of unwarranted police killings and discriminatory practice, President Obama appointed a Task Force on 21<sup>st</sup> Century Policing to help mend and strengthen police-community relations. The Task Force's Final Report stated:

Recent events...have exposed rifts in the relationships between local police and the communities they protect and serve.... In establishing the task force, the President spoke of the distrust that exists between too many police departments and too many communities—the sense that in a country where our basic principle is equality under the law, too many individuals, particularly young people of color, do not feel as if they are being treated fairly....

These remarks underpin the philosophical foundation for the Task Force on 21st Century Policing: to build trust between citizens and their peace officers so that all components of a community are treating one another fairly and justly and are invested in maintaining public safety in an atmosphere of mutual respect.<sup>1</sup>

The community and the city government in Berkeley were deeply affected by the national conversation about race and policing. In City Council and town hall meetings, and in our civic commissions, residents met to discuss its implications for our own city.

This report by the City of Berkeley, California Police Review Commission (PRC) is a beginning examination of our own disparate treatment of civilians on a racial basis. Our starting place is the data about police-civilian encounters, available online at the Berkeley Police Department (BPD) website for stops beginning January 2015.<sup>2</sup> Several independent agencies have reviewed the data and discovered significant racial disparities in stop, search, and “yield rates” (the percentage of enforcement actions stemming from police stops), particularly between White civilians and African American and Latino civilians. These conclusions, from the police department's own data, are corroborated by anecdotal testimony collected by the PRC from a number of civilians of color.

The BPD engaged the Center for Policing Equity (CPE) to review the stop data from the year 2015. CPE reported in its draft interim report that:

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<sup>1</sup> [https://cops.usdoj.gov/pdf/taskforce/taskforce\\_finalreport.pdf](https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf)

<sup>2</sup> [https://www.cityofberkeley.info/Police/Home/Berkeley\\_PD\\_s\\_Stop\\_Data\\_Now\\_on\\_City\\_s\\_Open\\_Data\\_Portal.aspx](https://www.cityofberkeley.info/Police/Home/Berkeley_PD_s_Stop_Data_Now_on_City_s_Open_Data_Portal.aspx)

Although disparities declined over the time period measured, Black and Hispanic drivers, and Black pedestrians, remain much more likely to be stopped by police than their White counterparts. Moreover, BPD data indicated wide and unexplained racial disparities in search rates. Black and Hispanic drivers, in particular, were disproportionately likely to be stopped and searched without being arrested.

Meanwhile, although Asian drivers were less likely than White drivers to be stopped, they were five times more likely to be searched, and four times more likely to be arrested, at a stop. Furthermore, data with respect to stops and searches revealed wide variation in racial disparity among BPD beats. Finally, Black people were subjected to reported use of force at about six times the rate of Whites.

These disparities are largely unexplained, and warrant further investigation, in particular with respect to the charges filed against drivers of these racial groups.<sup>3</sup>

It is the PRC's goal in making this report to the City Council, the city manager, and the Berkeley community, to promote the development of trust between the police and communities of color. This trust, as with all relationships, can be built only on the basis of honest self-assessment.

The Commission recognizes the hard work that police officers do to keep the community secure, and the inherent risk that they take every time they report for work. We present this report in a positive spirit. Our analysis and recommendations are intended to ensure that all segments of the community have the same experience of policing.

The Commission contends that these statistics and anecdotal reports together raise urgent concerns regarding the progress of the department toward its goal of fair and impartial policing. We urge a sustained examination and remediation plan be launched without delay by the BPD in coordination with the PRC and city leaders. Our summary recommendations include:

- A. Data Collection and Analysis Enhancements
  1. Add specific data elements to those already tracked. Maintain and analyze demographic data. Enhance the current web display for readability.
  2. Report trends regularly to PRC and City Council. Report stop data by officer (stripped of identifying information).
  3. Hire a data manager/analyst.
  4. Enhance ability to correctly identify ethnicity of individuals.
  5. Report every use of force.
- B. Address racial disparities shown in the data
  1. Monitor stop, search, and enforcement/disposition outcomes across race.

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<sup>3</sup> [https://www.cityofberkeley.info/uploadedFiles/Police/Level\\_3\\_-\\_General/CPE%20Draft%20Report%2007142017\(2\).pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level_3_-_General/CPE%20Draft%20Report%2007142017(2).pdf)

2. Determine if disparities are generalized or reside in a subset of the department and develop effective mitigations including policy reviews, staff support, counseling and training, or other as appropriate.
  3. Work closely with PRC to develop mitigations and track progress.
  4. Develop early warning systems to minimize future problems of biased policing.
- C. Body Worn Cameras
1. Accelerate full deployment of body cameras.
  2. Use camera footage to train officers and evaluate policies.
- D. Other departmental steps
1. Partner with academic institutions.
  2. Increase support for officer wellness and safety.
  3. Strengthen informed consent procedures for search.
  4. Strengthen requirements for officers to identify themselves.
- E. Community relations
1. Prepare detailed action plan to build trust in and accessibility to the department, focused on communities of color.
  2. Consult and cooperate with the broader community to develop and implement policy and practice reforms.
  3. Increase positive community contact.

These recommendations are shown in more detail in Section 7, “PRC Policy and Practice Recommendations.”

## Section 2. Background

In March 2014, the Police Review Commission recommended that the City Manager adopt the proposed General Order B-4, Fair and Impartial Policing Policy. The policy was the product of over a year of discussion by the Berkeley Police Department and community stakeholders including the ACLU, NAACP, National Lawyers Guild, and Coalition for a Safe Berkeley.

In 2013, the PRC had formed a subcommittee to develop the policy, working closely with the Berkeley Police Department. The policy that resulted from that effort not only makes it clear the Department explicitly prohibits racial profiling and other biased policing; it also clarifies procedures in the limited circumstances in which the department can consider race, gender and other demographic information of individuals. California Penal Code Section 13519.4(f) also prohibits racial profiling by law enforcement officers. This General Order helps to implement that state law.

This Fair and Impartial Policing Policy was passed by the Berkeley City Council in June 2014 and went into effect in January 2015. The collection of vehicle, pedestrian, and bicyclist stop data began January 26, 2015 and the data was published on the BPD website beginning that summer.

Community groups (Berkeley NAACP, Berkeley Copwatch, ACLU—Berkeley/Northeast Bay, National Lawyers Guild—San Francisco Bay and UC Berkeley Black Student Union) analyzed the demographics of this stop data and published an initial report on September 29, 2015. The BPD at this same time opted to contract with the Center for Policing Equity (CPE) to analyze their stop data, and has made no apparent effort to study its own data and draw its independent conclusions from them. Nearly two years later in July 2017, the BPD, at the direction of the City Council, released a draft interim report from the CPE.<sup>4</sup> Each analysis showed what the community coalition called “stark racial disparities” of a similar scale, with the CPE, having access to professional data analysis tools and a larger base of data, able to explore the subject in greater depth.

BPD Chief Greenwood accompanied the CPE draft report with a five-page introduction. The Chief stresses the department’s compliance with law and policy against racial profiling, details the relevant training given to the officers, and takes issue with several aspects of the draft, many of them methodological. The department has yet to take a position on the meaning of the data: whether

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<sup>4</sup> A third review has been conducted by the independent company Police Strategies. The company conducted a preliminary analysis of 24,800 stops made by Berkeley PD officers from 2015 to 2016 using data obtained from the City of Berkeley’s Open Data Portal. Access the 5 dashboards here:

<https://public.tableau.com/profile/policestrategies#!/vizhome/BerkeleyPoliceDepartment-StopsAnalysis2/LocationTime>

(Click on “Stops by Race” for Police Strategies’ visual depiction of “Berkeley PD - Stops, Enforcement Action and Searches by Race of Subject.”)

the data show a pattern of disparity, what would cause that disparity, how to remediate the root cause.

The Police Review Commission's mandate, passed by the voters in 1973, states that:

The Commission established by this Ordinance shall have the following powers and duties: to review and make recommendations concerning all written and unwritten policies, practices, and procedures of whatever kind and without limitations, in relation to the Berkeley Police Department, other law enforcement agencies and intelligence and military agencies operating within the City of Berkeley, and law enforcement generally.

In 2016, the Commission voted to establish a Fair and Impartial Policing Subcommittee to conduct our own evaluation of the demographic data. This Commission is mandated by the electorate to provide the public, the City Council, and the city manager with advice from a Berkeley perspective.

Three years after the establishment of the Fair and Impartial Policing Policy, and two years after the release of the first batch of stop data, it is time to move forward on the issue of race and policing. It is toward that end that we respectfully submit this report to City leaders and the community.

## Section 3. BPD Demographic Data on Police Stops, 2015

### A. Overview

The Berkeley Police Department posts stop data that it collects pursuant to General Order B-4 (Fair and Impartial Policing) on the City's Open Data Portal.

The BPD overview can be found at <http://ci.berkeley.ca.us/police/>. The department's home page states:

In our desire to be open and accountable to our community, the Berkeley Police Department voluntarily collects and publicly shares demographic stop data. Collection of data can assist and contribute to the national policing discussion, focus our attention internally on implicit bias and increase trust by making policing in Berkeley more transparent to the community.

On January 26, 2015 the Berkeley Police Department began collecting information for all vehicle (including bicycles) and pedestrian detentions (up to five persons). This stop data is now available for public viewing on the City of Berkeley's Open Data Portal, which can be accessed at

<https://data.cityofberkeley.info/Public-Safety/Stop-Data/6e9j-pj9p>.

The police detention categories on the Open Data Portal are traffic, suspicious vehicles, pedestrian and bicycle stops. You will also find information on the incident number, date, time, location, and the demographic disposition listed in this data.

This data contains information on police contacts between January 26, 2015 through the present. The Berkeley Police Department will be updating this information approximately every 60 days.

### B. Structure of the data

The following data items are reflected for each traffic, pedestrian, and bicycle stop. See Appendix 1 for more detailed description of each data item.

Line number

1. Incident number
2. Call date/time
3. Location
4. Incident type (traffic, pedestrian, etc.)
5. Dispositions (race, gender, age range, reason for stop, enforcement action, search/no search)

The data can be downloaded into MS-Excel or other formats for analysis.

### C. Race-related analysis of the data

1. Methodology: Technical information.

The Police Review Commission, along with several community organizations, spent significant time analyzing the data posted on the BPD website, and drafted

a report detailing the conclusions that we drew from it. In July 2017, when the Center for Policing Equity released its draft interim report, we found that it covered much of the same ground and came to generally the same conclusions as had the PRC. For the sake of clarity and simplicity, we decided to take the CPE report as our starting point. This means that this PRC report will focus primarily on stop data from 2015, and we will give our feedback on the analysis and recommendations contained in the CPE report.

We found the BPD database to be very difficult to navigate, and we will share what we learned so that others have an easier time learning from the data.

In order to produce useful results, certain rows of data must be set aside as they do not provide racial, gender, or age demographics.<sup>5</sup>

Of the 11,808 rows of data supplied by the BPD for 2015, 10,060 usable rows remain after rows without demographics are discarded, meaning that almost 15% of the data cannot be used for this analysis.

Also, in some cases, the standard six characters occur two to five times in one row. This occurs when more than one civilian is encountered in one stop. This occurrence is fairly rare, taking place in only 2.5% of the usable data rows (250). Up to this point we have analyzed only the first individual described in a row.

## 2. Methodology: the designation of “Race.”

- See Appendix 2 for a brief discussion of the methodological issues of race that the Commission considered. These include the reality that the lens through which race is viewed in the data is the police officer’s perception, and concerns raised in our discussion about opportunities for improvement in the racial categories used by the department.

## 3. Racial disaggregation of BPD stop data.

Disaggregation is defined as separation of a mass of data into its component parts, specifically into racial or ethnic categories.

The 2015 Agreement between the BPD and the CPE calls for data analysis on “12-months’ worth of pedestrian and vehicle stops using BPD’s current data collection practices.” This scope of study is reflected in this report from the PRC. The CPE report, however, adds several other areas of study including vehicle stops from 2012 through 2014, use of force data from 2012 through 2016, and crime data from 2012 through 2015.<sup>6</sup> This additional data cannot be analyzed by the PRC because the department has not shared it with the commission. The data given to the CPE should be given immediately to the PRC, as the civic commission responsible for advising the City on law enforcement and criminal

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<sup>5</sup> As indicated by the department’s explanation of Disposition data above, “additional dispositions may also appear,” such as P, M, AR, 000000, etc. In cases where only these additional characters are present, and there is no Race designator, the row cannot be used for racial demographics, and we discarded it for this purpose.

<sup>6</sup> [https://www.cityofberkeley.info/uploadedFiles/Police/Level\\_3\\_-\\_General/CPE%20Draft%20Report%2007142017\(2\).pdf](https://www.cityofberkeley.info/uploadedFiles/Police/Level_3_-_General/CPE%20Draft%20Report%2007142017(2).pdf), p. 10.



justice.

The BPD website provides raw, unanalyzed data, with racial designations provided for each civilian contact, but no breakdown giving subtotals by “race.” In order to look for patterns of racial treatment of various ethnicities, it is important to calculate the racial breakdown for the following aspects of the data.

- a) Percentages of civilians stopped, for each racial group, compared to the total of all stops.
- b) Percentage of civilians who are stopped from each racial group, whose stop results in arrest or citation, shown in the BPD data as enforcement. This ratio is known as the “yield rate” or “hit rate” of a stop, or of a search. In this report we will use the term “yield.”
- c) Percentages of civilians who are stopped from each racial group, who are then subject to a search.

The rest of this report section discusses the CPE report on these three aspects.

- a) Vehicle and pedestrian stops.

The CPE finds evidence for a strong racial disparity between vehicle stops of African American and white subjects:

Here, a strong disparity is evident. In an average quarter, 36% of traffic stops involve a Black subject, while only 34% involve a White subject. While these figures are not wildly different, 55% of the Berkeley population is White while only 10% is Black, meaning that a Black driver is nearly six times more likely to be pulled over than a White driver.

Disparities are also evident with respect to Hispanic drivers: they represent 12% of the stops performed by the department, while they make up approximately 11% of the population, a stop rate nearly double that of Whites.<sup>7</sup>

Similarly, for pedestrian stops:

Most pedestrian stops involved either White or Black pedestrians. In 2015, stops of White or Black pedestrians accounted for approximately 82% of all pedestrian stops: 50% were of White pedestrians and 32% were of Black pedestrians. This, however, is out of step with the demographic makeup of Berkeley: although only one in every 10 Berkeley residents is Black, nearly one third of pedestrian stops involved a Black subject.

Relative to population, Black pedestrians were about 3.5 times more likely than Whites to be stopped by police. Hispanics were slightly less likely than Whites and much less likely than Blacks to be stopped by police while on foot.<sup>8</sup>

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<sup>7</sup> CPE report, figures 1a and 1b, pp. 14-15.

<sup>8</sup> CPE report, figures 7b, 8, pp. 22-23.

A note on “residency”:

The Chief has raised concerns about certain assumptions in the CPE report regarding residency, including:

- Discussion of use of force relies on census data, rather than an examination of suspect demographics. Many arrestees are not Berkeley residents.
- The use of the word “resident” is used even though the data does not contain residency information. Berkeley is an active city, with non-residents—and very often non-resident offenders—coming through town at all times, day or night.
- In several instances, community demographics are relied upon in making predictions... this—like labelling everyone BPD contacts, “residents”—can be extremely misleading. (CPE report, Chief’s introduction, pp. 4-5)

PRC comment:

It is true that Berkeley has open borders and people go in and out of the city both day and night.

The PRC’s evaluation is that while CPE uses the word resident loosely, the report does examine the issue of residency extensively. For example:

It is important to recall, though, that the people present in Berkeley at any given time may come from other parts of the Bay Area (or of the state, or of the world), whose demographics may be different from those of Berkeley proper. Thus people who are stopped by police in Berkeley may not necessarily be residents of Berkeley. In the data we have, there is no way to ascertain whether the people who were stopped, searched, or upon whom force was used, were or were not Berkeley residents....

At this time, though, there is no way to control for this effect or to benchmark the effective representation of each racial group in the city. As a result, census-based comparisons are essential, but should be viewed with caution. (CPE report, pp. 13-14)

To be clear, the size of the Black or African American population of Berkeley has continued to decrease, to 7.4%. (Source: City of Berkeley Public Health Director, Office of Epidemiology and Vital Statistics, U.S Census Bureau) This trend is also clear in Alameda County as a whole, with a Black population of 11.6% in 2016, while Contra Costa’s Black population was 9.6% in 2016 , and in the Bay Area was 6% in 2013 (Sources: <https://www.census.gov/quickfacts/fact/table/alamedacountycalifornia/PST045216>, <https://www.census.gov/quickfacts/fact/table/contracostacountycalifornia/PST045216>, <http://reports.abag.ca.gov/sotr/2015/section3-changing-population.php>).

The idea, therefore, that the daytime population of Berkeley is skewed by an influx of African American outsiders, potentially explaining the plurality of stops being conducted on Black motorists, is without merit. This explanation could only be sustained if vastly larger numbers of Black people visit Berkeley compared to White people. Given employment and academic patterns in Berkeley, this is clearly not taking place. The commission remains concerned about this striking disparity in the race of those stopped by Berkeley police.

b) Yield rate.

The most revealing statistic is not the stop rate by race, but the yield rate by race. Again, this is the percentage of civilians who are stopped from each racial group, whose stop results in arrest or citation. Too low a yield rate suggests that a population may be getting stopped without reasonable suspicion or searched without probable cause. The yield rate, when viewed on a large data base such as this one, is a truer test than the stop rate of whether stops are being made without racial bias. This is because focusing on the yield removes the variable of rates of crime in different population groups.

Here is how CPE explains the significance of the yield rate, which they call the “hit rate:”

This analysis examines the outcomes of stops once they occur. If officers stop and search all drivers at the same level of suspicion, regardless of race, then arrest rates—the rate at which stops and searches uncover illegal activity—should be similar for each racial group. Where the arrest rate for one racial group is lower than for another group, it suggests that the group with the lower hit rate is being stopped and searched for lesser reason (i.e., at a lower level of suspicion) than a group with a higher hit rate: that is, members of that group are more likely to be stopped while they engaged in no unlawful conduct.

Hit rates can also be used to assess the efficiency of policing resource allocation: to the extent that searches of a particular group are frequent but yield a low hit rate, officers’ time and attention is being spent on behavior that fails to detect or deter criminal activity.<sup>9</sup>

The CPE’s evaluation of the 2015 data shows that few of the African Americans stopped by police – less than a quarter (22%) – and only 30% of Latinos, were arrested or cited during a stop, while 44% of white civilians were arrested or cited. These statistics indicate a significant racial disparity in yield rate (a two-to-one gap between Black and White).

Unfortunately, the meaning of this disparity is not made clear in the CPE report. The problem is that the report’s analysis focuses entirely on the rate of arrests, which are admittedly few (256, or 5.6% of enforcement activity), and overlooks the rate of citations, the overwhelming majority of the enforcement activity (4306, or 94.4%). The only standout in the arrest data is the 4% rate for Asian-Americans; all other groups cluster around 1%. But the disparity in citations indicates that, in CPE’s words, African Americans and Latinos are “being stopped and searched for lesser reason (i.e., at a lower level of suspicion); that is, members of that group are more likely to be stopped while they engaged in no unlawful conduct.”

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<sup>9</sup> CPE report, pp. 31-32.

c) Search rate.

The greatest disparities appear with regard to who is searched. CPE states:

While the overall percentage of stops resulting in a search remained steady at around 10% for the general population, this graph shows that Black and Hispanic drivers are much more likely to be searched than are drivers of other races. Once pulled over, Black drivers are about five times more likely to be searched than White drivers, while Hispanic drivers are about 2.5 times more likely.<sup>10</sup>

For pedestrians, the CPE reports that:

In 2015, 14% of Whites who were stopped on foot were searched. Pedestrian search rates for every minority group were close to double the White pedestrian search rate. 25% of Blacks and 26% of Asians were searched at pedestrian stops, while 30% of Hispanic pedestrians who were stopped were searched.<sup>11</sup>

PRC agrees with CPE [and BPD verbally] that BPD should capture and share data on seizure of contraband so that it can be included in calculation of search yield rate.

D. Conclusions

According to the CPE's analysis of data from 2013 and 2014, which the BPD has not shared with the PRC, some disparities have lessened in 2015 and 2016. If these indications are accurate, that is a positive development, and we would like to know if it was due to action by the department or was perhaps circumstantial. Since PRC does not have access to the older data, the use of force data, or the crime data, it is impossible for us to verify the improvement independently. And the disparities remain far too high, as the CPE points out: for example, even after a reported decline of 40% in search disparities from 2013 to 2015, "Hispanic drivers were searched at roughly double the White rate, and Black drivers were pulled over at more than three times the White rate."<sup>12</sup>

The following conclusion contained in the CPE report would be good for this community to absorb:

[A] major takeaway of this analysis is that the wide racial disparities observed in BPD stops, searches, arrests and use of force combine to create an experience of policing for Black and Hispanic individuals in Berkeley that is quantitatively different from the experience of Whites.

Compared to Whites and Asians in Berkeley, Black and Hispanic people are much more likely to be stopped and searched by BPD

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<sup>10</sup> CPE report, figure 3b and Table 4, pp. 17-18.

<sup>11</sup> CPE report, figures 9b, 10 and 13b, and Tables 11 and 12, pp. 25-28.

<sup>12</sup> CPE report, p. 44.

officers without being charged with any criminal offense. Because they are stopped and searched at higher rates (but arrested at the same rate per stop), Black and Hispanic individuals are much more likely to be arrested than Whites. BPD use of force reports indicate that Black individuals are six times more likely than Whites to experience police use of force.<sup>13</sup>

Civil rights activists in Berkeley have long pointed to the existence of “two Berkeleys” in the realm of law enforcement. These statistics confirm the anecdotal stories told by many African Americans about over-policing and the perception of policing that is not “fair and impartial”—whether intentionally or not. The numbers tell a story that the majority community simply does not see.

A finding of systemic or institutional racial disparities does not necessarily presume bias on the part of any individual officer. This demographic analysis is simply a beginning point for our mission to address racial disparities. The intent of the Police Review Commission is to work together with the police department and city and community leaders toward truly fair and impartial policing.

#### E. Additional notes

BPD provided this explanation of the difference between an Enforcement Action of “Other” as opposed to “Warning.” According to the Berkeley police, “Other” could mean “proves not so,” meaning that there was a suspicion that, on investigation, turned out to be incorrect, with therefore no reason for a warning; or that the civilian fled, leaving no ability for the officer to deliver a warning.

Further data analysis could be conducted on the BPD-released data, including a demographic examination of yield from searches by racial group based on the enforcement data; stop and search disparity by gender and age; and the subject of multiple civilians stopped and searched in one incident.

Data points that should be considered for addition beyond those already provided by BPD include: use of handcuffs, contraband yield rate from searches; beat or neighborhood; BPD unit; and a marker for the reporting officer that does not lead to disclosure of his or her identity, but assists in tracking a pattern of disparate behavior.

Regarding use of force, PRC did not analyze this aspect because we were not provided the relevant data by BPD. CPE states:

There were more reported use of force incidents for Black residents of Berkeley than there were for White residents. The per-capita use-of-force rate for Black residents was 65.2 per 10,000, while that for White residents was only 11.0 per 10,000, suggesting that Black residents were about six times more likely to be subject to use of force.<sup>14</sup>

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<sup>13</sup> CPE report, p. 45.

<sup>14</sup> CPE report, figure 14b, p. 30.

CPE states further that since BPD does not require officers report use of physical force “unless the officer uses a weapon, the subject was injured, or the subject complains. As a result, incidents of physical force not involving a weapon are not comprehensively reported or tracked by BPD, and are not reflected” in the CPE tables showing quarterly use of force counts. The Chief’s statement that “in 2016, our officers handled over 78,000 incidents, conducted over 3,200 arrests, and issued over 5,600 citations... and reported only 32 uses of force (use of a weapon, leaving a visible injury, or where the arrestee complained of pain)” is therefore disingenuous. We agree with the CPE’s call to begin data collection of all use-of-force incidents, as other departments do both nationally and regionally.

## Section 4. Anecdotal Reports From Community Members

The incidents listed below give substance to the impersonal data reflected in the previous section. While these accounts have not been litigated, and reflect personal views of the incidents, they bring an important civilian perspective of law enforcement as experienced by communities of color in Berkeley. The issues reflected in this section include racial discrimination and insensitivity, failure to de-escalate, arrest without probable cause, discourtesy, and improper police procedure.

All mentions of “police” refer to BPD officers.

1. 2/2/2014 - 6:30 p.m. An African American vendor at Ashby Flea Market noted an officer on a bicycle outside a fence. The vendor approached the officer asking if there was a problem. The officer explained she was arresting another person for public intoxication. The vendor noted to the officer that he knew the man and verified that he was harmless. The intoxicated man had in the meantime put a backpack in the vendor’s truck. The officer approached the vendor in a loud voice that she needed to search his truck. As she was removing the backpack, other officers approached the vendor from behind and forcibly wrestled him to the ground. At no time did the officers explain their actions. The vendor was arrested, taken to the police station, booked and put into a holding cell. He was never read his rights and was eventually told he was arrested for raising his voice.
2. 5/2/2014 - 10:15 p.m. A group of 3-4 African Americans were stopped by police for jay-walking in front of the high school. The situation got heated as the detainees protested the stop and four police cars arrived on the scene. Two detainees were arrested. A Caucasian couple had crossed prior to this group and were not stopped by police.
3. 5/15/2014. A group of African American UC students were walking to UC down Dwight Way. They jaywalked across Dwight. A police car spotted them and approached the group to stop to talk to the students but the group continued on. The police then pursued the group. The testimony from witnesses and the group was that the police were unduly harsh and rough with them. One or two were arrested and some members of the group filed a suit against police for harsh treatment.
4. 9/28/2014. A racially-mixed family was having pizza at Bobby G’s on University. Another diner called police saying that the mixed couple were “abusing their child by drinking beer and wine in front of their child.” Two police cars arrived with lights flashing. The owner attested that the family were regulars, and were minding their own business watching a football game. Police interrogated the African American father for one hour in a hallway at the restaurant.
5. 11/2014. A mother came to an NAACP meeting to lodge a complaint. Her son takes BART to SF to attend school at CCSF. Many times on his way

- between home and Ashby BART, an unmarked police car rolls up and asks her son if he is on parole and other harassing questions such as “where are you going?” and “where do you live?” etc.
6. 11/1/2014, afternoon. In the 3200 block of Sacramento St. a Berkeley Copwatch member witnessed three BPD officers stop a vehicle with 3 African American men. All men were handcuffed and searched and the vehicle was searched but no arrest was made or citation issued.
  7. 1/2/2015. An African American minister was stopped for driving without headlights. Without issuing a ticket or warning the officer proceeded to question the minister with “where are you coming from?” and “did you take anything?” (repeatedly). Then the officer proceeded to administer a sobriety check. After all of this, they sent the minister on his way.
  8. 1/13/2015. ACLU received a statement from a witness who observed a low-speed car accident involving two vehicles at approximately 10 a.m. According to the witness, the African American driver of the vehicle that was hit was casually talking to a Caucasian officer when he was “slammed onto the police car” and placed under arrest. Also, a non-consent search was made of the arrestee’s vehicle. When the witness asked the arresting officer why the need for escalation she was told the African American driver was resisting arrest. When the driver of the other car involved in the accident and several other witnesses expressed concern how the young man was treated they received no clear answers. No statements were taken.
  9. 2/23/2015. An African American resident getting off his bicycle in front of his house in South Berkeley was approached by two officers and asked where he was going. Additionally, this person was stopped another evening and asked if he was a parolee.
  10. 7/23/2015. An African American retired city worker made a legal left turn on San Pablo onto Dwight Way eastward. A police car then followed the resident to his home a few blocks up Dwight. The police car pulled into his driveway behind him and asked where he had been and why did he stop here. His wife came out and asked why they were questioning her husband. The answer she received was “mistaken identity.” The officers got in their car and drove off.
  11. 9/19/2015. An African American man, a security guard in uniform with a licensed gun, was talking with a Caucasian female on the corner of Bonar and Allston Way after a ceremony at the Berkeley Youth Association. A Caucasian man drove by, parked the car, got out and started videotaping the couple. The African American man asked the driver to stop videotaping. The man answered that it was his right to do so and started making statements such as “don’t bring a gun into my neighborhood.” After a heated back-and-forth, the driver called the police. Eight cars arrived. The lead officer reviewed the credentials of the African-American man, was satisfied and departed. One of the remaining officers stayed and



- continue to ask the same questions for another 15 minutes. The African American security guard registered that he felt he was “unduly questioned” and was being “badgered.”
12. 9/20/2015. A vehicle was stopped on Sacramento at Fairview at 8:21p.m. for driving without headlights. Two officers approached the vehicle. There was one African American man and two African American women in the car. The driver was removed from the car and handcuffed. The two women were made to stand against the wall on the sidewalk. The vehicle was searched. Another police vehicle pulled up and talked to the officers. Shortly thereafter the persons were released without arrest or citation. A Public Records Act request was filed by NAACP on this incident and the response from BPD was that there was no information on this stop.
  13. 9/21/2015. A witness observed an auto parked on Sacramento Street with four under-30 African American men. A police vehicle drove up and stopped at the parked car. Two officers got out and one officer asked all four in the parked car to step out. Each African American man was searched and the parked car was searched. No police action was taken. The officer in charge issued this warning before driving off: “We are watching you.”
  14. Approximately 11/20/2015. A young Latino PRC member went on a ride-along with a BPD commander on his duty shift. He recounted “racially biased behavior from some officers” and “prejudiced comments about communities of color” during the ride and in the station.
  15. 2016. The owners of “44 Restaurant and Lounge” lodged a complaint with NAACP and police. During happy hour to 8 p.m. the guests that frequent the bar are a racially mixed crowd. After 8 p.m. the guests are predominantly African American. After a minor complaint to police from a resident, the police parked a car with lights off across the street from the establishment for a period of four months. “44” has no history of rowdiness or spillover from bar patrons onto the sidewalk or the street. The bar down the street, Nick’s Lounge, has spillover into the street almost every night. The owners of “44” and the NAACP observed there is no police presence at Nick’s.

## Section 5. Literature Review and Related Reports

This section of the report presents an overview of three recent reports on policing policies and practices along with some of the findings of each report. More detailed information about the reports and their findings is shown in Appendix 3 to this report. The three reports are:

- The President's Task Force on 21<sup>st</sup> Century Policing completed in May 2015
- A study of Oakland Police Department's (OPD) policies and practices by Stanford University completed in June 2016
- The Interim Report by the Center for Policing Equity (CPE) on the Berkeley Police Department (BPD) released in July 2017

These studies provide insight and recommendations on policing policies, practices and related stop and use of force data, and analysis by ethnic group. The information and insights from these studies were used, in part, by the PRC in developing its recommendations to the City Council.

### President's Task Force on 21<sup>st</sup> Century Policing Report

This was a national study involving law enforcement, the community, and other diverse stakeholders done to advise the president of the United States on key issues that should be addressed to improve policing nationwide.

The members of the Task Force on 21<sup>st</sup> Century Policing set forth many recommendations designed to bring long-term improvements to the ways in which law enforcement agencies interact with and bring positive change to their communities.

### The Stanford Study on OPD

This study was a cooperative effort between Stanford researchers and OPD which initiated the study. It was an exhaustive and comprehensive two-year study undertaken commissioned by Oakland to analyze and improve its policing policies and practices. It was completed in June 2016.

The Stanford research on thousands of police interactions found significant racial differences in Oakland police conduct toward African Americans and other groups in traffic and pedestrian stops, and offers a data-driven approach to improving police-community relationships there and elsewhere.

The report makes 50 specific recommendations for police agencies to consider, such as more expansive data collection and more focused efforts to change the nature of mindsets, policies and systems in law enforcement that contribute to racial disparities.

### The Interim CPE Report on BPD

This interim report was released in July 2017. Further work will be needed over the next few months to provide a more comprehensive, final report. In the

meantime, the PRC has reviewed the CPE data and recommendations and included our analysis and recommendations in this report.

Some important points excerpted from the interim CPE report follow:

The report presents analyses of BPD traffic stops and searches for calendar years 2012 through 2015, pedestrian stops for calendar year 2015, and officers' use of force for calendar years 2012 through 2016. For all these analyses, we isolate race and ethnicity, exploring differences in practices and modeling outcomes of interest while controlling for competing factors, such as place specific crime rates. The raw data point to disparate treatment of Berkeley citizens based on race and ethnicity in vehicle stops and in use of force. While neighborhood variations in crime rates explain some of these disparities, some racial disparities remain after controlling for crime and other nonracial factors. After adjusting for community-level demographic differences, Black and Hispanic drivers remain exposed to higher stop rates than White drivers, and Black individuals remain much more likely to experience use of force.

BPD's data collection with respect to use of force is not comprehensive. When its officers use force, BPD does not necessarily require its officers to complete a Use of Force report. Unlike many other departments, BPD requires that use of force incidents be reported only if a weapon is used, the person is injured, or the person files a complaint. As a result, CPE was unable to report any findings with respect to racial disparities in unreported use of force incidents. CPE encouraged BPD to begin data collection of all use-of-force incidents.

Many questions about these disparities remain unanswered, but could be addressed through more complete data collection and by further empirical investigation using more detailed geolocation data and more nuanced statistical analysis than can be provided in this interim report. Several such opportunities are identified in this report and its recommendations.

The interim CPE report makes 11 recommendations, which are shown in Appendix 3 to this report.

### **BPD's Initial Response to the CPE Report**

BPD's initial response and comments on the CPE report, dated July 14, 2017, were included as a cover letter to the interim CPE report that was submitted to the City Council. The comments point out accomplishments by the BPD, BPD's history of commitment to policing without racial profiling, the need for more dialog with CPE to insure all the data is clear and correct in the CPE report, and outlines the significant training that has been done in the department around these issues and policies that have been adopted, some of which are noted in the section below.

## Section 6. BPD Initiatives to Address Impartial Policing Issues

BPD has been gathering more comprehensive stop, detention and arrest data since at least 2012, and since 2015 has given the community access to the data via BPD's website. This was a good first step, but it's clear from the interim CPE report that other data including additional use of force data should be added to the database.

In the last several years BPD indicates it has increased its training program related to impartial policing as follows:

- Leveraging Differences for a Competitive Advantage –This City-wide course was designed to understand a business case for diversity, how perception impacts team effectiveness, how differences in communication styles can impact the workplace, and tools for improving effectiveness. 2017
- Fair and Impartial Policing – BPD In-House training, Multiple Workshops spanning 2010-2016
- Tactical De-escalation – BPD In-House Training, 2016
- Crisis Intervention Training – 37-hour class (over 40% have attended thus far; we send officers whenever a class is offered) 2011-present
- Crisis Intervention Training – 8 Hour training 2016
- POST Biased-based Policing – 2014

BPD indicates it has also adopted several general orders and policies related to fair and impartial policing including those below.

- General Order B-4, Fair and Impartial Policing,

Reaffirms the commitment of the Berkeley Police Department to fair and impartial policing; to clarify the circumstances in which officers can consider race, ethnicity and other demographics; and to reinforce procedures that serve to assure the public that we are providing service and enforcing laws in an equitable way.

- Police Regulation 282 Non-discrimination/Equal Employment

Mandates employees to be fair and equitable in all their relations with citizens. Harassment on the basis of race, color, religion, ancestry, national origin, age, sex, et al. shall not be tolerated.

- Police Regulation 257 Enforcement of Laws – Impartiality

Mandates that employees shall enforce laws in a fair and impartial manner.

## Section 7. PRC Policy and Practice Recommendations

As indicated in this report, the PRC has reviewed fair and impartial policing reports and recommendations from: the Center for Policing Equity (CPE) draft report on BPD, the Stanford Study on Oakland policing, and 21<sup>st</sup> Century Policing (a Federal Dept. of Justice report). These four reports contain over 100 recommendations to improve policing. The PRC has also reviewed and analyzed the stop data that has been gathered by BPD over the last two years. Using all of this information, the PRC has agreed upon the following recommendations to the Berkeley City Council:

### A. Data Collection and Analysis.

1. BPD should add the additional data to that already being collected on traffic, bicycle, and pedestrian stops, within three months:
  - a. Police use of force in the encounter (firearm, weapon, physical, less-lethal, OC, other, None)?
  - b. Were handcuffs used in the encounter?
  - c. Were civilians frisked/pat-searched?
  - d. Was contraband found?
  - e. Beat/neighborhood, and BPD unit

BPD should collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests) and provide public access to the information. (Also recommended in 21<sup>st</sup> Century Policing.)

Each column in the BPD spreadsheet should contain a separate and distinct field of data. Currently the “Dispositions” column contains multiple fields of data (race, gender, disposition, etc.). This makes the analysis and sorting of information very difficult. There should be a separate Race column, Gender column, etc.

2. BPD should prepare an initial report to the PRC and City Council within six months analyzing all stop data since January 2016, and quarterly thereafter. BPD should work with the PRC to aggregate and present all stop data in a way that can easily be understood by all stakeholders on an ongoing basis.
  - Make data accessible using a stop data dashboard; automate data analysis; hire a data manager/analyst. (Also recommended by Stanford OPD study.) In addition, the City should hire or engage a third party to review the data and report to the Council and PRC semiannually.

The department should provide basic graphs and charts on its website that summarize the data in a clear and meaningful way.

Such visual aids will provide much greater access to information on recent stop trends than would a database alone.<sup>15</sup>

BPD's report to PRC should include stop data by officer, including the number of years of BPD experience of the officer, stripped of identifying information, in a form that can be aggregated to show a historical pattern.

3. More work needs to be done to correctly identify the ethnicity of individuals during a stop so that stop data is accurately represented.<sup>16</sup>
4. Change the use of force data capture protocol to register every use of force by BPD officers, regardless of weapon use, injury or complaint. (Also recommended by CPE.)

#### B. Addressing racial disparities shown in the data.

BPD should develop a specific action plan to counteract the racial disparities addressed in this report. The action plan should be in writing, and be regularly updated with strategies, results and actions taken to remedy any inequities or problems, and be reported to the PRC and Council in the quarterly report referenced above. The report should indicate what the department found and what it did to address problems, along with any indication of policies or orders that drove any disparate behavior. The core of the action plan should be as follows:

1. BPD shall monitor search and disposition outcomes across race, and arrest and disposition outcomes associated with use of force. Review data evidence of racial disparities with regard to stops, searches, yield ratio between stops and citations/arrests, yield ratio between searches and contraband confiscated, use of force, use of excessive force. Analyze data about charges filed based on vehicle, bicycle, and pedestrian stops. (Also recommended by CPE.)

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<sup>15</sup> The following charts are examples to consider from the Richmond Police Department:  
<https://opendata.ci.richmond.ca.us/Public-Safety/Reasons-for-Use-of-Force-Pie-Chart-/9wzz-ghyd>  
<https://opendata.ci.richmond.ca.us/Public-Safety/Use-of-Force-Incidents-Since-2013-by-Call-Type/dkxh-c5yr>  
<https://opendata.ci.richmond.ca.us/Public-Safety/Type-of-Force-Used-by-Officers/2mmb-56w6>

See also the Police Strategies website cited above in the Background section.

<sup>16</sup> We suggest this list, drawn from the 2010 US Census and influenced by the projected 2020 Census questions.

1. Latino or Hispanic origin
2. Black, African-American, African, Afro-Caribbean, Afro-Latino
3. White or European origin
4. American Indian/Alaska Native
5. "AMEMSA" (Arab/Middle Eastern/Muslim/South Asian)
6. Other Asian/Pacific Islander origin
7. Other or unknown

<http://www.pewresearch.org/fact-tank/2014/03/14/u-s-census-looking-at-big-changes-in-how-it-asks-about-race-and-ethnicity/>

2. Analyze data to determine whether the disparities are generalized across the force, or are concentrated in a smaller subset of outlier officers or squads/groups of officers. (The Stanford study defines outlier officers as “officers who are at risk of developing problematic behaviors or who have already done so.”) With respect to individual officers, set thresholds to identify outliers, such as those with a yield rate below the mean.
  3. Where disparities are concentrated in a subset of officers, initiate investigation to determine the cause for the disparity. Evaluate and assess search incidents for legality. Evaluate whether there are identifiable causes contributing to high search rates and high or low recovery rates exhibited by outlying officers. Determine if there are any trends and patterns among officers with low and high recovery rates.<sup>17</sup>
  4. Where disparities are generalized across the force, review policies and practices to determine the institutional cause for the disparity.
    - Review policies on handcuffing people in searches, searching people who are on probation or parole, and asking people whether they are on probation or parole. (Also recommended by Stanford OPD study.)
  5. Intervention is initially non-disciplinary, focused on training and counseling.<sup>18</sup> If a yield or other problem is identified for a squad and/or beat, train the supervisor as well as the officer.
    - Identify officers who may have problems; monitor and reduce time pressures, stress and fatigue on officers. (Also recommended by Stanford OPD study.)
    - Also: Improve feedback channels. Give officers individualized feedback on their stop performance. Conduct customer-service audits after routine stops. Regularly administer community surveys.
  6. As part of the quarterly report, BPD should detail what steps it has taken to address problems, along with any indication of policies or orders that drove any disparate behavior.
  7. Develop an "early warning" systems to head off future problems of bias. (Also recommended by Stanford OPD study.)
- C. Body cameras.
1. Accelerate procurement and full rollout of body cameras to all BPD officers. Immediately provide a project plan with timeline for rollout.

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<sup>17</sup> For example, did searches that do not show an investigative nexus, or an additional reason for search other than probation or parole status, result in a different level of recovery?

<sup>18</sup> Per the 21<sup>st</sup> Century report, review of certain episodes including those that may be “within policy but disastrous in terms of community relations...will have a better chance of success if departments can abandon the process of adversarial/punitive-based discipline, adopting instead ‘education-based’ disciplinary procedures and policies.” Page 23.

- Use body camera footage to train officers and evaluate policies; require officers to self-audit racially charged footage. (Also recommended by Stanford OPD study.)

D. Other departmental steps.

1. BPD should engage/partner with academic institutions for advice in ongoing impartial policing studies and strategies, such as the African American Studies Department at UC Berkeley.
2. The wellness and safety of law enforcement officers is critical not only for the officers, their colleagues, and their agencies but also to public safety. Policies should be put in place to support and properly implement officer wellness and safety programs. (Also recommended in 21<sup>st</sup> Century Policing.)
3. Law enforcement officers should be required to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances. (Also recommended by Stanford OPD study.)
4. Law enforcement officers should be required to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted. (Also recommended by Stanford OPD study.)

E. Community relations.

1. BPD and PRC prepare within six months a detailed action plan to build community relationships, trust in and accessibility to the department, especially addressing communities of color and immigrant communities and high crime areas.
2. BPD consult and cooperate with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values. (Also recommended by CPE.)
3. Increase positive community contact. Hold monthly relationship-building meetings. Show more care in high-crime areas. Develop and track measures of community engagement. (Also recommended by Stanford OPD study.)



## Section 8. Conclusion

In the words of the National Institute of Justice,

Racial and ethnic minority perceptions that the police lack lawfulness and legitimacy, based largely on their interactions with the police, can lead to distrust of the police. Distrust of police has serious consequences. It undermines the legitimacy of law enforcement, and without legitimacy police lose their ability and authority to function effectively.<sup>19</sup>

On the other hand, law enforcement based on concepts of Procedural Justice,<sup>20</sup> Principled Policing,<sup>21</sup> and Reconciliation<sup>22</sup> can build legitimacy and trust in the police, directly enhancing public safety. Four pillars of procedural justice include:

- (1) *voice* (the perception that your side of the story has been heard);
- (2) *respect* (perception that system players treat you with dignity and respect);
- (3) *neutrality* (perception that the decision-making process is unbiased and trustworthy);
- (4) *understanding* (comprehension of the process and how decisions are made).

The recommendations that the Police Review Commission makes in this Report are designed to be positive, constructive, and non-judgmental. They are intended as an aid to the police department and the city leadership to understand the concerns arising from both the department's data and the anecdotal community testimony.

The Commission appreciates the willingness of the community members who served as members of the Fair and Impartial Policing Subcommittee, and others who gave testimony to the Subcommittee. We thank the PRC staff and community and academic partners, including the Center for Policing Equity and others, for your support for this initiative.

We also thank the Berkeley Police Department – both its management and officers – for their perspective and expertise in local policing policies and practices. The PRC intends to continue proactively cooperating with BPD to help effect positive change in policing practices in Berkeley and to support BPD to become a national leader in fair and impartial policing strategies and policies.

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<sup>19</sup> "Race, Trust and Police Legitimacy," National Institute of Justice, <https://www.nij.gov/topics/law-enforcement/legitimacy/Pages/welcome.aspx>

<sup>20</sup> T. R. Tyler, *Why People Obey the Law*. (New Haven, CT: Yale University Press, 1990). See also "[The Case for Procedural Justice: Fairness as a Crime Prevention Tool](https://www.cops.usdoj.gov/html/dispatch/09-2013/fairness_as_a_crime_prevention_tool.asp)," Community Policing Dispatch (COPS Newsletter), [https://www.cops.usdoj.gov/html/dispatch/09-2013/fairness\\_as\\_a\\_crime\\_prevention\\_tool.asp](https://www.cops.usdoj.gov/html/dispatch/09-2013/fairness_as_a_crime_prevention_tool.asp)

<sup>21</sup> <https://uploads.trustandjustice.org/misc/ChiefJOnesPrincipledArticle.pdf>

<sup>22</sup> <https://trustandjustice.org/resources/intervention/reconciliation>

## Appendix 1. Structure of BPD Demographic Data

Descriptions for each data item appear in the Information button at the top of each column on the web page.

Data Item	BPD description	Details
6. Line number	N/A	
7. Incident number	Created by BPD Computer Aided Dispatch system.	
8. Call date/time	Date and time of the incident	
9. Location	General location of the incident/stop	
10. Incident type	This is the occurred incident type created in the CAD program. A code signifies a:	
		Traffic stop (T)
		Suspicious vehicle stop (1196)
		Pedestrian stop (1194)
		Bicycle stop (1194B)
11. Dispositions	Ordered in the following sequence:	
		1st Character = Race, as follows: A (Asian) B (Black) H (Hispanic) O (Other) W (White)
		2nd Character = Gender, as follows: F (Female) M (Male)
		3rd Character = Age Range, as follows: 1 (Less than 18) 2 (18-29) 3 (30-39), 4 (Greater than 40)
		4th Character = Reason, as follows: I (Investigation) T (Traffic) R (Reasonable Suspicion) K (Probation/Parole) W (Wanted)
		5th Character = Enforcement, as follows: A (Arrest) C (Citation) O (Other) W (Warning)
		6th Character = Car Search, as follows: S (Search) N (No Search)

		<p>Additional dispositions may also appear. They are:</p> <ul style="list-style-type: none"><li>P - Primary case report</li><li>M - MDT narrative only</li><li>AR - Arrest report only (no case report submitted)</li><li>IN - Incident report</li><li>FC - Field Card</li><li>CO - Collision investigation report</li><li>MH - Emergency Psychiatric Evaluation</li><li>TOW - Impounded vehicle</li><li>0 or 00000 – Officer made a stop of more than five persons</li></ul>
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## Appendix 2. Concept and Methodology of the Designation of Race

- Social scientists understand the concept of race itself to be a social construct and to be scientifically invalid. We discuss race only to understand human attitudes and patterns of identity and discrimination and oppression. It stands in for other factors such as ethnicity, nationality, religion, color, etc.
- The designation of race in the stop-data refers to the officer's perception of the civilian's "race," not to the civilian's self-identity, nor even to the civilian's "true race." This is because the critical question in the encounter between the two is what is in the mind of the officer; that is, does the officer believe he or she is encountering a Black, White, Latino, Asian, or other person?
  - The officer is expected to give a true report on his or her perception of the civilian's "race."
- Subcommittee members raised other methodological questions about the racial designation, including:
  - A policy complaint was submitted in 2015 by an African gentleman whose race was denoted as "Other" by a BPD officer. The category of "Black" should include people of African and Afro-Caribbean descent. The concern is that the number of Black people stopped and searched may be under-counted.
  - "Asian" is so broad a term as to be useless and is somewhat offensive. The population of Asia itself is some 4.3 billion people, 60% of humanity. It should be possible for officers to determine a somewhat finer breakdown.
  - Add "AMEMSA" (Arab/Middle Eastern/Muslim/South Asian) or some variant.
  - The term "Latino" is arguably more appropriate than "Hispanic," which some Latinos perceive as offensive.

### **Appendix 3. Details of Literature Review and Related Reports**

This appendix presents a review of three recent reports on policing policies and practices along with some of the overview findings of each report. The three reports are:

- The President's Task Force on 21<sup>st</sup> Century Policing completed in May 2015
- A study of Oakland Police Department's (OPD) policies and practices by Stanford University completed in June 2016
- The Interim Report by the Center for Policing Equity (CPE) on the Berkeley Police Department (BPD) released in July 2017

These studies provide insight and recommendations on policing policies, practices and related stop and use of force data, and analysis by ethnic group.

#### President's Task Force on 21<sup>st</sup> Century Policing Report

This was a national study involving law enforcement, the community, and other diverse stakeholders done to advise the president of the United States on key issues that should be addressed to improve policing nationwide. The report's findings are summarized as follows:

- Building trust and nurturing legitimacy on both sides of the police/citizen divide is the foundational principle underlying the nature of relations between law enforcement agencies and the communities they serve.
- Police must carry out their responsibilities according to established policies and those policies must reflect community values. To achieve this end, law enforcement agencies should have clear and comprehensive policies on the use of force (including training on the importance of de-escalation), mass demonstrations (including the appropriate use of equipment, particularly rifles and armored personnel carriers), consent before searches, gender identification, racial profiling, and performance measures – among others such as external and independent investigations and prosecutions of officer-involved shootings and other use of force situations and in-custody deaths. These policies should also include provisions for the collection of demographic data on all parties involved. All policies and aggregate data should be made publicly available to ensure transparency.
- The use of technology can improve policing practices and build community trust and legitimacy, but its implementation must be built on a defined policy framework with its purposes and goals clearly delineated and must set expectations for transparency, accountability, and privacy.
- The report emphasizes the importance of community policing as a guiding philosophy for all stakeholders. Community policing emphasizes working

with neighborhood residents to co-produce public safety. Law enforcement agencies should, therefore, work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community.

- Today's line officers and leaders must be trained and capable to address a wide variety of challenges including international terrorism, evolving technologies, rising immigration, changing laws, new cultural mores, and a growing mental health crisis. To ensure the high quality and effectiveness of training and education, law enforcement agencies should engage community members, particularly those with special expertise, in the training process and provide leadership training to all personnel throughout their careers.
- The wellness and safety of law enforcement officers is critical not only for the officers, their colleagues, and their agencies but also to public safety. Policies should be put in place to support and properly implement officer wellness and safety programs.

The members of the Task Force on 21st Century Policing set forth many recommendations designed to bring long-term improvements to the ways in which law enforcement agencies interact with and bring positive change to their communities. These recommendations are used as insights for the PRC recommendations herein.

#### The Stanford Study on OPD

This study was a cooperative effort between Stanford researchers and Oakland's Police Department, which initiated the study. It was a comprehensive two-year study undertaken by Oakland to analyze and improve its policing policies and practices. It was completed in June 2016.

Across the United States, the report noted, police agencies are guided by the commitment to serve communities with fairness, respect and honor. Yet tensions between police and communities of color are documented to be at an all-time high.

The Stanford research examined data from body camera footage, police stops and reports, and community and resident surveys of thousands of Oakland police interactions. It found significant racial differences in Oakland police conduct toward African Americans and other groups in traffic and pedestrian stops, and offers a data-driven approach to improving police-community relationships there and elsewhere.

The report makes 50 specific recommendations for police agencies to consider, such as more expansive data collection and more focused efforts to change the nature of mindsets, policies and systems in law enforcement that contribute to racial disparities.

The study analyzed traffic stop data from police body cameras that occurred between April 1, 2013, and April 30, 2014. During this period, 28,119 traffic and pedestrian stops were recorded by 510 police officers. Police can legally stop people on the basis of traffic violations, probable cause, reasonable suspicion, or for being on probation or parole, among other reasons.

They found that 60 percent of police stops in Oakland, or nearly 17,000 stops, were made of African Americans. This rate is more than three times that of the next most common group, Hispanics (whites accounted for 13 percent). The research also showed that:

- When officers report being able to identify the race of the person before stopping them, the person stopped is much more likely to be African American (62 percent) than when officers couldn't tell the race (48 percent).
- African American men were more likely to be handcuffed during a stop (1 out of 4 times) than whites (1 out of 15 times), excluding arrests.
- African American men were also more likely to be searched (1 in 5 times vs. 1 in 20 times for whites), though officers were no more likely to make a recovery from those searches.
- African American men were more likely to be arrested after a stop by police –1 in every 6 vs. 1 in 14 for white men.

Also, 77 percent of Oakland police officers who made stops during the 13-month period never discretionarily searched a white person, but 65 percent did so with an African American person.

Likewise, 74 percent of these officers did not handcuff a white person who was not ultimately arrested, yet 72 percent did so with an African American person. Also, the degree of racial disparities in handcuffing and arrests was lower for more experienced officers than less experienced ones.

The researchers point out that racial disparities are not defined as overt racism – in fact, they found no such acts by Oakland police officers while conducting the study. It is not so much an individual as an institutional problem or pattern, they note. They found a consistent and persistent pattern of racial disparity, even when data was controlled for variables such as crime rate. They said that drilling deep into the data allowed the researchers to identify problem areas and evidence-based recommendations.

The researchers suggest that police departments in Oakland and elsewhere can overcome a subtle bias problem. Using better data, providing education and becoming informed are the first steps.

The report had many specific recommendations that are used herein by the PRC for BPD where applicable.

### The Interim CPE Report on BPD

This interim draft was released in July 2017. Further work will be needed over the next few months to provide a more comprehensive report. In the meantime, the PRC has reviewed the data and recommendations and included our analysis and recommendations in this report. A summary of the CPE report findings and recommendations are shown below.

According to CPE the aim of this interim report is to begin to provide the Berkeley Police Department a powerful tool toward identifying and reducing biases, and improving community-police relations. It is intended as a preliminary guide toward options for ensuring equity in public safety. Too often, law enforcement data have been captured with an eye towards accounting or litigation, without leveraging the data to optimize performance. This report is designed to help fill that gap, providing straightforward statistical answers to some of the most pressing questions facing BPD and other law enforcement agencies.

The Center for Policing Equity aims to address the needs of both law enforcement and communities, who can avail themselves of the CPE's National Justice Database (NJD). The NJD collects policing data to measure fairness and improve policing equity, and to make its findings transparent to law enforcement and to communities. NJD's analysis applies a rigorous analytic framework to make sense of policing data, seeking to identify and understand the consequences of policing activities and the sources of racial disparity. In this research brief, empirical documentation is presented of the degree of racial and ethnic disparities in BPD's policing practices, as well as possible interpretations of such differences. While the results are mixed, the NJD analysis reveals encouraging findings and heartening trends. It also flags questions and disparities that warrant further investigation and reform.

The BPD's collection of vehicle stop data has been quite comprehensive; researchers were able to analyze data from vehicle stops between January 2012 and October 2015. The BPD began documenting pedestrian stops in January 2015. As a result, this report was prepared with the only year of data that was available. We encourage the BPD to continue its collection of vehicle and pedestrian stop data so that more powerful analyses can be conducted on a larger dataset representing multiple years of BPD practice.

However, BPD's data collection with respect to use of force is not comprehensive. When its officers use force, BPD does not necessarily require its officers to complete a Use of Force report. Unlike many other departments, BPD requires that use of force incidents be reported only if a weapon is used, the person is injured, or the person files a complaint. As a result, CPE was unable to report any findings with respect to racial disparities in unreported use of force incidents. CPE encouraged BPD to begin data collection of all use-of-force incidents.

CPE's findings are summarized as follows:



The pages that follow present analyses of BPD traffic stops and searches for calendar years 2012 through 2015, pedestrian stops for calendar year 2015, and officers' use of force for calendar years 2012 through 2016. For all these analyses, we isolate race and ethnicity, exploring differences in practices and modeling outcomes of interest while controlling for competing factors, such as place specific crime rates. The raw data point to disparate treatment of Berkeley citizens based on race and ethnicity in vehicle stops and in use of force. While neighborhood variations in crime rates explain some of these disparities, some racial disparities remain after controlling for crime and other nonracial factors. After adjusting for community-level demographic differences, Black and Hispanic drivers remain exposed to higher stop rates than White drivers, and Black individuals remain much more likely to experience use of force.

Other results of this interim analysis offer reasons for concern and opportunities for further investigation and reform. Although disparities declined over the time period measured, Black and Hispanic drivers, and Black pedestrians, remain much more likely to be stopped by police than their White counterparts. Moreover, BPD data indicated wide and unexplained racial disparities in search rates. Black and Hispanic drivers, in particular, were disproportionately likely to be stopped and searched without being arrested. Meanwhile, although Asian drivers were less likely than White drivers to be stopped, they were five times more likely to be searched, and four times more likely to be arrested, at a stop. Furthermore, data with respect to stops and searches revealed wide variation in racial disparity among BPD beats. Finally, Black people were subjected to reported use of force at about six times the rate of Whites. These disparities are largely unexplained, and warrant further investigation, in particular with respect to the charges filed against drivers of these racial groups.

This report's analysis and explanation of observed racial disparities in BPD policing data is limited by the data BPD has shared with researchers, and by the time available for data analysis and reporting. Many questions about these disparities remain unanswered, but could be addressed through more complete data collection and by further empirical investigation using more detailed geolocation data and more nuanced statistical analysis than can be provided in this interim report. Several such opportunities are identified in this report and its recommendations.

CPE's report presented 11 specific recommendations as follows:

1. We recommend changing the use of force data capture protocol to register every use of force by BPD officers, regardless of weapon use, injury or complaint.
2. We recommend that BPD monitor search and disposition outcomes across race, and arrest and disposition outcomes associated with use of force. In particular, BPD should collect and share data with respect to contraband found during vehicle or pedestrian searches, and that it analyze data about charges filed at vehicle and pedestrian stops.

3. We recommend that BPD track and analyze whether law enforcement actions are officer-initiated, or respond to calls for service.
4. We recommend that BPD affirm that the egalitarian values of their officers are visible in the work they do.
5. We recommend that BPD consult and cooperate with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values.
6. We recommend BPD track hit rates and monitor patrol deployments, using efficient and equitable deployment as a metric of supervisory success.
7. We recommend that BPD track crime trends with neighborhood demographics in order to ensure that response rates are proportional to crime rates.
8. We recommend that BPD engage in scenario-based training on the importance of procedural justice and the psychological roots of disparate treatment in order to promote the adoption of procedural justice throughout the organization, and to protect officers from the negative consequences of concerns that they will appear racist.
9. We recommend that trainings include clear messaging that group-based hierarchy is not consistent with the values of BPD.
10. We recommend that value-based evaluations of supervisors be developed to curb the possible influence of social dominance orientation on the mission of the department.
11. We recommend leveraging the existing community advisory board to help review relevant areas of the general orders manual and provide a more integrated set of policies with clear accountability and institutional resources. While not an exhaustive list of possible solutions to the issues raised in this report, these 11 recommendations represent straightforward first steps towards addressing each of them.

The PRC's analysis of the CPE report and related recommendations are presented elsewhere in this report.

Racial Disparities in Berkeley Policing  
Explanation of Statistical Methodology  
George Lippman  
January 30, 2020

This note will explain the methodology behind the analysis that the PRC and other groups have conducted regarding racial disparities in Berkeley policing. It is my goal to clarify what are the conclusions that can be drawn from the data, and how we have come to these conclusions.

This note draws on the charts submitted by Pita Oxholm that describe the department's data from 2015 to 2018.

I. Disparities in stop rates by race.

The CPE report in early 2018, and Ms. Oxholm's recent update to it, raised the issue of a disparity between the racial breakdown of police stops and the racial demographics of the city. Ms. Oxholm's data in the chart marked "Stops per 1,000 by Race and Year" cover the four years from 2015 through 2018. They show an average disparity between the rate of Black and White stops, compared to their percentage in the population, of over 6 to 1. In the most recent year, 2018, the disparity rose to 7.5 to 1.

These figures are reliable as they are based on the data available on the department's data portal and the U.S. census data. They are similar to those in the CPE report<sup>1</sup> and the 2017 PRC report.<sup>2</sup>

Concerns have been raised about the relevance of this demographic metric. Chief Greenwood said in an earlier critique of the CPE report that "Berkeley is an active city, with non-residents—and very often non-resident offenders—coming through town at all times, day or night."

It is true that Berkeley is not a gated community. People come in and go out at will. There is, however, no evidence that African Americans in particular are coming into the City in disproportionate numbers. Furthermore, Alameda County figures show that the County's African American population was 10.1% at the end of 2018, not much higher than Berkeley's. For the Bay Area, the African American population is even lower than Berkeley's, about 6%. The argument that non-residents skew the numbers has very limited merit.<sup>3</sup> Comparison of

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<sup>1</sup> "The Science of Justice," Center for Policing Equity, May 2018, [https://www.cityofberkeley.info/uploadedFiles/Police\\_Review\\_Commission/Commissions/2018/Berkeley%20Report%20-%20May%202018.pdf](https://www.cityofberkeley.info/uploadedFiles/Police_Review_Commission/Commissions/2018/Berkeley%20Report%20-%20May%202018.pdf)

<sup>2</sup> "To Achieve Fairness and Impartiality," Berkeley Police Review Commission, November 2017, [https://www.cityofberkeley.info/uploadedFiles/Police\\_Review\\_Commission/Level\\_3\\_-\\_General/FAIR%20%20IMPARTIAL%20POLICING%20REPORT%20final.pdf](https://www.cityofberkeley.info/uploadedFiles/Police_Review_Commission/Level_3_-_General/FAIR%20%20IMPARTIAL%20POLICING%20REPORT%20final.pdf)

<sup>3</sup> For comparison purposes I ran a calculation using Berkeley stop numbers and Alameda County population numbers, and found that even though the County has 31% White residents and the City has 55%, there remains an

stop data to the demographics of the city is how racial disparity statistics are developed everywhere across the country. One can never tell, with any precision, how many people are in a city at any time.

The importance of the stop disparity does not lie in the exact ratios. It lies rather in the huge scale of the disparity. It is comparable to the figures that toppled the regime of stop-and-frisk in New York City for which Mike Bloomberg belatedly just apologized. According to the ACLU, under Mayor Bloomberg's tenure,

In 2011, New York City police officers stopped a record 685,724 civilians. A [report](#) published by the New York Civil Liberties Union (NYCLU) found that 87 percent of those stopped were African American and Latino. Arguably the most disturbing part of the NYCLU report was that NYPD officers stopped 168,126 Black men between the ages of 14 and 24, exceeding the total population of young Black men (158,406) living in New York City.<sup>4</sup>

This gross disparity was enough to open the eyes of New Yorkers to call for an end to the practice, and the six-to-one demographic disparity in Berkeley's African American stops should cause us to take seriously what the data on yield and search show, below.

a. Comparison to OPD data on stops

In my paper titled "Key things to understand about the BPD stop data," I stated:

Berkeley's stop rate for African Americans is over three times greater than Oakland's. Annually, African Americans are stopped by police according to BPD records at a rate of 32.7%. This calculation is based on a reported stop total of 3,083 stops of African Americans compared to a total of 10,331 African American Berkeley residents. In Oakland, the corresponding stop rate is 10.4%. This is based on a stop total of 10,874 compared to a total of 104,310 African American Oakland residents.

That data is published in a study by the OPD.<sup>5</sup> What's significant about the 3 to 1 disparity between Oakland and Berkeley is that Oakland was able, in just one year, to reduce the number of stops of African Americans by 43%, without an increase in crime. The OPD study explains how this reduction was accomplished:<sup>6</sup>

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almost 3 to 1 disparity in stop rates by race. Empirical evidence does not support the assumption of an average rate of 69% people of color in Berkeley at any time of the day.

<sup>4</sup> <https://civilrights.org/edfund/resource/does-overzealous-use-of-stop-frisk-in-nyc-explain-lower-crime-rates/>

<sup>5</sup> "2016-2018 Racial Impact Report," OPD, Table 1, page 8, <https://cao-94612.s3.amazonaws.com/documents/OPD-Racial-Impact-Report-2016-2018-Final-16Apr19.pdf>

<sup>6</sup> Ibid, page 3

Risk management meetings and their resulting discussions and deliverables have caused meaningful shifts toward precision-based policing and intelligence-led stops.

- Preliminary results show a reduction of stops which are commonly based upon vehicle violations near or within high crime areas.
- Preliminary results have shown that reductions in stop activity have caused the proportion of intelligence-led stops to increase. From 2017 to December 19, 2018, the overall percentage of intelligence-led stops increased from 27% to 31%)
- The reduction in footprint helps to reduce the overall number of minorities being stopped by police and can help reduce disparity in police contact. From 2017- December 19, 2018, there was a 43% reduction in the total number of African Americans stops from 19,185 to 10,874 stops and a 35% reduction in the total number of Hispanic stops from 6,855 to 4,483 stops.

## II. Disparities in “yield” data.

The data on yield, or outcomes, are the most critical of all. Note that the word “yield” may have multiple meanings. We are using the PRC’s definition of the word, which is the ratio between stops and enforcement actions, which are overwhelmingly citations. In Ms. Oxholm’s updated document, the data is reflected in “Stops with Citation, no Arrest by Race.” Such stops constitute 24% of African American stops, 33% of Latino stops, and 44% of White stops (similar to those of Asians and Other). Recall that a reasonable suspicion of involvement in criminal activity is required for a police stop.<sup>7</sup>

These figures are stable over the years studied. They are critical because they show the chances of civilians of different ethnic groups to be stopped by police in Berkeley with no ensuing need for enforcement action. The yield metric removes the need for consideration of residency. It also removes need for consideration of the demographics of crime. That is to say, those who argue for race to play a larger role in the decision to make police stops contend that people of color commit crime at higher rates than White people. Without delving into the merits of that contention, this disparity in yield shows that Black people are nearly twice as likely compared to Whites to be stopped under conditions where either a) there was no reasonable suspicion, or b) that suspicion was unfounded.

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<sup>7</sup> [https://en.wikipedia.org/wiki/Terry\\_stop](https://en.wikipedia.org/wiki/Terry_stop)

In numerical terms, of the 3,083 stops of African Americans in 2018, some 78% of them, or 2,426 people, were stopped with no enforcement required,. That is a huge number and a burden that demands serious investigation. In comparison, only 1,600 Whites were stopped with no enforcement.

These numbers are not the end of the discussion, but the beginning. Particularly the stop and the yield disparities require us to delve deeper. The City government should investigate how the decision to make a stop is made. Are the disparate stops being made by a subset of the street officers or across the board? Do stops that are officer-initiated versus dispatched result in different levels of disparity? Are there certain officers who make proportionately more stops of African Americans and Latinos than other officers do? How can those outlier officers be identified?

Answers to these questions will give the working group and the department the tools to ensure that policing is conducted fairly and impartially.

### III. Disparities in search data.

Black civilians who are stopped are searched at a much higher rate than Whites: 3 to 1. Latinos again are in between, with a 2 to 1 ratio compared to Whites. See Ms. Oxholm's chart "Percentage of stops Resulting in Search by Race." The department needs to explain why so many more people of color are searched during a stop than White people.

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In conclusion, the data described above compel the Working Group to develop an action plan that will achieve the following goals:

- Identify officers that are outliers in their practice of stopping, searching, and yield, and appropriate train and manage them.
- Adopt programs such as precision-based policing and intelligence-led stops to heavily reduce stops, particularly of African Americans and Latinos.
- Reduce racial disparities in yield rates as defined in this paper as close to zero as possible.
- Ensure that all use of force is reported.

Key Points - BPD "Stop Data."

George Lippman

December 6, 2019

*Analytical process.*

The data comes from records that the BPD has published online since the beginning of 2015. Those records can be found, filtered, and downloaded at the BPD data portal:

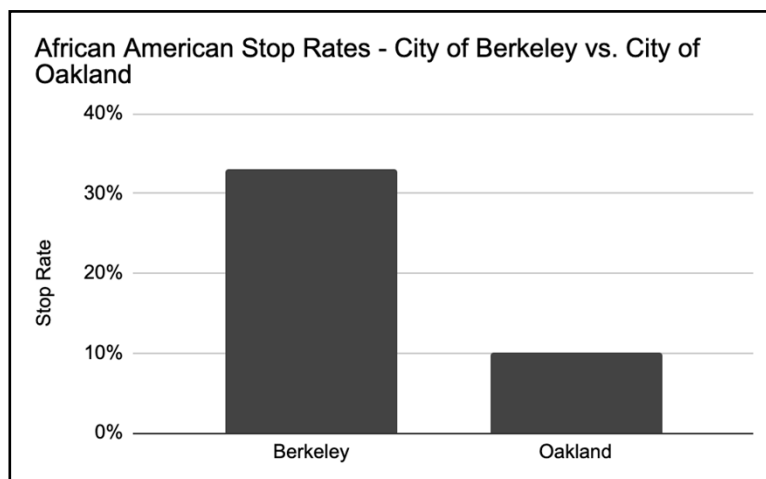
<https://data.cityofberkeley.info/Public-Safety/Berkeley-PD-Stop-Data/6e9j-pj9p>

Records are kept on stops of vehicles, pedestrians, and bicyclists. Use of force data is kept separately and is not reflected in this database. The source for use of force data is the report from the CPE, which received it from the BPD.

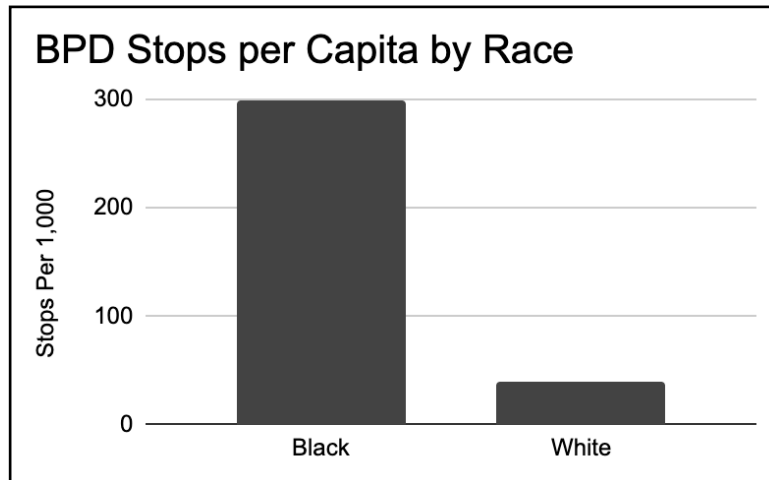
The process followed in this analysis was to examine a subset of the records. The analysis uses the last full year (2018) for simplicity. The number of raw records, or rows, was 9,500. About 10%, or 1,100 records were discarded for the analysis because they did not show the race of the civilian stopped. Where multiple civilians were affected by a stop, this analysis uses the race of the first civilian listed.

*Conclusions from the data.*

1. **Berkeley's stop rate for African Americans is over three times greater than Oakland's.** Annually, African Americans are stopped by police according to BPD records at a rate of 32.7%. This calculation is based on a reported stop total of 3,083 stops of African Americans compared to a total of 10,331 African American Berkeley residents. In Oakland, a comparable city in terms of stop data, the corresponding stop rate is 10.4%. This is based on a stop total of 10,784 compared to a total of 104,310 African American Oakland residents.

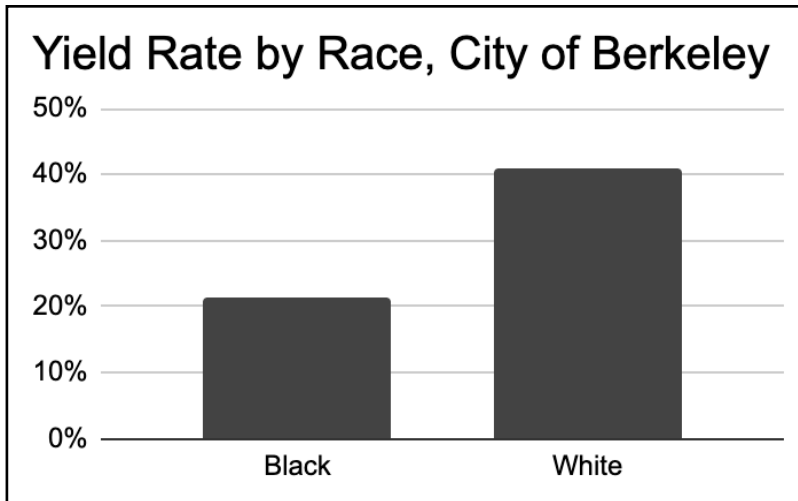


2. **The CPE report, commissioned by the BPD, concluded, “Although the Berkeley population is about 56% white and 8% Black, BPD stopped a greater number of Black drivers than White drivers.”** In 2018, 3,083 African Americans were stopped out of 8,390 reported BPD stops, or 40.3% of all stops. White civilians were stopped 2,716 times, or 32.4% of all stops. As the CPE report states, “Using population as a benchmark, Black drivers were much more likely than White drivers to be stopped by BPD.” Based on the 2018 data, Black people are fully 8.7 times more likely than Whites to be stopped.



3. **African Americans are stopped almost twice as often as Whites in circumstances that do not warrant enforcement action.** The PRC report used the word “yield” to refer to the ratio between stops and enforcement actions, either citations or arrests, not in the alternate meaning of contraband found in a search. In 2018, a total 3,083 African American stops yielded 657 enforcement actions. This equates to a yield rate of 21.3%. The same year, 2,716 White stops yielded 1,116 enforcement actions, a yield rate of 41.1%. This is a disparity of 1.9 times. The low yield rate for African Americans means that almost twice as often as Whites, they are stopped in circumstances that do not warrant enforcement action.





Other information can be extracted from the same database, including disparities in search rates, Latino-White disparities, and more. These topics are covered in depth in both the PRC and CPE reports.

Note this passage from the CPE report regarding stop data in particular.

BPD policing data must be understood in context: In Berkeley, as in any other police department, it cannot be assumed that all the persons with whom the department's officers interact are necessarily residents of the jurisdiction served by BPD, nor of the neighborhood in which an encounter takes place. Nonetheless, jurisdiction-wide and neighborhood demographics provide the best available benchmarks for sketching the demographic outlines of the population from which people who interact with police are drawn.

Racial Disparities in Berkeley Policing  
Update on Pandemic Period, March 15 to June 12, 2020  
George Lippman  
June 19, 2020

As of June 12, the BPD resumed publication of demographic stop data to the online open portal, after a break since July 31, 2019. See: <https://data.cityofberkeley.info/Public-Safety/Berkeley-PD-Stop-Data-NEW-/4tbf-3yt8>

The following conclusions can be drawn from the data representing the first 13 weeks of the pandemic shutdown, from March 15 through June 12.

1. Predictably, the number of police stops for all racial groups is down due to the stay-home order. The total number of stops, 608, is about a fourth of an average 13-week quarter in 2008.
2. *The disparity between stops of African American and White civilians has skyrocketed*, as is evident from the raw numbers: African American stops are exactly 50% of total 608 stops at **304**, with White stops at **143** for 23.52% of all stops. This compares to percentages of 3,083 and 2,706, or 28% and 32% respectively in the year 2018.
3. Taking into account the *low number of African Americans* residing in Berkeley, the *disparities come into sharp relief*. African American stops are about 42.7 per 1,000 of their population, where White stops are about 2.9 per 1,000, a disparity of **14.5 to 1**. This compares to a disparity of 7.6 to 1 in 2018, meaning that **the racial disparity in stops has almost doubled** between 2018 and the pandemic period.
4. The citations per stop are down by about two-thirds compared to that of 2018. While that might sound like good news, that is not necessarily the case. A reduced rate of writing citations likely means that civilians of all races are being stopped without the required reasonable suspicion of criminal activity. What's more, **the citation rate for African American civilian stops is 7.57% and for Whites, 15.38%, a disparity of over two to one**. That disparity indicates that only half as many African American stops as White stops are conducted with valid suspicion of a criminal act. The citation rate of 7.5% for African Americans raises questions about why the other 92.5% were stopped.

An overall risk in this pandemic is that the social and legal emergency undermines democratic norms such as transparency, civilian oversight, and adherence to constitutional principle and established process. The doubling of the already high disparity of Black and White stop rates is an indicator that equal treatment under the law (Fourteenth Amendment) has been shelved in practice.

Suspension of oversight bodies such as the PRC and the Fair and Impartial Policing Working Group--and proposals to permanently defund city commissions--and the failure to publish the required stop data, all while residents are not allowed to freely travel outdoors in the city, are also troubling; they bar the community from utilizing the "disinfectant effects of sunshine."

In the attached spreadsheet, see the first tab, or sheet (“BPD Raw Data\_3-16 to 6-12-20”) for the full listing of police encounters in that period. At the bottom of this tab please find a chart summarizing the calculations on numbers and percentages of stops, and numbers, percentages, and racial disparities in enforcement outcomes (citations and arrests). Contact me directly for calculations used to quantify disparities in stops based on the population by race in Berkeley.

Ethnicity	Stopped	% of total	Cited	% of stops resulting in citation	Arrest	% of stops resulting in arrest
Asian	29	4.77%	6	20.69%	0	0.00%
Black	304	50.00%	23	7.57%	8	2.63%
Hispanic/Latino	88	14.47%	9	10.23%	4	4.55%
White	143	23.52%	22	15.38%	7	4.90%
Bad data	1	0.16%	0	0.00%	0	0.00%
Other	43	7.07%	11	25.58%	0	0.00%
TOTALS:	608	100.00%	71	11.68%	19	3.13%

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For context on the citation rate disparities, I refer to my presentation to the Mayor’s Fair and Impartial Policing Working Group from January 2020, “Key things to understand about the BPD stop data.” That presentation refers to data from the year 2012-2018.

The citation rate discrepancies are stable over the years studied. They are critical because they show the chances of civilians of different ethnic groups to be stopped by police in Berkeley with no ensuing need for enforcement action. The citation rate metric removes the need for consideration of residency. It also removes any need for consideration of the demographics of crime. Those who argue for allowing police officers to put more weight on a civilian’s race in their decision to stop them, contend that people of color commit crime at higher rates than White people. But this disparity in post-stop enforcement shows that Black people are twice more likely than Whites to be stopped where there either was no reasonable suspicion, or that suspicion was unfounded.

These numbers are not the end of the discussion, but the beginning. Particularly the stop and the citation rate disparities require us to delve deeper. The City government should investigate how the decision to make a stop is made. Are the disparate stops being made by a subset of the street officers or across the board? Do stops that are officer-initiated versus dispatched result in different levels of disparity? Are there certain officers who make proportionately more stops of African Americans and Latinos than other officers do? How can those outlier officers be identified?

Answers to these questions will give the Working Group and the department the tools to ensure that policing is conducted fairly and impartially.

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In conclusion, the data described above compel the Working Group to develop an action plan that will achieve the following goals:

- Identify officers that are outliers in their practice of stopping, searching, and citation-writing, and appropriately train and manage them.
- We cannot make poorly performing officers take the entire responsibility for the disparities. We have to also look at who their commanders are, what direction the officers are getting from those commanders, and what action these commanders are taking to address the performance of these officers.
- Adopt programs such as precision-based policing and intelligence-led stops to heavily reduce stops, particularly of African Americans and Latinos.
- Reduce racial disparities in citation rates as defined in this paper as close to zero as possible.
- Ensure that all use of force is reported.

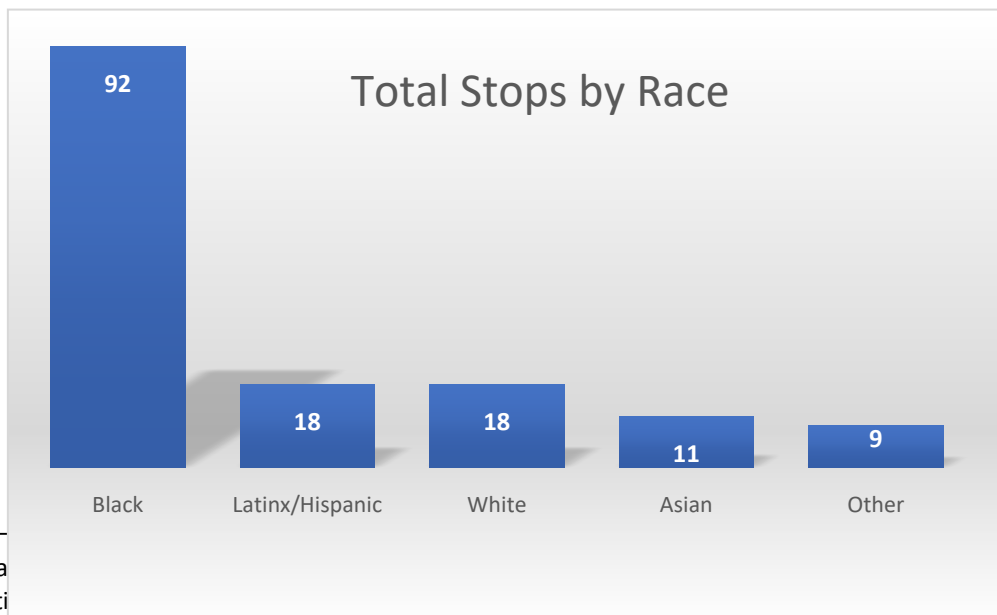
Berkeley Protest Curfew Resulted in More Racialized Policing  
 BPD Stop Disparities: May 31 through June 2, 2020  
 George Lippman  
 July 4, 2020

Analysis of the Berkeley Police Department’s Open Data Portal has previously shown that disparities between the number of Black and White civilians the department stops *doubled during the COVID-19 pandemic*.

A closer review shows that the discriminatory stops exploded under the Black Lives Matter curfew at the end of May. In three days from May 31 to June 2, 92 African Americans and 18 Latinx people were pulled over by Berkeley police, compared to just 18 White people. This *five to one disparity* is all the more disturbing in light of the fact that African Americans make up just one-seventh of the population compared to Whites. This means that Black civilians were nearly 35 times more likely to be stopped than Whites.<sup>1</sup>

*BPD stops during May 31-June 2 Curfew*

Ethnicity	Stops	Percent of total stops	Disparity compared to White stops
Black	92	62.16%	5.11
Latinx/Hispanic	18	12.16%	
White	18	12.16%	
Asian	11	7.43%	
Other	9	6.08%	
<b>TOTAL:</b>	<b>148</b>	<b>100.00%</b>	

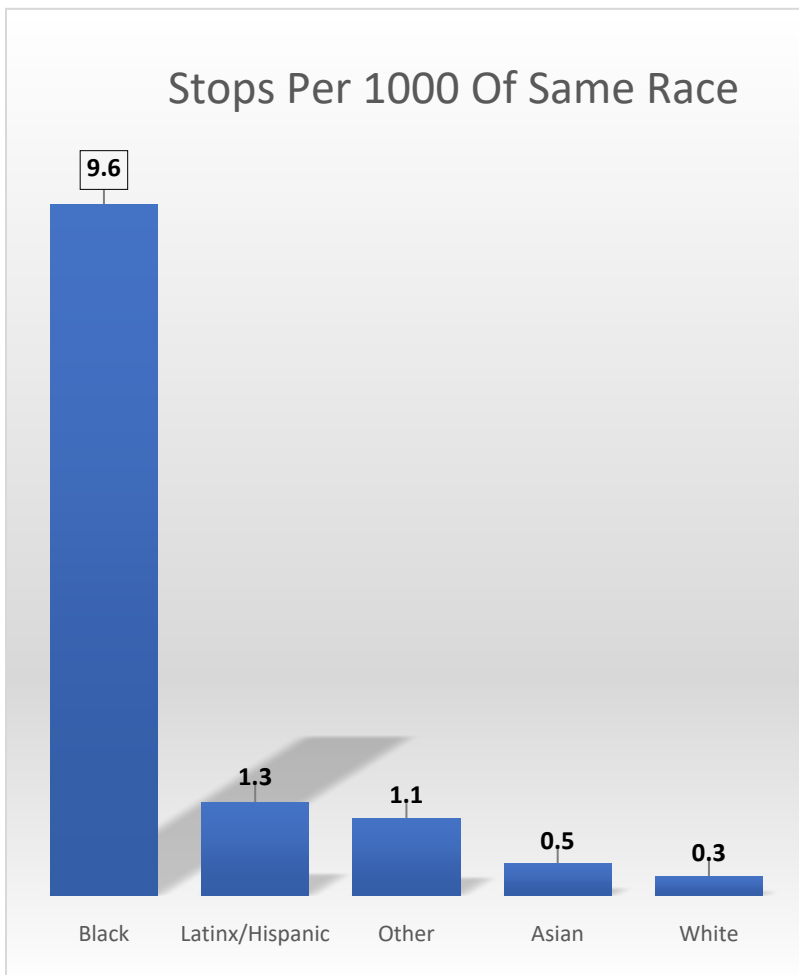


<sup>1</sup> For raw data  
 For calculation

[8.](#)

Stops Per 1,000 of Same Race

	Stops	Stops Per 1000	Number of civilians
Black	92	9.6	9,551
Latinx/ Hispani c	18	1.3	13,772
Other	9	1.1	8,309
Asian	11	0.5	24,238
White	18	0.3	65,056



At the July 1 meeting of the Mayor's Fair and Impartial Policing working group, BPD representatives pointed out that much of the extraordinary disparity in stops of African Americans during the first 13 weeks of the pandemic was centered on the three days of the curfew. It is true that 148 stops, or almost 25% of the 608 stops during the 13 weeks of the pandemic, were conducted during just these three days. However, this revelation does not remove, but actually strengthens the evidence of racial discrimination in police stops.

In looking at this disparity it is important to keep these points in mind:

1. During the three-day curfew, Black and Latinx stops totaled over 74% of all stops, compared to 12% for White civilians. These are raw numbers, meaning that they do not take into account the low number of African Americans living in Berkeley. As the White population of Berkeley is around seven times the Black population, the demographic disparity in stops is about 35 to 1. However it is calculated, the huge disparity cries out for an explanation.
2. Another takeaway from the curfew-era data is that the stops were almost all of automobiles (140 out of 148, with 15 of those described as "Suspicious Vehicle Stops"), with 7 pedestrian stops and 1 bicycle stop.

At the time, city management broadcast that drivers were permitted to proceed to a home or workplace. Under constitutional law, police need to have reasonable suspicion of criminal behavior to make a vehicle stop. The public is owed an explanation of why these vehicle stops were made, and why at the height of community concern over racially biased policing it was appropriate that the overwhelming number of stops were of African Americans and Latinx people.

Note also that only 11.5% of the stops resulted in any enforcement other than a warning.

3. The spike in racial disparities during the curfew only partially accounts for the overall two-to-one Black-White disparity in the 13 weeks of the pandemic study. Setting aside the three curfew days, the rest of the pandemic period still has the number of African American stops at 1.7 times the number of stops of the much larger White population. Now, both the skyrocketing rate during the pandemic overall and the massive spike during the curfew need to be examined and the root causes addressed.

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Referral	Council Legislative Direction	Council Timeline	BPD/CM Response	BPD/CM Timeline	Status	Questions/comments
<b>Referral to Address Disparate Racial Treatment and Implement Policy and Practice Reforms November 14, 2017, Item 24</b>	Direct the City Manager to track yield, stop, citation, search and arrest rates by race, develop training programs to address any disparities found, and implement policy and practice reforms that reflect cooperation between the Berkeley Police Department ("BPD"), the Police Review Commission ("PRC") and the broader Berkeley community. The City Manager will report findings in September 2018 and annually thereafter, using anonymized data.	Annual racial disparities report starting <b>September 2018</b> and <b>annually thereafter</b>	No response on annual reporting requirements	Timeline unknown	No annual reporting yet.	In December 2017, Council approved \$50,000 for BPD to hire a data analyst, recognizing the additional capacity needed to complete this work
	1. Tracking Yield rates a. Analyze whether officer-initiated or in response to calls for service or warrants b. Focus on reasons for disparate racial treatment and to identify any outliers.	<i>Id.</i>	Addressing this direction via Racial and Identity Profiling Act (RIPA) - 4/30/2019 CM/Chief Referral Response	RIPA requirements go into effect on Jan. 1, 2022. Chief is setting up a working group to position BPD as an "early adopter" - 4/30/2019 CM/Chief Referral Response	BPD has surveyed the state for best practices. In December 2019 the State shared their reporting tool. BPD is looking at San Diego Sheriff's tool, which has an open source component that could allow for additional data fields to be collected. BPD command staff will discuss additional criteria in February	
	2. Consider any other criteria that would contribute to a better understanding of stops, searches, citations and arrests and the reasons for such actions.	<i>Id.</i>	Addressing this direction via RIPA - 4/30/2019 CM/Chief Referral Response	<i>Id.</i>	See above.	Also potential point of research/emphasis for working group
	3. Develop training programs to address the organizational causes of any disparate treatment and outcomes by race uncovered by yield rates above, in accordance with the City's body worn camera policy, through examination of footage on police body cameras (e.g. more scenario-based training on procedural justice and the roots of disparate treatment, expanded de-escalation training.)	<i>Id.</i>	Addressing this direction via RIPA and training - 4/30/2019 CM/Chief Referral Response	<i>Id.</i> ; Training timeline unknown	At 1/22 WG meeting Chief Greenwood noted that more de-escalation training is scheduled. Need to know underlying causes of disparities in order to develop appropriate training. Training opportunities are out there.	



<p><b>Referral to Address Disparate Racial Treatment and Implement Policy and Practice Reforms</b> November 14, 2017, Item 24</p>	<p>4. Consulting and cooperating with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values. Work closely with the PRC, providing the commission all legally available information that may be helpful to designing reforms.</p>	<p><i>Id.</i></p>	<p>Addressing via consultant process and community engagement - 4/30/2019 CM/Chief Referral Response</p>	<p>RFP consultant process - timeline unknown; Continued partnership with CPE - <b>timeline unknown</b> - 4/30/2019 CM/Chief Referral Response</p>	<p>Draft RFP has been shared with workgroup, who have provided feedback. Timeline depends on finalizing language and procurement process. At 1/22 WG meeting Chief Greenwood shared that BPD is exploring the "circle process", a community engagement tool used in restorative justice</p>	
	<p>5. Once released, BPD should analyze the final Center for Policing Equity report and propose improvements as needed.</p>	<p><i>Id.</i></p>	<p><b>No response</b></p>	<p>Timeline unknown</p>		
	<p>Departmental, personnel and training issues will be easier to address with accessible and granular empirical data.</p>	<p><i>Id.</i></p>		<p>Commitment to update the Open Data Portal by converting all stop data from a six character string into six individual data fields - timeline unknown - 4/30/2019 CM/Chief Referral Response</p>	<p>At 1/22 WG meeting Chief Greenwood said IT was close to making this shift. Has taken longer than he expected.</p>	
<p><b>Direct the City Manager Regarding the Berkeley Police Department's Use of Force</b> Tuesday, October 31, 2017, item 26</p>	<p>1. Direct the City Manager to amend Berkeley Police Department ("BPD" or "the Department") General Order U-2: Use of Force ("General Order U-2") to:</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>-</p>
	<p>a. Enhance BPD's use of force policy statement; and</p>	<p>Progress report by 12/12/2017; Final updated U-2 by February 27, 2018</p>	<p>Internal working group formed; Deputy City Manager (DCM) referenced undisclosed draft with enhanced policy statement - 12/21/17 Off Agenda Memo from DCM</p>	<p>See below</p>	<p>Draft Use of Force Policy is complete and going to PRC Subcommittee for review. After PRC approval it will got to meet &amp; confer and then to full council.</p>	

**Direct the City Manager  
Regarding the Berkeley Police  
Department's Use of Force  
Tuesday, October 31, 2017,  
item 26**

<p>b. Create a definition of use of force; and</p>	<p><i>Id.</i></p>	<p>DCM reference to undisclosed draft with redrafted definition - 12/21/17 Off-Agenda Memo from DCM</p>	<p><i>Id.</i></p>	<p><i>Id.</i></p>	
<p>c. Require that all uses of force be reported; and</p>	<p><i>Id.</i></p>	<p>DCM reference to undisclosed draft expanding the threshold of force reporting, including sub-categories of physical force - 12/21/17 Off-Agenda Memo from DCM</p>	<p><i>Id.</i></p>	<p><i>Id.</i></p>	
<p>d. Categorize uses of force into levels for the purposes of facilitating the appropriate reporting, investigation, documentation and review requirements; and</p>	<p><i>Id.</i></p>	<p>DCM reference to undisclosed draft with sub-categories of physical force and "approaches to categorization of force levels" - 12/21/17 Off Agenda Memo from DCM Grogan</p>	<p><i>Id.</i></p>	<p><i>Id.</i></p>	
<p>e. Require Use of Force Reports to be captured in a ma</p>	<p><i>Id.</i></p>	<p>CM reference to undisclosed draft with "Posting of use of force statistics on the City's Open Data Portal" requirement - 12/21/17 Off-Agenda Memo from DCM</p>	<p>Implement Use of Force Data on Open Data - <b>late June 2019</b> - 4/30/2019 CM/Chief Referral Response</p>	<p><i>Id.</i></p>	

<p><b>Direct the City Manager Regarding the Berkeley Police Department's Use of Force Tuesday, October 31, 2017, item 26</b></p>	<p>f. Require that the Department prepare an annual analysis report relating to use of force to be submitted to the Chief of Police, Police Review Commission ("PRC") and Council.</p>	<p><i>Id.</i></p>	<p>No response</p>	<p>Timeline unknown</p>	<p>Will begin presumably once new policy is complete</p>	
	<p>2. Direct that the City Manager report to the Council by December 12, 2017 on the progress to date and present to the Council by February 27, 2018 a final version of General Order U-2.</p>	<p><i>Id.</i></p>	<p>December 21, 2017 off-agenda CM progress memo; 4/30/2019 CM/Chief Referral Response</p>	<p>1. Reconvened workgroup completing updated language within existing policy, to incorporating Council Referral by <b>mid-May 2019</b> 2. Legal review <b>mid-to-late May 2019</b> 3. BPA Meet and Confer (as necessary) by <b>early June 2019</b> 4. Finalize Policy by <b>early June 2019</b> 5. Council Report by late June 6. Implementation of Use of Force software system <b>late June 2019</b> - 4/30/2019 CM/Chief Referral Response</p>	<p>See above.</p>	
	<p>3. Prior to implementation, the revised General Order U-2 shall be submitted to the PRC in accordance with BMC 3.32.090(B).</p>	<p><i>Id.</i></p>	<p>No response - 2017 DCM Memo</p>	<p>Draft revisions to be sent to PRC review by end of <b>May 2019</b> - 4/30/2019 CM/Chief Referral Response</p>	<p>See above.</p>	
<p><b>Accept and Acknowledge Report from the Berkeley Police Review Commission, "To Achieve Fairness and Impartiality," and Refer Key Recommendations to the City Manager for Policy Development and</b></p>	<p>1. Create, Present and Execute a Departmental Action Plan</p>	<p>Working group commences <b>April 30, 2018</b> (date of final CPE report) Final report to be issued on <b>April 30, 2019</b></p>	<p>Consultant RFP process alluded to without status update 4/30/2019 CM/Chief Referral Response</p>	<p>Timeline unknown</p>	<p>Working Group convened by Mayor Arreguin, and Councilmembers Harrison and Robinson</p>	<p>This referral cites this short report as a "departmental action plan" in its Appendix A.</p>
	<p>2. Officer Identification</p>	<p>Referral process</p>	<p>Addressing this direction via existing policy and training - 4/30/2019 CM/Chief Referral Response</p>	<p>Timeline unknown</p>	<p>Clarifying conversation at 1/22/20 WG meeting.</p>	

<p><b>Development and Consideration in September 2018 Report to City Council</b></p> <p><b>Accept and Acknowledge Report from the Berkeley Police Review Commission, "To Achieve Fairness and Impartiality," and Refer Key Recommendations to the City Manager for Policy Development and Consideration in September 2018 Report to City Council</b></p>	<p>3. Review and Update BPD Policy Surrounding Inquiries to Parole and Probation Status</p>	<p>Referral process</p>	<p>Addressing this direction via RIPA and existing policy and training - 4/30/2019 CM/Chief Referral Response</p>	<p>Timeline unknown</p>	<p>Process underway at PRC Subcommittee</p>	
	<p>4. Enhance Search Consent Policies</p>	<p>Referral process</p>	<p>Id.</p>	<p>Timeline unknown</p>	<p>Status Uknown</p>	
	<p>5. Reporting Data on the Public Data Portal</p>	<p>Referral process</p>	<p>Commitment to update the Open Data Portal by converting all stop data from a six character string into six individual data fields - timeline unknown - 4/30/2019 CM/Chief Referral Response</p>	<p>Timeline unknown</p>	<p>I.T. Department almost ready to convert according to 1/22/20 Greenwood WG comment</p>	
	<p>6. Simplifying Public Data Portal Data Structure</p>	<p>Referral process</p>	<p>Id.</p>	<p>Timeline unknown</p>	<p>Status Uknown</p>	
	<p>7. Collect Data on Terry Stops/Searches and Citations</p>	<p>Referral process</p>	<p>RIPA</p>	<p>Timeline unknown</p>	<p>Status Uknown</p>	
	<p>8. BPD Data Dashboard</p>	<p>Referral process</p>	<p>No response</p>	<p>Timeline unknown</p>	<p>Status Uknown</p>	
	<p>9. Enhance Existing "Early Warning" Systems</p>	<p>Referral process</p>	<p>No response</p>	<p>Timeline unknown</p>	<p>Desire for further discussion on Early Warning Systems</p>	
	<p>1. We recommend changing the use of force data capture protocol to register every use of force by BPD officers, regardless of weapon use, injury, or complaint.</p>	<p>See Council referrals above</p>	<p>Use of force policy update process - 4/30/2019 CM/Chief Referral Response</p>	<p>See Use of Force referral timeline above</p>	<p>Status Uknown</p>	

CPE Report	2. We recommend that BPD monitor search and disposition outcomes across race, and arrest and disposition outcomes associated with use of force. In particular, BPD should collect and share data with respect to contraband (distinguishing among drugs, guns, non-gun weapons, and stolen property) found during vehicle or pedestrian searches, and that it analyze data about charges filed resulting from vehicle and pedestrian stops.	See Council referrals above	RIPA - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
	3. We recommend that BPD collect and share more detailed data with respect to use of force. In particular, we recommend that it collect and analyze data about whether the and how the person resisted arrest, and about charges filed against persons involved in use of force incidents.	See Council referrals above	Use of force policy update process - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
	4. We recommend that BPD more clearly track, analyze, and share data with respect to whether law enforcement actions are officer-initiated, or responses to calls for service.	See Council referrals above	RIPA - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
	5. We recommend that BPD continue to affirm that the egalitarian values of the department be reflected in the work its officers and employees do	See Council referrals above	Ongoing training - 4/30/2019 CM/Chief Referral Response	Timeline unknown	BPD values are clearly stated in General Orders and Mission Statement	
	6. We recommend that BPD consult and cooperate with the broader Berkeley community, especially those communities most affected by observed racial disparities, to develop and implement policy and practice reforms that reflect these shared values.	See Council referrals above	Consultant RFP 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
	7. We recommend BPD track yield rates (of contraband found at searches).	See Council referrals above	RIPA - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
CPE Report	8. We recommend that BPD monitor patrol deployments, using efficient and equitable deployment as a metric of supervisory success. One way to promote equitable contact rates is to monitor racial disparities (not attributable to non-police factors such as crime) and to adjust patrol deployments accordingly.	See Council referrals above	No reponse- 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	1/22/20 WG meeting, Chief Greenwood said this a workload study. He can provide the beats and boundaries study
	9. We recommend that BPD track crime trends with neighborhood demographics in order to ensure that response rates are proportional to crime rates.	See Council referrals above	No Reponse- 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	

CPE Report	10. We recommend that BPD engage in scenario-based training on the importance of procedural justice and the psychological roots of disparate treatment in order to promote the adoption of procedural justice throughout the organization, and to protect officers from the negative consequences of concerns that they will appear racist.	See Council referrals above	Completed procedural justice training- 4/30/2019 CM/Chief Referral Response	Complete	Complete	
	11. We recommend that values-based evaluations of supervisors be developed to curb the possible influence of social dominance orientation on the mission of the department. CPE research has found a significant relationship between social dominance orientation and negative policing outcomes in many police departments.	See Council referrals above	No reponse - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	Request by WG to review Evaluations
	12. We recommend that BPD trainings include clear messaging that racial inequality and other invidious disparities are not consistent with the values of BPD.	See Council referrals above	Ongoing training - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	
	13. We recommend leveraging the Police Review Commission, as well as ensuring inclusion from all groups in the community, to help review relevant areas of the general orders manual and provide a more integrated set of policies with clear accountability and institutional resources.	See Council referrals above	Ongoing PRC subcommittee work - 4/30/2019 CM/Chief Referral Response	Timeline unknown	Status Uknown	

Berkeley\_PD\_-\_Stop\_Data\_NEW\_(3)

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06/03/2020 07:32:03 PM	2020-00026924	SAN PABLO V	ALLSTON	-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
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Date/Time	Address	City	Phone	Phone	Phone	Age	Sex	Height	Weight	Reason	Disposition	Search
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05/28/2020 12:25:28 AM	BANCROFT W	BERKELEY	37.86503415	-122.2875864	T	Hispanic	Male	30-39	Investigation	Other		No Search
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06/01/2020 08:37:22 PM	SAN PABLO A	BERKELEY	37.86814882	-122.2918107	T	Hispanic	Female	30-39	Traffic	Arrest		Search
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06/01/2020 11:00:34 PM	UNIVERSITY A	BERKELEY	37.86909659	-122.2921194	T	Hispanic	Female	18-29	Traffic	Warning		No Search
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06/02/2020 10:48:40 AM	SHATTUCK AV	BERKELEY	37.85381534	-122.2663019	T	Hispanic	Male	30-39	Traffic	Warning		No Search
06/02/2020 10:52:59 PM	1797 SHATTUK	BERKELEY	37.87519092	-122.2684177	1194	Hispanic	Male	18-29	Traffic	Warning		No Search
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05/21/2020 08:46:57 AM	2020-00024716	UNIVERSITY A BERKELEY	37.8694368	-122.2895202	T	White	Male	>40	Traffic	Citation	No Search
05/21/2020 09:00:21 AM	2020-00024718	SAN PABLO A BERKELEY	37.87520498	-122.2940949	T	White	Female	30-39	Traffic	Citation	No Search
05/21/2020 06:10:57 AM	2020-00024720	SHATTUCK AV BERKELEY	37.87841612	-122.2691039	1194	White	Female	30-39	Investigation	Warning	Search
05/22/2020 12:38:53 PM	2020-00024896	2121 BERKELE BERKELEY	37.87315959	-122.2679879	T	White	Female	30-39	Traffic	Warning	No Search
05/22/2020 10:55:57 PM	2020-00025009	TELEGRAPH A BERKELEY	37.8613958	-122.2589435	1194	White	Male	18-29	Investigation	Warning	No Search
05/23/2020 12:50:50 AM	2020-00025022	200 MARINA B BERKELEY	37.86610405	-122.3123001	T	White	Female	<18	Traffic	Warning	Search
05/23/2020 03:14:41 PM	2020-00025117	ALCATRAZ AV BERKELEY	37.84789792	-122.2777446	T	White	Male	30-39	Traffic	Citation	No Search
05/24/2020 08:50:24 PM	2020-00025282	TELEGRAPH A BERKELEY	37.8613958	-122.2589435	T	White	Male	30-39	Traffic	Warning	No Search
05/24/2020 11:53:10 PM	2020-00025313	1100 FRANCIS BERKELEY	37.87251909	-122.2927265	1196	White	Male	30-39	Traffic	Warning	Search
05/25/2020 08:52:52 PM	2020-00025425	1700 9TH ST BERKELEY	37.87290122	-122.2958118	T	White	Female	>40	Traffic	Arrest	Search
05/25/2020 11:33:13 PM	2020-00025447	SHATTUCK AV BERKELEY	37.86306664	-122.2672567	T	White	Male	18-29	Traffic	Warning	No Search
05/28/2020 02:06:31 PM	2020-00025533	SHATTUCK AV BERKELEY	37.86668678	-122.2676773	T	White	Female	>40	Traffic	Warning	No Search
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05/28/2020 08:47:31 PM	2020-00025579	BOWDITCH ST BERKELEY	37.86810848	-122.2567136	T	White	Female	18-29	Traffic	Citation	No Search
05/27/2020 05:58:44 AM	2020-00025735	SACRAMENT BERKELEY	37.86739362	-122.2816386	T	White	Female	18-29	Traffic	Warning	No Search
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05/28/2020 10:55:57 AM	2020-00025828	ALLSTON WA BERKELEY	37.86877448	-122.2727044	T	White	Male	>40	Investigation	Warning	No Search
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05/29/2020 09:35:40 PM	2020-00026061	PARKER ST / J BERKELEY	37.86325838	-122.2586949	1194	White	Male	30-39	Prob./Parole	Warning	Search
05/30/2020 12:51:54 PM	2020-00026130	CEDAR ST / J BERKELEY	37.8762121	-122.2866412	T	White	Male	18-29	Traffic	Warning	No Search
05/30/2020 02:15:58 PM	2020-00026144	CHANNING W BERKELEY	37.86129997	-122.2978434	1196	White	Female	30-39	Traffic	Warning	No Search
05/30/2020 02:56:40 PM	2020-00026157	ROSE ST / SA BERKELEY	37.87890546	-122.282998	T	White	Male	30-39	Traffic	Warning	No Search
06/01/2020 08:00:11 PM	2020-00026496	UNIVERSITY A BERKELEY	37.86786668	-122.298848	T	White	Male	18-29	Traffic	Warning	No Search
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06/01/2020 08:51:58 PM	2020-00026519	6TH ST / CAM BERKELEY	37.87762485	-122.3007273	T	White	Male	>40	Traffic	Warning	No Search
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06/01/2020 11:37:03 PM	2020-00026579	HEARST AVE / BERKELEY	37.86997696	-122.2948296	T	White	Female	30-39	Traffic	Warning	No Search
06/01/2020 11:48:58 PM	2020-00026585	SACRAMENT BERKELEY	37.86739362	-122.2816386	T	White	Female	18-29	Traffic	Warning	Search
06/02/2020 12:21:59 AM	2020-00026596	BLAKE ST / MI BERKELEY	37.86274357	-122.2697072	T	White	Male	30-39	Traffic	Citation	No Search
06/02/2020 12:23:30 AM	2020-00026597	59TH ST / SHA OAKLAND	37.84450699	-122.2650741	T	White	Male	18-29	Traffic	Arrest	Search
06/02/2020 01:28:45 AM	2020-00026609	7TH ST / FOLG BERKELEY	37.85005891	-122.2907832	T	White	Male	>40	Traffic	Warning	Search
06/02/2020 09:44:44 PM	2020-00026756	UNIVERSITY A BERKELEY	37.87041056	-122.281938	T	White	Male	>40	Traffic	Warning	No Search
06/02/2020 09:48:14 PM	2020-00026757	BANC/MIL	-361	-361	T	White	Male	>40	Traffic	Warning	No Search
06/02/2020 10:02:50 PM	2020-00026763	UNIVERSITY A BERKELEY	37.87011265	-122.2842489	T	White	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:04:19 PM	2020-00026764	HEARST AVE / BERKELEY	37.86953047	-122.2970502	T	White	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:25:39 PM	2020-00026771	SAN PABLO A BERKELEY	37.88047418	-122.2957992	T	White	Male	18-29	Traffic	Warning	No Search
06/02/2020 11:14:48 PM	2020-00026782	1373 SOLANO ALBANY	37.89091981	-122.2906682	1194	White	Male	30-39	Investigation	Warning	No Search
06/02/2020 11:34:06 PM	2020-00026787	VIR/OXF	-361	-361	T	White	Male	>40	Traffic	Warning	No Search
06/03/2020 08:29:28 PM	2020-00026899	ALLSTON WA BERKELEY	37.86864287	-122.2738309	T	White	Male	30-39	Traffic	Citation	No Search
06/03/2020 08:34:40 PM	2020-00026901	BANCROFT W BERKELEY	37.86582352	-122.2814761	T	White	Female	>40	Traffic	Citation	No Search
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06/03/2020 07:57:48 PM	2020-00026937	MARTIN LUTHI BERKELEY	37.85431638	-122.2710841	T	White	Female	>40	Traffic	Warning	No Search
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06/03/2020 08:25:41 PM	2020-00026948	ELLSWORTH S BERKELEY	37.86275276	-122.2626222	T	White	Male	18-29	Traffic	Warning	No Search
06/03/2020 09:34:48 PM	2020-00026977	ASHBY AVE / I BERKELEY	37.85618595	-122.2596739	T	White	Male	30-39	Traffic	Warning	No Search
06/03/2020 09:46:36 PM	2020-00026982	7TH ST / CARL BERKELEY	37.85694493	-122.2930125	T	White	Female	>40	Traffic	Warning	No Search
06/03/2020 09:51:52 PM	2020-00026983	TELEGRAPH A BERKELEY	37.86232961	-122.2588114	T	White	Male	30-39	Traffic	Warning	No Search
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06/04/2020 12:03:34 AM	2020-00027013	UNIVERSITY A BERKELEY	37.86842351	-122.2955161	T	White	Male	18-29	Traffic	Warning	Search
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06/04/2020 08:06:48 PM	2020-00027140	ALLSTON WAY BERKELEY	37.86695043	-122.2869257	T	White	Female	18-29	Traffic	Citation	No Search
06/04/2020 08:33:39 PM	2020-00027141	MARTIN LUTHI OAKLAND	37.8451181	-122.2709443	T	White	Male	18-29	Traffic	Warning	No Search
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06/04/2020 10:12:42 AM	2020-00027164	SAN PABLO A BERKELEY	37.87344255	-122.2935308	T	White	Male	>40	Investigation	Arrest	Search
06/05/2020 02:33:35 AM	2020-00027185	SAN PABLO A BERKELEY	37.85620619	-122.2879782	T	White	Male	30-39	Traffic	Warning	No Search
06/06/2020 03:01:06 PM	2020-00027254	GILMAN ST / 6 BERKELEY	37.87938805	-122.3012894	T	White	Male	>40	Traffic	Citation	No Search
06/05/2020 05:37:28 PM	2020-00027282	DWIGHT WAY BERKELEY	37.86232559	-122.2800582	T	White	Female	18-29	Traffic	Warning	No Search
06/05/2020 05:58:13 PM	2020-00027286	1283 2ND ST BERKELEY	37.8788242	-122.3058452	T	White	Female	30-39	Traffic	Warning	No Search
06/05/2020 08:54:55 PM	2020-00027301	ADELINE ST / BERKELEY	37.84875273	-122.2714519	T	White	Male	>40	Traffic	Warning	No Search
06/06/2020 07:18:44 PM	2020-00027304	HARRISON ST BERKELEY	37.86091498	-122.3030563	T	White	Male	18-29	Traffic	Warning	No Search
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06/06/2020 02:00:24 PM	2020-00027397	ADDISON ST / BERKELEY	37.86986558	-122.2784599	T	White	Male	18-29	Traffic	Warning	No Search
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06/06/2020 06:55:20 PM	2020-00027431	SACRAMENT BERKELEY	37.85602098	-122.2796056	T	White	Male	30-39	Traffic	Warning	No Search
06/07/2020 01:08:11 AM	2020-00027489	BONITA AVE / BERKELEY	37.87345623	-122.2720731	1194	White	Male	18-29	Investigation	Warning	No Search
06/07/2020 03:06:48 AM	2020-00027497	PARK ST / ORR BERKELEY	37.8555744	-122.2830332	T	White	Female	30-39	Traffic	Warning	No Search
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06/09/2020 03:15:36 PM	2020-00027835	SHATTUCK AV BERKELEY	37.86939197	-122.2679323	1194	White	Male	30-39	Investigation	Other	No Search
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06/12/2020 01:28:41 AM	2020-00028242	OXFORD ST / BERKELEY	37.87058453	-122.2658835	1194	White	Male	30-39	Traffic	Warning	No Search

3-15 to 6-12-20

Ethnicity	Stopped	% of total	Cited	% of stops resulting in citation	Arrest	% of stops resulting in arrest	% of stops resulting in citation or arrest
Total stops	608						
Asian	29	4.77%	6	20.69%	0	0.00%	20.69%
Black	304	50.00%	23	7.57%	8	2.63%	10.20%
Hispanic/Latino	88	14.47%	9	10.23%	4	4.55%	14.77%
White	143	23.52%	22	15.38%	7	4.90%	20.28%
Bad data	1	0.16%	0	0.00%	0	0.00%	0.00%
Other	43	7.07%	11	25.58%	0	0.00%	25.58%
TOTALS:	608	100.00%	71	11.68%	19	3.13%	14.80%

Citation:	7.57%	Arrests:	2.63%	Combined Citation and Arrest	10.20%
Black yield rate	7.57%	Black yield rate	2.63%	Black yield rate	10.20%
White yield rate	15.38%	White yield rate	4.90%	White yield rate	20.28%
Percent of disparity	203.34%	Percent of disparity	186.01%	Percent of disparity	198.87%

CreateDatetime	IncidentNum	Address	City	Lat	Lon	CallType	Race	Gender	Age	Reason	Enforcement	Car Search
03/15/2020 02:52:51 AM	2020-000150	SHATTUCK A	BERKELEY	37.8648763	-122.26747	T	Black	Male	30-39	Traffic	Warning	No Search
03/15/2020 01:04:07 PM	2020-000150	UNIVERSITY	BERKELEY	37.8701126	-122.28425	T	Black	Female	18-29	Traffic	Warning	No Search
03/15/2020 10:32:50 PM	2020-000151	MARTIN LUT	BERKELEY	37.8561332	-122.27128	T	Black	Male	30-39	Traffic	Warning	No Search
03/16/2020 06:30:16 PM	2020-000152	SHATTUCK A	BERKELEY	37.8729787	-122.26848		1194 Black	Male	30-39	Investigation	Warning	No Search
03/17/2020 11:54:32 AM	2020-000153	2122 SHATT	BERKELEY	37.8705584	-122.26856		1194 Black	Female	30-39	Prob./Parole	Other	Search
03/17/2020 02:04:41 PM	2020-000153	MARTIN LUT	BERKELEY	37.8715553	-122.273		1194 Black	Male	>40	Reas. Susp.	Citation	No Search
03/21/2020 09:30:31 PM	2020-000159	SACRAMENT	BERKELEY	37.8704106	-122.28194	T	Black	Female	18-29	Traffic	Warning	No Search
03/24/2020 08:34:47 AM	2020-000162	65TH ST / TE	OAKLAND	37.8510671	-122.26038		1194 Black	Male	>40	Investigation	Warning	No Search
03/27/2020 08:44:25 PM	2020-000167	6TH ST / UNI	BERKELEY	37.8679939	-122.29766	T	Black	Male	18-29	Traffic	Citation	No Search
03/28/2020 08:07:29 AM	2020-000167	SAN PABLO /	BERKELEY	37.8681488	-122.29181	T	Black	Male	18-29	Traffic	Warning	No Search
03/28/2020 12:25:21 PM	2020-000168	CHANNING V	BERKELEY	37.8651712	-122.27231	T	Black	Male	>40	Traffic	Warning	Search
03/28/2020 02:42:24 PM	2020-000168	SACRAMENT	BERKELEY	37.862196	-122.28109	T	Black	Male	30-39	Traffic	Warning	No Search
03/28/2020 03:30:01 PM	2020-000168	SHATTUCK A	BERKELEY	37.8721514	-122.26841	T	Black	Male	30-39	Traffic	Warning	Search
03/28/2020 04:18:20 PM	2020-000168	UNIVERSITY	BERKELEY	37.8706843	-122.27977	T	Black	Female	<18	Traffic	Arrest	Search
03/28/2020 04:18:20 PM	2020-000168	UNIVERSITY	BERKELEY	37.8706843	-122.27977	T	Black	Male	>40	Traffic	Warning	Search
03/28/2020 08:31:49 PM	2020-000169	66TH ST / SA	OAKLAND	37.8490602	-122.28568	T	Black	Male	30-39	Traffic	Warning	No Search
03/28/2020 09:09:41 PM	2020-000169	MARTIN LUT	BERKELEY	37.8715553	-122.273		1194 Black	Male	18-29	Traffic	Warning	No Search
03/29/2020 12:18:55 PM	2020-000169	1300 SAN PA	BERKELEY	37.8800569	-122.29623		1196 Black	Male	>40	Investigation	Warning	No Search
03/29/2020 04:58:29 PM	2020-000170	BANCROFT V	BERKELEY	37.8686984	-122.25915	T	Black	Female	18-29	Traffic	Warning	No Search
03/30/2020 07:35:18 AM	2020-000170	PIEDMONT A	BERKELEY	37.8577245	-122.25069	T	Black	Male	>40	Traffic	Warning	No Search
03/31/2020 11:45:09 AM	2020-000172	SACRAMENT	BERKELEY	37.8604697	-122.2805	T	Black	Female	30-39	Traffic	Citation	No Search
04/03/2020 01:21:34 PM	2020-000177	SHATTUCK A	OAKLAND	37.8515826	-122.266		1194 Black	Male	30-39	Traffic	Warning	Search
04/03/2020 06:20:01 PM	2020-000177	BLAKE ST / M	BERKELEY	37.8627436	-122.26971	T	Black	Female	30-39	Traffic	Warning	No Search
04/04/2020 08:59:17 AM	2020-000178	GILMAN ST /	BERKELEY	37.8800241	-122.29808	T	Black	Female	30-39	Traffic	Warning	No Search
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04/10/2020 08:00:17 AM	2020-000186	1035 SAN PA	ALBANY	37.8852987	-122.29711	T	Black	Male	>40	Traffic	Warning	No Search
04/10/2020 04:38:26 PM	2020-000187	SAN PABLO /	OAKLAND	37.8469349	-122.28499	T	Black	Female	18-29	Investigation	Warning	No Search
04/13/2020 05:28:19 PM	2020-000191	SAN PABLO /	BERKELEY	37.8690966	-122.29212		1194 Black	Female	>40	Reas. Susp.	Other	No Search
04/18/2020 05:01:18 PM	2020-000198	2655 TELEGR	BERKELEY	37.8620391	-122.25834		1194 Black	Male	>40	Investigation	Warning	Search
04/18/2020 05:09:49 PM	2020-000198	SHATTUCK A	BERKELEY	37.8675938	-122.26777	T	Black	Male	>40	Traffic	Warning	No Search
04/18/2020 06:35:05 PM	2020-000198	HASTE ST / C	BERKELEY	37.8666088	-122.25408		1194 Black	Male	30-39	Investigation	Warning	Search
04/20/2020 06:46:38 AM	2020-000200	SHATTUCK A	BERKELEY	37.8639715	-122.26736	T	Black	Male	>40	Traffic	Warning	No Search
04/21/2020 09:25:09 PM	2020-000202	HEARST AVE	BERKELEY	37.8727157	-122.27771		1194 Black	Male	30-39	Investigation	Warning	No Search
04/22/2020 01:58:57 PM	2020-000203	UNIVERSITY	BERKELEY	37.8709746	-122.2775	T	Black	Male	30-39	Traffic	Warning	No Search
04/23/2020 12:00:38 PM	2020-000204	OXFORD ST	BERKELEY	37.8714642	-122.26597	T	Black	Male	>40	Traffic	Warning	No Search
04/24/2020 09:15:30 AM	2020-000206	1325 ALLSTO	BERKELEY	37.8671822	-122.28466		1194 Black	Male	>40	Investigation	Warning	Search
04/24/2020 07:33:40 PM	2020-000206	MILVIA ST / A	BERKELEY	37.8708769	-122.27062		1194 Black	Male	>40	Investigation	Warning	Search
04/24/2020 11:51:40 PM	2020-000207	SACRAMENT	BERKELEY	37.8789055	-122.283	T	Black	Male	>40	Traffic	Warning	No Search
04/25/2020 06:43:44 AM	2020-000207	2204 SHATT	BERKELEY	37.8688316	-122.26864		1194 Black	Male	>40	Investigation	Other	No Search
04/25/2020 09:23:35 AM	2020-000207	BLAKE ST / S	BERKELEY	37.8630666	-122.26726		1194 Black	Male	30-39	Investigation	Warning	No Search
04/25/2020 11:33:58 PM	2020-000208	6TH ST / UNI	BERKELEY	37.8679939	-122.29766	T	Black	Female	18-29	Traffic	Warning	No Search
04/26/2020 04:26:14 AM	2020-000208	GILMAN ST /	BERKELEY	37.8814411	-122.29001	T	Black	Female	>40	Traffic	Warning	No Search
04/26/2020 06:44:14 PM	2020-000209	DELAWARE S	BERKELEY	37.8730732	-122.28224	T	Black	Female	18-29	Traffic	Warning	No Search
04/27/2020 12:20:23 AM	2020-000209	MARTIN LUT	OAKLAND	37.8427201	-122.27044	T	Black	Male	18-29	Traffic	Warning	Search
04/27/2020 09:28:42 PM	2020-000211	BLAKE ST / S	BERKELEY	37.8630666	-122.26726	T	Black	Female	18-29	Traffic	Citation	Search
04/29/2020 01:46:57 AM	2020-000213	ADELINE ST	BERKELEY	37.8584209	-122.26773		1196 Black	Male	>40	Investigation	Warning	Search
04/29/2020 08:01:41 PM	2020-000214	CAN/MILVIA		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
04/29/2020 08:04:13 PM	2020-000214	MARKET ST	OAKLAND	37.8462151	-122.27673	T	Black	Male	>40	Traffic	Warning	No Search
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03/29/2020 07:25:53 PI	2020-000170	UNIVERSITY	BERKELEY	37.8704106	-122.28194	T		White	Male	18-29	Traffic	Warning	No Search
03/29/2020 07:59:50 PI	2020-000170	SHATTUCK A	BERKELEY	37.8648763	-122.26747		1194	White	Male	>40	Investigation	Arrest	Search
04/02/2020 01:31:02 PI	2020-000175	9TH ST / BAN	BERKELEY	37.8641583	-122.29295	T		White	Female	18-29	Traffic	Citation	No Search
04/06/2020 09:36:00 AI	2020-000181	ALCATRAZ A	BERKELEY	37.8476572	-122.27955	T		White	Male	30-39	Traffic	Citation	No Search
04/06/2020 11:36:28 AI	2020-000182	SAN PABLO	BERKELEY	37.8646166	-122.29067	T		White	Male	>40	Traffic	Citation	No Search
04/06/2020 09:18:37 PI	2020-000182	SAN PABLO	BERKELEY	37.8562062	-122.28798	T		White	Male	>40	Traffic	Warning	No Search
04/10/2020 11:07:28 PI	2020-000187	5TH ST / HAF	BERKELEY	37.880915	-122.30306		1194	White	Male	18-29	Investigation	Warning	No Search
04/12/2020 12:32:16 AI	2020-000189	GILMAN ST /	BERKELEY	37.8800241	-122.29808		1196	White	Female	30-39	Investigation	Warning	Search
04/12/2020 01:49:18 AI	2020-000189	CARLETON S	BERKELEY	37.8572259	-122.29192	T		White	Male	>40	Traffic	Warning	No Search
04/13/2020 10:09:43 AI	2020-000190	2200 DWIGH	BERKELEY	37.8640794	-122.26503		1194B	White	Male	30-39	Reas. Susp.	Warning	No Search
04/13/2020 04:42:15 PI	2020-000191	SHATT/UNI		-361	-361		1194	White	Male	18-29	Investigation	Other	No Search
04/18/2020 11:52:30 AI	2020-000198	2300 SHATT	BERKELEY	37.8671384	-122.26823		1194	White	Male	>40	Prob./Parole	Warning	No Search
04/18/2020 06:17:13 PI	2020-000198	2601 TELEGR	BERKELEY	37.8629941	-122.25838		1194	White	Male	30-39	Investigation	Warning	No Search
04/21/2020 09:08:03 AI	2020-000201	2261 SHATT	BERKELEY	37.8683339	-122.26743		1194	White	Male	30-39	Investigation	Citation	Search
04/22/2020 10:03:08 AI	2020-000203	SAN PABLO	BERKELEY	37.8610944	-122.28955	T		White	Male	>40	Investigation	Citation	No Search
04/25/2020 12:57:52 PI	2020-000207	TELEGRAPH	BERKELEY	37.8613958	-122.25894		1194	White	Male	30-39	Investigation	Other	No Search
04/27/2020 05:41:26 PI	2020-000210	1998 SHATT	BERKELEY	37.8723896	-122.26873		1194	White	Male	30-39	Investigation	Warning	No Search
04/27/2020 05:41:26 PI	2020-000210	1998 SHATT	BERKELEY	37.8723896	-122.26873		1194	White	Female	30-39	Investigation	Warning	No Search
04/29/2020 02:35:44 PI	2020-000213	SHATTUCK A	BERKELEY	37.8729787	-122.26848		1194	White	Male	>40	Investigation	Arrest	No Search
04/30/2020 10:47:15 AI	2020-000214	ADELIN ST	BERKELEY	37.8545519	-122.26921	T		White	Female	30-39	Traffic	Warning	No Search
04/30/2020 04:02:40 PI	2020-000215	SHATTUCK A	BERKELEY	37.8630666	-122.26726	T		White	Female	30-39	Traffic	Warning	No Search
05/01/2020 05:24:32 PI	2020-000217	CENTER ST	BERKELEY	37.8705845	-122.26588		1194	White	Male	18-29	Investigation	Warning	No Search
05/03/2020 08:17:48 PI	2020-000220	REGENT ST	BERKELEY	37.8652096	-122.2578	T		White	Female	>40	Traffic	Warning	No Search
05/05/2020 07:24:54 PI	2020-000222	TELEGRAPH	BERKELEY	37.8686984	-122.25915	T		White	Male	18-29	Traffic	Warning	No Search
05/05/2020 08:26:27 PI	2020-000223	2900 BENVEI	BERKELEY	37.8581617	-122.25468		1194B	White	Male	30-39	Traffic	Warning	No Search
05/10/2020 03:28:24 PI	2020-000230	DWIGHT WA	BERKELEY	37.8653799	-122.25651		1194	White	Male	30-39	Investigation	Warning	No Search
05/10/2020 07:18:37 PI	2020-000230	SHATTUCK A	BERKELEY	37.8684892	-122.26787		1194	White	Male	>40	Prob./Parole	Warning	No Search
05/11/2020 03:31:15 PI	2020-000232	SHATTUCK A	BERKELEY	37.8721514	-122.26841	T		White	Female	18-29	Traffic	Warning	No Search
05/11/2020 10:39:25 PI	2020-000232	2222 BANCROFT	BERKELEY	37.8676159	-122.26432	T		White	Female	18-29	Traffic	Warning	No Search
05/13/2020 09:55:54 PI	2020-000235	2ND ST / HAF	BERKELEY	37.8802481	-122.30634		1194	White	Male	30-39	Investigation	Warning	No Search
05/16/2020 08:24:43 AI	2020-000238	10TH ST / UN	BERKELEY	37.8688672	-122.2933	T		White	Male	18-29	Traffic	Warning	No Search
05/17/2020 03:07:29 AI	2020-000240	ADDISON ST	BERKELEY	37.8667099	-122.29725	T		White	Female	30-39	Traffic	Warning	Search
05/17/2020 10:19:20 PI	2020-000241	SACRAMENT	BERKELEY	37.8532811	-122.27901	T		White	Male	>40	Traffic	Warning	No Search
05/17/2020 10:37:33 PI	2020-000241	MARKET ST	OAKLAND	37.8443573	-122.27515	T		White	Female	>40	Traffic	Warning	No Search
05/17/2020 10:46:18 PI	2020-000241	HEARST AVE	BERKELEY	37.8740077	-122.26749	T		White	Male	>40	Traffic	Citation	No Search
05/18/2020 08:40:38 PI	2020-000242	HEARST AVE	BERKELEY	37.8695305	-122.29705	T		White	Female	>40	Traffic	Arrest	Search
05/19/2020 09:29:21 AI	2020-000243	ASHBY AVE	BERKELEY	37.8543164	-122.27108	T		White	Male	>40	Traffic	Citation	No Search
05/19/2020 08:17:50 PI	2020-000244	HEARST AVE	BERKELEY	37.8711304	-122.28671	T		White	Male	18-29	Traffic	Warning	No Search
05/21/2020 07:27:24 AI	2020-000247	PIEDMONT A	BERKELEY	37.867754	-122.2521	T		White	Female	18-29	Traffic	Warning	No Search
05/21/2020 08:46:57 AI	2020-000247	UNIVERSITY	BERKELEY	37.8694368	-122.28952	T		White	Male	>40	Traffic	Citation	No Search
05/21/2020 09:00:21 AI	2020-000247	SAN PABLO	BERKELEY	37.875205	-122.29409	T		White	Female	30-39	Traffic	Citation	No Search

05/21/2020 09:10:57	AI	2020-000247	SHATTUCK A	BERKELEY	37.8784161	-122.2691		1194	White	Female	30-39	Investigation	Warning	Search
05/22/2020 12:35:53	PI	2020-000248	2121 BERKE	BERKELEY	37.8731595	-122.26799	T		White	Female	30-39	Traffic	Warning	No Search
05/22/2020 10:55:57	PI	2020-000250	TELEGRAPH	BERKELEY	37.8613958	-122.25894		1194	White	Male	18-29	Investigation	Warning	No Search
05/23/2020 12:50:50	AI	2020-000250	200 MARINA	BERKELEY	37.866104	-122.3123	T		White	Female	<18	Traffic	Warning	Search
05/23/2020 03:14:41	PI	2020-000251	ALCATRAZ A	BERKELEY	37.8478979	-122.27774	T		White	Male	30-39	Traffic	Citation	No Search
05/24/2020 06:50:24	PI	2020-000252	TELEGRAPH	BERKELEY	37.8613958	-122.25894	T		White	Male	30-39	Traffic	Warning	No Search
05/24/2020 11:53:10	PI	2020-000253	1100 FRANCI	BERKELEY	37.8725191	-122.29273		1196	White	Male	30-39	Traffic	Warning	Search
05/25/2020 08:52:52	PI	2020-000254	1700 9TH ST	BERKELEY	37.8729012	-122.29581	T		White	Female	>40	Traffic	Arrest	Search
05/25/2020 11:33:13	PI	2020-000254	SHATTUCK A	BERKELEY	37.8630666	-122.26726	T		White	Male	18-29	Traffic	Warning	No Search
05/26/2020 02:06:31	PI	2020-000255	SHATTUCK A	BERKELEY	37.8666868	-122.26768	T		White	Female	>40	Traffic	Warning	No Search
05/26/2020 04:57:47	PI	2020-000255	1998 SHATTU	BERKELEY	37.8723896	-122.26873		1194	White	Male	>40	Reas. Susp.	Warning	No Search
05/26/2020 06:47:31	PI	2020-000255	BOWDITCH S	BERKELEY	37.8681085	-122.25671	T		White	Female	18-29	Traffic	Citation	No Search
05/27/2020 05:58:44	PI	2020-000257	SACRAMENT	BERKELEY	37.8673936	-122.28164	T		White	Female	18-29	Traffic	Warning	No Search
05/27/2020 07:10:14	PI	2020-000257	PARK ST / W	BERKELEY	37.8574694	-122.28342		1194	White	Male	18-29	Traffic	Warning	No Search
05/28/2020 10:59:57	AI	2020-000258	ALLSTON W	BERKELEY	37.8687745	-122.2727	T		White	Male	>40	Investigation	Warning	No Search
05/29/2020 05:44:37	PI	2020-000260	CHANNING V	BERKELEY	37.8657798	-122.26758	T		White	Male	30-39	Traffic	Warning	No Search
05/29/2020 09:35:40	PI	2020-000260	PARKER ST	BERKELEY	37.8632584	-122.25869		1194	White	Male	30-39	Prob./Parole	Warning	Search
05/30/2020 12:51:54	PI	2020-000261	CEDAR ST /	BERKELEY	37.8762121	-122.28664	T		White	Male	18-29	Traffic	Warning	No Search
05/30/2020 02:15:56	PI	2020-000261	CHANNING V	BERKELEY	37.8613	-122.29784		1196	White	Female	30-39	Traffic	Warning	No Search
05/30/2020 02:56:40	PI	2020-000261	ROSE ST / S	BERKELEY	37.8789055	-122.283	T		White	Male	30-39	Traffic	Warning	No Search
06/01/2020 08:00:11	PI	2020-000264	UNIVERSITY	BERKELEY	37.8678667	-122.29885	T		White	Male	18-29	Traffic	Warning	No Search
06/01/2020 08:14:39	PI	2020-000265	SHATTUCK A	BERKELEY	37.8703037	-122.26804		1194B	White	Male	30-39	Traffic	Warning	No Search
06/01/2020 08:41:40	PI	2020-000265	TELEGRAPH	BERKELEY	37.853695	-122.26002	T		White	Male	>40	Traffic	Warning	No Search
06/01/2020 08:51:58	PI	2020-000265	6TH ST / CA	BERKELEY	37.8776249	-122.30073	T		White	Male	>40	Traffic	Warning	No Search
06/01/2020 09:33:25	PI	2020-000265	DWIGHT WA	BERKELEY	37.8648283	-122.26072	T		White	Male	30-39	Traffic	Warning	No Search
06/01/2020 10:17:37	PI	2020-000265	1338 SAN PA	BERKELEY	37.879199	-122.29629		1194	White	Male	30-39	Investigation	Warning	Search
06/01/2020 11:37:03	PI	2020-000265	HEARST AVE	BERKELEY	37.869977	-122.29483	T		White	Female	30-39	Traffic	Warning	No Search
06/01/2020 11:48:58	PI	2020-000265	SACRAMENT	BERKELEY	37.8673936	-122.28164	T		White	Female	18-29	Traffic	Warning	Search
06/02/2020 12:21:59	AI	2020-000265	BLAKE ST / M	BERKELEY	37.8627436	-122.26971	T		White	Male	30-39	Traffic	Citation	No Search
06/02/2020 12:23:30	AI	2020-000265	59TH ST / SH	OAKLAND	37.844507	-122.26507	T		White	Male	18-29	Traffic	Arrest	Search
06/02/2020 01:26:45	AI	2020-000266	7TH ST / FOL	BERKELEY	37.8500589	-122.29078	T		White	Male	>40	Traffic	Warning	Search
06/02/2020 09:44:44	PI	2020-000267	UNIVERSITY	BERKELEY	37.8704106	-122.28194	T		White	Male	>40	Traffic	Warning	No Search
06/02/2020 09:49:14	PI	2020-000267	BANC/MIL		-361	-361	T		White	Male	>40	Traffic	Warning	No Search
06/02/2020 10:02:50	PI	2020-000267	UNIVERSITY	BERKELEY	37.8701126	-122.28425	T		White	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:04:19	PI	2020-000267	HEARST AVE	BERKELEY	37.8695305	-122.29705	T		White	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:25:39	PI	2020-000267	SAN PABLO /	BERKELEY	37.8804742	-122.2958	T		White	Male	18-29	Traffic	Warning	No Search
06/02/2020 11:14:46	PI	2020-000267	1373 SOLAN	ALBANY	37.8909198	-122.29067		1194	White	Male	30-39	Investigation	Warning	No Search
06/02/2020 11:34:06	PI	2020-000267	VIR/OXF		-361	-361	T		White	Male	>40	Traffic	Warning	No Search
06/03/2020 06:29:26	PI	2020-000268	ALLSTON W	BERKELEY	37.8686429	-122.27383	T		White	Male	30-39	Traffic	Citation	No Search
06/03/2020 06:34:40	PI	2020-000269	BANCROFT V	BERKELEY	37.8658235	-122.28148	T		White	Female	>40	Traffic	Citation	No Search
06/03/2020 06:51:32	PI	2020-000269	SHATTUCK A	BERKELEY	37.8666868	-122.26768	T		White	Male	18-29	Traffic	Warning	No Search
06/03/2020 07:57:48	PI	2020-000269	MARTIN LUT	BERKELEY	37.8543164	-122.27108	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 08:06:14	PI	2020-000269	SAN PABLO /	BERKELEY	-361	-361	T		White	Female	18-29	Traffic	Warning	No Search
06/03/2020 08:25:41	PI	2020-000269	ELLSWORTH	BERKELEY	37.8627528	-122.26262	T		White	Male	18-29	Traffic	Warning	No Search
06/03/2020 09:34:48	PI	2020-000269	ASHBY AVE	BERKELEY	37.8561859	-122.25967	T		White	Male	30-39	Traffic	Warning	No Search
06/03/2020 09:49:35	PI	2020-000269	7TH ST / CAF	BERKELEY	37.8569449	-122.29301	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 09:51:52	PI	2020-000269	TELEGRAPH	BERKELEY	37.8623296	-122.25881	T		White	Male	30-39	Traffic	Warning	No Search
06/03/2020 10:05:12	PI	2020-000269	5TH ST / GIL	BERKELEY	37.8791283	-122.30247	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 10:19:30	PI	2020-000269	61ST ST / MA	OAKLAND	37.8453964	-122.27601	T		White	Male	30-39	Traffic	Warning	Search
06/03/2020 10:21:04	PI	2020-000269	CARLETON S	BERKELEY	37.861567	-122.26468	T		White	Male	>40	Traffic	Warning	No Search
06/03/2020 11:48:22	PI	2020-000270	HEARST AVE	BERKELEY	37.8721498	-122.28213	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 12:03:34	AI	2020-000270	UNIVERSITY	BERKELEY	37.8684235	-122.29552	T		White	Male	18-29	Traffic	Warning	Search
06/04/2020 07:13:06	PI	2020-000271	TELEGRAPH	BERKELEY	37.8623296	-122.25881	T		White	Male	>40	Traffic	Warning	Search
06/04/2020 07:54:49	PI	2020-000271	SHATTUCK A	BERKELEY	37.8729787	-122.26848		1194	White	Male	>40	Investigation	Warning	No Search
06/04/2020 08:08:48	PI	2020-000271	ALLSTON W	BERKELEY	37.8669504	-122.28693	T		White	Female	18-29	Traffic	Citation	No Search
06/04/2020 08:33:39	PI	2020-000271	MARTIN LUT	OAKLAND	37.8451181	-122.27094	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 08:37:46	PI	2020-000271	DWIGHT WA	BERKELEY	37.8645381	-122.26299	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:36:59	PI	2020-000271	SAN PABLO /	BERKELEY	37.8763829	-122.29448	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:48:31	PI	2020-000271	SAN PABLO /	BERKELEY	37.8690966	-122.29212	T		White	Male	18-29	Traffic	Citation	No Search

06/04/2020 10:12:42	PI	2020-0002716	SAN PABLO	BERKELEY	37.8734425	-122.29353	T		White	Male	>40	Investigation	Arrest	Search
06/05/2020 02:33:35	AI	2020-0002716	SAN PABLO	BERKELEY	37.8562062	-122.28798	T		White	Male	30-39	Traffic	Warning	No Search
06/05/2020 03:01:06	PI	2020-0002726	GILMAN ST /	BERKELEY	37.879368	-122.30129	T		White	Male	>40	Traffic	Citation	No Search
06/05/2020 05:37:26	PI	2020-0002726	DWIGHT WA	BERKELEY	37.8623256	-122.28006	T		White	Female	18-29	Traffic	Warning	No Search
06/05/2020 05:55:13	PI	2020-0002726	1283 2ND ST	BERKELEY	37.8788242	-122.30585	T		White	Female	30-39	Traffic	Warning	No Search
06/05/2020 06:54:55	PI	2020-0002736	ADELINE ST	BERKELEY	37.8487527	-122.27145	T		White	Male	>40	Traffic	Warning	No Search
06/05/2020 07:18:44	PI	2020-0002736	HARRISON S	BERKELEY	37.880915	-122.30306	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:14:31	PI	2020-0002736	200 MARINA	BERKELEY	37.866104	-122.3123	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:24:57	PI	2020-0002736	SAN PABLO	BERKELEY	37.8549187	-122.28756	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:48:54	PI	2020-0002736	DURANT AVE	BERKELEY	37.8683904	-122.25443	T		White	Male	>40	Traffic	Citation	No Search
06/05/2020 10:09:01	PI	2020-0002736	SAN PABLO	BERKELEY	37.8543973	-122.2874	T		White	Male	30-39	Traffic	Warning	Search
06/06/2020 02:00:24	PI	2020-0002736	ADDISON ST	BERKELEY	37.8698656	-122.27846	T		White	Male	18-29	Traffic	Warning	No Search
06/06/2020 04:38:54	PI	2020-0002746	1894 UNIVER	BERKELEY	37.8711868	-122.27332		1196	White	Male	30-39	Investigation	Warning	No Search
06/06/2020 06:55:20	PI	2020-0002746	SACRAMENT	BERKELEY	37.856021	-122.27961	T		White	Male	30-39	Traffic	Warning	No Search
06/07/2020 01:08:11	AI	2020-0002746	BONITA AVE	BERKELEY	37.8734562	-122.27207		1194	White	Male	18-29	Investigation	Warning	No Search
06/07/2020 03:06:48	AI	2020-0002746	PARK ST / O	BERKELEY	37.8555744	-122.28303	T		White	Female	30-39	Traffic	Warning	No Search
06/07/2020 03:26:16	AI	2020-0002746	SAN PABLO	BERKELEY	37.8521406	-122.28668	T		White	Female	30-39	Traffic	Warning	No Search
06/07/2020 11:27:50	PI	2020-0002756	SAN PABLO	BERKELEY	37.8763829	-122.29448	T		White	Male	18-29	Traffic	Warning	No Search
06/08/2020 09:31:41	PI	2020-0002776	BANCROFT V	BERKELEY	37.8678347	-122.26595	T		White	Male	18-29	Traffic	Warning	No Search
06/08/2020 09:41:23	PI	2020-0002776	1600 62ND S	BERKELEY	37.8462308	-122.27522	T		White	Female	>40	Traffic	Warning	No Search
06/09/2020 12:49:20	AI	2020-0002776	62ND ST / M	BERKELEY	37.8469715	-122.27103	T		White	Female	>40	Traffic	Arrest	Search
06/09/2020 10:58:27	AI	2020-0002776	BANCROFT V	BERKELEY	37.8686984	-122.25915	T		White	Male	>40	Investigation	Warning	No Search
06/09/2020 12:09:49	PI	2020-0002776	DURANT AVE	BERKELEY	37.8669304	-122.26581	T		White	Male	30-39	Investigation	Warning	No Search
06/09/2020 03:15:36	PI	2020-0002786	SHATTUCK A	BERKELEY	37.869392	-122.26793		1194	White	Male	30-39	Investigation	Other	No Search
06/10/2020 08:55:53	PI	2020-0002806	DWIGHT WA	BERKELEY	37.8658702	-122.25161	T		White	Female	18-29	Traffic	Warning	No Search
06/12/2020 01:28:41	AI	2020-0002826	OXFORD ST	BERKELEY	37.8705845	-122.26588		1194	White	Male	30-39	Traffic	Warning	No Search

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03/17/2020 04	2020-000152	MARTIN LUT	BERKELEY	37.8597658	-122.2717	T		Hispanic	Male	18-29	Traffic	Citation	No Search
03/18/2020 04	2020-00015424		BERKELEY	37.8687638	-122.26024	T		Hispanic	Male	18-29	Traffic	Warning	No Search
03/22/2020 1	2020-0001597	7TH ST / CAN	BERKELEY	37.8778339	-122.29972	T		Hispanic	Male	>40	Traffic	Warning	No Search
03/23/2020 0	2020-0001614	HEARST AVE	BERKELEY	37.8724284	-122.27996	T		Hispanic	Male	30-39	Traffic	Citation	No Search
03/24/2020 04	2020-00016306		BERKELEY	37.8656779	-122.25727		1194	Hispanic	Female	18-29	Prob./Parole	Other	No Search
03/28/2020 1	2020-000168	GILMAN ST /	BERKELEY	37.879368	-122.30129	T		Hispanic	Male	18-29	Traffic	Warning	No Search
03/28/2020 04	2020-000168	SACRAMENT	BERKELEY	37.8587128	-122.28016	T		Hispanic	Female	18-29	Traffic	Warning	No Search
03/28/2020 04	2020-000169	199 SEAWAL	BERKELEY	37.86904	-122.31467		1196	Hispanic	Male	30-39	Traffic	Warning	No Search
03/30/2020 07	2020-000170	ALLSTON WA	BERKELEY	37.8673936	-122.28164	T		Hispanic	Female	18-29	Traffic	Warning	No Search
03/30/2020 1	2020-000171	MARTIN LUT	BERKELEY	37.8597658	-122.2717	T		Hispanic	Female	18-29	Traffic	Warning	No Search
04/02/2020 04	2020-000176	ALLSTON WA	BERKELEY	37.8652612	-122.29678		1196	Hispanic	Male	18-29	Investigation	Other	Search
04/04/2020 1	2020-000178	5TH ST / HEA	BERKELEY	37.8690886	-122.29924		1194	Hispanic	Male	30-39	Traffic	Warning	No Search
04/22/2020 04	2020-000203	TELEGRAPH	BERKELEY	37.8623296	-122.25881		1194	Hispanic	Male	>40	Reas. Susp.	Citation	No Search
05/01/2020 1	2020-000217	SAN PABLO	BERKELEY	37.8562062	-122.28798	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/03/2020 04	2020-000219	ASHBY AVE	BERKELEY	37.8558351	-122.26241	T		Hispanic	Male	18-29	Traffic	Arrest	Search
05/16/2020 1	2020-000239	PARKER ST	BERKELEY	37.8632584	-122.25869		1194	Hispanic	Male	>40	Investigation	Citation	No Search
05/18/2020 03	2020-000241	1057 EASTSH	ALBANY	37.8839297	-122.30809	T		Hispanic	Male	30-39	Traffic	Warning	No Search
05/20/2020 04	2020-000246	PIEDMONT A	BERKELEY	37.8686782	-122.25225	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/20/2020 07	2020-000246	CENTER ST/SHATTUCK A		-361	-361	T		Hispanic	Female	18-29	Traffic	Citation	No Search
05/21/2020 03	2020-00024698		BERKELEY	37.871231	-122.31607	T		Hispanic	Male	18-29	Traffic	Warning	Search
05/22/2020 04	2020-000248	7TH ST / ASH	BERKELEY	37.8510086	-122.2911	T		Hispanic	Male	<18	Traffic	Warning	No Search
05/23/2020 04	2020-000250	MARTIN LUT	BERKELEY	37.8579641	-122.2715	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/23/2020 04	2020-000251	HASTE ST / M	BERKELEY	37.8645542	-122.2699	T		Hispanic	Male	30-39	Traffic	Warning	No Search
05/24/2020 1	2020-000251	ADDISON ST	BERKELEY	37.8691481	-122.28409	T		Hispanic	Female	<18	Traffic	Warning	Search
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05/25/2020 0	2020-000253	BLAKE ST / S	BERKELEY	37.8613435	-122.28075	T		Hispanic	Male	<18	Traffic	Warning	Search
05/25/2020 0	2020-000253	SHATTUCK A	BERKELEY	37.8684892	-122.26787	T		Hispanic	Male	18-29	Investigation	Warning	No Search
05/25/2020 07	2020-000254	TELEGRAPH	BERKELEY	37.8604613	-122.25908	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/26/2020 04	2020-000254	ALLSTON WA	BERKELEY	37.8652612	-122.29678	T		Hispanic	Male	30-39	Traffic	Arrest	Search
05/28/2020 1	2020-000257	BANCROFT V	BERKELEY	37.8650342	-122.28759	T		Hispanic	Male	30-39	Investigation	Other	No Search
05/28/2020 07	2020-000258	SAN PABLO	BERKELEY	37.8704154	-122.29255	T		Hispanic	Male	30-39	Traffic	Citation	No Search
05/29/2020 04	2020-000260	OREGON ST	BERKELEY	37.8574637	-122.26809	T		Hispanic	Male	>40	Traffic	Warning	No Search
05/29/2020 04	2020-000260	WARRING ST	BERKELEY	37.8623108	-122.2501	T		Hispanic	Male	18-29	Traffic	Warning	Search
05/30/2020 04	2020-000260	291 ARLINGTON AVE		37.9029497	-122.27781	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/30/2020 04	2020-000260	ADDISON ST	BERKELEY	37.8667099	-122.29725	T		Hispanic	Male	18-29	Traffic	Warning	No Search
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06/01/2020 04	2020-000265	SAN PABLO	BERKELEY	37.8681488	-122.29181	T		Hispanic	Female	30-39	Traffic	Arrest	Search
06/01/2020 04	2020-000265	UNIVERSITY	BERKELEY	37.8684235	-122.29552	T		Hispanic	Female	>40	Traffic	Warning	No Search
06/01/2020 04	2020-000265	TELEGRAPH	BERKELEY	37.8604613	-122.25908	T		Hispanic	Female	30-39	Traffic	Warning	No Search
06/01/2020 1	2020-000265	ADDISON ST	BERKELEY	37.8694321	-122.28184	T		Hispanic	Male	>40	Traffic	Warning	No Search
06/01/2020 1	2020-000265	6TH ST / GIL	BERKELEY	37.879368	-122.30129	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020 1	2020-000265	6 ADD		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020 1	2020-000265	ASHB/NEW		-361	-361	T		Hispanic	Female	>40	Traffic	Citation	No Search
06/01/2020 1	2020-000265	SAN PABLO	BERKELEY	37.8628548	-122.29011	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020 1	2020-000265	SAN PABLO	BERKELEY	37.8562062	-122.28798	T		Hispanic	Female	18-29	Traffic	Warning	No Search
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06/01/2020 1	2020-000265	UNIVERSITY	BERKELEY	37.8690966	-122.29212	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/01/2020 1	2020-000265	SAN PABLO AVE/ASHBY A		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020 0	2020-000266	GRANT ST /	BERKELEY	37.870287	-122.27514	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020 03	2020-000266	15		37.8653508	-122.30299	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/02/2020 1	2020-000267	SHATTUCK A	BERKELEY	37.8538153	-122.2663	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/02/2020 1	2020-000267	1797 SHATTU	BERKELEY	37.8751909	-122.26842		1194	Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020 1	2020-000267	1797 SHATTU	BERKELEY	37.8751909	-122.26842		1194	Hispanic	Male	18-29	Investigation	Warning	No Search
06/02/2020 1	2020-000267	ASH/EOF SAN P		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	Search



06/03/2020 04	2020-000269	4TH ST / ADC	BERKELEY	37.8662672	-122.29944	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020 07	2020-000269	SACRAMENT	BERKELEY	37.8549119	-122.27938	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020 07	2020-000269	1227 DERBY	BERKELEY	37.8582263	-122.28537	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020 04	2020-000269	ASHBY AVE /	BERKELEY	37.8577245	-122.25069	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/03/2020 04	2020-000269	DURANT AVE	BERKELEY	37.8681085	-122.25671	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020 04	2020-000269	CHANNING V	BERKELEY	37.866908	-122.2588		1196	Hispanic	Male	18-29	Investigation	Other	No Search
06/03/2020 04	2020-000269	UNIVERISTY AV/5TH ST		-361	-361	T		Hispanic	Male	>40	Traffic	Warning	No Search
06/03/2020 11	2020-000270	DWIGHT WA	BERKELEY	37.862196	-122.28109		1194	Hispanic	Male	30-39	Investigation	Warning	No Search
06/04/2020 11	2020-000270	ASH/9		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020 11	2020-000270	BLAKE ST / M	BERKELEY	37.8605225	-122.28713	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020 07	2020-000270	RUSSELL ST	BERKELEY	37.8537562	-122.28629	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/04/2020 04	2020-000271	SAN PABLO	OAKLAND	37.8425217	-122.28357	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/04/2020 04	2020-000271	COLLEGE AV	BERKELEY	37.8570448	-122.25304	T		Hispanic	Female	18-29	Traffic	Warning	No Search
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06/05/2020 04	2020-000271	CENTER ST	BERKELEY	37.8703037	-122.26804	T		Hispanic	Male	30-39	Traffic	Warning	No Search
06/05/2020 04	2020-000272	GILMAN ST /	BERKELEY	37.8784681	-122.30577	T		Hispanic	Female	18-29	Traffic	Warning	No Search
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06/05/2020 04	2020-000272	GILMAN ST /	BERKELEY	37.8783023	-122.30657	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/05/2020 07	2020-000273	ASHBY AVE	BERKELEY	37.8577245	-122.25069	T		Hispanic	Male	30-39	Traffic	Warning	No Search
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06/06/2020 04	2020-000274	UNIVERSITY	BERKELEY	37.8715553	-122.273	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/07/2020 07	2020-000275	6TH ST / UNI	BERKELEY	37.8679939	-122.29766	T		Hispanic	Female	>40	Traffic	Warning	No Search
06/10/2020 04	2020-000280	SAN PABLO	BERKELEY	37.8572026	-122.2883	T		Hispanic	Female	30-39	Traffic	Warning	No Search
06/11/2020 11	2020-000281	UNI/OXFORD		-361	-361		1194	Hispanic	Male	18-29	Reas. Susp.	Other	No Search
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03/30/2020 12:38:21 PM	2020-0001712	9TH ST / ASH	BERKELEY	37.8516158	-122.28937	T	Asian	Female	>40	Traffic	Citation	No Search
04/05/2020 08:44:34 AM	2020-0001797	DWIGHT WA	BERKELEY	37.8639715	-122.26736	T	Asian	Male	18-29	Traffic	Citation	No Search
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06/03/2020 09:57:48 PM	2020-0002698	UNIVERSITY	BERKELEY	37.8679939	-122.29766	T	Asian	Male	30-39	Traffic	Citation	Search
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03/21/2020 04	2020-000159	MARTIN LUT	BERKELEY	37.8561332	-122.27128	T		Other	Male	30-39	Traffic	Citation	No Search
03/23/2020 04	2020-000161	HEARST AVE	BERKELEY	37.8738904	-122.26858		1194	Other	Male	>40	Reas. Susp.	Citation	No Search
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05/26/2020 04	2020-000256	DURANT/FUL		-361	-361	T		Other	Male	18-29	Traffic	Citation	No Search
05/28/2020 11	2020-000258	CEDAR ST / S	BERKELEY	37.875205	-122.29409	T		Other	Male	30-39	Traffic	Citation	No Search
05/30/2020 11	2020-000261	HOPKINS ST	BERKELEY	37.8760154	-122.2925	T		Other	Female	18-29	Traffic	Citation	No Search
06/02/2020 07	2020-000267	1836 4TH ST	BERKELEY	37.8693001	-122.30075	T		Other	Male	>40	Traffic	Citation	No Search
06/03/2020 04	2020-000269	1200 CARRIS	BERKELEY	37.8513516	-122.28535	T		Other	Male	30-39	Traffic	Citation	No Search
06/03/2020 04	2020-000269	SAN PABLO	BERKELEY	37.8521406	-122.28668	T		Other	Male	18-29	Traffic	Citation	No Search

Berkeley\_PD\_-\_Stop\_Data\_NEW\_(3)

CreateDateTime	IncidentNumber	Address	City	Lat	Lon	CallType	Race	Gender	Age	Reason	Enforcement	Car Search
03/15/2020 02:52:51 AM	2020-00015004	SHATTUCK AV	BERKELEY	37.86487625	-122.2674748	T	Black	Male	30-39	Traffic	Warning	No Search
03/15/2020 01:04:07 PM	2020-00015046	UNIVERSITY A	BERKELEY	37.87011265	-122.2842489	T	Black	Female	18-29	Traffic	Warning	No Search
03/15/2020 10:32:50 PM	2020-00015109	MARTIN LUTHI	BERKELEY	37.85613316	-122.2712817	T	Black	Male	30-39	Traffic	Warning	No Search
03/16/2020 12:17:09 PM	2020-00015175	DURANT AVE /	BERKELEY	37.86839037	-122.2544282	1194	White	Male	30-39	Investigation	Warning	Search
03/16/2020 01:06:33 PM	2020-00015192	7TH ST / ASHE	BERKELEY	37.85100855	-122.2911104	T	White	Female	30-39	Traffic	Citation	No Search
03/16/2020 01:25:12 PM	2020-00015195	7TH ST / POTT	BERKELEY	37.85151487	-122.2912704	T	White	Male	30-39	Traffic	Citation	No Search
03/16/2020 04:27:59 PM	2020-00015216	SACRAMENT C	BERKELEY	37.87581598	-122.2825461	T	White	Female	>40	Traffic	Warning	No Search
03/16/2020 06:30:18 PM	2020-00015232	SHATTUCK AV	BERKELEY	37.87297868	-122.2684752	1194	Black	Male	30-39	Investigation	Warning	No Search
03/17/2020 08:26:16 AM	2020-00015289	MARTIN LUTHI	BERKELEY	37.85976575	-122.2716958	T	Hispanic	Male	18-29	Traffic	Citation	No Search
03/17/2020 10:06:30 AM	2020-00015297	DURANT AVE /	BERKELEY	37.86780904	-122.258976	T	Asian	Male	18-29	Traffic	Warning	No Search
03/17/2020 11:54:32 AM	2020-00015314	2122 SHATTU	BERKELEY	37.87055842	-122.2685597	1194	Black	Female	30-39	Prob./Parole	Other	Search
03/17/2020 02:04:41 PM	2020-00015340	MARTIN LUTHI	BERKELEY	37.87155526	-122.2730013	1194	Black	Male	>40	Reas. Susp.	Citation	No Search
03/18/2020 07:56:31 AM	2020-00015421		BERKELEY	37.86876383	-122.2602432	1194	White	Male	>40	Investigation	Warning	No Search
03/19/2020 08:06:11 AM	2020-00015424		BERKELEY	37.86876383	-122.2602432	T	Hispanic	Male	18-29	Traffic	Warning	No Search
03/19/2020 02:36:49 PM	2020-00015486	4TH ST / CHAN	BERKELEY	37.86129997	-122.2978434	T	Other	Male	30-39	Traffic	Warning	No Search
03/19/2020 06:37:26 PM	2020-00015519	HAROLD WAY	BERKELEY	37.86920123	-122.2692965	1194	Asian	Male	>40	Investigation	Warning	No Search
03/19/2020 06:47:08 PM	2020-00015639	GRIZZLY PEAK	BERKELEY	37.8895193	-122.2521985	T	White	Female	18-29	Traffic	Citation	No Search
03/21/2020 06:28:33 PM	2020-00015915	MARTIN LUTHI	BERKELEY	37.85613316	-122.2712817	T	Other	Male	30-39	Traffic	Citation	No Search
03/21/2020 09:30:31 PM	2020-00015920	SACRAMENT C	BERKELEY	37.87041056	-122.281938	T	Black	Female	18-29	Traffic	Warning	No Search
03/22/2020 11:46:29 AM	2020-00015971	7TH ST / CAMER	BERKELEY	37.87783389	-122.2997187	T	Hispanic	Male	>40	Traffic	Warning	No Search
03/22/2020 11:19:41 PM	2020-00016068	BANCROFT W	BERKELEY	37.86959496	-122.2522928	T	Asian	Male	30-39	Traffic	Warning	No Search
03/23/2020 01:56:03 PM	2020-00016141	HEARST AVE /	BERKELEY	37.87242837	-122.2799611	T	Hispanic	Male	30-39	Traffic	Citation	No Search
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03/24/2020 08:34:47 AM	2020-00016223	65TH ST / TELI	OAKLAND	37.85106705	-122.2803822	1194	Black	Male	>40	Investigation	Warning	No Search
03/24/2020 10:32:23 AM	2020-00016250	BANCROFT WY/FULTON S		-361	-361	1194	White	Male	>40	Reas. Susp.	Warning	No Search
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03/25/2020 07:08:54 PM	2020-00016476	ELLSWORTH S	BERKELEY	37.86453811	-122.2629937	T	White	Male	30-39	Traffic	Warning	No Search
03/27/2020 12:06:55 PM	2020-00016695	CEDAR ST / C	BERKELEY	37.87589134	-122.2887767	T	White	Male	>40	Traffic	Warning	No Search
03/27/2020 08:38:05 PM	2020-00016762	SHATTUCK AV	BERKELEY	37.8750713	-122.2689991	T	White	Male	>40	Traffic	Citation	No Search
03/27/2020 08:44:25 PM	2020-00016763	6TH ST / UNIV	BERKELEY	37.8679939	-122.2976644	T	Black	Male	18-29	Traffic	Citation	No Search
03/27/2020 10:32:40 PM	2020-00016773	80 BOLIVAR D	BERKELEY	37.86454622	-122.3017388	T	White	Male	30-39	Traffic	Warning	No Search
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03/28/2020 10:12:18 AM	2020-00016803	GILMAN ST / G	BERKELEY	37.87936805	-122.3012894	T	Hispanic	Male	18-29	Traffic	Warning	No Search
03/28/2020 12:28:21 PM	2020-00016818	CHANNING W	BERKELEY	37.86517115	-122.2723082	T	Black	Male	>40	Traffic	Warning	Search
03/28/2020 02:42:24 PM	2020-00016837	SACRAMENT C	BERKELEY	37.862196	-122.2810928	T	Black	Male	30-39	Traffic	Warning	No Search
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05/17/2020 11:46:20 PM	2020-0002										

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05/24/2020	04:36:38 AM	2020-00025204	ADELIN ST /	BERKELEY	37.85842087	-122.2677333	T	Black	Male	>40	Traffic	Warning	No Search
05/24/2020	08:50:24 PM	2020-00025282	TELEGRAPH A	BERKELEY	37.8613958	-122.2589435	T	White	Male	30-39	Traffic	Warning	No Search
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05/30/2020	05:22:25 AM	2020-00026084	UNIVERSITY A	BERKELEY	37.8679939	-122.2976644	T	Black	Male	30-39	Traffic	Warning	No Search
05/30/2020	05:28:41 AM	2020-00026085	ADDISON ST /	BERKELEY	37.86670992	-122.2972487	T	Hispanic	Male	18-29	Traffic	Warning	No Search
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06/02/2020 01:05:48 AM	2020-00026601	901 AV/SHY AV BERKELEY	37.851362								

06/02/2020 01:33:27 AM	2020-00026610	DWIGHT WAY	BERKELEY	37.86594039	-122.2504412	T	Other	Male	18-29	Traffic	Warning	No Search	
06/02/2020 03:06:08 AM	2020-00026615			37.8653508	-122.3029923	T	Hispanic	Female	18-29	Traffic	Warning	No Search	
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06/04/2020 08:40:17 PM	2020-00027144	COLLEGE AV / BERKELEY	37.8570448	-122.2530426	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/04/2020 08:40:32 PM	2020-00027145	ASHBY AVE / / BERKELEY	37.85618595	-122.2596739	T	Black	Male	>40	Traffic	Citation	No Search
06/04/2020 08:49:06 PM	2020-00027147	ALCATRAZ AV / BERKELEY	37.84789792	-122.2777446	T	Black	Female	<18	Traffic	Warning	Search
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06/04/2020 09:18:12 PM	2020-00027153	ALCATRAZ AV / BERKELEY	37.84875273	-122.2714519	T	Black	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:25:19 PM	2020-00027154	DURANT AVE / BERKELEY	37.86780904	-122.2589976	T	Black	Male	18-29	Traffic	Citation	No Search
06/04/2020 09:35:50 PM	2020-00027156	KING ST / STA OAKLAND	37.8460134	-122.2730578	T	Black	Female	18-29	Traffic	Arrest	No Search
06/04/2020 09:36:59 PM	2020-00027157	SAN PABLO A / BERKELEY	37.87638293	-122.2944838	T	White	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:38:32 PM	2020-00027158	BOWDITCH ST / BERKELEY	37.86810848	-122.2567136	T	Hispanic	Female	30-39	Traffic	Warning	No Search
06/04/2020 09:48:31 PM	2020-00027161	SAN PABLO A / BERKELEY	37.86909659	-122.2921194	T	White	Male	18-29	Traffic	Citation	No Search
06/04/2020 09:53:00 PM	2020-00027162	SHATTUCK AV / BERKELEY	37.86759384	-122.2677734	T	Hispanic	Male	18-29	Traffic	Warning	No Search
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06/04/2020 10:12:42 PM	2020-00027164	SAN PABLO A / BERKELEY	37.87344255	-122.2935308	T	White	Male	>40	Investigation	Arrest	Search
06/04/2020 10:16:46 PM	2020-00027165	ASH/TELE	-361	-361	T	Other	Male	18-29	Traffic	Warning	No Search
06/04/2020 11:48:10 PM	2020-00027174	DOHR ST / ASI / BERKELEY	37.8532182	-122.2808132	T	Black	Male	>40	Traffic	Warning	No Search
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06/05/2020 02:52:46 AM	2020-00027188	KING ST / 62NI BERKELEY	37.84666237	-122.2731928	T	Other	Female	>40	Traffic	Warning	No Search
06/05/2020 04:25:56 AM	2020-00027196	CENTER ST / S BERKELEY	37.87030373	-122.2680355	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/05/2020 05:01:06 PM	2020-00027254	GILMAN ST / / BERKELEY	37.87936805	-122.3012894	T	White	Male	>40	Traffic	Citation	No Search
06/05/2020 05:13:51 PM	2020-00027255	BERKELEY	37.87908536	-122.3079208	T	Black	Male	>40	Traffic	Warning	No Search
06/05/2020 05:38:47 PM	2020-00027260	GILMAN ST / E / BERKELEY	37.87830233	-122.3065655	T	Asian	Male	18-29	Traffic	Citation	No Search
06/05/2020 05:51:17 PM	2020-00027262	BERKELEY	37.87967285	-122.3072962	T	Black	Female	>40	Traffic	Warning	No Search
06/05/2020 04:33:05 PM	2020-00027266	6TH ST / JONE BERKELEY	37.87526608	-122.3000047	T	Black	Male	30-39	Traffic	Warning	No Search
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06/05/2020 04:43:13 PM	2020-00027269	GILMAN ST / / BERKELEY	37.87936805	-122.3012894	T	Black	Male	30-39	Traffic	Warning	No Search
06/05/2020 05:01:01 PM	2020-00027274	4TH ST / GILM, BERKELEY	37.87892598	-122.3035278	T	Black	Female	18-29	Traffic	Warning	No Search
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06/05/2020 05:37:28 PM	2020-00027282	DWIGHT WAY	BERKELEY	37.86232559	-122.2800582	T	White	Female	18-29	Traffic	Warning	No Search
06/05/2020 05:41:41 PM	2020-00027283	GILMAN ST / E	BERKELEY	37.87830233	-122.3065655	T	Black	Female	30-39	Traffic	Warning	No Search
06/05/2020 05:46:08 PM	2020-00027284	GILMAN ST / E	BERKELEY	37.87830233	-122.3065655	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/05/2020 05:55:13 PM	2020-00027286	1283 2ND ST	BERKELEY	37.8788242	-122.3058452	T	White	Female	30-39	Traffic	Warning	No Search
06/05/2020 06:24:17 PM	2020-00027295	GILMAN ST / 6	BERKELEY	37.87936805	-122.3012894	T	Black	Female	18-29	Traffic	Warning	No Search
06/05/2020 06:47:12 PM	2020-00027299	ALLSTON WAY	BERKELEY	37.86638177	-122.2912344	T	Black	Male	18-29	Traffic	Warning	Search
06/05/2020 06:54:55 PM	2020-00027301	ADELINE ST /	BERKELEY	37.84875273	-122.2714519	T	White	Male	>40	Traffic	Warning	No Search
06/05/2020 07:04:24 PM	2020-00027302	ASHBY AVE / F	BERKELEY	37.85772454	-122.250689	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/05/2020 07:04:24 PM	2020-00027302	ASHBY AVE / F	BERKELEY	37.85772454	-122.250689	T	Hispanic	Female	30-39	Traffic	Warning	No Search
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06/05/2020 08:14:31 PM	2020-00027314	200 MARINA B	BERKELEY	37.86610405	-122.3123001	T	White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:24:57 PM	2020-00027315	SAN PABLO A	BERKELEY	37.85491873	-122.2875644	T	White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:48:54 PM	2020-00027322	DURANT AVE /	BERKELEY	37.86839037	-122.2544282	T	White	Male	>40	Traffic	Citation	No Search
06/05/2020 10:06:01 PM	2020-00027329	SAN PABLO A	BERKELEY	37.85439732	-122.2873959	T	White	Male	30-39	Traffic	Warning	Search
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06/06/2020 01:43:53 PM	2020-00027392	SACRAMENT	BERKELEY	37.85328108	-122.2790116	T	Hispanic	Male	30-39	Traffic	Warning	No Search
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06/06/2020 01:59:50 PM	2020-00027396	ADELINE ST /	BERKELEY	37.84668818	-122.2724349	T	Black	Male	18-29	Traffic	Warning	No Search
06/06/2020 02:00:24 PM	2020-00027397	ADDISON ST /	BERKELEY	37.86986558	-122.2784599	T	White	Male	18-29	Traffic	Warning	No Search
06/06/2020 03:25:09 PM	2020-00027406	SAN PABLO A	BERKELEY	37.88047418	-122.2957992	T	Black	Female	>40	Traffic	Warning	No Search
06/06/2020 04:38:54 PM	2020-00027416	1894 UNIVERS	BERKELEY	37.87118684	-122.2733159	1196	White	Male	30-39	Investigation	Warning	No Search
06/06/2020 06:46:14 PM	2020-00027429	SACRAMENT	BERKELEY	37.8523915	-122.2789049	T	Hispanic	Male	18-29	Traffic	Warning	No Search
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06/06/2020 10:22:41 PM	2020-00027472	SACRAMENT	BERKELEY	37.87041056	-122.281938	T	Black	Male	>40	Traffic	Arrest	Search
06/06/2020 10:48:58 PM	2020-00027474		BERKELEY	37.85321075	-122.2971447	1196	Black	Female	<18	Traffic	Warning	No Search
06/07/2020 01:06:11 AM	2020-00027489	BONITA AVE /	BERKELEY	37.87345623	-122.2720731	1194	White	Male	18-29	Investigation	Warning	No Search
06/07/2020 02:56:56 AM	2020-00027495	WARD ST / MC	BERKELEY	37.85835012	-122.2756028	T	Black	Male	18-29	Traffic	Warning	No Search
06/07/2020 03:06:48 AM	2020-00027497	PARK ST / OR	BERKELEY	37.8555744	-122.2830332	T	White	Female	30-39	Traffic	Warning	No Search
06/07/2020 03:28:16 AM	2020-00027498	SAN PABLO A	BERKELEY	37.85214064	-122.2866834	T	White	Female	30-39	Traffic	Warning	No Search
06/07/2020 04:10:13 AM	2020-00027500	3012 SAN PAB	BERKELEY	37.85154183	-122.2867753	1196	Black	Male	>40	Investigation	Warning	No Search
06/07/2020 07:51:14 AM	2020-00027504	6TH ST / UNIV	BERKELEY	37.8679939	-122.2976644	T	Hispanic	Female	>40	Traffic	Warning	No Search
06/07/2020 01:43:19 PM	2020-00027532	MARTIN LUTHI	BERKELEY	37.85976575	-122.2716958	T	Black	Male	30-39	Traffic	Warning	No Search
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06/07/2020 10:34:53 PM	2020-00027582	HEARS/4		-361	-361	T	Other	Female	18-29	Traffic	Warning	No Search
06/07/2020 11:27:50 PM	2020-00027589	SAN PABLO A	BERKELEY	37.87638293	-122.2944838	T	White	Male	18-29	Traffic	Warning	No Search
06/08/2020 08:31:41 PM	2020-00027720	BANCROFT W	BERKELEY	37.86793467	-122.2659514	T	White	Male	18-29	Traffic	Warning	No Search
06/08/2020 08:41:23 PM	2020-00027724	1600 62ND ST	BERKELEY	37.8462308	-122.275222	T	White	Female	>40	Traffic	Warning	No Search
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06/08/2020 10:18:24 PM	2020-00027735	STANFORD AV	OAKLAND	37.84092266	-122.2830535	T	Black	Male	18-29	Traffic	Warning	No Search
06/09/2020 12:49:20 AM	2020-00027750	62ND ST / MA	BERKELEY	37.84697153	-122.2710335	T	White	Female	>40	Traffic	Arrest	Search
06/09/2020 02:13:04 AM	2020-00027751	2974 SACRAM	BERKELEY	37.85368411	-122.2795825	T	Black	Male	>40	Traffic	Warning	No Search
06/09/2020 10:58:27 AM	2020-00027788	BANCROFT W	BERKELEY	37.86869844	-122.2591513	T	White	Male	>40	Investigation	Warning	No Search
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06/09/2020 08:00:38 PM	2020-00027884	7TH ST / GRA	BERKELEY	37.85530369	-122.2924722	T	Black	Male	>40	Traffic	Warning	Search
06/09/2020 08:44:31 PM	2020-00027889	2197 SAN PAB	BERKELEY	37.86673386	-122.2910261	T	Black	Female	>40	Traffic	Warning	No Search
06/09/2020 11:42:58 PM	2020-00027903	7TH ST / ALL	BERKELEY	37.86546725	-122.2957426	T	Other	Male	30-39	Traffic	Warning	No Search
06/10/2020 12:04:23 AM	2020-00027905	SAN PABLO A	BERKELEY	37.86909659	-122.2921194	T	Asian	Male	30-39	Traffic	Citation	No Search
06/10/2020 12:21:33 AM	2020-00027906	CALIFORNIA S	BERKELEY	37.85355072	-122.2769308	T	Black	Male	>40	Traffic	Warning	No Search
06/10/2020 12:33:33 AM	2020-00027909	COLLEGE AVE	BERKELEY	37.86572076	-122.2539025	T	Black	Male	30-39	Traffic	Warning	No Search
06/10/2020 12:38:46 AM	2020-00027910	UNIVERSITY A	BERKELEY	37.86909659	-122.2921194	T	Black	Male	>40	Traffic	Warning	Search
06/10/2020 01:38:58 AM	2020-00027913	2ND ST / PAG	BERKELEY	37.87554134	-122.3048247	T	Black	Female	18-29	Traffic	Warning	Search
06/10/2020 02:38:14 AM	2020-00027917	9TH ST / HEI	BERKELEY	37.85393505	-122.2896695	T	Black	Male	>40	Traffic	Warning	No Search
06/10/2020 03:36:57 AM	2020-00027920	62ND ST / KIN	BERKELEY	37.84666237	-122.2731928	T	Black	Male	>40	Traffic	Warning	No Search
06/10/2020 08:55:53 PM	2020-00028056	DWIGHT WAY	BERKELEY	37.86587024	-122.2516054	T	White	Female	18-29	Traffic	Warning	No Search
06/10/2020 08:58:48 PM	2020-00028058	SACRAMENT	BERKELEY	37.85328108	-122.2790116	T	Black	Male	>40	Traffic	Warning	No Search
06/10/2020 09:07:29 PM	2020-00028059	SAN PABLO A	BERKELEY	37.85720255	-122.2882984	T	Hispanic	Female	30-39	Traffic	Warning	No Search
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06/10/2020 11:21:37 PM	2020-00028074	ASHBY AVE / E	BERKELEY	37.85161581	-122.2893693	T	Black	Male	18-29	Traffic	Warning	No Search
06/11/2020 01:16:12 AM	2020-00028081	FAIRVIEW ST	BERKELEY	37.84968863	-122.2781685	T	Black	Male	18-29	Traffic	Warning	Search
06/11/2020 01:19:19 AM	2020-00028083	80 BOLIVAR D	BERKELEY	37.86454622	-122.3017388	1196	Asian	Male	30-39	Traffic	Warning	No Search
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06/11/2020 10:16:18 AM	2020-00028117		BERKELEY	37.868842909	-122.286603	T	Black	Male	>40	Investigation	Warning	No Search
06/11/2020 10:22:30 AM	2020-00028118	UNI/OXFORD		-361	-361	1194	Hispanic	Male	18-29	Reas. Susp.	Other	No Search
06/11/2020 10:54:59 AM	2020-00028121	FULTON ST / C	BERKELEY	37.86693037	-122.2658086	T	Black	Male	18-29	Traffic	Warning	No Search
06/11/2020 12:16:34 PM	2020-00028140	MARTIN LUTHI	BERKELEY	37.85431638	-122.2710841	T	Hispanic	Male				

06/12/2020 01:41:22 AM	2020-00028243	BANCROFT WJ BERKELEY	37.86260789	-122.300517	T	Hispanic	Male	30-39	Traffic	Arrest	Search
06/12/2020 03:19:42 AM	2020-00028246	ASHBY AVE / S BERKELEY	37.85214064	-122.2866834	T	Black	Male	30-39	Traffic	Warning	No Search
06/12/2020 03:28:51 AM	2020-00028247	CARLETON ST BERKELEY	37.85722594	-122.2919176	T	Black	Male	>40	Traffic	Warning	No Search

3-15 to 6-12-20

Ethnicity	Stopped	% of total	Cited	% of stops resulting in citation	Arrest	% of stops resulting in arrest	% of stops resulting in citation or arrest
Total stops	608						
Asian	29	4.77%	6	20.69%	0	0.00%	20.69%
Black	304	50.00%	23	7.57%	8	2.63%	10.20%
Hispanic/Latinc	88	14.47%	9	10.23%	4	4.55%	14.77%
White	143	23.52%	22	15.38%	7	4.90%	20.28%
Bad data	1	0.16%	0	0.00%	0	0.00%	0.00%
Other	43	7.07%	11	25.58%	0	0.00%	25.58%
TOTALS:	608	100.00%	71	11.68%	19	3.13%	14.80%

Citation:	7.57%	Arrests:	2.63%	Combined Citation and Arrest	10.20%
Black yield rate	7.57%	Black yield rate	2.63%	Black yield rate	10.20%
White yield rate	15.38%	White yield rate	4.90%	White yield rate	20.28%
Percent of disparity	203.34%	Percent of disparity	186.01%	Percent of disparity	198.87%

CreateDatetime	IncidentNum	Address	City	Lat	Lon	CallType	Race	Gender	Age	Reason	Enforcement	Car Search	
03/15/2020 02:52:51 AM	2020-000150	SHATTUCK	BERKELEY	37.864876	-122.2675	T	Black	Male	30-39	Traffic	Warning	No Search	
03/15/2020 01:04:07 PM	2020-000150	UNIVERSITY	BERKELEY	37.870113	-122.2842	T	Black	Female	18-29	Traffic	Warning	No Search	
03/15/2020 10:32:50 PM	2020-000151	MARTIN LUT	BERKELEY	37.856133	-122.2713	T	Black	Male	30-39	Traffic	Warning	No Search	
03/16/2020 06:30:16 PM	2020-000152	SHATTUCK	BERKELEY	37.872979	-122.2685		1194	Black	Male	30-39	Investigation	Warning	No Search
03/17/2020 11:54:32 AM	2020-000153	2122 SHATT	BERKELEY	37.870558	-122.2686		1194	Black	Female	30-39	Prob./Parole	Other	Search
03/17/2020 02:04:41 PM	2020-000153	MARTIN LUT	BERKELEY	37.871555	-122.273		1194	Black	Male	>40	Reas. Susp.	Citation	No Search
03/21/2020 09:30:31 PM	2020-000159	SACRAMEN	BERKELEY	37.870411	-122.2819	T	Black	Female	18-29	Traffic	Warning	No Search	
03/24/2020 08:34:47 AM	2020-000162	65TH ST / TE	OAKLAND	37.851067	-122.2604		1194	Black	Male	>40	Investigation	Warning	No Search
03/27/2020 08:44:25 PM	2020-000167	6TH ST / UN	BERKELEY	37.867994	-122.2977	T	Black	Male	18-29	Traffic	Citation	No Search	
03/28/2020 08:07:29 AM	2020-000167	SAN PABLO	BERKELEY	37.868149	-122.2918	T	Black	Male	18-29	Traffic	Warning	No Search	
03/28/2020 12:25:21 PM	2020-000168	CHANNING	BERKELEY	37.865171	-122.2723	T	Black	Male	>40	Traffic	Warning	Search	
03/28/2020 02:42:24 PM	2020-000168	SACRAMEN	BERKELEY	37.862196	-122.2811	T	Black	Male	30-39	Traffic	Warning	No Search	
03/28/2020 03:30:01 PM	2020-000168	SHATTUCK	BERKELEY	37.872151	-122.2684	T	Black	Male	30-39	Traffic	Warning	Search	
03/28/2020 04:18:20 PM	2020-000168	UNIVERSITY	BERKELEY	37.870684	-122.2798	T	Black	Female	<18	Traffic	Arrest	Search	
03/28/2020 04:18:20 PM	2020-000168	UNIVERSITY	BERKELEY	37.870684	-122.2798	T	Black	Male	>40	Traffic	Warning	Search	
03/28/2020 08:31:49 PM	2020-000169	66TH ST / S	OAKLAND	37.84906	-122.2857	T	Black	Male	30-39	Traffic	Warning	No Search	
03/28/2020 09:09:41 PM	2020-000169	MARTIN LUT	BERKELEY	37.871555	-122.273		1194	Black	Male	18-29	Traffic	Warning	No Search
03/29/2020 12:18:55 PM	2020-000169	1300 SAN P	BERKELEY	37.880057	-122.2962		1196	Black	Male	>40	Investigation	Warning	No Search
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06/11/2020 10:41:46 PM	2020-000282	KING ST / P	BERKELEY	37.852083	-122.274	T	Black	Female	>40	Traffic	Warning	No Search
06/11/2020 10:55:49 PM	2020-000282	SAN PABLO AV/67TH ST		-361	-361	T	Black	Male	>40	Traffic	Warning	Search
06/12/2020 12:55:28 AM	2020-000282	VIRGINIA ST	BERKELEY	37.873443	-122.2935	T	Black	Male	18-29	Traffic	Warning	No Search
06/12/2020 03:19:42 AM	2020-000282	CASHBY AVE	BERKELEY	37.852141	-122.2867	T	Black	Male	30-39	Traffic	Warning	No Search
06/12/2020 03:26:51 AM	2020-000282	CARLETON	BERKELEY	37.857226	-122.2919	T	Black	Male	>40	Traffic	Warning	No Search

03/16/2020 12:17:09 P	2020-00015	DURANT AV	BERKELEY	37.86839	-122.2544		1194	White	Male	30-39	Investigation	Warning	Search
03/16/2020 01:09:33 P	2020-00015	7TH ST / AS	BERKELEY	37.851009	-122.2911	T		White	Female	30-39	Traffic	Citation	No Search
03/16/2020 01:25:12 P	2020-00015	7TH ST / PO	BERKELEY	37.851515	-122.2913	T		White	Male	30-39	Traffic	Citation	No Search
03/16/2020 04:27:59 P	2020-00015	SACRAMEN	BERKELEY	37.875816	-122.2825	T		White	Female	>40	Traffic	Warning	No Search
03/18/2020 07:56:31 A	2020-00015	421	BERKELEY	37.868764	-122.2602		1194	White	Male	>40	Investigation	Warning	No Search
03/19/2020 05:47:08 P	2020-00015	GRIZZLY PE	BERKELEY	37.889952	-122.2522	T		White	Female	18-29	Traffic	Citation	No Search
03/24/2020 10:32:23 A	2020-00016	BANCROFT WY/FULTON		-361	-361		1194	White	Male	>40	Reas. Susp.	Warning	No Search
03/24/2020 01:25:54 P	2020-00016	4TH ST / CA	BERKELEY	37.877179	-122.303		1194	White	Male	>40	Investigation	Warning	No Search
03/25/2020 07:09:54 P	2020-00016	ELLSWORTH	BERKELEY	37.864538	-122.263	T		White	Male	30-39	Traffic	Warning	No Search
03/27/2020 12:06:55 P	2020-00016	CEDAR ST /	BERKELEY	37.875891	-122.2888	T		White	Male	>40	Traffic	Warning	No Search
03/27/2020 08:38:05 P	2020-00016	SHATTUCK	BERKELEY	37.877507	-122.269	T		White	Male	>40	Traffic	Citation	No Search
03/27/2020 10:32:40 P	2020-00016	780 BOLIVAR	BERKELEY	37.864546	-122.3017	T		White	Male	30-39	Traffic	Warning	No Search
03/29/2020 01:48:42 P	2020-00016	970		37.870224	-122.2732		1194	White	Male	18-29	Investigation	Warning	No Search
03/29/2020 03:30:37 P	2020-00016	1050 GILMA	BERKELEY	37.879199	-122.2963		1196	White	Male	>40	Traffic	Warning	No Search
03/29/2020 03:50:47 P	2020-00016	2ND ST / PA	BERKELEY	37.875541	-122.3048	T		White	Male	>40	Traffic	Warning	Search
03/29/2020 04:23:07 P	2020-00016	SHATTUCK	BERKELEY	37.880222	-122.2693		1194	White	Male	30-39	Investigation	Other	Search
03/29/2020 06:03:40 P	2020-00017	5TH ST / JOI	BERKELEY	37.87503	-122.3012	T		White	Male	<18	Traffic	Warning	No Search
03/29/2020 07:25:53 P	2020-00017	UNIVERSITY	BERKELEY	37.870411	-122.2819	T		White	Male	18-29	Traffic	Warning	No Search
03/29/2020 07:59:50 P	2020-00017	SHATTUCK	BERKELEY	37.864876	-122.2675		1194	White	Male	>40	Investigation	Arrest	Search
04/02/2020 01:31:02 P	2020-00017	9TH ST / BA	BERKELEY	37.864158	-122.293	T		White	Female	18-29	Traffic	Citation	No Search
04/06/2020 09:36:00 A	2020-00018	ALCATRAZ /	BERKELEY	37.847657	-122.2795	T		White	Male	30-39	Traffic	Citation	No Search
04/06/2020 11:36:28 A	2020-00018	SAN PABLO	BERKELEY	37.864617	-122.2907	T		White	Male	>40	Traffic	Citation	No Search
04/06/2020 09:18:37 P	2020-00018	SAN PABLO	BERKELEY	37.856206	-122.288	T		White	Male	>40	Traffic	Warning	No Search
04/10/2020 11:07:28 P	2020-00018	5TH ST / HA	BERKELEY	37.880915	-122.3031		1194	White	Male	18-29	Investigation	Warning	No Search
04/12/2020 12:32:16 A	2020-00018	GILMAN ST	BERKELEY	37.880024	-122.2981		1196	White	Female	30-39	Investigation	Warning	Search
04/12/2020 01:49:18 A	2020-00018	CARLETON	BERKELEY	37.857226	-122.2919	T		White	Male	>40	Traffic	Warning	No Search
04/13/2020 10:09:43 A	2020-00019	2200 DWIGH	BERKELEY	37.864079	-122.265		1194B	White	Male	30-39	Reas. Susp.	Warning	No Search
04/13/2020 04:42:15 P	2020-00019	SHATT/UNI		-361	-361		1194	White	Male	18-29	Investigation	Other	No Search
04/18/2020 11:52:30 A	2020-00019	2300 SHATT	BERKELEY	37.867138	-122.2682		1194	White	Male	>40	Prob./Parole	Warning	No Search
04/18/2020 06:17:13 P	2020-00019	2601 TELEG	BERKELEY	37.862994	-122.2584		1194	White	Male	30-39	Investigation	Warning	No Search
04/21/2020 09:08:03 A	2020-00020	12261 SHATT	BERKELEY	37.868334	-122.2674		1194	White	Male	30-39	Investigation	Citation	Search
04/22/2020 10:03:08 A	2020-00020	SAN PABLO	BERKELEY	37.861094	-122.2895	T		White	Male	>40	Investigation	Citation	No Search
04/25/2020 12:57:52 P	2020-00020	TELEGRAPH	BERKELEY	37.861396	-122.2589		1194	White	Male	30-39	Investigation	Other	No Search
04/27/2020 05:41:26 P	2020-00021	1998 SHATT	BERKELEY	37.87239	-122.2687		1194	White	Male	30-39	Investigation	Warning	No Search
04/27/2020 05:41:26 P	2020-00021	1998 SHATT	BERKELEY	37.87239	-122.2687		1194	White	Female	30-39	Investigation	Warning	No Search
04/29/2020 02:35:44 P	2020-00021	SHATTUCK	BERKELEY	37.872979	-122.2685		1194	White	Male	>40	Investigation	Arrest	No Search
04/30/2020 10:47:15 A	2020-00021	ADELINE ST	BERKELEY	37.854552	-122.2692	T		White	Female	30-39	Traffic	Warning	No Search
04/30/2020 04:02:40 P	2020-00021	SHATTUCK	BERKELEY	37.863067	-122.2673	T		White	Female	30-39	Traffic	Warning	No Search
05/01/2020 05:24:32 P	2020-00021	CENTER ST	BERKELEY	37.870585	-122.2659		1194	White	Male	18-29	Investigation	Warning	No Search
05/03/2020 08:17:48 P	2020-00022	REGENT ST	BERKELEY	37.86521	-122.2578	T		White	Female	>40	Traffic	Warning	No Search
05/05/2020 07:24:54 P	2020-00022	TELEGRAPH	BERKELEY	37.868698	-122.2592	T		White	Male	18-29	Traffic	Warning	No Search
05/05/2020 08:26:27 P	2020-00022	2900 BENVEN	BERKELEY	37.858162	-122.2547		1194B	White	Male	30-39	Traffic	Warning	No Search
05/10/2020 03:28:24 P	2020-00023	DWIGHT WA	BERKELEY	37.86538	-122.2565		1194	White	Male	30-39	Investigation	Warning	No Search
05/10/2020 07:18:37 P	2020-00023	SHATTUCK	BERKELEY	37.868489	-122.2679		1194	White	Male	>40	Prob./Parole	Warning	No Search
05/11/2020 03:31:15 P	2020-00023	SHATTUCK	BERKELEY	37.872151	-122.2684	T		White	Female	18-29	Traffic	Warning	No Search
05/11/2020 10:39:25 P	2020-00023	2222 BANCRO	BERKELEY	37.867616	-122.2643	T		White	Female	18-29	Traffic	Warning	No Search
05/13/2020 09:55:54 P	2020-00023	2ND ST / HA	BERKELEY	37.880248	-122.3063		1194	White	Male	30-39	Investigation	Warning	No Search
05/16/2020 08:24:43 A	2020-00023	10TH ST / UI	BERKELEY	37.868867	-122.2933	T		White	Male	18-29	Traffic	Warning	No Search
05/17/2020 03:07:29 A	2020-00024	ADDISON S	BERKELEY	37.86671	-122.2972	T		White	Female	30-39	Traffic	Warning	Search
05/17/2020 10:19:20 P	2020-00024	SACRAMEN	BERKELEY	37.853281	-122.279	T		White	Male	>40	Traffic	Warning	No Search
05/17/2020 10:37:33 P	2020-00024	MARKET ST	OAKLAND	37.844357	-122.2751	T		White	Female	>40	Traffic	Warning	No Search
05/17/2020 10:46:18 P	2020-00024	HEARST AV	BERKELEY	37.874008	-122.2675	T		White	Male	>40	Traffic	Citation	No Search
05/18/2020 08:40:38 P	2020-00024	HEARST AV	BERKELEY	37.86953	-122.2971	T		White	Female	>40	Traffic	Arrest	Search
05/19/2020 09:29:21 A	2020-00024	ASHBY AVE	BERKELEY	37.854316	-122.2711	T		White	Male	>40	Traffic	Citation	No Search
05/19/2020 08:17:50 P	2020-00024	HEARST AV	BERKELEY	37.871304	-122.2867	T		White	Male	18-29	Traffic	Warning	No Search

05/21/2020 07:27:24 A	2020-000247	PIEDMONT	BERKELEY	37.867754	-122.2521	T		White	Female	18-29	Traffic	Warning	No Search
05/21/2020 08:46:57 A	2020-000247	UNIVERSITY	BERKELEY	37.869437	-122.2895	T		White	Male	>40	Traffic	Citation	No Search
05/21/2020 09:00:21 A	2020-000247	SAN PABLO	BERKELEY	37.875205	-122.2941	T		White	Female	30-39	Traffic	Citation	No Search
05/21/2020 09:10:57 A	2020-000247	SHATTUCK	BERKELEY	37.878416	-122.2691	T	1194	White	Female	30-39	Investigation	Warning	Search
05/22/2020 12:35:53 P	2020-000248	2121 BERKE	BERKELEY	37.873116	-122.268	T		White	Female	30-39	Traffic	Warning	No Search
05/22/2020 10:55:57 P	2020-000250	TELEGRAPH	BERKELEY	37.861396	-122.2589	T	1194	White	Male	18-29	Investigation	Warning	No Search
05/23/2020 12:50:50 A	2020-000250	200 MARINA	BERKELEY	37.866104	-122.3123	T		White	Female	<18	Traffic	Warning	Search
05/23/2020 03:14:41 P	2020-000251	ALCATRAZ	BERKELEY	37.847898	-122.2777	T		White	Male	30-39	Traffic	Citation	No Search
05/24/2020 06:50:24 P	2020-000252	TELEGRAPH	BERKELEY	37.861396	-122.2589	T		White	Male	30-39	Traffic	Warning	No Search
05/24/2020 11:53:10 P	2020-000253	1100 FRANC	BERKELEY	37.872519	-122.2927	T	1196	White	Male	30-39	Traffic	Warning	Search
05/25/2020 08:52:52 P	2020-000254	1700 9TH ST	BERKELEY	37.872901	-122.2958	T		White	Female	>40	Traffic	Arrest	Search
05/25/2020 11:33:13 P	2020-000254	SHATTUCK	BERKELEY	37.863067	-122.2673	T		White	Male	18-29	Traffic	Warning	No Search
05/26/2020 02:06:31 P	2020-000255	SHATTUCK	BERKELEY	37.866687	-122.2677	T		White	Female	>40	Traffic	Warning	No Search
05/26/2020 04:57:47 P	2020-000255	1998 SHATT	BERKELEY	37.87239	-122.2687	T	1194	White	Male	>40	Reas. Susp.	Warning	No Search
05/26/2020 06:47:31 P	2020-000255	BOWDITCH	BERKELEY	37.868108	-122.2567	T		White	Female	18-29	Traffic	Citation	No Search
05/27/2020 05:58:44 P	2020-000257	SACRAMEN	BERKELEY	37.867394	-122.2816	T		White	Female	18-29	Traffic	Warning	No Search
05/27/2020 07:10:14 P	2020-000257	PARK ST / V	BERKELEY	37.857469	-122.2834	T	1194	White	Male	18-29	Traffic	Warning	No Search
05/28/2020 10:59:57 A	2020-000258	ALLSTON W	BERKELEY	37.868774	-122.2727	T		White	Male	>40	Investigation	Warning	No Search
05/29/2020 05:44:37 P	2020-000260	CHANNING	BERKELEY	37.86578	-122.2676	T		White	Male	30-39	Traffic	Warning	No Search
05/29/2020 09:35:40 P	2020-000260	PARKER ST	BERKELEY	37.863258	-122.2587	T	1194	White	Male	30-39	Prob./Parole	Warning	Search
05/30/2020 12:51:54 P	2020-000261	CEDAR ST /	BERKELEY	37.876212	-122.2866	T		White	Male	18-29	Traffic	Warning	No Search
05/30/2020 02:15:56 P	2020-000261	CHANNING	BERKELEY	37.8613	-122.2978	T	1196	White	Female	30-39	Traffic	Warning	No Search
05/30/2020 02:56:40 P	2020-000261	ROSE ST / S	BERKELEY	37.878905	-122.283	T		White	Male	30-39	Traffic	Warning	No Search
06/01/2020 08:00:11 P	2020-000264	UNIVERSITY	BERKELEY	37.867867	-122.2988	T		White	Male	18-29	Traffic	Warning	No Search
06/01/2020 08:14:39 P	2020-000265	SHATTUCK	BERKELEY	37.870304	-122.268	T	1194B	White	Male	30-39	Traffic	Warning	No Search
06/01/2020 08:41:40 P	2020-000265	TELEGRAPH	BERKELEY	37.853695	-122.26	T		White	Male	>40	Traffic	Warning	No Search
06/01/2020 08:51:58 P	2020-000265	6TH ST / CA	BERKELEY	37.877625	-122.3007	T		White	Male	>40	Traffic	Warning	No Search
06/01/2020 09:33:25 P	2020-000265	DWIGHT WA	BERKELEY	37.864828	-122.2607	T		White	Male	30-39	Traffic	Warning	No Search
06/01/2020 10:17:37 P	2020-000265	1338 SAN P	BERKELEY	37.879199	-122.2963	T	1194	White	Male	30-39	Investigation	Warning	Search
06/01/2020 11:37:03 P	2020-000265	HEARST AV	BERKELEY	37.869977	-122.2948	T		White	Female	30-39	Traffic	Warning	No Search
06/01/2020 11:48:58 P	2020-000265	SACRAMEN	BERKELEY	37.867394	-122.2816	T		White	Female	18-29	Traffic	Warning	Search
06/02/2020 12:21:59 A	2020-000265	BLAKE ST /	BERKELEY	37.862744	-122.2697	T		White	Male	30-39	Traffic	Citation	No Search
06/02/2020 12:23:30 A	2020-000265	59TH ST / S	OAKLAND	37.844507	-122.2651	T		White	Male	18-29	Traffic	Arrest	Search
06/02/2020 01:26:45 A	2020-000265	7TH ST / FO	BERKELEY	37.850059	-122.2908	T		White	Male	>40	Traffic	Warning	Search
06/02/2020 09:44:44 P	2020-000267	UNIVERSITY	BERKELEY	37.870411	-122.2819	T		White	Male	>40	Traffic	Warning	No Search
06/02/2020 09:49:14 P	2020-000267	BANC/ML		-361	-361	T		White	Male	>40	Traffic	Warning	No Search
06/02/2020 10:02:50 P	2020-000267	UNIVERSITY	BERKELEY	37.870113	-122.2842	T		White	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:04:19 P	2020-000267	HEARST AV	BERKELEY	37.86953	-122.2971	T		White	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:25:39 P	2020-000267	SAN PABLO	BERKELEY	37.880474	-122.2958	T		White	Male	18-29	Traffic	Warning	No Search
06/02/2020 11:14:46 P	2020-000267	1373 SOLAN	ALBANY	37.89092	-122.2907	T	1194	White	Male	30-39	Investigation	Warning	No Search
06/02/2020 11:34:06 P	2020-000267	VIR/OXF		-361	-361	T		White	Male	>40	Traffic	Warning	No Search
06/03/2020 06:29:26 P	2020-000268	ALLSTON W	BERKELEY	37.868643	-122.2738	T		White	Male	30-39	Traffic	Citation	No Search
06/03/2020 06:34:40 P	2020-000268	BANCROFT	BERKELEY	37.865824	-122.2815	T		White	Female	>40	Traffic	Citation	No Search
06/03/2020 06:51:32 P	2020-000268	SHATTUCK	BERKELEY	37.866687	-122.2677	T		White	Male	18-29	Traffic	Warning	No Search
06/03/2020 07:57:48 P	2020-000268	MARTIN LUT	BERKELEY	37.854316	-122.2711	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 08:06:14 P	2020-000268	SAN PABLO	BERKELEY	-361	-361	T		White	Female	18-29	Traffic	Warning	No Search
06/03/2020 08:25:41 P	2020-000268	ELLSWORTH	BERKELEY	37.862753	-122.2626	T		White	Male	18-29	Traffic	Warning	No Search
06/03/2020 09:34:48 P	2020-000268	ASHBY AVE	BERKELEY	37.856186	-122.2597	T		White	Male	30-39	Traffic	Warning	No Search
06/03/2020 09:49:35 P	2020-000268	7TH ST / CA	BERKELEY	37.856945	-122.293	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 09:51:52 P	2020-000268	TELEGRAPH	BERKELEY	37.86233	-122.2588	T		White	Male	30-39	Traffic	Warning	No Search
06/03/2020 10:05:12 P	2020-000268	5TH ST / GIL	BERKELEY	37.879128	-122.3025	T		White	Female	>40	Traffic	Warning	No Search
06/03/2020 10:19:30 P	2020-000268	61ST ST / M	OAKLAND	37.845396	-122.276	T		White	Male	30-39	Traffic	Warning	Search
06/03/2020 10:21:04 P	2020-000268	CARLETON	BERKELEY	37.861567	-122.2647	T		White	Male	>40	Traffic	Warning	No Search
06/03/2020 11:48:22 P	2020-000270	HEARST AV	BERKELEY	37.87215	-122.2821	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 12:03:34 A	2020-000270	UNIVERSITY	BERKELEY	37.868424	-122.2955	T		White	Male	18-29	Traffic	Warning	Search
06/04/2020 07:13:06 P	2020-000271	TELEGRAPH	BERKELEY	37.86233	-122.2588	T		White	Male	>40	Traffic	Warning	Search

06/04/2020 07:54:49 P	2020-000271	SHATTUCK	BERKELEY	37.872979	-122.2685		1194	White	Male	>40	Investigation	Warning	No Search
06/04/2020 08:08:48 P	2020-000271	ALLSTON W	BERKELEY	37.866695	-122.2869	T		White	Female	18-29	Traffic	Citation	No Search
06/04/2020 08:33:39 P	2020-000271	MARTIN LUT	OAKLAND	37.845118	-122.2709	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 08:37:46 P	2020-000271	DWIGHT WA	BERKELEY	37.864538	-122.263	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:36:59 P	2020-000271	SAN PABLO	BERKELEY	37.876383	-122.2945	T		White	Male	18-29	Traffic	Warning	No Search
06/04/2020 09:48:31 P	2020-000271	SAN PABLO	BERKELEY	37.869097	-122.2921	T		White	Male	18-29	Traffic	Citation	No Search
06/04/2020 10:12:42 P	2020-000271	SAN PABLO	BERKELEY	37.873443	-122.2935	T		White	Male	>40	Investigation	Arrest	Search
06/05/2020 02:33:35 A	2020-000271	SAN PABLO	BERKELEY	37.856206	-122.288	T		White	Male	30-39	Traffic	Warning	No Search
06/05/2020 03:01:06 P	2020-000272	GILMAN ST	BERKELEY	37.879368	-122.3013	T		White	Male	>40	Traffic	Citation	No Search
06/05/2020 05:37:26 P	2020-000272	DWIGHT WA	BERKELEY	37.862326	-122.2801	T		White	Female	18-29	Traffic	Warning	No Search
06/05/2020 05:55:13 P	2020-000272	1283 2ND S	BERKELEY	37.878824	-122.3058	T		White	Female	30-39	Traffic	Warning	No Search
06/05/2020 06:54:55 P	2020-000273	ADELINE ST	BERKELEY	37.848753	-122.2715	T		White	Male	>40	Traffic	Warning	No Search
06/05/2020 07:18:44 P	2020-000273	HARRISON	BERKELEY	37.880915	-122.3031	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:14:31 P	2020-000273	200 MARINA	BERKELEY	37.866104	-122.3123	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:24:57 P	2020-000273	SAN PABLO	BERKELEY	37.854919	-122.2876	T		White	Male	18-29	Traffic	Warning	No Search
06/05/2020 08:48:54 P	2020-000273	DURANT AV	BERKELEY	37.86839	-122.2544	T		White	Male	>40	Traffic	Citation	No Search
06/05/2020 10:09:01 P	2020-000273	SAN PABLO	BERKELEY	37.854397	-122.2874	T		White	Male	30-39	Traffic	Warning	Search
06/06/2020 02:00:24 P	2020-000273	ADDISON S	BERKELEY	37.869866	-122.2785	T		White	Male	18-29	Traffic	Warning	No Search
06/06/2020 04:38:54 P	2020-000274	1894 UNIVE	BERKELEY	37.871187	-122.2733		1196	White	Male	30-39	Investigation	Warning	No Search
06/06/2020 06:55:20 P	2020-000274	SACRAMEN	BERKELEY	37.856021	-122.2796	T		White	Male	30-39	Traffic	Warning	No Search
06/07/2020 01:08:11 A	2020-000274	BONITA AVE	BERKELEY	37.873456	-122.2721		1194	White	Male	18-29	Investigation	Warning	No Search
06/07/2020 03:06:48 A	2020-000274	PARK ST / C	BERKELEY	37.855574	-122.283	T		White	Female	30-39	Traffic	Warning	No Search
06/07/2020 03:26:16 A	2020-000274	SAN PABLO	BERKELEY	37.852141	-122.2867	T		White	Female	30-39	Traffic	Warning	No Search
06/07/2020 11:27:50 P	2020-000275	SAN PABLO	BERKELEY	37.876383	-122.2945	T		White	Male	18-29	Traffic	Warning	No Search
06/08/2020 09:31:41 P	2020-000277	BANCROFT	BERKELEY	37.867835	-122.266	T		White	Male	18-29	Traffic	Warning	No Search
06/08/2020 09:41:23 P	2020-000277	1600 62ND S	BERKELEY	37.846231	-122.2752	T		White	Female	>40	Traffic	Warning	No Search
06/09/2020 12:49:20 A	2020-000277	62ND ST / M	BERKELEY	37.846972	-122.271	T		White	Female	>40	Traffic	Arrest	Search
06/09/2020 10:58:27 A	2020-000277	BANCROFT	BERKELEY	37.868698	-122.2592	T		White	Male	>40	Investigation	Warning	No Search
06/09/2020 12:09:49 P	2020-000277	DURANT AV	BERKELEY	37.86693	-122.2658	T		White	Male	30-39	Investigation	Warning	No Search
06/09/2020 03:15:36 P	2020-000278	SHATTUCK	BERKELEY	37.869392	-122.2679		1194	White	Male	30-39	Investigation	Other	No Search
06/10/2020 08:55:53 P	2020-000280	DWIGHT WA	BERKELEY	37.86587	-122.2516	T		White	Female	18-29	Traffic	Warning	No Search
06/12/2020 01:28:41 A	2020-000280	OXFORD ST	BERKELEY	37.870585	-122.2659		1194	White	Male	30-39	Traffic	Warning	No Search

Latino

03/17/2020	0	2020-000152	MARTIN LUT	BERKELEY	37.859766	-122.2717	T		Hispanic	Male	18-29	Traffic	Citation	No Search
03/18/2020	0	2020-00015424		BERKELEY	37.868764	-122.2602	T		Hispanic	Male	18-29	Traffic	Warning	No Search
03/22/2020	1	2020-000159	7TH ST / CA	BERKELEY	37.877834	-122.2997	T		Hispanic	Male	>40	Traffic	Warning	No Search
03/23/2020	0	2020-000161	HEARST AV	BERKELEY	37.872428	-122.28	T		Hispanic	Male	30-39	Traffic	Citation	No Search
03/24/2020	0	2020-00016306		BERKELEY	37.865678	-122.2573		1194	Hispanic	Female	18-29	Prob./Parole	Other	No Search
03/28/2020	1	2020-000168	GILMAN ST	BERKELEY	37.879368	-122.3013	T		Hispanic	Male	18-29	Traffic	Warning	No Search
03/28/2020	0	2020-000168	SACRAMEN	BERKELEY	37.858713	-122.2802	T		Hispanic	Female	18-29	Traffic	Warning	No Search
03/28/2020	0	2020-000169	199 SEAWA	BERKELEY	37.86904	-122.3147		1196	Hispanic	Male	30-39	Traffic	Warning	No Search
03/30/2020	0	2020-000170	ALLSTON W	BERKELEY	37.867394	-122.2816	T		Hispanic	Female	18-29	Traffic	Warning	No Search
03/30/2020	1	2020-000171	MARTIN LUT	BERKELEY	37.859766	-122.2717	T		Hispanic	Female	18-29	Traffic	Warning	No Search
04/02/2020	0	2020-000176	ALLSTON W	BERKELEY	37.865261	-122.2968		1196	Hispanic	Male	18-29	Investigation	Other	Search
04/04/2020	1	2020-000178	5TH ST / HE	BERKELEY	37.869089	-122.2992		1194	Hispanic	Male	30-39	Traffic	Warning	No Search
04/22/2020	0	2020-000203	TELEGRAPH	BERKELEY	37.86233	-122.2588		1194	Hispanic	Male	>40	Reas. Susp.	Citation	No Search
05/01/2020	1	2020-000217	SAN PABLO	BERKELEY	37.856206	-122.288	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/03/2020	0	2020-000219	ASHBY AVE	BERKELEY	37.855835	-122.2624	T		Hispanic	Male	18-29	Traffic	Arrest	Search
05/16/2020	1	2020-000239	PARKER ST	BERKELEY	37.863258	-122.2587		1194	Hispanic	Male	>40	Investigation	Citation	No Search
05/18/2020	0	2020-000241	1057 EASTS	ALBANY	37.88393	-122.3081	T		Hispanic	Male	30-39	Traffic	Warning	No Search
05/20/2020	0	2020-000246	PIEDMONT /	BERKELEY	37.868678	-122.2523	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/20/2020	0	2020-000246	CENTER ST/SHATTUCK		-361	-361	T		Hispanic	Female	18-29	Traffic	Citation	No Search
05/21/2020	0	2020-00024698		BERKELEY	37.871231	-122.3161	T		Hispanic	Male	18-29	Traffic	Warning	Search
05/22/2020	0	2020-000248	7TH ST / ASI	BERKELEY	37.851009	-122.2911	T		Hispanic	Male	<18	Traffic	Warning	No Search
05/23/2020	0	2020-000250	MARTIN LUT	BERKELEY	37.857964	-122.2715	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/23/2020	0	2020-000251	HASTE ST /	BERKELEY	37.864554	-122.2699	T		Hispanic	Male	30-39	Traffic	Warning	No Search
05/24/2020	1	2020-000251	ADDISON S	BERKELEY	37.869148	-122.2841	T		Hispanic	Female	<18	Traffic	Warning	Search
05/25/2020	0	2020-000253	UNIVERSITY	BERKELEY	37.866444	-122.3056	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/25/2020	0	2020-000253	BLAKE ST /	BERKELEY	37.861343	-122.2808	T		Hispanic	Male	<18	Traffic	Warning	Search
05/25/2020	0	2020-000253	SHATTUCK /	BERKELEY	37.868489	-122.2679	T		Hispanic	Male	18-29	Investigation	Warning	No Search
05/25/2020	0	2020-000254	TELEGRAPH	BERKELEY	37.860461	-122.2591	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/26/2020	0	2020-000254	ALLSTON W	BERKELEY	37.865261	-122.2968	T		Hispanic	Male	30-39	Traffic	Arrest	Search
05/28/2020	1	2020-000257	BANCROFT	BERKELEY	37.865034	-122.2876	T		Hispanic	Male	30-39	Investigation	Other	No Search
05/28/2020	0	2020-000258	SAN PABLO	BERKELEY	37.870415	-122.2926	T		Hispanic	Male	30-39	Traffic	Citation	No Search
05/29/2020	0	2020-000260	OREGON ST	BERKELEY	37.857464	-122.2681	T		Hispanic	Male	>40	Traffic	Warning	No Search
05/29/2020	0	2020-000260	WARRING S	BERKELEY	37.862311	-122.2501	T		Hispanic	Male	18-29	Traffic	Warning	Search
05/30/2020	0	2020-000260	291 ARLINGTON AVE		37.90295	-122.2778	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/30/2020	0	2020-000260	ADDISON S	BERKELEY	37.86671	-122.2972	T		Hispanic	Male	18-29	Traffic	Warning	No Search
05/30/2020	0	2020-000260	UNIVERSITY	BERKELEY	37.868644	-122.2944	T		Hispanic	Female	30-39	Traffic	Citation	Search
05/30/2020	0	2020-000260	UNIVERSITY	BERKELEY	37.868644	-122.2944	T		Hispanic	Male	30-39	Traffic	Citation	Search
06/01/2020	0	2020-000265	SAN PABLO	BERKELEY	37.868149	-122.2918	T		Hispanic	Female	30-39	Traffic	Arrest	Search
06/01/2020	0	2020-000265	UNIVERSITY	BERKELEY	37.868424	-122.2955	T		Hispanic	Female	>40	Traffic	Warning	No Search
06/01/2020	0	2020-000265	TELEGRAPH	BERKELEY	37.860461	-122.2591	T		Hispanic	Female	30-39	Traffic	Warning	No Search
06/01/2020	1	2020-000265	ADDISON S	BERKELEY	37.869432	-122.2818	T		Hispanic	Male	>40	Traffic	Warning	No Search
06/01/2020	1	2020-000265	6TH ST / GIL	BERKELEY	37.879368	-122.3013	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	6 ADD		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	ASHB/NEW		-361	-361	T		Hispanic	Female	>40	Traffic	Citation	No Search
06/01/2020	1	2020-000265	SAN PABLO	BERKELEY	37.862855	-122.2901	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	SAN PABLO	BERKELEY	37.856206	-122.288	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	SAN PABLO	BERKELEY	37.880474	-122.2958	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	UNIVERSITY	BERKELEY	37.869097	-122.2921	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/01/2020	1	2020-000265	SAN PABLO AVE/ASHBY		-361	-361	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020	0	2020-000266	GRANT ST /	BERKELEY	37.870287	-122.2751	T		Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020	0	2020-000266	15		37.865351	-122.303	T		Hispanic	Female	18-29	Traffic	Warning	No Search
06/02/2020	1	2020-000267	SHATTUCK /	BERKELEY	37.853815	-122.2663	T		Hispanic	Male	30-39	Traffic	Warning	No Search

06/02/2020	1	2020-000267	1797 SHATT	BERKELEY	37.875191	-122.2684	1194	Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020	1	2020-000267	1797 SHATT	BERKELEY	37.875191	-122.2684	1194	Hispanic	Male	18-29	Investigation	Warning	No Search
06/02/2020	1	2020-000267	ASH/EOF SAN P		-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	Search
06/03/2020	0	2020-000269	4TH ST / AD	BERKELEY	37.866267	-122.2994	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020	0	2020-000269	SACRAMEN	BERKELEY	37.854912	-122.2794	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020	0	2020-000269	1227 DERBY	BERKELEY	37.858226	-122.2854	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020	0	2020-000269	ASHBY AVE	BERKELEY	37.857725	-122.2507	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/03/2020	0	2020-000269	DURANT AV	BERKELEY	37.868108	-122.2567	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/03/2020	0	2020-000269	CHANNING	BERKELEY	37.866908	-122.2588	1196	Hispanic	Male	18-29	Investigation	Other	No Search
06/03/2020	0	2020-000269	UNIVERISTY AV/5TH ST		-361	-361	T	Hispanic	Male	>40	Traffic	Warning	No Search
06/03/2020	1	2020-000270	DWIGHT WA	BERKELEY	37.862196	-122.2811	1194	Hispanic	Male	30-39	Investigation	Warning	No Search
06/04/2020	1	2020-000270	ASH/9		-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020	1	2020-000270	BLAKE ST /	BERKELEY	37.860523	-122.2871	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020	0	2020-000270	RUSSELL S	BERKELEY	37.853756	-122.2863	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/04/2020	0	2020-000271	SAN PABLO	OAKLAND	37.842522	-122.2836	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/04/2020	0	2020-000271	COLLEGE A	BERKELEY	37.857045	-122.253	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/04/2020	0	2020-000271	SHATTUCK	BERKELEY	37.86578	-122.2676	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020	0	2020-000271	SHATTUCK	BERKELEY	37.863067	-122.2673	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/04/2020	0	2020-000271	BOWDITCH	BERKELEY	37.868108	-122.2567	T	Hispanic	Female	30-39	Traffic	Warning	No Search
06/04/2020	0	2020-000271	SHATTUCK	BERKELEY	37.867594	-122.2678	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/05/2020	0	2020-000271	CENTER ST	BERKELEY	37.870304	-122.268	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/05/2020	0	2020-000272	GILMAN ST	BERKELEY	37.878468	-122.3058	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/05/2020	0	2020-00027281		BERKELEY	37.878704	-122.3046	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/05/2020	0	2020-000272	GILMAN ST	BERKELEY	37.878302	-122.3066	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/05/2020	0	2020-000273	ASHBY AVE	BERKELEY	37.857725	-122.2507	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/05/2020	0	2020-000273	ASHBY AVE	BERKELEY	37.857725	-122.2507	T	Hispanic	Female	30-39	Traffic	Warning	No Search
06/06/2020	0	2020-000273	UNIVERSITY	BERKELEY	37.866444	-122.3056	T	Hispanic	Female	<18	Traffic	Warning	No Search
06/06/2020	0	2020-000273	SACRAMEN	BERKELEY	37.853281	-122.279	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/06/2020	0	2020-000274	SACRAMEN	BERKELEY	37.852391	-122.2788	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/06/2020	0	2020-000274	UNIVERSITY	BERKELEY	37.871555	-122.273	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/07/2020	0	2020-000275	6TH ST / UN	BERKELEY	37.867994	-122.2977	T	Hispanic	Female	>40	Traffic	Warning	No Search
06/10/2020	0	2020-000280	SAN PABLO	BERKELEY	37.857203	-122.2883	T	Hispanic	Female	30-39	Traffic	Warning	No Search
06/11/2020	1	2020-000281	UNI/OXFORD		-361	-361	1194	Hispanic	Male	18-29	Reas. Susp.	Other	No Search
06/11/2020	1	2020-000281	MARTIN LUT	BERKELEY	37.854316	-122.2711	T	Hispanic	Male	>40	Traffic	Warning	No Search
06/11/2020	0	2020-000281	MLK/UNI		-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/12/2020	0	2020-000282	BANCROFT	BERKELEY	37.862608	-122.3005	T	Hispanic	Male	30-39	Traffic	Arrest	Search

03/17/2020 10:09:30 AM	2020-000152	DURANT AV	BERKELEY	37.867809	-122.259	T	Asian	Male	18-29	Traffic	Warning	No Search
03/30/2020 12:38:21 PM	2020-000171	19TH ST / AS	BERKELEY	37.851616	-122.2894	T	Asian	Female	>40	Traffic	Citation	No Search
04/05/2020 08:44:34 AM	2020-000179	DWIGHT WA	BERKELEY	37.863971	-122.2674	T	Asian	Male	18-29	Traffic	Citation	No Search
05/05/2020 02:20:35 PM	2020-000222	1998 SHATT	BERKELEY	37.87239	-122.2687	1194	Asian	Male	30-39	Investigation	Citation	Search
06/03/2020 09:57:48 PM	2020-000269	UNIVERSITY	BERKELEY	37.867994	-122.2977	T	Asian	Male	30-39	Traffic	Citation	Search
06/05/2020 03:38:47 PM	2020-000272	GILMAN ST	BERKELEY	37.878302	-122.3066	T	Asian	Male	18-29	Traffic	Citation	No Search
06/10/2020 12:04:23 AM	2020-000279	SAN PABLO	BERKELEY	37.869097	-122.2921	T	Asian	Male	30-39	Traffic	Citation	No Search

03/21/2020	0	2020-000159	MARTIN LUT	BERKELEY	37.856133	-122.2713	T	Other	Male	30-39	Traffic	Citation	No Search
03/23/2020	0	2020-000161	HEARST AV	BERKELEY	37.87389	-122.2686	1194	Other	Male	>40	Reas. Susp.	Citation	No Search
04/24/2020	0	2020-000206	UNIVERSITY AVE/SHATT		-361	-361	T	Other	Male	30-39	Traffic	Citation	No Search
04/30/2020	1	2020-000214	MARTIN LUT	BERKELEY	37.854316	-122.2711	T	Other	Male	30-39	Traffic	Citation	No Search
05/22/2020	1	2020-000248	7TH ST / FO	BERKELEY	37.850059	-122.2908	T	Other	Male	18-29	Traffic	Citation	No Search
05/26/2020	0	2020-000256	DURANT/FUL		-361	-361	T	Other	Male	18-29	Traffic	Citation	No Search
05/28/2020	1	2020-000258	CEDAR ST /	BERKELEY	37.875205	-122.2941	T	Other	Male	30-39	Traffic	Citation	No Search
05/30/2020	1	2020-000261	HOPKINS S	BERKELEY	37.876015	-122.2925	T	Other	Female	18-29	Traffic	Citation	No Search
06/02/2020	0	2020-000267	1836 4TH ST	BERKELEY	37.8693	-122.3007	T	Other	Male	>40	Traffic	Citation	No Search
06/03/2020	0	2020-000269	1200 CARRI	BERKELEY	37.851352	-122.2853	T	Other	Male	30-39	Traffic	Citation	No Search
06/03/2020	0	2020-000269	SAN PABLO	BERKELEY	37.852141	-122.2867	T	Other	Male	18-29	Traffic	Citation	No Search



CreateDate	time	IncidentNu	Address	City	Lat	Lon	CallType	Race	Gender	Age	Reason	Enforceme	Car Search
05/31/2020	03:39	2020-0002	SHATTUCK A	BERKELEY	37.8648763	-122.267	1194	Black	Male	>40	Investigati	Other	No Search
05/31/2020	03:51	2020-0002	SAN PABLO A	BERKELEY	37.8610944	-122.29	1196	Black	Male	18-29	Wanted	Citation	No Search
05/31/2020	09:30	2020-0002	SHATTUCK A	BERKELEY	37.8648763	-122.267	T	Black	Male	<18	Traffic	Warning	No Search
05/31/2020	09:30	2020-0002	SHATTUCK A	BERKELEY	37.8648763	-122.267	T	Black	Female	<18	Traffic	Warning	No Search
05/31/2020	09:32	2020-0002	6TH ST / VIRG	BERKELEY	37.8723318	-122.299	T	Asian	Male	>40	Traffic	Warning	Search
05/31/2020	10:14	2020-0002	SHATTUCK A	BERKELEY	37.8721514	-122.268	T	Black	Male	30-39	Traffic	Warning	No Search
05/31/2020	10:22	2020-0002	UNIVERSITY /	BERKELEY	37.871702	-122.272	T	Black	Male	30-39	Traffic	Warning	No Search
05/31/2020	10:28	2020-0002	CHANNING W	BERKELEY	37.866615	-122.261	T	Asian	Female	18-29	Traffic	Warning	No Search
05/31/2020	10:44	2020-0002	UNIVERSITY /	BERKELEY	37.8696961	-122.287	T	Black	Female	<18	Traffic	Warning	No Search
06/01/2020	02:28	2020-0002	MARTIN LUTH	BERKELEY	37.8733007	-122.273	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2020	02:34	2020-0002	SACRAMENTO	BERKELEY	37.8549119	-122.279	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2020	03:49	2020-0002	MARKET ST /	OAKLAND	37.8430548	-122.275	T	Black	Female	18-29	Traffic	Warning	Search
06/01/2020	03:49	2020-0002	MARKET ST /	OAKLAND	37.8430548	-122.275	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2020	06:53	2020-0002	MILVIA ST / A	BERKELEY	37.8708769	-122.271	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2020	07:23	2020-0002	MARKET ST /	OAKLAND	37.8443573	-122.275	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2020	07:25	2020-0002	2233 SHATTU	BERKELEY	37.868719	-122.268	1194	Other	Male	>40	Investigati	Warning	No Search
06/01/2020	07:45	2020-0002	BANCROFT W	BERKELEY	37.8692935	-122.255	1196	Asian	Female	>40	Investigati	Warning	No Search
06/01/2020	08:00	2020-0002	UNIVERSITY /	BERKELEY	37.8678667	-122.299	T	White	Male	18-29	Traffic	Warning	No Search
06/01/2020	08:03	2020-0002	ALLSTON WA	BERKELEY	37.8690564	-122.27	T	Asian	Male	>40	Traffic	Warning	No Search
06/01/2020	08:11	2020-0002	BERRYMAN S	BERKELEY	37.8836813	-122.271	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2020	08:14	2020-0002	SHATTUCK A	BERKELEY	37.8703037	-122.268	1194B	White	Male	30-39	Traffic	Warning	No Search
06/01/2020	08:19	2020-0002	6TH ST / HEA	BERKELEY	37.8693148	-122.298	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2020	08:22	2020-0002	6TH ST / HARI	BERKELEY	37.8811451	-122.302	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2020	08:29	2020-0002	ALLSTON WA	BERKELEY	37.8673936	-122.282	T	Black	Male	18-29	Investigati	Arrest	Search
06/01/2020	08:30	2020-0002	TELEGRAPH /	BERKELEY	37.8551895	-122.26	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2020	08:37	2020-0002	SAN PABLO A	BERKELEY	37.8681488	-122.292	T	Hispanic	Female	30-39	Traffic	Arrest	Search
06/01/2020	08:41	2020-0002	TELEGRAPH /	BERKELEY	37.853695	-122.26	T	White	Male	>40	Traffic	Warning	No Search
06/01/2020	08:42	2020-0002	ALCATRAZ A	OAKLAND	37.849499	-122.266	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	08:50	2020-0002	SHATTUCK A	BERKELEY	37.8648763	-122.267	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	08:51	2020-0002	6TH ST / CAM	BERKELEY	37.8776249	-122.301	T	White	Male	>40	Traffic	Warning	No Search
06/01/2020	08:56	2020-0002	HEARST AVE	BERKELEY	37.8693148	-122.298	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	09:01	2020-0002	SAN PABLO A	BERKELEY	37.8646166	-122.291	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2020	09:07	2020-0002	UNIVERSITY /	BERKELEY	37.8684235	-122.296	T	Hispanic	Female	>40	Traffic	Warning	No Search
06/01/2020	09:11	2020-0002	TELEGRAPH /	BERKELEY	37.8604613	-122.259	T	Hispanic	Female	30-39	Traffic	Warning	No Search
06/01/2020	09:13	2020-0002	E SAC		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	09:15	2020-0002	SACRAMENTO	BERKELEY	37.8496886	-122.278	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	09:19	2020-0002	TOUCHLESS		-361	-361	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2020	09:33	2020-0002	DWIGHT WAY	BERKELEY	37.8648283	-122.261	T	White	Male	30-39	Traffic	Warning	No Search
06/01/2020	10:00	2020-0002	DURANT AVE	BERKELEY	37.8666868	-122.268	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2020	10:00	2020-0002	ASHBY AVE /	BERKELEY	37.8553006	-122.266	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2020	10:04	2020-0002	KITTREDGE S	BERKELEY	37.8687167	-122.266	T	Asian	Male	18-29	Investigati	Warning	No Search
06/01/2020	10:05	2020-0002	ADDISON ST /	BERKELEY	37.8694321	-122.282	T	Hispanic	Male	>40	Traffic	Warning	No Search
06/01/2020	10:10	2020-0002	6TH ST / GILM	BERKELEY	37.879368	-122.301	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:17	2020-0002	6 ADD		-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:17	2020-0002	1338 SAN PAE	BERKELEY	37.879199	-122.296	1194	White	Male	30-39	Investigati	Warning	Search
06/01/2020	10:28	2020-0002	COLLEGE AV	BERKELEY	-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:32	2020-0002	ASHBY AVE /	BERKELEY	37.8553006	-122.266	1196	Black	Female	18-29	Traffic	Warning	No Search
06/01/2020	10:33	2020-0002	CHANN 7		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:34	2020-0002	MILVIA ST / C	BERKELEY	37.8699811	-122.271	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2020	10:36	2020-0002	ASHB/NEW		-361	-361	T	Hispanic	Female	>40	Traffic	Citation	No Search
06/01/2020	10:36	2020-0002	6TH ST / CHAI	BERKELEY	37.861744	-122.296	T	Other	Female	>40	Traffic	Warning	No Search
06/01/2020	10:37	2020-0002	ASHBY AVE /	BERKELEY	37.8510086	-122.291	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:37	2020-0002	SAN PABLO A	BERKELEY	37.8628548	-122.29	T	Hispanic	Male	18-29	Traffic	Warning	No Search
06/01/2020	10:44	2020-0002	SAN PABLO A	BERKELEY	37.8562062	-122.288	T	Hispanic	Female	18-29	Traffic	Warning	No Search
06/01/2020	10:52	2020-0002	65TH ST / WH	OAKLAND	37.8506298	-122.264	T	Black	Male	30-39	Traffic	Warning	No Search

06/01/2020 10:54	2020-0002	SAN PABLO A	BERKELEY	37.8804742	-122.296	T	Hispanic	Male	18-29	Traffic	Warning	No Search	
06/01/2020 10:55	2020-0002	UNIVERSITY /	BERKELEY	37.8678667	-122.299	T	Black	Male	>40	Traffic	Warning	Search	
06/01/2020 11:00	2020-0002	UNIVERSITY /	BERKELEY	37.8690966	-122.292	T	Hispanic	Female	18-29	Traffic	Warning	No Search	
06/01/2020 11:00	2020-0002	SAN PABLO AV/	BURNETT	-361	-361	T	Black	Female	18-29	Traffic	Warning	No Search	
06/01/2020 11:03	2020-0002	ASHBY AVE /	BERKELEY	37.8554347	-122.265	T	Black	Female	18-29	Traffic	Warning	No Search	
06/01/2020 11:10	2020-0002	TELEGRAPH /	BERKELEY	37.8660146	-122.259	T	Asian	Male	18-29	Traffic	Warning	No Search	
06/01/2020 11:16	2020-0002	UNIVERSITY /	BERKELEY	37.8664444	-122.306	T	Black	Male	>40	Traffic	Warning	No Search	
06/01/2020 11:18	2020-0002	MARKET ST /	OAKLAND	37.8430548	-122.275	T	Asian	Male	>40	Traffic	Warning	No Search	
06/01/2020 11:19	2020-0002	FULTON ST /	BERKELEY	37.8678347	-122.266		1196	Black	Male	30-39	Traffic	Warning	Search
06/01/2020 11:23	2020-0002	ADE/ORG		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search	
06/01/2020 11:25	2020-0002	SAN PABLO AVE/	ASHBY AV	-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	No Search	
06/01/2020 11:26	2020-0002	EMERSON ST	BERKELEY	37.8545474	-122.266	T	Black	Male	18-29	Traffic	Citation	No Search	
06/01/2020 11:31	2020-0002	UNIVERSITY /	BERKELEY	37.868202	-122.297	T	Black	Male	18-29	Traffic	Warning	No Search	
06/01/2020 11:35	2020-0002	GILMAN ST /	BERKELEY	37.8783023	-122.307	T	Black	Male	30-39	Traffic	Warning	No Search	
06/01/2020 11:36	2020-0002	TELEGRAPH /	OAKLAND	37.8510671	-122.26		1196	Black	Male	30-39	Traffic	Warning	No Search
06/01/2020 11:37	2020-0002	HEARST AVE	BERKELEY	37.869977	-122.295	T	White	Female	30-39	Traffic	Warning	No Search	
06/01/2020 11:38	2020-0002	CEDAR ST /	BERKELEY	37.8740907	-122.3	T	Black	Male	>40	Traffic	Warning	No Search	
06/01/2020 11:48	2020-0002	SACRAMENTO	BERKELEY	37.8673936	-122.282	T	White	Female	18-29	Traffic	Warning	Search	
06/01/2020 11:51	2020-0002	UNIVERSITY /	BERKELEY	37.868202	-122.297	T	Black	Male	<18	Traffic	Warning	Search	
06/01/2020 11:51	2020-0002	6TH ST / UNIV	BERKELEY	37.8679939	-122.298	T	Black	Male	18-29	Traffic	Warning	No Search	
06/01/2020 12:16	2020-0002	SHATTUCK A	OAKLAND	37.8503276	-122.266	T	Black	Male	30-39	Traffic	Warning	Search	
06/01/2020 12:31	2020-0002	SHATTUCK A	BERKELEY	37.8538153	-122.266		1194	Black	Female	18-29	Prob./Paro	Warning	No Search
06/02/2020 01:01	2020-0002	GRANT ST /	BERKELEY	37.870287	-122.275	T	Hispanic	Male	18-29	Traffic	Warning	No Search	
06/02/2020 01:05	2020-0002	901 ASHBY A	BERKELEY	37.8513629	-122.291	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 01:07	2020-0002	4TH ST / VIRG	BERKELEY	37.8718844	-122.301	T	Black	Male	30-39	Traffic	Warning	Search	
06/02/2020 01:15	2020-0002	ADELINE ST /	BERKELEY	37.8533841	-122.27	T	Other	Male	30-39	Traffic	Warning	No Search	
06/02/2020 01:19	2020-0002	ASHBY AVE /	BERKELEY	37.8521406	-122.287	T	Black	Female	30-39	Traffic	Warning	No Search	
06/02/2020 01:20	2020-0002	ALCATRAZ AV	BERKELEY	37.8490521	-122.269	T	Black	Male	30-39	Traffic	Citation	No Search	
06/02/2020 01:26	2020-0002	7TH ST / FOLC	BERKELEY	37.8500589	-122.291	T	White	Male	>40	Traffic	Warning	Search	
06/02/2020 01:33	2020-0002	DWIGHT WAY	BERKELEY	37.8659404	-122.25	T	Other	Male	18-29	Traffic	Warning	No Search	
06/02/2020 03:08	2020-0002	6615		37.8653508	-122.303	T	Hispanic	Female	18-29	Traffic	Warning	No Search	
06/02/2020 03:30	2020-0002	TELEGRAPH /	BERKELEY	37.8641915	-122.259	T	Other	Male	>40	Investigati	Warning	No Search	
06/02/2020 03:36	2020-0002	7TH ST / UNIV	BERKELEY	37.868202	-122.297	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 06:53	2020-0002	6TH ST / ALLS	BERKELEY	37.8652612	-122.297	T	Black	Male	<18	Traffic	Citation	No Search	
06/02/2020 07:10	2020-0002	1836 4TH ST	BERKELEY	37.8693001	-122.301	T	Other	Male	>40	Traffic	Citation	No Search	
06/02/2020 07:26	2020-0002	DWIGHT WAY	BERKELEY	37.862911	-122.276	T	Black	Male	30-39	Traffic	Citation	No Search	
06/02/2020 07:43	2020-0002	TELEGRAPH /	BERKELEY	37.8651297	-122.258	T	Black	Male	30-39	Traffic	Warning	No Search	
06/02/2020 07:55	2020-0002	2389 SHATTU	BERKELEY	37.8660688	-122.267		1196	Asian	Male	30-39	Traffic	Warning	No Search
06/02/2020 07:56	2020-0002	CHANNING W	BERKELEY	37.8628548	-122.29	T	Black	Female	18-29	Traffic	Warning	No Search	
06/02/2020 08:09	2020-0002	1800 6TH ST	BERKELEY	37.8701844	-122.299	T	Black	Male	18-29	Traffic	Warning	No Search	
06/02/2020 08:12	2020-0002	10TH ST / HEA	BERKELEY	37.8701957	-122.294		1196	Black	Male	30-39	Traffic	Warning	No Search
06/02/2020 08:18	2020-0002	SAN PABLO A	BERKELEY	37.8646166	-122.291	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 08:23	2020-0002	ADDISON ST /	BERKELEY	37.8658097	-122.302	T	Black	Male	18-29	Traffic	Citation	No Search	
06/02/2020 08:27	2020-0002	UNIVERSITY /	BERKELEY	37.8686437	-122.294	T	Black	Male	30-39	Traffic	Warning	No Search	
06/02/2020 08:36	2020-0002	CENTER ST /	BERKELEY	37.8703037	-122.268	T	Black	Female	18-29	Traffic	Citation	No Search	
06/02/2020 08:37	2020-0002	1578 ALLSTO	BERKELEY	37.8676048	-122.28	T	Black	Male	>40	Traffic	Citation	No Search	
06/02/2020 08:39	2020-0002	SACRAMENTO	BERKELEY	37.8532811	-122.279	T	Black	Male	30-39	Traffic	Warning	No Search	
06/02/2020 08:42	2020-0002	6732		37.8668204	-122.304	T	Other	Male	30-39	Traffic	Warning	No Search	
06/02/2020 08:43	2020-0002	SACRAMENTO	BERKELEY	37.8604697	-122.28	T	Asian	Female	30-39	Traffic	Warning	No Search	
06/02/2020 08:45	2020-0002	OXFORD ST /	BERKELEY	37.8705845	-122.266		1196	Asian	Male	>40	Traffic	Warning	No Search
06/02/2020 08:52	2020-0002	SAN PABLO A	BERKELEY	37.8602463	-122.289	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 08:53	2020-0002	UNIV/5		-361	-361	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 08:56	2020-0002	SAN PABLO A	OAKLAND	37.8469349	-122.285	T	Black	Male	>40	Traffic	Warning	No Search	
06/02/2020 09:07	2020-0002	ALCATRAZ AV	BERKELEY	-361	-361	T	Black	Male	30-39	Traffic	Warning	Search	
06/02/2020 09:07	2020-0002	SAN P/HEARST		-361	-361	T	Black	Male	30-39	Traffic	Warning	Search	
06/02/2020 09:13	2020-0002	CALIFORNIA S	BERKELEY	37.8517647	-122.277	T	Black	Female	30-39	Traffic	Warning	No Search	

06/02/2020 09:22	2020-0002	2601 TELEGR	BERKELEY	37.8629941	-122.258	T	Black	Female	30-39	Traffic	Warning	No Search
06/02/2020 09:26	2020-0002	SHATT/CED		-361	-361	T	Black	Male	30-39	Traffic	Warning	No Search
06/02/2020 09:36	2020-0002	1040 UNIVERS	BERKELEY	37.8685616	-122.293	T	Black	Male	18-29	Traffic	Warning	Search
06/02/2020 09:42	2020-0002	CHANNING W	BERKELEY	37.866615	-122.261	T	Black	Female	18-29	Traffic	Arrest	Search
06/02/2020 09:44	2020-0002	UNIVERSITY A	BERKELEY	37.8704106	-122.282	T	White	Male	>40	Traffic	Warning	No Search
06/02/2020 09:49	2020-0002	BANC/MIL		-361	-361	T	White	Male	>40	Traffic	Warning	No Search
06/02/2020 09:52	2020-0002	ASHBY AVE /	BERKELEY	37.8543164	-122.271	T	Black	Female	>40	Traffic	Warning	No Search
06/02/2020 09:55	2020-0002	1095 UNIVERS	BERKELEY	37.8693198	-122.292		1196 Black	Male	30-39	Traffic	Warning	No Search
06/02/2020 09:56	2020-0002	NEWBURY ST	BERKELEY	37.8551808	-122.267		1196 Black	Male	18-29	Traffic	Warning	No Search
06/02/2020 09:59	2020-0002	SHATTUCK A	BERKELEY	37.8553006	-122.266	T	Asian	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:02	2020-0002	UNIVERSITY A	BERKELEY	37.8701126	-122.284	T	White	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:04	2020-0002	HEARST AVE	BERKELEY	37.8695305	-122.297	T	White	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:21	2020-0002	7TH ST / UNIV	BERKELEY	37.868202	-122.297	T	Black	Male	>40	Traffic	Warning	No Search
06/02/2020 10:21	2020-0002	GILMAN ST / S	BERKELEY	37.8791283	-122.302		1196 Other	Male	30-39	Investigati	Warning	No Search
06/02/2020 10:23	2020-0002	HARRISON ST	BERKELEY	37.880915	-122.303	T	Black	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:24	2020-0002	SAN PABLO A	BERKELEY	37.8562062	-122.288	T	Black	Female	18-29	Traffic	Warning	Search
06/02/2020 10:25	2020-0002	SAN PABLO A	BERKELEY	37.8804742	-122.296	T	White	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:49	2020-0002	SHATTUCK A	BERKELEY	37.8538153	-122.266	T	Hispanic	Male	30-39	Traffic	Warning	No Search
06/02/2020 10:52	2020-0002	1797 SHATTU	BERKELEY	37.8751909	-122.268		1194 Hispanic	Male	18-29	Traffic	Warning	No Search
06/02/2020 10:52	2020-0002	1797 SHATTU	BERKELEY	37.8751909	-122.268		1194 Hispanic	Male	18-29	Investigati	Warning	No Search
06/02/2020 10:53	2020-0002	UNIVERSITY A	BERKELEY	37.8679939	-122.298	T	Other	Male	>40	Traffic	Warning	No Search
06/02/2020 10:55	2020-0002	54/MARK		-361	-361	T	Black	Male	>40	Traffic	Warning	No Search
06/02/2020 11:01	2020-0002	TELEGRAPH /	BERKELEY	37.8561859	-122.26	T	Black	Male	18-29	Traffic	Warning	No Search
06/02/2020 11:14	2020-0002	1373 SOLANO	ALBANY	37.8909198	-122.291		1194 White	Male	30-39	Investigati	Warning	No Search
06/02/2020 11:24	2020-0002	ASH/EOF SAN P		-361	-361	T	Hispanic	Male	18-29	Traffic	Warning	Search
06/02/2020 11:34	2020-0002	VIR/OXF		-361	-361	T	White	Male	>40	Traffic	Warning	No Search
06/02/2020 11:43	2020-0002	KITTREDGE S	BERKELEY	37.8684892	-122.268		1196 Black	Male	18-29	Traffic	Citation	No Search
06/02/2020 11:48	2020-0002	EASTSHORE /	BERKELEY	37.8670189	-122.303		1196 Black	Female	30-39	Traffic	Warning	No Search
06/02/2020 11:57	2020-0002	OREGON ST /	BERKELEY	37.8563085	-122.277	T	Black	Female	30-39	Traffic	Warning	No Search
06/02/2020 12:06	2020-0002	920 HEINZ AV	BERKELEY	37.8533291	-122.29	T	Black	Female	>40	Traffic	Warning	No Search
06/02/2020 12:09	2020-0002	26591	ALBANY	37.88898	-122.29		1196 Black	Male	>40	Traffic	Warning	No Search
06/02/2020 12:10	2020-0002	4TH ST / HEA	BERKELEY	37.8688762	-122.3	T	Black	Female	<18	Traffic	Warning	Search
06/02/2020 12:12	2020-0002	BANCROFT W	BERKELEY	37.8684093	-122.261	T	Black	Male	30-39	Traffic	Warning	No Search
06/02/2020 12:21	2020-0002	BLAKE ST / M	BERKELEY	37.8627436	-122.27	T	White	Male	30-39	Traffic	Citation	No Search
06/02/2020 12:23	2020-0002	59TH ST / SH	OAKLAND	37.844507	-122.265	T	White	Male	18-29	Traffic	Arrest	Search
06/02/2020 12:37	2020-0002	SHATTUCK A	BERKELEY	37.8523795	-122.266	T	Black	Male	>40	Traffic	Warning	No Search
06/02/2020 12:57	2020-0002	BLAKE ST / M	BERKELEY	37.8627436	-122.27		1196 Black	Female	>40	Traffic	Warning	No Search

BPD stops during May 31-June 2 Curfew

Ethnicity	Stops	Percent of total stops	Disparity compared to White stops
Black	92	62.16%	5.11
Latinx/Hispanic	18	12.16%	
White	18	12.16%	
Asian	11	7.43%	
Other	9	6.08%	
<b>TOTAL:</b>	<b>148</b>	<b>100.00%</b>	

CreateDate	IncidentNu	Address	City	Lat	Lon	CallType	Race	Gender	Age	Reason	Enforceme	Car Search
06/01/2021	2020-0002	ALLSTON	BERKELE	37.86739	-122.282	T	Black	Male	18-29	Investigati	Arrest	Search
06/02/2021	2020-0002	CHANNIN	BERKELE	37.86661	-122.261	T	Black	Female	18-29	Traffic	Arrest	Search
05/31/2021	2020-0002	SAN PABL	BERKELE	37.86109	-122.29	1196	Black	Male	18-29	Wanted	Citation	No Search
06/01/2021	2020-0002	EMERSON	BERKELE	37.85455	-122.266	T	Black	Male	18-29	Traffic	Citation	No Search
06/02/2021	2020-0002	ALCATRA	BERKELE	37.84905	-122.269	T	Black	Male	30-39	Traffic	Citation	No Search
06/02/2021	2020-0002	6TH ST / A	BERKELE	37.86526	-122.297	T	Black	Male	<18	Traffic	Citation	No Search
06/02/2021	2020-0002	DWIGHT V	BERKELE	37.86291	-122.276	T	Black	Male	30-39	Traffic	Citation	No Search
06/02/2021	2020-0002	ADDISON	BERKELE	37.86581	-122.302	T	Black	Male	18-29	Traffic	Citation	No Search
06/02/2021	2020-0002	CENTER S	BERKELE	37.8703	-122.268	T	Black	Female	18-29	Traffic	Citation	No Search
06/02/2021	2020-0002	1578 ALL	BERKELE	37.8676	-122.28	T	Black	Male	>40	Traffic	Citation	No Search
06/02/2021	2020-0002	KITTRED	BERKELE	37.86849	-122.268	1196	Black	Male	18-29	Traffic	Citation	No Search
05/31/2021	2020-0002	SHATTUC	BERKELE	37.86488	-122.267	1194	Black	Male	>40	Investigati	Other	No Search
05/31/2021	2020-0002	SHATTUC	BERKELE	37.86488	-122.267	T	Black	Male	<18	Traffic	Warning	No Search
05/31/2021	2020-0002	SHATTUC	BERKELE	37.86488	-122.267	T	Black	Female	<18	Traffic	Warning	No Search
05/31/2021	2020-0002	SHATTUC	BERKELE	37.87215	-122.268	T	Black	Male	30-39	Traffic	Warning	No Search
05/31/2021	2020-0002	UNIVERSI	BERKELE	37.8717	-122.272	T	Black	Male	30-39	Traffic	Warning	No Search
05/31/2021	2020-0002	UNIVERSI	BERKELE	37.8697	-122.287	T	Black	Female	<18	Traffic	Warning	No Search
06/01/2021	2020-0002	MARTIN L	BERKELE	37.8733	-122.273	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2021	2020-0002	SACRAM	BERKELE	37.85491	-122.279	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	MARKET S	OAKLAND	37.84305	-122.275	T	Black	Female	18-29	Traffic	Warning	Search
06/01/2021	2020-0002	MARKET S	OAKLAND	37.84305	-122.275	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2021	2020-0002	MILVIA ST	BERKELE	37.87088	-122.271	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2021	2020-0002	MARKET S	OAKLAND	37.84436	-122.275	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2021	2020-0002	BERRYMA	BERKELE	37.88368	-122.271	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	6TH ST / F	BERKELE	37.86931	-122.298	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	6TH ST / F	BERKELE	37.88115	-122.302	T	Black	Male	18-29	Traffic	Warning	Search
06/01/2021	2020-0002	TELEGRA	BERKELE	37.85519	-122.26	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2021	2020-0002	ALCATRA	OAKLAND	37.8495	-122.266	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	SHATTUC	BERKELE	37.86488	-122.267	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	HEARST A	BERKELE	37.86931	-122.298	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	SAN PABL	BERKELE	37.86462	-122.291	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	E SAC		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	SACRAM	BERKELE	37.84969	-122.278	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	TOUCHLESS		-361	-361	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	DURANT A	BERKELE	37.86669	-122.268	T	Black	Female	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	ASHBY A	BERKELE	37.8553	-122.266	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	COLLEGE	BERKELE	-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	ASHBY A	BERKELE	37.8553	-122.266	1196	Black	Female	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	CHANN 7		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	MILVIA ST	BERKELE	37.86998	-122.271	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	ASHBY A	BERKELE	37.85101	-122.291	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	65TH ST /	OAKLAND	37.85063	-122.264	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	UNIVERSI	BERKELE	37.86787	-122.299	T	Black	Male	>40	Traffic	Warning	Search
06/01/2021	2020-0002	SAN PABLO AV/BUR		-361	-361	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	ASHBY A	BERKELE	37.85543	-122.265	T	Black	Female	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	UNIVERSI	BERKELE	37.86644	-122.306	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2021	2020-0002	FULTON S	BERKELE	37.86783	-122.266	1196	Black	Male	30-39	Traffic	Warning	Search
06/01/2021	2020-0002	ADE/ORG		-361	-361	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	UNIVERSI	BERKELE	37.8682	-122.297	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	GILMAN S	BERKELE	37.8783	-122.307	T	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	TELEGRA	OAKLAND	37.85107	-122.26	1196	Black	Male	30-39	Traffic	Warning	No Search
06/01/2021	2020-0002	CEDAR S	BERKELE	37.87409	-122.3	T	Black	Male	>40	Traffic	Warning	No Search
06/01/2021	2020-0002	UNIVERSI	BERKELE	37.8682	-122.297	T	Black	Male	<18	Traffic	Warning	Search
06/01/2021	2020-0002	6TH ST / U	BERKELE	37.86799	-122.298	T	Black	Male	18-29	Traffic	Warning	No Search
06/01/2021	2020-0002	SHATTUC	OAKLAND	37.85033	-122.266	T	Black	Male	30-39	Traffic	Warning	Search
06/01/2021	2020-0002	SHATTUC	BERKELE	37.85382	-122.266	1194	Black	Female	18-29	Prob./Paro	Warning	No Search

12 enforcement actions

92 Black stops

0.130435

06/02/2021	2020-0002	901 ASHB	BERKELE	37.85136	-122.291	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	4TH ST / V	BERKELE	37.87188	-122.301	T		Black	Male	30-39	Traffic	Warning	Search
06/02/2021	2020-0002	ASHBY A\	BERKELE	37.85214	-122.287	T		Black	Female	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	7TH ST / L	BERKELE	37.8682	-122.297	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	TELEGRA	BERKELE	37.86513	-122.258	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	CHANNIN	BERKELE	37.86285	-122.29	T		Black	Female	18-29	Traffic	Warning	No Search
06/02/2021	2020-0002	1800 6TH	BERKELE	37.87018	-122.299	T		Black	Male	18-29	Traffic	Warning	No Search
06/02/2021	2020-0002	10TH ST /	BERKELE	37.8702	-122.294		1196	Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SAN PABL	BERKELE	37.86462	-122.291	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	UNIVERSI	BERKELE	37.86864	-122.294	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SACRAME	BERKELE	37.85328	-122.279	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SAN PABL	BERKELE	37.86025	-122.289	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	UNIV/5		-361	-361	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	SAN PABL	OAKLAND	37.84693	-122.285	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	ALCATRA	BERKELE	-361	-361	T		Black	Male	30-39	Traffic	Warning	Search
06/02/2021	2020-0002	SAN P/HEARST		-361	-361	T		Black	Male	30-39	Traffic	Warning	Search
06/02/2021	2020-0002	CALIFORN	BERKELE	37.85176	-122.277	T		Black	Female	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	2601 TELE	BERKELE	37.86299	-122.258	T		Black	Female	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SHATT/CED		-361	-361	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	1040 UNIV	BERKELE	37.86856	-122.293	T		Black	Male	18-29	Traffic	Warning	Search
06/02/2021	2020-0002	ASHBY A\	BERKELE	37.85432	-122.271	T		Black	Female	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	1095 UNIV	BERKELE	37.86932	-122.292		1196	Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	NEWBUR	BERKELE	37.85518	-122.267		1196	Black	Male	18-29	Traffic	Warning	No Search
06/02/2021	2020-0002	7TH ST / L	BERKELE	37.8682	-122.297	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	HARRISO	BERKELE	37.88091	-122.303	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SAN PABL	BERKELE	37.85621	-122.288	T		Black	Female	18-29	Traffic	Warning	Search
06/02/2021	2020-0002	54/MARK		-361	-361	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	TELEGRA	BERKELE	37.85619	-122.26	T		Black	Male	18-29	Traffic	Warning	No Search
06/02/2021	2020-0002	EASTSHO	BERKELE	37.86702	-122.303		1196	Black	Female	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	OREGON	BERKELE	37.85631	-122.277	T		Black	Female	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	920 HEINZ	BERKELE	37.85333	-122.29	T		Black	Female	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	26591	ALBANY	37.88898	-122.29		1196	Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	4TH ST / H	BERKELE	37.86888	-122.3	T		Black	Female	<18	Traffic	Warning	Search
06/02/2021	2020-0002	BANCROF	BERKELE	37.86841	-122.261	T		Black	Male	30-39	Traffic	Warning	No Search
06/02/2021	2020-0002	SHATTUC	BERKELE	37.85238	-122.266	T		Black	Male	>40	Traffic	Warning	No Search
06/02/2021	2020-0002	BLAKE ST	BERKELE	37.86274	-122.27		1196	Black	Female	>40	Traffic	Warning	No Search

