



Durham Police Department

Memo

To: Chief Kelley
From: Captain Dalton
CC: Deputy Chief Holmstock
Date: January 3, 2024
Re: Annual Bias Review- 2023 (1.2.9)

I have reviewed the Durham Police Department policy that governs the delivery of police services to the community without the influence of bias. After being first adopted in 2001, I found that the policy remains current and in full effect today.

This policy was reviewed by CALEA in July of 2023 and (along with our practices) was found in compliance with accepted international law enforcement standards. It is mandatory for all reported incidents related to Bias/Hate Crimes be investigated and documented. To date, each of our officers and staff members have completed refresher training, as well as New Hampshire mandated training, and reviewed our bias policy.

We conducted one hiring process in 2023.

In 2023, we hired one new police officer; one Caucasian man was identified during our one hiring process. The process was conducted from September to October 2023.



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As part of the selection process, inquiries were made about the candidate's attitude and behavior that would suggest bias toward any people or group. The hiring process was supported by a polygraph examination and psychological examination. The selection process for our one candidate suggested no bias of any kind.

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

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

I have reviewed our internal affairs investigations for 2023, and in doing so, I found that two complaints filed with the department rose to the level necessary for an Internal Investigation. Internal Investigations are assigned by the Chief of Police. At no point did the complaints allege bias of any kind. Our subsequent examination confirmed the actions taken by the officers in question was done so without bias.

I have reviewed all response to resistance related reports to include all reports that were filed and subject to supervisory review at the time force was used. I found no pattern or trend that would suggest bias was used by any officer or groups of officers when their enforcement actions resulted in force being used to safely bring a person into custody. Of the 28 reported response to resistance forms filed in 2023: twelve incidents involved white males, two incidents involved the same Black juvenile male, and one incident involved an Asian male. On the other hand, there were thirteen incidents involving white females.

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

At present, our full-time sworn officer staff is made up of three females. We have two part-time female officers that still maintains their full-time sworn status. Our ranking officer staff does not have any females counted amongst the supervisors. We had one promotional process in 2023. The process was to identify a patrol sergeant. Of those who applied for a promotion, three were Caucasian men, one African American man, and one Caucasian female. The candidate identified for promotion was an African American man. There is no indication of bias regarding our promotional process and no complaints or grievances have been made.

Durham police's full-time sworn personnel has one black male officer, one Asian female officer, two white female officers and sixteen white male officers. There is no bias indicated during any phase of the recruitment and selection process.

A review of department training, as well as a review conducted by the 2023 Training Committee, reveals that all assignments continue to be based on the demands of the community, the needs of the agency, and officer requests. No bias, favoritism or other factors were used in making training assignments.

Currently, I do not recommend any changes to policy or practices.