

# TOLEDO POLICE DEPARTMENT



Photo by Scott Grau

## **Bias Free Policing Administrative Review 2022**

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Subject: Toledo Police Department 2022 Bias Free Policing Administrative Review

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# **Bias Free Policing Administrative Review**

## **Introduction**

It is the policy of the Toledo Police Department that services be delivered impartially, respectfully and free of bias in a manner that promotes broad community engagement, trust and confidence. The Toledo Police Department does not tolerate biased-based profiling and utilizes various management tools to ensure that it does not occur. Bias-based profiling is defined as the stopping, questioning, detention, arrest, or other disparate treatment of any person based solely on their race, ethnicity, national origin, age, gender, gender expression or identity, sexual orientation, disability, religion, economic status, cultural group, limited English proficiency or any other identifiable group.

Law enforcement agencies should not condone biased policing in its enforcement programs as it may lead to allegations of violations of the constitutional rights of the citizens we serve, undermine legitimate law enforcement efforts, and may lead to claims of civil rights violations. Additionally, biased policing alienates the public, fosters distrust of law enforcement by the community, invites media scrutiny, invites legislative action, and judicial intervention.

Law enforcement personnel should focus on a person's conduct and not consider common traits unless that trait has been associated with a specific suspect of a crime or the suspects associated with a pattern of incidents in a particular area (criminal profiling). Criminal profiling can be a useful tool for law enforcement officers and should not be confused with bias-based profiling. Officers should understand the difference between the two and ensure that bias-based profiling does not occur. Criminal profiling is based on facts that are known to the officer at the time. These facts can come from witness statements, victim statements, evidence from crime scenes, etc. Several procedures are in place to better ensure that racial, ethnic, and/or gender characteristics are not being used by officers as a basis for traffic stops and/or subject stops.

The first of these procedures is training department personnel on bias-based policing issues in the academy and during annual department training. The bias-based training includes topics that ensure all citizens receive fair and equal treatment and that officers are making traffic stops, field contacts, or any other formal law enforcement actions on the basis of probable cause or reasonable suspicion. Officers have also received training on implicit bias to understand how attitudes or stereotypes can affect our understanding, actions, and decisions in an unconscious manner. Secondly, officers who have had bias-based or discrimination complaints sustained against them are subject to remedial training and the department's internal disciplinary process. Lastly, it is important to note that there is an ongoing effort to identify potential training and policy issues related to ensuring fair and impartial policing which is followed by an annual review

of the department's bias-based profiling policy and practices. This annual review is completed by the Accreditation Unit.

## **Training**

Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities. Training should emphasize the corrosive effects of biased policing on individuals, the community and the agency. Agencies should consider ways that citizens might seek to utilize law enforcement personnel against others in a biased manner and consider training, policies, or other safeguards to minimize the risk personnel are placed into that may involve biased circumstances by an outside source.

The Toledo Police Academy conducts bias-based profiling training to all cadets during the "Stops and Approaches" portion of academy training. Additionally, all department personnel receive training annually on topics related to bias-based policing (i.e., cultural diversity, implicit biases, human relations, communication and de-escalation skills, etc.).

## **Policy & Procedure**

Department Manual Directive 103.10, entitled, "Biased-Based Profiling" was written in compliance with the Commission on Accreditation for Law Enforcement Agencies (CALEA) and covers all aspects of bias-based profiling. The directive is available to the general public on the City of Toledo and the department's websites.

## **Inspections and Supervisory Review**

Per department policy, all vehicle pursuits and incidents involving response to resistance are subject to several layers of supervisory review. The process includes reviewing reports, video from the officer's body-worn camera and in-car camera, and the interviewing of relevant witnesses. If a violation of policy is discovered during the review process, the Internal Affairs Bureau is notified and an investigation is opened.

To ensure departmental policies and procedures are adhered to, randomly selected in-car and body-worn camera footage reviews are conducted quarterly by the commander of the Inspections Unit.

## Citizen Complaints

Allegations of bias-based profiling are tracked and investigated by the Internal Affairs Bureau. Additionally, the department uses video recording systems (in-car camera, body worn camera) to assist in the investigation of alleged bias-based profiling by officers. The commander of the Internal Affairs Bureau reported that there was **one citizen complaint** of biased-based profiling in 2022. The finding of that incident was **non-sustained**.

The meaning of the finding is listed below:

- **SUSTAINED** – The investigation established sufficient evidence to clearly show that the wrongful act alleged in the complaint did occur.
- **NON-SUSTAINED** – The investigation was unable to find sufficient evidence to prove or disprove the allegation of a wrongful act made in the complaint.
- **EXONERATED** – The act described in the complaint did occur however, the investigation revealed the act was lawful and in accordance with established department policy and procedures.
- **UNFOUNDED** – The investigation proved conclusively that the alleged act did not occur and/or the accused officer did not commit the act or there is no credible evidence to support the complaint.
- **SUSTAINED – NO PENALTY** -- The investigation established sufficient evidence to clearly show that the act alleged in the complaint did occur. However, the chief of police, at his/her discretion based on mitigating circumstances, has decided not to issue discipline.

## Analysis of Traffic Stop and Field Interview Data

The department collects data from traffic stops by recording the disposition codes given by officers at the conclusion of an interaction. These disposition codes denote the perceived race and gender of the driver of the involved vehicle once contact is made with the vehicle's operator, as well as the actual disposition of the traffic stop (arrest, citation, or warning). In the past, yearly totals for traffic stop data would be obtained and compared to the census figures for the city of Toledo. However, aggregate percentages do not reflect racial or ethnic population density for geographical areas. Many neighborhoods are predominantly composed of one race or ethnicity. Consequently, the number of traffic stops conducted in these neighborhoods appears skewed when compared with the aggregate census data.<sup>1</sup> Additionally, police departments distribute personnel based on calls for service to 911, the amount of crime that has occurred in an area, and population density. If a higher percentage of police officers are assigned to an area where the residents and drivers are predominantly one race or ethnicity, consequently there will be a

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<sup>1</sup> Racial Profiling: "What does the data mean?" Practitioner's Guide to Data Collection & Analysis (2007)



## Crime Rates

The data below displays the city's 2022 violent crime rates using the Ohio Incident Based Reporting System (OIBRS). OIBRS is the State of Ohio's version of the Federal Bureau of Investigations (FBI) National Incident Based Reporting System (NIBRS). OIBRS is a voluntary reporting program in which Ohio law enforcement agencies can submit crime statistics directly to the state and federal government in an automated format. When it comes to reporting crime to the FBI, this process has replaced the Uniform Crime Reports (UCR) system. UCR and OIBRS/NIBRS are both regulated by the FBI and both use the same general concepts. The biggest difference between the two reporting systems is that OIBRS/NIBRS reports all crimes that occurred within one single incident and UCR reports only the most severe crime that occurred within a single incident. Another difference is that OIBRS/NIBRS reports each victim included in an incident versus one victim per incident (UCR). OIBRS/NIBRS also has more crime classifications than UCR.

The violent crime numbers below were collected by the Northwest Ohio Regional Information System (NORIS). They are the automated records management provider for the department. In 2022, there was a total of 1,924 violent crime incidents, down from 1,990 in 2021 (3.3% decrease). The following types of crimes account for violent crime incidents: Aggravated Assault, Homicide, Sex Offenses (Rape and Gross Sexual Imposition) and Robbery. From the provided data, we can see that the beats where the greatest percentage of violent crime incidents occurred were beat 310, which accounted for 9.2% of the total number of incidents of violent crime, followed by beat 420 with 8.1%, beat 220 with 7.6% and beat 620 with 7.2%. The lowest percentage of violent crime incidents were found in Beat 510, which accounted for only 3.4% of the total number of incidents of violent crime, followed by beat 110 with 4.8% and beat 520, with 5.1%.

SECTOR	BEAT	AGG ASSAULT	HOMICIDE	SEX OFFENSE	ROBBERY	TOTAL	%
Sector 1	110	52	2	11	27	92	4.8
	120	57	10	17	36	120	6.2
		<b>109</b>	<b>12</b>	<b>28</b>	<b>63</b>	<b>212</b>	<b>11.0</b>
Sector 2	210	58	2	18	30	108	5.6
	220	88	7	22	30	147	7.6
		<b>146</b>	<b>9</b>	<b>40</b>	<b>60</b>	<b>255</b>	<b>13.2</b>
Sector 3	310	94	4	34	44	176	9.2
	320	57	1	21	35	114	5.9
		<b>151</b>	<b>5</b>	<b>55</b>	<b>79</b>	<b>290</b>	<b>15.1</b>
Sector 4	410	62	5	13	32	112	5.8
	420	94	4	20	37	155	8.1
		<b>156</b>	<b>9</b>	<b>33</b>	<b>69</b>	<b>267</b>	<b>13.9</b>
Sector 5	510	30	3	14	19	66	3.4
	520	42	3	13	39	97	5.1
		<b>72</b>	<b>6</b>	<b>27</b>	<b>58</b>	<b>163</b>	<b>8.5</b>
Sector 6	610	58	1	28	30	117	6.1
	620	88	7	15	28	138	7.2
		<b>146</b>	<b>8</b>	<b>43</b>	<b>58</b>	<b>255</b>	<b>13.3</b>
Sector 7	710	64	5	16	23	108	5.6
	720	56	4	21	43	124	6.4
		<b>120</b>	<b>9</b>	<b>37</b>	<b>66</b>	<b>232</b>	<b>12.0</b>
Sector 8	820	68	2	23	25	118	6.1
	830	55	3	30	31	119	6.2
		<b>123</b>	<b>5</b>	<b>53</b>	<b>56</b>	<b>237</b>	<b>12.3</b>
	N/A	<b>8</b>	<b>1</b>	<b>4</b>		<b>13</b>	<b>0.7</b>
	<b>TOTAL</b>	<b>1,031</b>	<b>64</b>	<b>320</b>	<b>509</b>	<b>1,924</b>	

Based on this information, the department would be expected to conduct proactive police activities in the areas with the highest rates of violent crime. Therefore, the number of traffic stops and suspect stops would be expected to be higher in beats 310, 420, 220 and 620. The department would also likely deploy a greater number of officers to these areas to carry out proactive policing activities.

## Calls for Service

<u>Total Calls for Service</u>		
Beat	Calls	Total by Sector
110	7,898	19,453
120	11,555	
210	7,211	17,795
220	10,584	
310	8,254	19,431
320	11,177	
410	8,825	18,517
420	9,692	
510	8,567	18,889
520	10,322	
610	9,837	21,769
620	11,932	
710	11,065	19,784
720	8,719	
820	9,101	17,503
830	8,402	

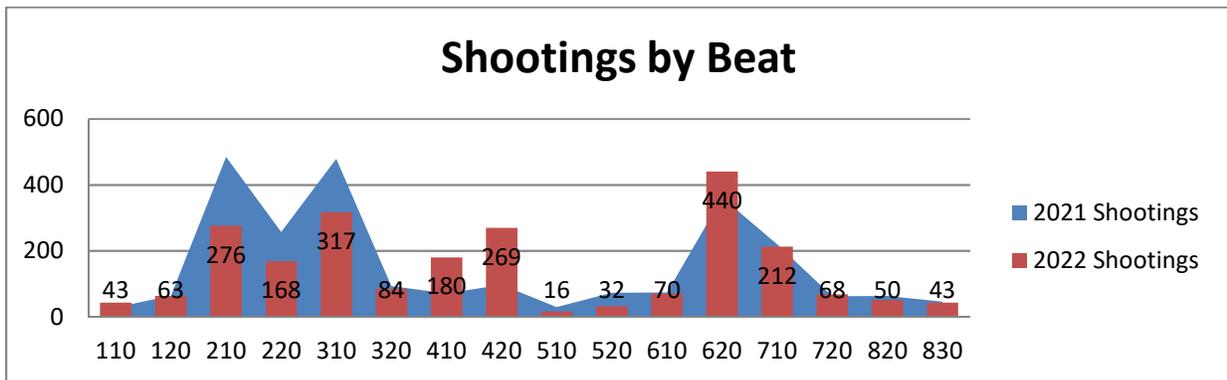
Calls for Service data was collected from Lucas County 9-1-1 Regional Council of Governments. The sector with the most calls for service in 2022 was sector 6. The next three most active sectors in terms of calls for service were sector 7, sector 1, and sector 3. The sector with the least calls for service was sector 8. The ranking of the sectors with regard to greatest number of calls for service changed only slightly from the prior year. In 2021, sectors 6, 1, 7, and 2 had the greatest total (in descending order). One factor used to determine personnel allocation is to measure calls for service by sector/beat. Based on the information in this table, it would be expected that more officers would be assigned to beats 620, 120, 320, 710, and 220. However, the beats/sectors were designed to attempt to equalize the work load of the officers responding to calls for service. It appears to be working as the calls for service seems to be distributed as evenly as possible in the sectors. It should also be noted that the department's top priorities are to respond to calls for service in a

timely manner **and** reduce the rate of violent crime. Therefore, the OIBRS crime rate is likely a more significant factor in the number of officers assigned to a specific beat.

## Shooting Incidents

There were a total of 2,331 shooting incidents in 2022. That is compared to 2,501 shooting incidents that occurred in 2021, a 6.8% decrease. Shooting incidents are comprised of: aggravated assaults, felonious assaults, aggravated burglaries, aggravated menacing, shooting into habitations, discharge of firearms, shooting investigations and criminal damaging. Beats 510 and 520 had the lowest number of shootings, with a combined total of 48. Beat 620 had the highest number, 440 shooting. Followed by beat 310, with 317. Shooting incidents increased from 2021 to 2022 by a substantial amount in beat 410 from 71 to 180 shootings and in beat 420 from 97 to 269. This is likely due to the expansion of gunshot detection technology (Shotspotter) in east Toledo in July of 2022. In 2022, only 25% of the total number of Shotspotter alerts were

complemented by a 911 call. In other words, over 75% of all shooting incidents that occurred in a ShotSpotter zone would have gone unnoticed by the police without the assistance of this technology. The technology allows the department to better locate victims needing medical aid and suspects responsible for the violence. Shotspotter also aids police in gaining a more accurate account of the shooting incidents and to deploy resources in a strategic manner. Furthermore, per department policy, all alerts are accompanied by a police response and if evidence is found, an investigation.



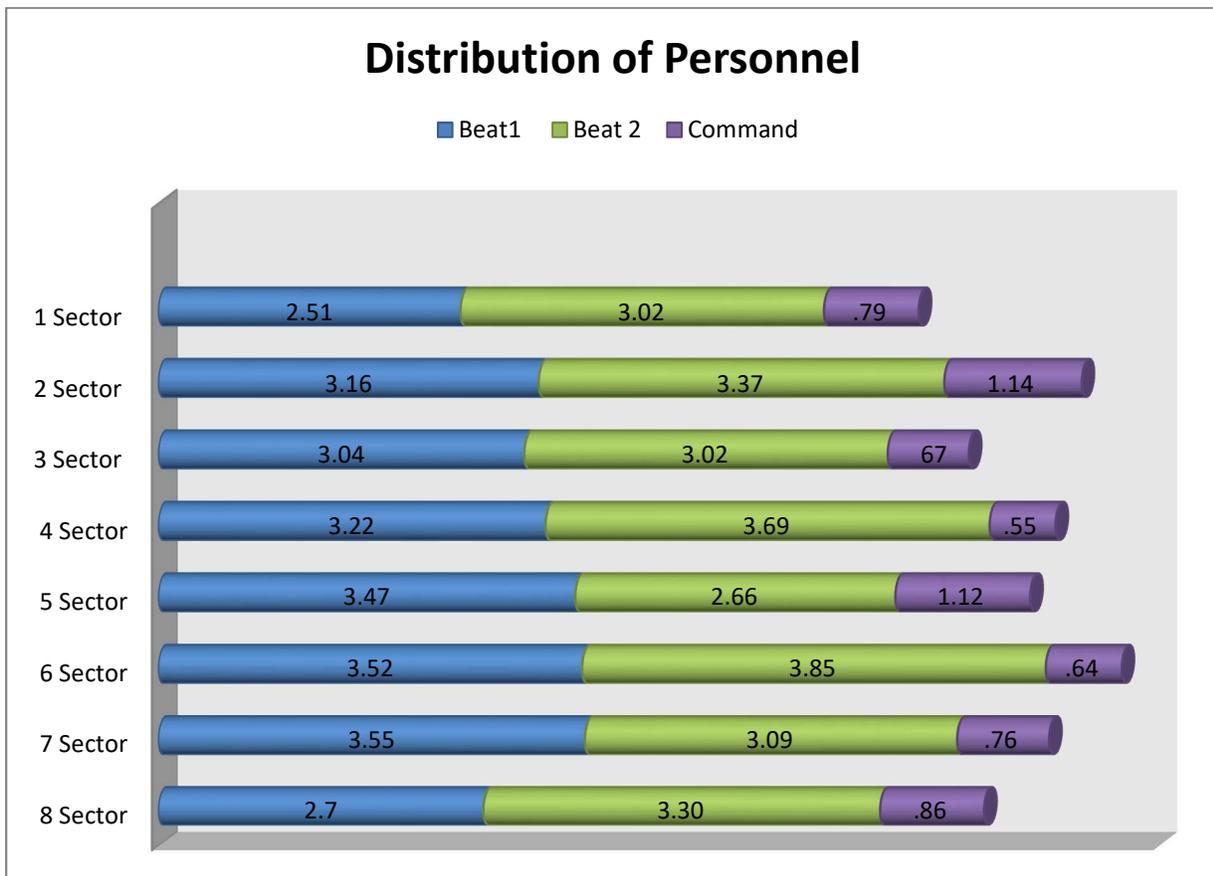
### Distribution of Personnel

The following graph shows the approximate distribution of personnel over a 24-hour time period for the department’s district stations in 2022. The information was gathered from Lucas County 9-1-1 Regional Council of Governments and is an average of officers working for two entire months (June and July of 2022 at both district stations). The number of officers assigned each day of the month was collected from all shifts. A count was taken of each officer by beat, and that number was then divided to determine the average number of officers working on-duty at any given time in a typical 24-hour work period. Only personnel working in the Operations Division were counted. Officers assigned to the specialty units such as Traffic and Community Services Sections were not calculated.

The average number of officers assigned to each beat is shown below. In addition to the officers assigned to the individual beats, the chart also displays the number of command officers who were assigned to each sector. Command officers supervise officers working in a sector and occasionally take calls for service or provide back-up if needed. Officers assigned to out-of-service details (bike patrols, hot-spot areas, etc.), were not accounted for in the sector/beat assignments.

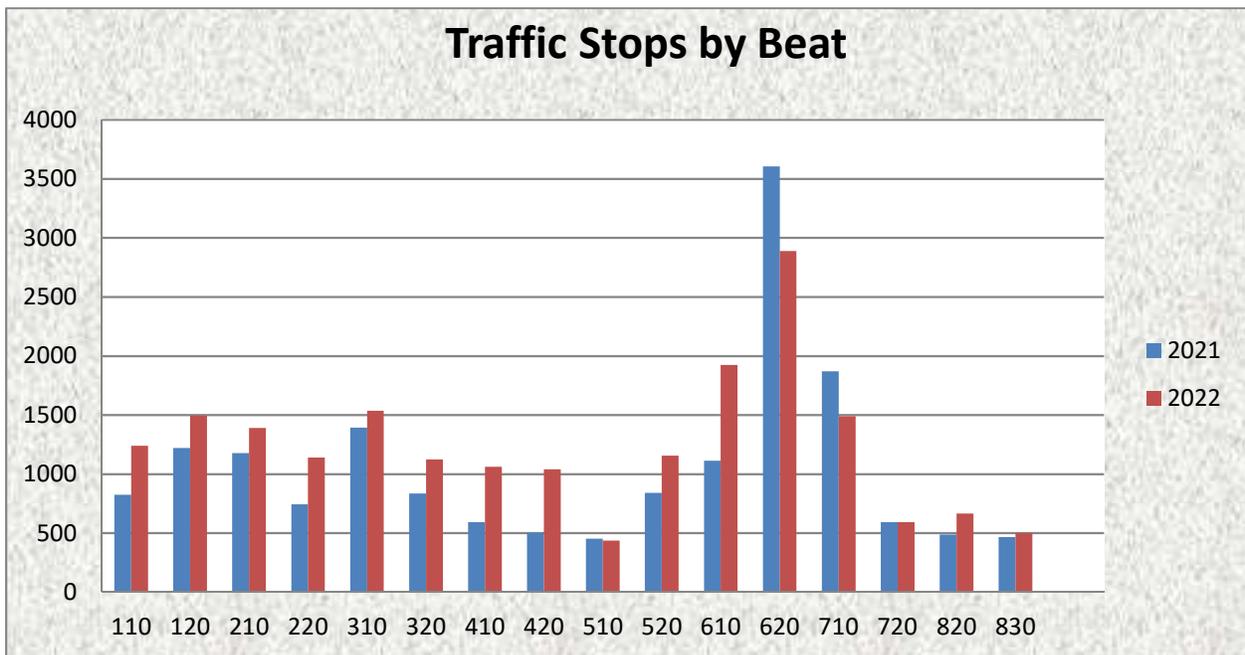
The greatest number of patrol officers assigned to any sector was sector 6, with an average of 7.37 officers. The lowest average was found in sector 1 with 5.53 officers. The slightly larger personnel presence in sector 6 can be attributed to the fact that it contains the most calls for service, the greatest amount of shooting incidents, and the third highest number of violent crimes in the city.

In addition to the assigned officers, the department continues to expand its use of data analyzed by the Criminal Intelligence Section. In doing so, the practice of intelligence-led policing is used to identify “hot spots” within the city where criminal activity is used to predict future incidents of possible crimes. Departmental resources such as personnel from Operations, the Gang Task Force, Vice-Narcotics Section, the Community Services Section, the Traffic Section, SWAT and our task force partners (federal, state and local) are strategically deployed to those hot spots in an effort to disrupt the criminal activity. As part of their efforts, officers increase the police presence by conducting traffic stops, suspect stops, surveillance, and community outreach as a means of preventing lawbreaking in these high crime areas. Concentrating on high crime areas allows the department to be as efficient as possible in utilizing their personnel, partnerships, and technology in an effort to reduce and eradicate crime in the neighborhoods of the city.



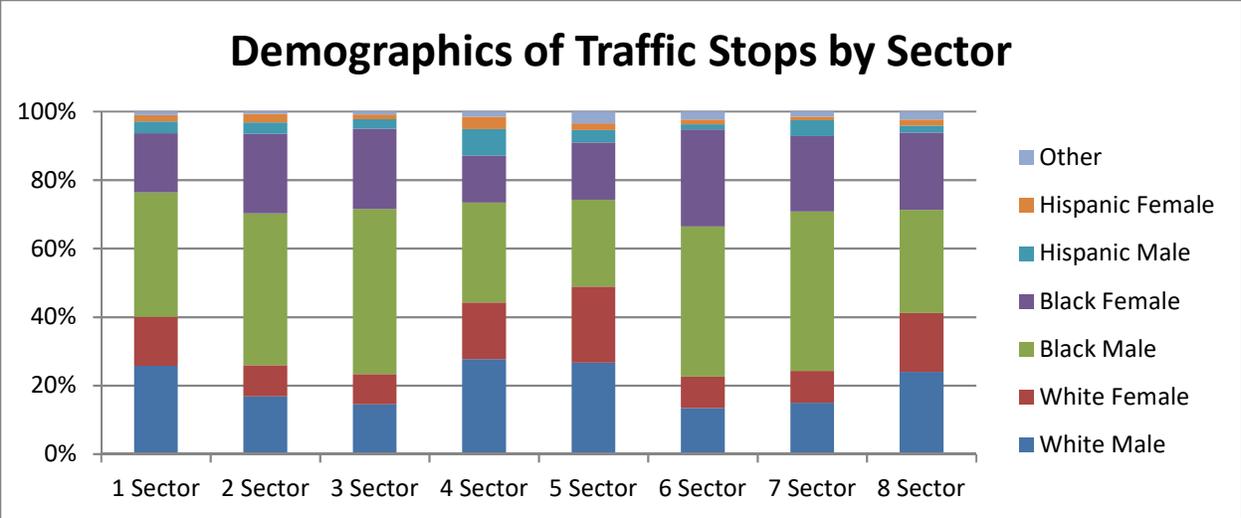
## Traffic Stops by Beat

The below chart displays the number of traffic stops that have occurred in each beat in 2022 and 2021. The total number of traffic stops was higher in 2022 (19,669) compared to both 2021 (16,713) and 2020 (17,713). In 2022, the largest number of traffic stops occurred in beat 620 (2,888) followed by beats 610 (1,923) and 310 (1,536). The fewest number of traffic stops occurred in beats 510 (436), 830 (500) and 720 (591). As expected, beats 310 and 620 each contained a large percentage of the city’s traffic stops as they have the highest percentage of violent crime in the city.



## Demographics of Traffic Stops by Sector

The next graph displays the demographics of traffic stops that have taken place in each sector. For example, of the traffic stops that occurred in 4 sector, 493 were of white males (28%), 294 were of white females (17%), 519 were of black males (29%), 244 were of black females (13%), 137 were of Hispanic males (8%), 65 were of Hispanic females (4%), and 27 were of races comprising the “other” category, (Asian, Middle Eastern, and Native American) for a total of 1%.



### Traffic Stops – Warnings, Citations, Arrests

Result of Traffic Stop	Stops Resulting in Warnings		Stops Resulting in Citations		Stops Resulting in Arrest	
	2022	2021	2022	2021	2022	2021
White Male	45%	60%	44%	29%	11%	11%
White Female	44%	65%	47%	24%	9%	11%
Black Male	45%	58%	33%	23%	22%	19%
Black Female	47%	61%	40%	26%	13%	13%
Hispanic Male	57%	65%	32%	24%	11%	11%
Hispanic Female	51%	59%	40%	26%	9%	15%
Other	56%	73%	39%	24%	5%	3%

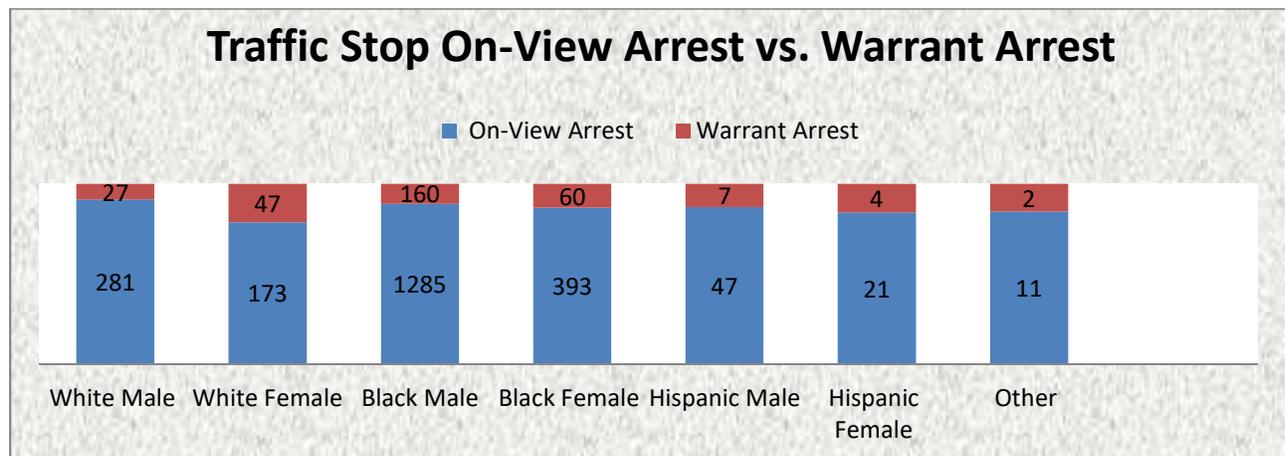
The table above displays the dispositions of traffic stops divided by race and gender. For example, the first row shows that out of all white males subjected to traffic stops in 2022, 45% received a warning, 44% received a citation, and 11% were arrested.

Police officers have discretion when it comes to issuing tickets to motorists and it appears that this discretion is being used as 46% of all traffic stops in 2022 resulted in a warning being issued to the driver of the vehicle. Although warnings are given in almost half of all traffic stops, it is important to note that when you compare totals from 2021 to 2022, you can see that the number of citations given to drivers increased in all demographic categories. In conjunction with the increase in citations given to drivers, all demographic categories showed a decrease of warnings issued to drivers. A possible reason for the increase in citations issued is due to an increased emphasis by the department and specifically the Traffic Section to decrease fatal accidents in the

City of Toledo (a department goal and objective for 2022). In 2021 there were 44 fatal accidents. In 2022 there were 26. The Traffic Section emphasized both speed and seatbelt citations during the course of the year in fulfillment of this goal.

The percentage of drivers arrested in 2022 on traffic stops shifted slightly from 2021, with arrest increases observed with Black Males (3%). Decrease in arrests were seen with White females (2%) and Hispanic females (6%). It is important to note that an arrest in this category does not necessarily indicate that the individual was physically arrested. For example, individuals arrested for non-violent on-view violations or outstanding warrants can be issued a summons to appear in court at a later date. However, individuals issued a summons are still counted as being arrested.

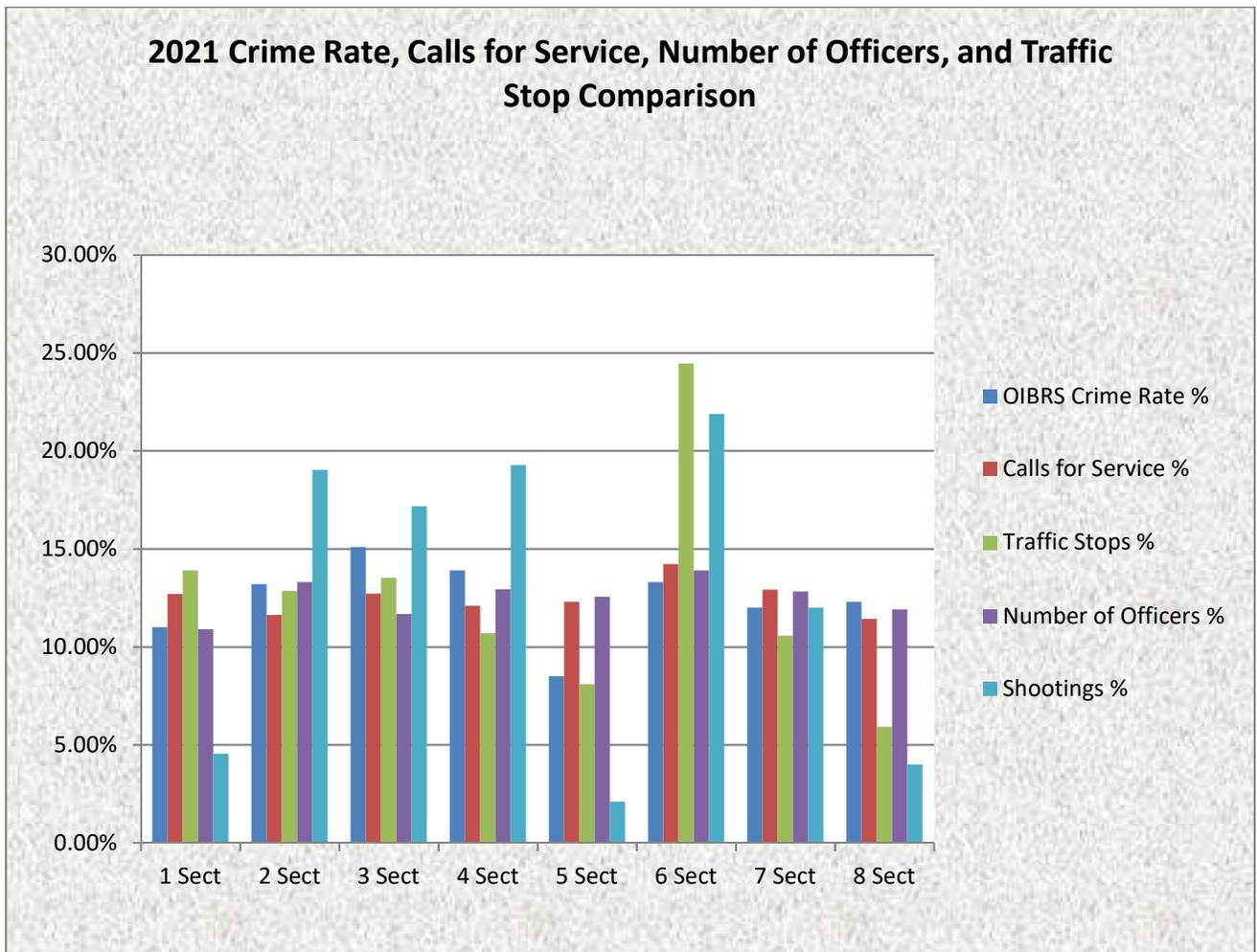
It should be noted that an officer’s discretion to arrest or not arrest is removed in instances where the driver has a valid arrest warrant. The table below displays the number of arrests from traffic stops, broken down by those that had a valid arrest warrant versus an on-view arrest stemming from the traffic stop. It should be noted for data tracking purposes that officers have to specifically state that the arrest was from a warrant; all others are counted as an on-view arrest.



### Comparison of Data for 2022 by Sector

The below chart displays a comparison of the percentages of calls for service, traffic stops, violent crime rates, and shootings that occurred in each sector. For example, 6 sector accounts for 13.3% of the OIBRS violent crime, 14.2% of the calls for service, 24.5% of the traffic stops, 21.9% of Toledo’s shootings, and 13.9% of the officers assigned in the city (June and July of 2022).

Traditionally, it would be expected that the percentages displayed in the chart would be proportional, and the percentage of calls for service, crime rates, number of traffic stops, shootings, and officers assigned would be similar by sector. In 2022, most of the percentages appear to be proportional except for the shootings in sectors 2, 3, 4, and 6 as well as the number of traffic stops conducted in 6 sector. The reason for the high number of traffic stops in Sector 6 could be because it had the highest percentage of calls for service, was third for violent crime and had the greatest number of shootings. Gunshot Detection Technology (ShotSpotter) could account for the high number of shooting incidents in 2, 3, 4 and 6 sector as the technology is installed primarily in these sectors. Placement of the technology was based on historical crime data.



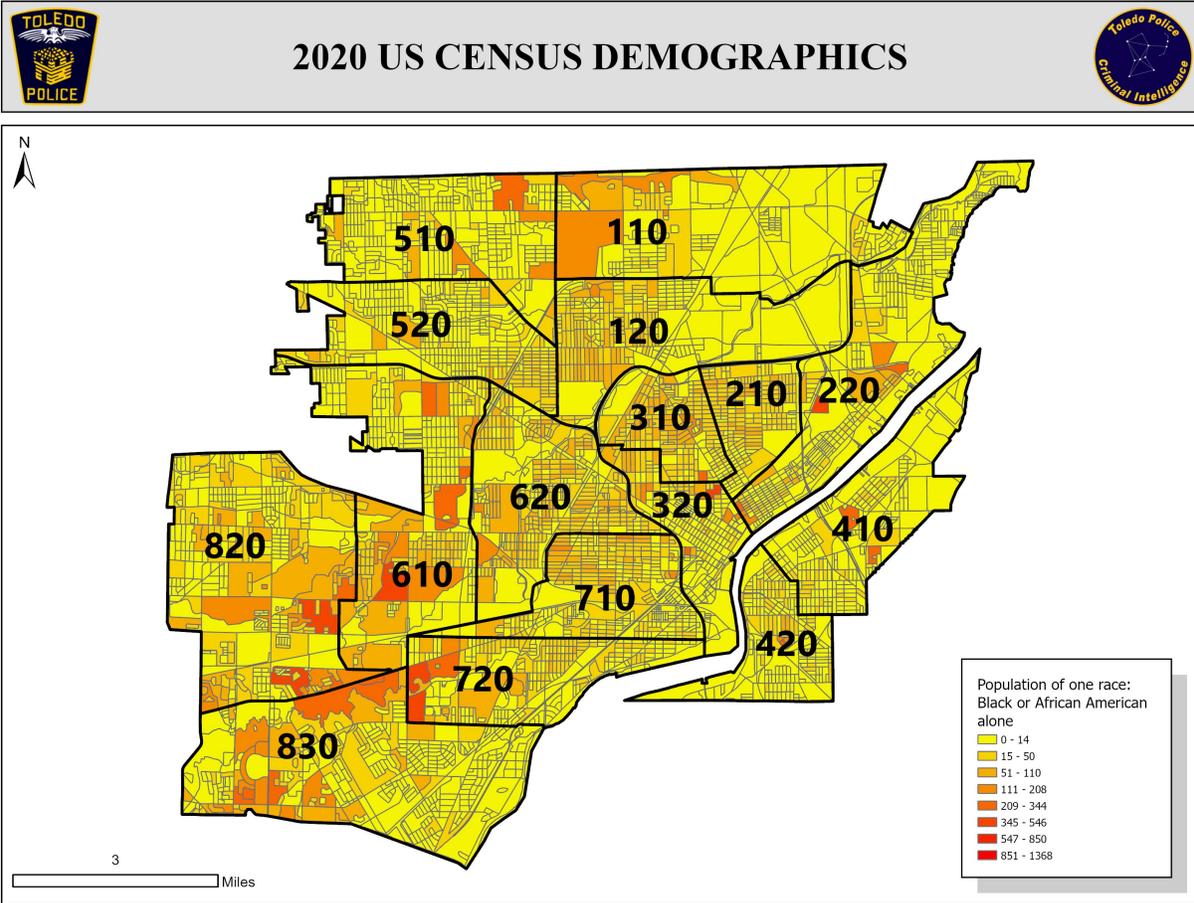
**Census Bureau Demographic Data**

The data displayed below comes from the United States Census Bureau and has been updated from previous reports to reflect the census that occurred in 2020. One minor point that should be noted regarding this data is the overall effectiveness of using census data as a benchmark or baseline. Census data provides the actual number of residents in an area but does not account for the mobility of individuals. Also, according to a report produced by the National Organization of Black Law Enforcement Executives entitled, *Racial Profiling 'What Does the Data Mean'*, “ the census is also known to have high ‘miss’ rates in the minority community, and like all statistical studies, the census also has an error rate.” So, the possibility exists that actual demographic data in the areas most affected by this analysis may be underreported. The below demographic maps were created by the Criminal Intelligence Section who utilized data from the United States Census Bureau <sup>2</sup> based on the 2020 Census and represents the percentage of Black or African-American, Hispanic or Latino and White residents within the City of Toledo (these three demographics represent the highest percentage of the population and account for approximately 98% of all residents). On each map, an outline of the Toledo Police Department beat map was overlaid. The darker shades of red indicate a higher percentage of a particular race that lives in that location.

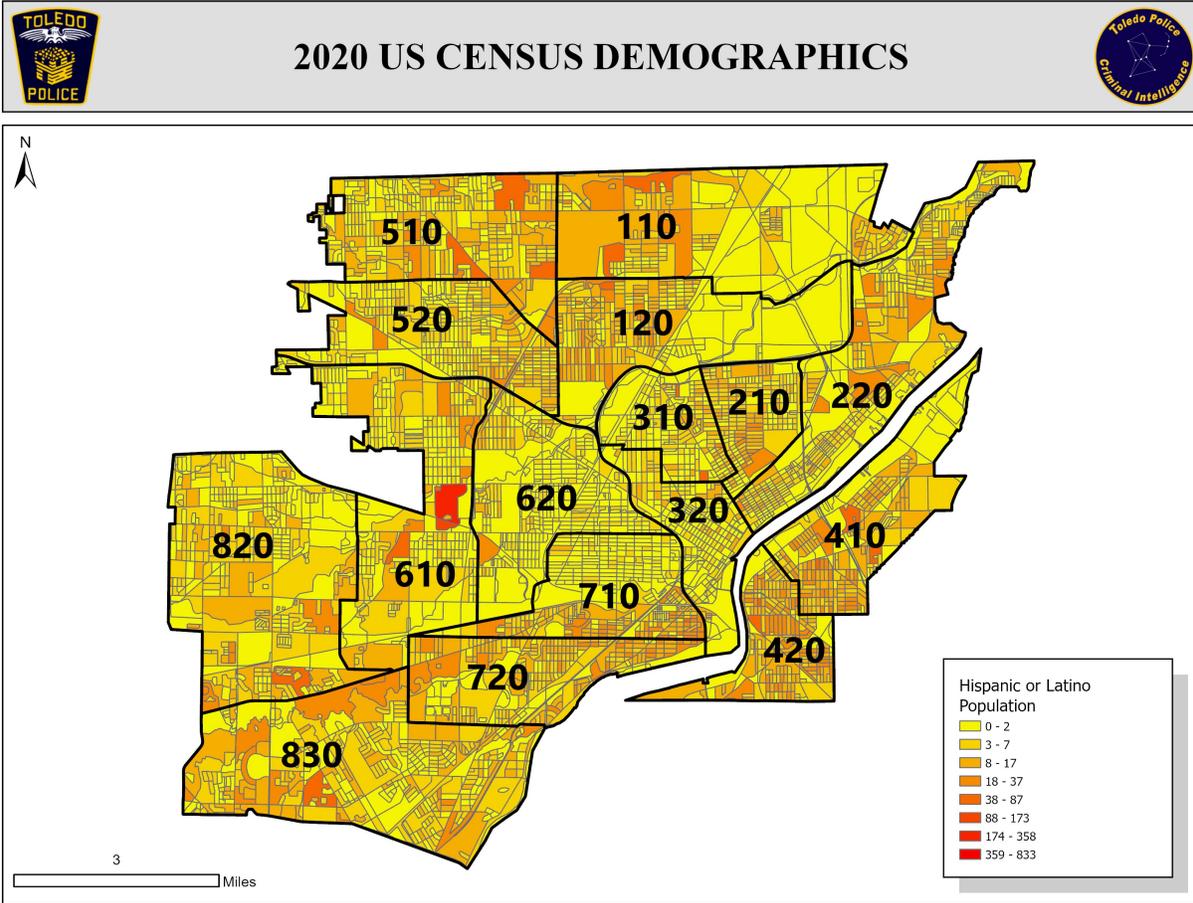
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<sup>2</sup> United States Census Bureau

# Black or African-American Race



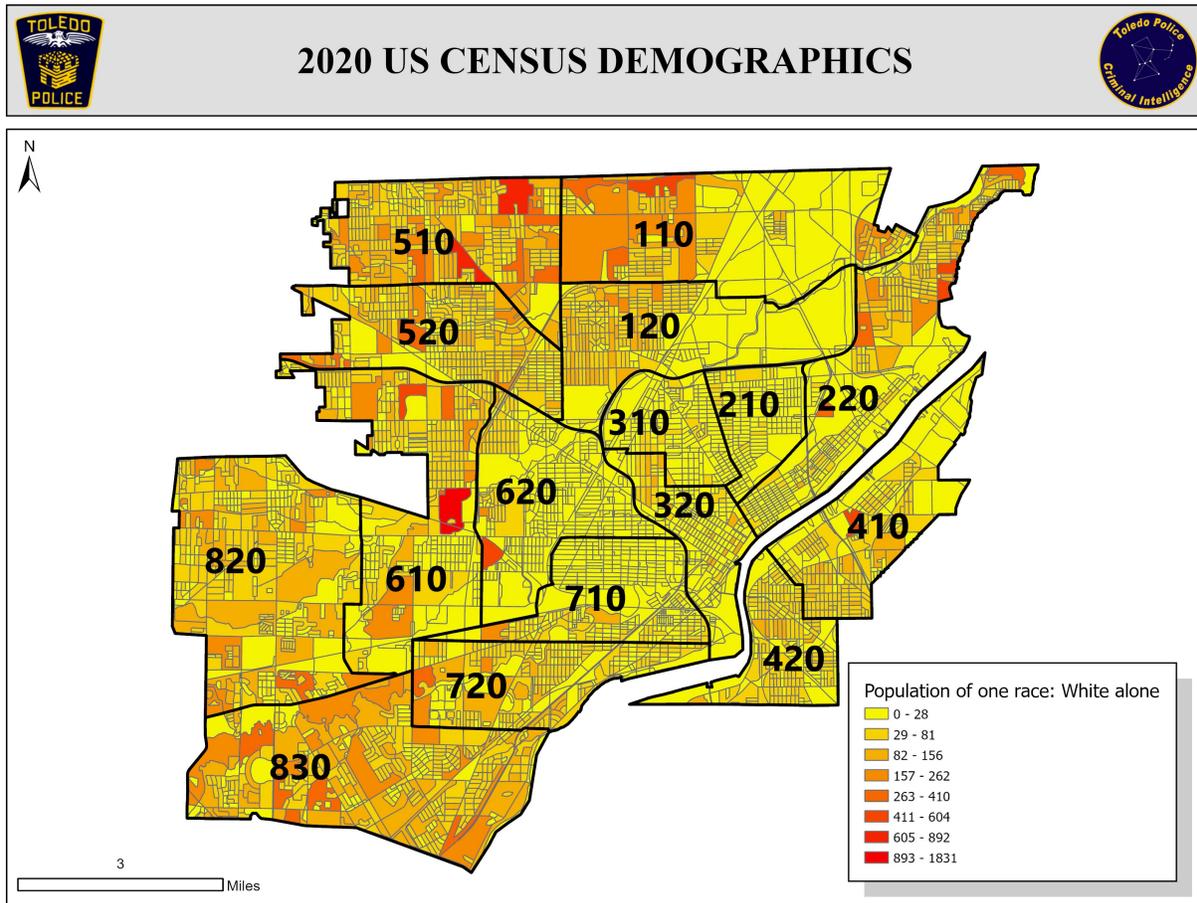
# Hispanic or Latino Race



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## White Race



### Field Interviews and Subject Stops

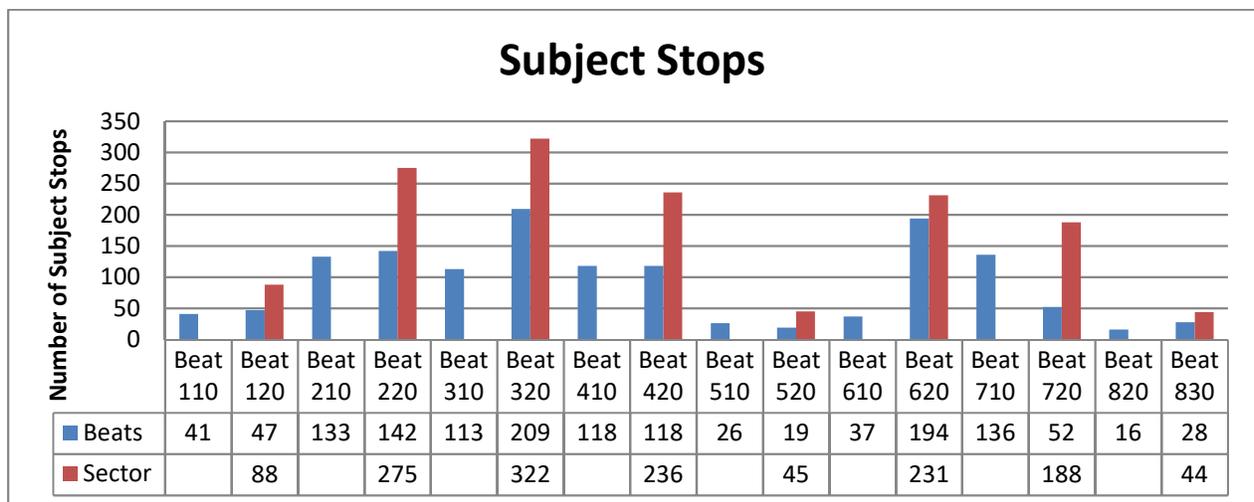
The below tables display data for subject stops and field interviews conducted by Toledo Police officers in 2022. A subject stop is when an officer stops an individual or a group of individuals while in a public place, but not in a moving vehicle. This can occur while on patrol or in response to a call. When an officer believes a person may have information pertaining to a crime, pattern of crimes and/or criminal suspects, or when an officer has reasonable suspicion to believe a person may have committed, may be committing, or may be about to commit a crime, a Field Interview report may be completed. It is important to note that subject stop data is collected from the Tri-Tech CAD (Communications) system when an officer puts him/herself out on a subject stop. Field interview data is collected from the actual Field Interview reports that officers complete and that data is tabulated by the Criminal Intelligence Section. Therefore, a subject stop and a field interview could be counted under both totals.

Though not represented in the table, Field Interview reports have been steadily declining since 2017. There were 1,025 less Field Interview reports completed by officers in 2022 than in 2017. In 2021 there were 165 field interviews conducted. This number decreased to 100 in 2022 (39% decrease). A likely cause is that the effects of the pandemic are still being felt coupled with lower department manpower. The most Field Interview reports were generated in beat 320 with 16 followed by beats 310 and 520 (10 each). The fewest number of reports were generated in beats 710 with 1 and beats 210 and 410 (3 each). Sector 3 had the highest amount of total Field Interviews (26) while sector 4 had the lowest with 8. Black males were the group that was recorded the most often on the reports totaling 53 of all persons interviewed (53%). This is a 9% increase from 2021 – (72 black males interviewed of all persons - 44%). White males were the next highest group that field interviews were completed for with 37 (37%). This is a 4% decrease from 2021 when 67 white males were interviewed out of all persons (41%).

Race and gender do not appear to be factors in determining which individuals are stopped or how field interviews are completed by Toledo police officers. As an overall strategy to reduce criminal activity, the department typically assigns more officers to patrol identified hot spots, areas with higher calls for service, and/or areas where crime trends have been identified. As a result, more field interviews are expected to be conducted in those areas.

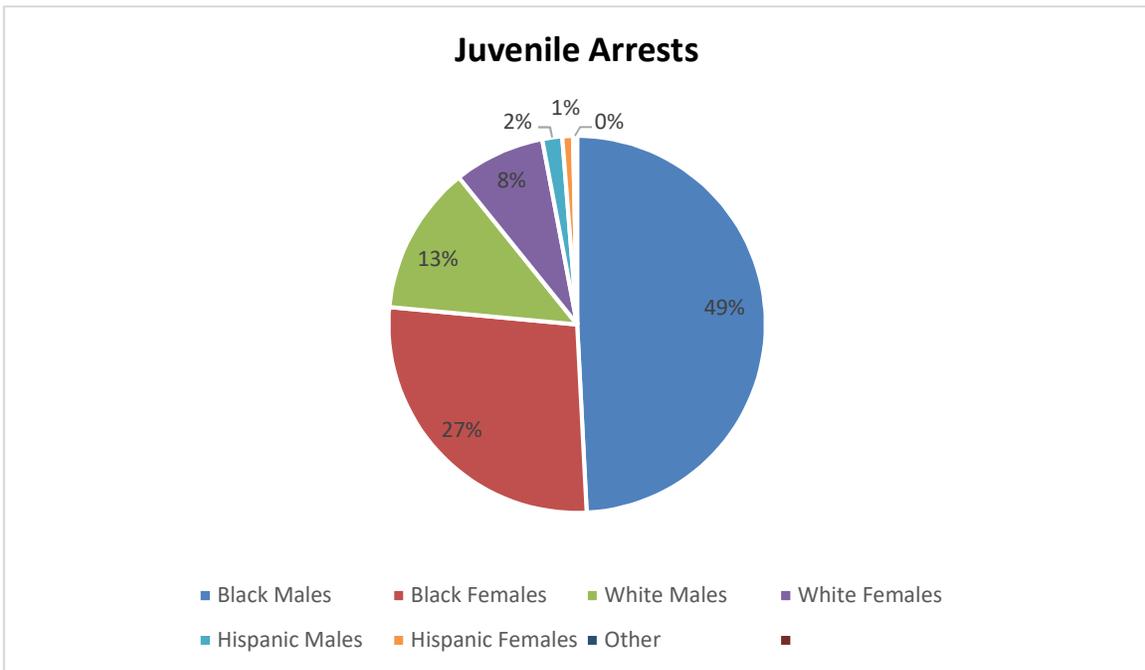
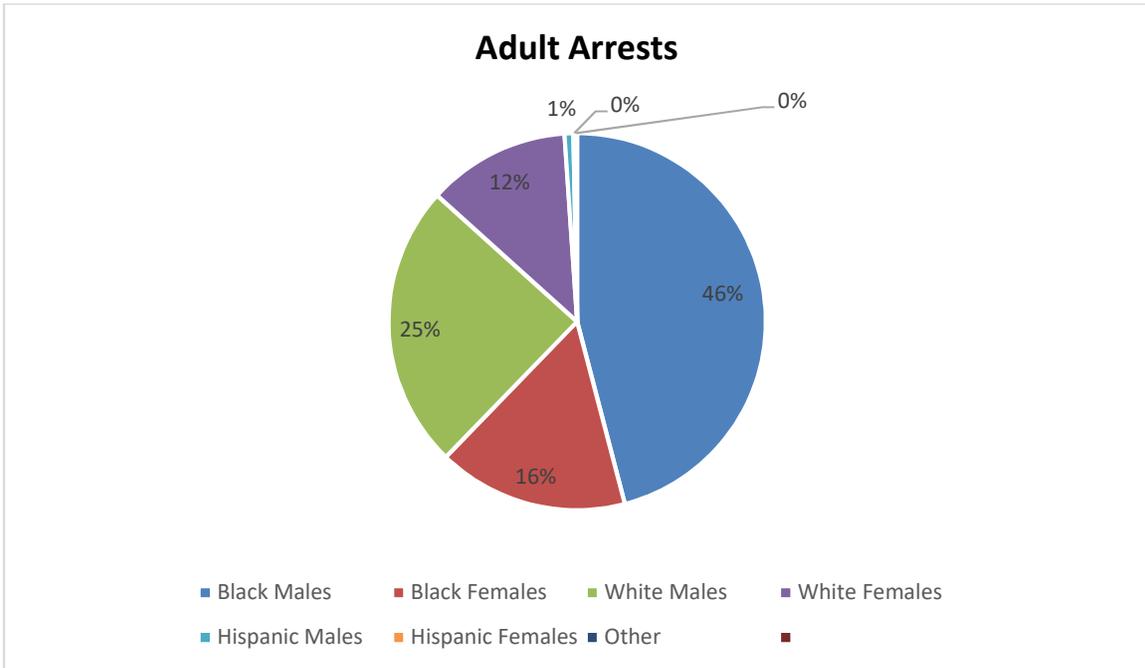
Although property offenses are not discussed in this analysis, many of the crime series that are backed by statistical data from the Criminal Intelligence Section focus on these types of crimes. For example, in 2022, eight of the fourteen crime series were initiated because of property offenses. Four of the overall crime series were considered citywide, meaning that the crimes were not isolated to a single sector or district in the city. Not taking into account the citywide crime series, no single sector had more than two crime series in 2022. Ten of the crime series were assigned to the night shift officers. In ten of the series, either a white or black male was identified as being a possible suspect. In four of the series, the suspect(s) was unknown. As a result of this focused policing, property crime rates remained almost unchanged from 2021, (1,574 in 2021 to 1,593 in 2022). Since 2012 when the crime series started, property crimes are down over 81% overall (8,329 in 2011 to 1,593 in 2022). It is to be expected that when the Criminal Intelligence Section puts out a series, field interviews and subject stops will be conducted as tools to identify potential suspects and to deter criminal activity.

2022 Field Interviews By Race/Gender																	
	110	120	210	220	310	320	410	420	510	520	610	620	710	720	820	830	Total
White Male	2	1	1	0	1	7	2	4	2	3	2	1	1	2	3	5	37
White Female	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	3
Black Male	2	3	2	6	9	7	0	1	2	7	2	3	0	6	2	1	53
Black Female	0	0	0	0	0	1	0	0	1	0	0	1	0	0	1	2	6
Hispanic Male	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Hispanic Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Beat Total	4	5	3	6	10	16	3	5	5	10	4	5	1	8	7	8	
Sector Total		9		9		26		8		15		9		9		15	100



There were 1,429 occurrences where subjects were stopped by a Toledo police officer in 2022 compared to 2021 when there were 1,223 subjects stopped (17% increase). In 2020 there were 2,003 subjects stopped. Beat 320 again had the most subject stops with 209 followed by Beat 620 with 194. The beats with the lowest number of subject stops were 820 with 16 followed by 520 with 19. One reason for a lower number of subject stops in sectors 5 and 8 could be that 5 sector had the lowest amount of violent crime incidents and the least amount of shooting incidents while 8 sector had the least amount of calls for service and the second least amount of shooting incidents. The data supplied to the department does not break down subject stops by race and gender.

## Arrests



There were a total of 13,285 juvenile and adult arrests made in 2022 compared to 12,518 arrests made in 2021 (a 6.1% increase). The above graphs represent the arrests made in 2022 separated by adults and juveniles and then by race and gender. As stated earlier, an arrest does not

necessarily indicate that the individual was physically arrested and taken to jail. Individuals arrested for non-violent on-view violations or outstanding warrants can be issued a summons and released at the scene with the expectation that they are to appear in court at a later date.

## **Conclusion**

The most important element of a police officer's duties is to protect the life and property of the community members they serve as fairly and equitably as possible. To accomplish this, officers are expected to respond to calls for service in a timely manner while also proactively policing the sectors they patrol. It goes without saying that during the course of these duties, a high percentage of an officer's shift will be spent interacting with community members. Because of this, it is crucial that officers treat community members fairly, impartially, and without bias. The Toledo Police Department has taken great strides to ensure that this is accomplished through departmental transparency, community engagement, annual training, and a data driven approach to policing. After analyzing the previously discussed data, there is no evidence of biased-based policing occurring within the department.

## **Recommendations**

With violent incidents such as shootings and homicides (57 in 2020, 68 in 2021 and 64 in 2022) continuing to rise in Toledo, it is paramount that officers continue to police proactively with the primary goal of deterring crime and criminal activity. Proactive policing alone won't reduce these violent incidents from occurring so officers will need to continue to engage with community members to listen to their concerns and by doing so, will allow the community to have confidence in the police department that these concerns are being addressed.

By developing these types of relationships with members of the community, citizens gain an increased understanding of how the police department operates and responds to crime. At the same time, the police department receives greater cooperation and assistance from the citizens they serve. One way that this relationship has continued to grow is due to the department's continuous information sharing with the community. Recently, the department developed and published a police transparency website that has the goal of increasing trust and legitimacy in the community. The website allows members of the community to view crime statistics as a whole, throughout the city as well as within their neighborhoods. The transparency website breaks down the demographics of the department as compared to the demographics of the community. It also provides links to the department's annual Response to Resistance Analysis, Bias Free Policing Analysis, and Pursuit Analysis.

One of the most obvious ways to ensure that a police department employs officers who display traits of bias-free attitudes and a true understanding of public service is by recruiting candidates with a high moral compass. The Toledo Police Department also recognizes the importance of continuing to recruit female and minority candidates to help diversify the ranks of the department while also accurately reflecting the demographics of the City of Toledo. With this goal in mind, the Toledo Police Department created a temporary Recruitment Unit to concentrate on increasing the number of applicants from differing backgrounds and demographic groups to become police officers. Their mandate is to recruit a large pool of applicants who not only accurately reflect the demographics of the City of Toledo, but who also possess a positive attitude, a dedication to community service, and a fair and impartial mentality. Once an individual is identified as a potential recruit, a complete and thorough background investigation is conducted before the applicant can be considered for a position in the police department.

In 2022, 40 cadets began the 69<sup>th</sup> police academy in June. Out of the 40 cadets, 6 were females (15%) and 12 of the 40 cadets identified as Black, Hispanic or other (30%). In 2023, the 70<sup>th</sup> police academy started in April. Out of 41 cadets, 9 were females (22%) and 12 of the 41 cadets identified as Black, Hispanic or other (27%). The hope going forward is to increase the numbers of females and minorities on the department through the efforts of the Recruitment Unit.

The department has a multi-faceted approach to recruitment. One innovative approach to seeking a diverse workforce began with a partnership between the Toledo Police Department and Toledo Public Schools, among others, called PS419. Students learn about public safety topics in class, but it also serves as a mentorship opportunity between Toledo Police officers and Toledo Public School students. The goal of the program is to mentor interested students, guiding them along the path to becoming Toledo Police officers. These students have an incredible opportunity to not only learn what it takes to become Toledo Police officers, but also what it takes to have a successful and rewarding career based around the concept of community service. While this program has only just begun, the benefits of this partnership are expected to be seen for years to come.

While there is no evidence of biased-based policing occurring within the department, it is of the utmost importance that the Toledo Police Department continues to proactively monitor the situation. As was mentioned in last year's report, the department has transitioned to a new personnel management system called Benchmark Analytics Information System. In 2022, data was collected regarding vehicle pursuits as well as response to resistance incidents. While utilization of this system is still in the early stages of use, the goal of using Benchmark's First-Sign program is to quickly and efficiently analyze data from individual incidents while also working to identify trends and patterns that may be occurring throughout the department. That includes any evidence of bias-based policing.

Finally, it is crucial that members of the department continue to receive annual training on biased issues and cultural diversity, as it is important for the department to understand the viewpoints of communities that have traditionally had adversarial relationships with law enforcement. It is recommended that the department continues to address how biases can affect police activities and decision making, such as subject stops, traffic stops, searches, asset seizure and forfeiture, as well as interviews and interrogations. To this point, every member of the department attended in-service Diversity training in 2022. This was a four hour training block that covers topics such as diversity, inclusion and equity, bias free policing, and procedural justice. Diversity training will continue in 2023.