

Compliance Audit Racial Profiling Law Addison Police Department



**DEL CARMEN
CONSULTING, LLC**



October 1, 2016

Addison Police Department
Chief Paul Spencer
5300 Belt Line Rd.
Dallas, TX 75254

Dear Chief Spencer,

I am pleased to inform you that the audit for the Addison Police Department has been completed. The overall aim of this racial profiling audit is to determine if the Addison Police Department is in compliance with the Texas Racial Profiling Law requirements. These findings are attained under the premise that a police department is better served and functions more effectively by reducing, or perhaps eliminating, errors relevant to data recording and reporting; in addition, to fulfilling all of the components of the Texas Racial Profiling Law. It is my most sincere hope that the findings produced as a result of this audit assist the Addison Police Department in producing an accurate and transparent racial profiling report.

A review of the 2015 racial profiling reporting documentation along with a sample of the contact data for the past few months, leads me to conclude that the Addison Police Department is not in compliance with state law as it pertains to racial profiling reporting. Specifically, the Police Department needs to address, right away, the following:

- 1) Ensure that ethnicity (i.e., Hispanic) is counted as required by the law. That is, the law considers the individual to be either Hispanic or White. It is unclear if in various instances (i.e., citations no. 237313, 237312) officers noted suspects as White even though the surname suggests the person could have been Hispanic. This has a tendency of over-reporting Caucasians and under-reporting Hispanics.
- 2) Ensure that warnings are not being counted as “citations” for purposes of the racial profiling reporting mechanisms.
- 3) The Texas Racial Profiling Law requires all agencies to “launch an educational campaign aimed at informing the public” on how to file a racial profiling complaint. The Addison Police Department has not addressed this requirement in its entirety and has yet to specifically note on its web site, that the complaints can also relate specifically to racial profiling. This is a legal requirement and should be addressed as soon as possible.



- 4) The Departmental Racial Profiling Policy is outdated and it is not complete. The Department is urged to modify it in accordance to the revised racial profiling law. Items such as the new definition of a contact, type of data collected consistent with tier 1 requirements, and random reviews of video, are among the concepts that should be added to the policy.

- 5) Consider performing audits on the data four times a year in order to ensure data accuracy. It is clear, after a thorough review of the racial profiling contact data, report, and reporting mechanisms that the Addison Police Department is in need to come into compliance in accordance with state law. I would strongly recommend that a modified report is made for the 2014 and 2015 data and that this report, which should contain all of the revisions outlined in this audit finding (items 1-4) are incorporated. I further recommend that this modified report be sent to the board members and TCOLE, as it should replace the previous document submitted.

If you have any questions, please don't hesitate to call me so that I can elaborate on the points made in this audit. Again, thank you for the opportunity to be of service.

Sincerely,

Alex del Carmen, Ph.D.
Criminologist



For additional questions regarding the information presented in this audit, please contact:

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