2024 Bias-Free Policing Annual Report

Within 365 days of the Effective Date, and at least annually thereafter, NOPD agrees to assess all NOPD programs, initiatives, and activities to ensure that no program, initiative, or activity is applied or administered in a manner that discriminates against individuals on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity. As part of its assessment, NOPD agrees to specifically include an assessment of misconduct complaints involving discrimination, use of force, motor vehicle and pedestrian stops, and arrests, including the selection or rejection of particular geographic deployment tactics or strategies based upon stereotype or bias. NOPD shall base its assessment of programs, initiatives, and activities on accurate, complete, and reliable data, including data contained in the EWS, stop and detention data, use of force analyses, crime trend analysis in relation to population demographics, enforcement practices based on community concerns, operations plans, and after-action reports. NOPD agrees to make this assessment publicly available. [Consent Decree ¶188]

Summary

The purpose of this report is to "assess all NOPD programs, initiatives, and activities to ensure that they are not administered in a manner that discriminates against individuals on the basis of race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity." This report references assessments contained in other annual reports but with a specific focus on bias-free policing. For example, the Stop and Search Annual Report contains extensive analysis of stop and search data, and the Misconduct Annual Report contains analysis of public and rank initiated complaints but does not necessarily present the data analysis from the perspective of "bias".

The evaluation of bias in policing is difficult as statistics cannot show the subjective, or even unconscious, bias that may play a role in the decision making of an officer. Every interaction between an officer and a citizen is unique. Effective police work to prevent and solve crimes requires that officers make decisions based on those unique facts and where appropriate, form a reasonable suspicion to stop a person or probable cause to make an arrest. The Bias Free audit is intended to look for objective statistical indicia of bias in the conduct of officers. While there is no definitive test for determining the actual bias of an officer, the data can be useful in helping the Department identify trends over time that may need to be addressed through training, policy changes, or other corrective action. Indeed, when officers see the global impact of certain decisions they make, it can help them identify unconscious bias or practices that lead to bias. Moreover, it is important for users of this data to understand that identifying and addressing specific officer misconduct is *not* the purpose of the audit. That role is undertaken by the multiple audits focused on objective misconduct, including but not limited to: the Stop, Search and Arrest audit, the Use of Force audit, the Custodial Interrogations audit, and the Supervision audit.

NOPD audits are conducted according to protocols adopted by NOPD after DOJ and Consent Decree Monitor (OCDM) approval. In the case of the bias-free audit, DOJ provided technical

assistance. NOPD, DOJ, and OCDM established a bias-free auditing working group in the fall of 2020 and approved an initial iteration of a bias free audit protocol in May 2021. Upon reviewing the results of the audit conducted pursuant to this protocol, the group determined that the methodology needed further refinement. The new methodology was finalized in February 2022 and included a combination of data analyses and "checklist audits" designed to identify disparities by comparing rates of outcomes between demographic segments. This methodology was also created with technical assistance from the DOJ.[1] It is important to note that there is no historical baseline for these audits, and no nationally accepted audit process for assessing bias department-wide in policing. And although NOPD's current methodology can conclusively identify disparities, it cannot conclusively identify the causes of the disparities, which may or may not include biased police officers or deployment strategies.

The results of the 2022-23 bias-free audit were positive on the whole, showing many programs with no disparities, though with exceptions.[2] The results are summarized in the Bias-Free Audit section of this report and the technical report is available in Appendix B. NOPD's response to the disparities identified are also summarized below in the Bias-Free Audit section.

NOPD is committed to bias-free policing and will continue to implement and improve programs such as: implicit bias training, psychological evaluations, close and effective supervision, allegation-driven misconduct complaints, ethical policing is courageous (EPIC/ABLE), performance auditing, frequent reminders of the bias-free policy, transparency, and disparity data analysis.

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[1] The Department of Justice retained Dr. Matthew Ross, a national expert in the area of empirically testing for racial and ethnic disparities, to help refine the initial iteration of the bias free methodology and conduct many of the bias free assessments explained below.

[2] There were constraints in NOPD's data that limited the types of analyses that could be conducted, such as the ability to link a specific search to a specific type of evidence seized and the ability to link calls for service data to specific demographic groups. The working group took these limitations into consideration when designing the methodology and identified a series of assessments used to identify disparate treatment based on the data available to NOPD.

Relevant Policies

The NOPD's Rule 2 – Moral Conduct, in paragraph #4 and the New Orleans Chief Administrative Office Policy Memorandum No. 83 (R) Section II (c) have a strong provision against discrimination and the current base NOPD policy on bias-free policing (Ch. 41.13) was updated and made effective July 10, 2016.[3] The policy prohibits discriminatory and bias-based policing, including using factors such as race, ethnicity, religion, gender identity, sexual orientation, age, or disability as the sole basis for law enforcement action. However, the policy permits officers to consider some of these factors in combination with other aspects of a physical description, such as height and weight, when pursuing a person suspected of a crime. For example, the Department's policy prohibits racial profiling, or stopping drivers of a vehicle on the basis of race alone. However, an officer searching for a person suspected of an auto theft described by a witness as a "short, white, female teenager"

[3] NOPD's bias-free policing policy has not been updated since 2016. The policy is up for review in 2024.

could stop a vehicle whose driver fits that description. In that case, the legitimate consideration of a person's apparent race, provided by a witness, is not a violation of Department policy.

NOPD created a separate policy for interactions with LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Questioning) persons to direct effective bias-free policing procedures when dealing with the LGBTQ community. The policy regarding police interactions involving LGBTQ persons, Chapter 41.13.1, was implemented on March 12, 2017 and was updated on April 15, 2018.

The Department also created a policy that prohibits discrimination, harassment, and retaliation in the workplace, Chapter 26.3, implemented May 7, 2017. This policy was revised and separated into three distinct Chapters, Chapter 26.3.1 - Workplace Sexual Harassment, Chapter 26.3.2 - Workplace Discrimination and Discriminatory Harassment, and Chapter 26.3.3 - Retaliation on July 30, 2023. These policies operates in tandem with recently revised disciplinary policies, including Chapter 52.4: Adjudication of Misconduct and Suspension of Members on August 18, 2024 (Former Chapter 26.2) and Chapter 52.5: Disciplinary Matrix / Penalty Schedule on June 8, 2024 (Former Chapter 26.2.1). The Disciplinary Matrix prohibits discrimination and categorizes it as an offense that can lead to dismissal. The Disciplinary Matrix also states that penalties shall be imposed "objectively, without favoritism or bias in any form. Similar penalties shall be imposed for similar violations, depending on the aggravating or mitigating circumstances of each case."

NOPD reinforces its commitment to bias-free policing throughout its policies and procedures. For example, the Department's approved Search and Seizure policy, Chapter 1.2.4 (May 15, 2022) and Chapter 1.9 - Arrests (October 25, 2020), provides that officers "shall not use race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity in exercising discretion to conduct a warrantless search or to seek a search warrant...except as part of an actual and apparently credible description of a specific suspect or suspects in any criminal investigation." The same verbiage is used in Chapter 1.2.4.1 - Stops (October 6, 2019), to make the same prohibition applicable to Terry Stops, i.e. the brief detention of a person based on reasonable suspicion. Chapter 61.15.1 – Vehicle Checkpoints (October 6, 2019) requires that the Department "shall periodically assess the data collected during checkpoints to ensure that checkpoints are not being deployed in a manner that discriminates on the basis of protected categories, such as race (see Chapter 41.13 – Bias Free Policing), and that chosen locations are supported by objective data. If NOPD discovers that checkpoints are having a disparate impact, NOPD shall assess whether alternative strategies resulting in less disparate impact could achieve the same aims."[4] Implementation of these polices began during the second half of 2016, and make clear that discrimination is unacceptable in stops, searches, arrests, and other police duties. While the appropriate policies are in place, it is important to make sure they are being constantly reviewed, followed, and that there is proper training, supervision, and accountability. This is being done

[4] NOPD has not attempted to assess the impacts of its checkpoints since an attempt, working with OCDM and DOJ, in 2021 found insufficient data for the analysis.

through policy review process, the analysis of community complaints relating to bias, performance auditing, and the annual review of training lesson plans.

Training

2024 Bias-Free Policing In-Service Training

The following courses include bias-free policing elements and were required courses during the Department's 2024 officer in-service training:

"To Protect and to Serve" (3 Hours): Applying the Department's motto, this course examined multiple strategies in how officers can strengthen their professionalism and interpersonal communication skills with citizens. The session included interactive role play scenarios that demonstrated how an officer's attitude and demeanor can impact interactions in both a positive and negative fashion. A review of how the tenets of procedural justice can positively influence an exchange was included. Officer self-awareness as to their emotional well-being should also coincide with an understanding of how the citizen feels in an encounter with the police. The "active listening" training presented in the 2023 In-Service program was expanded to include content in conflict resolution. Officers were encouraged to recognize the impact of "language sensitivity" in how implicit bias may result in negative experiences with select groups. The training session also covered how effective communication in stressful situations can verbally de-escalate a crisis and deter a potential use of force.

"Community Engaged Problem Solving" (1.5 Hours): This course included a (Problem-based learning) PBL activity that demonstrated how officers can connect citizen encounters and routine calls for service to much larger problems and community concerns. Officers learned to recognize how each neighborhood has a unique culture with localized crime problems and needs, and the respondent police role in community-based problem solving. Discussions included how officers should share crime victim resource information, crime prevention strategies, and explain the ensuing criminal justice processes after an incident.

2024 Bias-Free Policing Recruit Training

The following courses include bias-free policing elements and were given to NOPD recruits in 2024:

Procedural Justice (10 Hours): This POST course identified the core concepts and principles of procedural justice and how each relates to the Department and the community. The training presented the four pillars of procedural justice, defined how to increase legitimacy with the community, and discussed how procedural justice relates to the use of force.

Bias Policing Recognition (10 Hours): This POST course introduced the fundamental principles that policing based on bias can be unsafe, ineffective. and unjust. The course demonstrated that it is

necessary that police officers understand how their own implicit biases can impact their perception, decisions, and actions.

LGBTQ Awareness Training (2 Hours): This course discussed terms used in the LGBTQ community and identified positive police interactions. The training proposed methods of cooperation and community impact and how the Department and the LGBTQ community can make the City a safer, more accepting place to live.

The Cultural Gumbo of New Orleans (2 Hours): This course identified the distinct cultural differences in the New Orleans neighborhoods and community make-up of the city. The training also exposed recruits to some of the most common street language. Instruction is enhanced by presentations from Cultural leaders from the community.

Diversity in the Community (2 Hours): This course aided the recruit in understanding and identifying unique factors when communicating with minority citizens.

Community Engagement

The New Orleans Police Department is committed to ensuring the philosophy of Community Engagement and Community Policing is embedded in every aspect of policing. Through the areas of Community Engagement, members of the New Orleans Police Department meet directly with community members, to listen to and address their concerns, with the assistance of community partners, PCABs, District specific monthly meetings, and other city agencies. The New Orleans Police Department is committed to continuing the Community Engagement and Community Policing Philosophy to improve the quality of life for all residents. Police Districts will begin to draft new Community Action Plans to work on projects centered around improving community quality of life, crime prevention, and youth engagement. During 2024, the Community Engagement Section focused on programs and projects to enhance the relationship between NOPD, seniors of the community, and the youth in the City of New Orleans. These events ranged from Conversations with Cops, SATR Reading initiative, Junior Citizen Police Academy, Officer Friendly and DARE, and events with the Louisiana Special Olympics Organization.

NOPD remains committed to being an organization of diversity and inclusion and providing language assistance services to the City's LEP Community. In 2024, NOPD received 645 LEP calls for service according to the Computer Aided Dispatch (CAD) data shared by the Orleans Parish Communications District (OPCD). Through the VOIANCE services and NOPDAIs, NOPD was able to assist those in need for the following languages, Arabic, American Sign Language, Chinese, Farsi, French, French Creole, Haitian Creole, Hindi, Japanese, Mandarin, Portuguese, Russian, Spanish, Thai, Turkish, Vietnamese and Wolof. The NOPD ended 2024 with 37 NOPDAIs; 35 Spanish speaking interpreters and 2 Vietnamese speaking interpreters. NOPD has 51 documents translated into Spanish and Vietnamese for public consumption. The Authorized Interpreters are both civilian and commissioned personnel. The Department continuously assess and analyze the language services provided to determine if the services are adequate for the need of the public. More information can be found in the LEP annual reports at nola.gov/next/nopd/consent-decree.

The Community Engagement Section maintains its LGBTQ+ Liaison Program and Victim Witness Assistance Unit, and Limited English Proficiency Services as an additive to the foundational Community Policing and Engagement Philosophy. The Department is committed to improving the quality of life and fostering healthy relationships within the communities it serves through Constitutional Policing and collaborating with other City agencies to achieve a unified goal. To learn more about the NOPD's community engagement activities in 2024, the revised and/or newly created documents, and community events, see the Community Engagement Reports, found at nola.gov/next/nopd/consent-decree.

Entrance Exams for Officer Candidates

In May 2023, the City of New Orleans' Civil Service Department began using a new entrance exam, the National Testing Network's Frontline Exam, for police officer applicants. The new entrance exam includes measures of Restraint in the Use of Authority, Group Bias Awareness, Commitment to Equality, and Appropriate Use of Force. In 2024, 162 out of 634 candidates failed the new entrance exam.

Psychological Evaluations of Police Officer Candidates

Civil service assists NOPD with psychological evaluations of all police recruit, lateral, and reserve candidates. The psychological evaluation is one of the final evaluations and is administered to candidates who successfully pass all assessments, the background investigation, are approved by the Recruitment and Applicant Investigation Administrator, and have been made an offer of conditional employment. The evaluation is administered by contracted third parties and follows national standards for police officer psychological screening.

In 2023, Civil Service entered a new contract for third party psychological screenings of police officer candidates. The screenings included a background review, two computerized tests, and an interview. The computerized tests were the California Psychological Inventory (CPI) and the Personality Assessment Inventory (PAI).

The CPI is a personality assessment tool developed by Harrison Gough in the late 1950s. It aims to measure personality traits and characteristics relevant to social and interpersonal functioning. The CPI consists of 434 true-false items, assessing 20 primary scales, which are grouped into four broader categories: interpersonal behavior, social presence, values and orientation, and temperament. The inventory also includes three vector scales that provide a more comprehensive picture of an individual's personality: good impression, communality, and well-being. The CPI is used in various settings, including counseling, education, and organizational development, and has been extensively researched and validated over several

decades.[5] Most relevant to bias-free policing, the CPI includes a measure called Tolerance.

The PAI was designed to be used by licensed psychologists in conducting psychological evaluations of applicants for police and other public safety positions. The principal purpose of the test is to help the evaluator assess the emotional stability of the applicant, in order to screen out applicants who display job-relevant psychopathology. It is generally paired with a test that assesses normal-range personality, such as the CPI.

The screenings rate candidates on many factors. Relevant to bias-free policing, candidates are rated on their ability to communicate with others tactfully and respectfully, to show sensitivity and concern in one's daily interactions, interact effectively with people from varying social and cultural backgrounds, and resolve conflicts through persuasion rather than force.

In 2024, 24 out of 151 applicants did not pass the psychological evaluation screening process. NOPD deemed another 25 marginally suitable and decided not to clear them for hire. In total, 49 applicants were not hired due to the results of the psychological evaluation screening process.

Bias-free Audit

NOPD began working with the DOJ and OCDM in 2020 to develop a bias-free audit methodology and finalized that protocol in February 2022. It is important to note that the group did not have the benefit of a guide or SOPs from other departments to aid in the design of the audit. The methodology takes a holistic approach to evaluating bias throughout the Department's activities and covered the following areas:

1. Analysis of Traffic Stops
2. Analyses of Post-Stop Enforcement
    a. Vehicle Exits
    b. Pat Downs
    c. Use of Force
    d. Firearm Pointings
    e. Handcuffing
3. Misconduct Complaints
4. Response Times
5. Sex Worker Offense Arrests

NOPD completed the 2024 audit in September 2025. See Appendix B for the full report. This is the third iteration of the audit. The DOJ conducted many of the assessments included in the 2021 bias free audit. NOPD conducted the entire audit for 2022 and 2023 and received feedback and technical

[5] Jason Hreha, The Behavioral Scientist, What is the California Psychological Inventory?, https://www.thebehavioralscientist.com/glossary/california-psychological-inventory

assistance from DOJ on the results. While NOPD conducted the 2024 audit without feedback or assistance from DOJ, it used the exact same methods as the audit for 2022 and 2023. Additionally, Sigma Squared has reviewed the report and determined NOPD's application of its pre-existing analysis to be appropriate and accurate, given the data.

In 2025, NOPD contracted with Sigma Squared to ensure ongoing access to experts in bias assessments, to implement software that increases the frequency of bias assessments from once a year to daily, and to make the assessments more robust and comprehensive. The software will give command staff and supervisors ready access to fresh results of bias-free analyses tailored to their assignments and goals. The Sigma Squared experts plan to make the analyses more robust by exploring additional data points to factor and to make the analyses more comprehensive by exploring assessments of additional policing activities. NOPD also plans to use Sigma Squared's software to provide a public-facing dashboard with fresh results of bias-free analyses.

As in prior years, the 2024 audit's methodology analyzes aggregate data or large datasets to allow for statistical comparisons. It is not meant to negate or minimize any individual's personal experience with NOPD. A summary of the results and the plans to attempt to address any disparities identified are below. None of the assessments we ran can individually conclude that bias exists across the Department. Overall, the results from the statistical analyses were not consistent with widespread pervasive disparities. This analysis is a critical tool for NOPD to identify areas where there is potential disparate treatment and to ensure a more equitable and efficient delivery of public safety resources. In particular, the analysis of response times across Black/white neighborhoods are suggestive of disparate treatment in terms of the allocation of resources, although the disparity decreased from 2023 to 2024. NOPD is committed to further investigating disparities identified by data analyses and implementing corrective action in attempt to resolve them.

Analysis of Traffic Stops

NOPD officers use Field Interview Cards (FICs) to document self-initiated stops and other law enforcement actions. In 2024, 61% of the people documented on FICs were Black. At first glance, this frequency appears to show a disparity in who NOPD officers decided to stop and aligns with a commonly expressed notion that officers are more likely to target Black motorists. It is important, however, to contextualize the demographic data in FICs with the general population in New Orleans. According to Census estimates, Black individuals made up 56% of the population in New Orleans in 2024.[6] And although the portion of stops of Black individuals appears high, experts believe measures of resident population (i.e. Census data) should not be used as a sole method of benchmarking the population at risk of being stopped. This is partly due to concerns that the Census undercounts minorities, pedestrian and vehicular populations include a greater percentage of minorities than indicated by the Census, a large portion of drivers are not residents, and officers are more likely to be in minority neighborhoods because a disproportionate number of calls for service

[6] The Data Center, Who Lives in New Orleans and Metro Parishes Now? | The Data Center (2024 Census Population Estimates)

come from predominantly Black neighborhoods.[7] [8] In 2024, officers indicated 59% of subjects documented on FICs lived in New Orleans and 64% of calls for service came from majority Black neighborhoods in New Orleans in 2024. Given these data limitations, the working group decided to conduct more rigorous analyses to probe potential disparities that may exist in the Department's stops, searches, and arrests practices.

As in the 2021 and 2022-23 audit, the analysis of traffic stops in the 2024 bias-free audit used the "Veil of Darkness" method which compares the demographics of motorists that officers stop during daylight to darkness. The Veil of Darkness is a recognized method for analyzing the decision to stop motorists and relies on seasonal variation in the timing of sunsets to identify disparate treatment. The method assumes that, if officers are biased against racial minority motorists, they are more likely to act on their biases during daylight when they are marginally more likely to observe a motorist's race/ethnicity compared to darkness when race/ethnicity is more difficult to observe prior to making a traffic stop. In order for the test to reliably identify disparate treatment, we have to identify a time period during the year that is in daylight some parts of the year and in darkness at others. In New Orleans, this time period, known as the inter-twilight window, is approximately 5:00-9:00 pm. Assessing stops that occurred during this time period throughout the year allows us to control for other explanations that may be driving disparate treatment. For example, if we compared enforcement activity during the afternoon (when it is light outside) to enforcement activity in the middle of the night (when it is dark out), there could be other explanations for disparate treatment, including socio-economic factors which could affect who is on the road at different times throughout the day. Using the inter-twilight window allows us to more reliably attribute any disparities to bias.

The analysis included over 2,400 vehicle stops in 2024. It is in important to note that the number of FICs per year declined from 2018 to 2023 and then increased in 2024. For example, the number vehicle stops used in this analysis for the year 2018 was over 7000, over 2,400 in 2021, and over 900 in 2023. The decline in FICs was likely due to the net loss in commissioned employees each year since 2020 and the disbanding of proactive units in the districts in late 2020. In early 2023, the Department implemented a strategic plan that included increasing the number of traffic violation stops, which likely explains the increase in FICs from 2023 to 2024. See Appendix B for more info on the decrease in FICs.

NOPD ran the analysis two ways, one way looking at potential differences for all minorities (non-white) and the other specifically looking at Black motorists. Applying this test to the data, there was

[7] Analysis Group. 2005. Proposed Pedestrian and Motor Vehicle Stop Data Analyses Methodology Report. Los Angeles; Grogger and Ridgeway. 2006. Testing for Racial Profiling in Traffic Stops From Behind a Veil of Darkness. Journal of American Statistical Association, September 2006, Vol 101, No. 475 via The Rand Corporation; Haberman et al. 2020. Developing an Analytical Framework for Assessing Bias-Free Policing in the City of Cincinnati, Preliminary Report. University of Cincinnati. Ch 5 Traffic Stop Analysis, External Benchmark Census Data, P40; Police Strategies LLC. 2021. Demographic Disparity Analysis of Law Enforcement Data from the Spokane Police Department. Appendix C, The Problem with Population, P270.

[8] For purposes of this report, minority or minorities refer to racial/ethnic minorities in the U.S. (i.e. the majority population of New Orleans), i.e. individuals that are not white non-Hispanic.

no statistical evidence of differences that minority[9] motorists or Black motorists were more likely to be stopped during daylight relative to darkness. Thus, this test did not provide any evidence of disparate treatment of racial/ethnic minorities by NOPD in the decision to stop a motorist. The analysis also looked at historical data from 2016-2023 and found that 2016 was the only year where minorities and Black motorists were more likely to be stopped during daylight. Additional statistics regarding traffic stops are available in Appendix A.

Vehicle Exits

The analysis of vehicle exits included incidents of occupants being required to exit vehicles and compared occupants of different demographics by calculating the rate they were arrested. The analysis used Field Interview Card (FIC) data and included over 900 vehicle occupants in 2024. The analysis assumes that, if NOPD officers are biased against minorities, for example, in terms of vehicle exits, the likelihood of an arrest would be lower for minority motorists relative to their being asked to exit their vehicle. In other words, we would expect biased officers to exercise a lower threshold for asking a minority motorist to exit their vehicle, i.e. for circumstances less likely to result in arrest or for no reason at all. NOPD also compared arrest rates following a vehicle exit for Black motorists and female motorists.

The analysis found that minority drivers who were required to exit the vehicle were not less likely to be arrested than non-minority drivers in 2024 (also in 2016, 2017, 2020, 2022, and 2023). The analysis found lower arrest rates in 2018, 2019, and 2021 for minorities. The differences ranged from 4-7 percentage points and show a meaningful disparity in those years. When assessing passengers who were required to exit the vehicle, the analysis did not find a difference in the arrest rate for minorities. The results were consistent with the 2021 and 2022-23 bias-free audits. Additionally, the Stop, Search, and Arrest (SSAPJ) audit covering June 2023 to May 2024 and the audit covering June 2024 through May 2025 found high levels of compliance (93-100%) with the policy requirements surrounding vehicle exits. For more details, find the SSAPJ audits at nola.gov/nopd/nopd-consent-decree.

The analysis found very similar results when looking at Black drivers and occupants. It found lower arrest rates in the same years—2018, 2019, and 2021—with differences in the same range—4-7 percentage points.

When comparing arrest rates for men and women who were required to exit their vehicle in 2024, the analysis did not find results that are consistent with discrimination. This is a change from the 2022-23 analysis, which found lower arrest rates for women in every year although not for each category—drivers, passengers, and all occupants—every year. The differences ranged from 3-17 percentage points and showed a disparity. To further understand the disparities found in the 2022-23 iteration, NOPD conducted a review of a representative, randomized sample of incidents where women were required to exit a vehicle. The review involved watching videos and reading reports in attempt to gain an understanding of the circumstances surrounding the officer requiring female

[9] For purposes of this report, minority or minorities refer to individuals that are not white non-Hispanic.

drivers and/or passengers to exit their vehicles. The review found a low but not negligible rate of unnecessary vehicle exits. The reviewers recommended the Academy consider additions to trainings regarding vehicle stops that cover the potential negative impacts on community perceptions from vehicle exits and stops on busy roadways.

Pat Downs

The pat down hit rate analyses attempt to assess whether NOPD applies an equal threshold when deciding whether to conduct a pat down search on minorities and non-minorities. These analyses are excluded from the 2024 report because the pat down data was deemed unusable for data analysis purposes. Following the 2022-23 report, NOPD's PSAB conducted a deep dive review of pat downs of female subjects from whom no evidence was seized. The review found 19% of the pat downs indicated on the FICs in the review accurately documented a pat down. The inaccurate pat downs were frisks incident to arrest. At the time the officers frisked the subject, they had established probable cause to arrest them. In other words, the officers used a pat down technique but not the pat down exception to the warrant requirement. A hit rate analysis of searches incident to arrest would measure different factors than a hit rate analysis of pat downs. Hit rate analyses should not combine the two. The deep dive recommended future bias-free analyses omit the pat down hit-rate analyses until the accuracy rate improves. To improve the accuracy rate, NOPD is redesigning the FIC form to improve the categorization of searches, evaluating additional training, and implementing a monthly internal audit focused specifically on pat-down accuracy. NOPD plans to include pat down hit rate analyses in future bias-free assessments.

Uses of Force

The analysis of uses of force included the 547 subjects of force in 2024, and data on whether the subject of force was arrested. The data comes from NOPD's use of force reports, which are documented via IAPro Blueteam. NOPD's force reporting policy, Ch. 1.3.6 found at nola.gov/nopd/policies, requires a report for any force above hand control or escort techniques applied for the purposes of handcuffing, or escort techniques that are not used as pressure-point compliance techniques, do not result in injury or complaint of injury, and are not used to overcome resistance. The pointing of a firearm at a subject is also a use of force that requires a report.

The analysis compared the rates of arrest following uses of force for the following groups: minority vs. white, Black vs. white, and female vs. male. The analysis assumes that police generally use force in response to physical resistance when a subject is being placed under arrest. Thus, a lower rate of arrest for subjects of force of a particular demographic group would be interpreted as officers generally applying a lower threshold for using force against that group. In other words, a lower arrest rate is interpreted as a higher likelihood of excessive force. In 2024, the analysis found no statistical difference between the arrest rates for minority and white subjects of force. The analysis also reviewed data from 2016-2017 and 2019-2023 and had the same findings. The analysis found a higher arrest rate for racial minority and Black subjects of force when compared to white subjects in 2018, but the result is not interpreted as being consistent with discrimination. The analysis found no

difference in arrest rates for the rest of the years assessed when comparing Black and white subjects of force.

The analysis found lower arrest rates for female subjects of force when compared to male subjects in 2024, also in the years 2016-2020, and marginally lower arrests rates in 2022 and 2023. These results represent a disparity and are consistent with discrimination. However, the analysis does not factor NOPD's force review process. Every use of force is investigated and assessed to determine whether it was a reasonable use of force and whether policy violations occurred. In 2024, there was no difference in the rates of unjustified use of force for minority and white subjects or for female and male subjects.[10] NOPD is exploring a change to the bias-free audit protocol that would make the results of the use of force analyses more actionable. NOPD's annual reports can be found at: nola.gov/nopd/nopd-consent-decree. Additional statistics regarding uses of force are available in Appendix A.

Firearms Pointings

The firearms pointings analysis included a sub-set of use of force incidents in 2024 that involved an officer pointing their firearm at someone. It's important to note that every use of force is reviewed and subject to randomized internal audits, the results of which are available in the Department's Use of Force Annual Reports and Audits located at nola.gov/nopd/nopd-consent-decree. Similar to the analyses described above, the analysis of firearm pointings compared the rate of arrest following firearm pointings for the following groups: minority vs. white, Black vs. white, female vs. male. The analysis assumes that police generally point a firearm in response to a perceived threat when a subject is being placed under arrest. Thus, a lower rate of arrest for subjects of a firearm pointing would indicate a lower threshold for the perception of a threat from a particular demographic group.

In 2021, the analysis found that minority subjects of firearm pointings were 18 pp less likely to be arrested relative to non-minority subjects. The analysis found no evidence of a disparity in 2016-2020 or 2022-2024 for minority or Black subjects of a firearm pointing. For information on NOPD's analysis of this disparity in 2021, see the 2021 Bias Free report available at nola.gov/nopd/nopd-consent-decree.

The analysis found lower arrest rates for female subjects of firearm pointings when compared to male subjects in 2016-2020 and 2022-2024. The differences in arrests rates ranged from 48 percentage points in 2019 to 20 in 2024. These results are interpreted as being consistent with discrimination of women. As mentioned above NOPD reviews all uses of force, including firearm pointings, for reasonableness. Since 2016, 11 or the 12 subjects of force involved in the 9 force incidents involving firearm pointings and that were deemed to have unreasonable force by NOPD's review process were male.

[10] In 2024, the rate of unjustified force for white subjects was 2.5% (2/80) and 1.7% (8/480) for non-white subjects. A Fisher's Exact test finds no difference between these rates ($p = 0.840$). The rate of unjustified force for female subjects was 2.2% (2/92) and 1.8% (8/454) for men. A Fisher Exact test finds no difference between these rates ($p = 0.524$).

Handcuffing

The handcuffing analysis included the 1800+ handcuffings in 2024 and compared the rate of arrest for the following groups: minority vs. white, Black vs. white, and female vs. male. This analysis assumes that the use of handcuffs as temporary detainment is generally done during incidents when a subject is ultimately arrested. Thus, a lower rate of arrest for handcuffed subjects would indicate a lower threshold for temporarily detaining individuals from a particular demographic group. However, we note that this analysis does not account for the specific circumstances surrounding handcuffing or whether handcuffed subjects committed arrestable offenses. The analysis found no difference that can be interpreted as consistent with discrimination between the arrest rates of handcuffed subjects belonging to the groups assessed in 2021-2024. The analysis did not review any years prior to 2021 because the FIC form was modified in early 2021 to track handcuffing data.

Misconduct Complaints

The analysis of misconduct complaint investigations looked at the source (internal or external), disposition (positive or negative), and timeliness of complaints and compared rates for officers of different demographics and complainants of different demographics. A negative disposition means the complaint investigation determined misconduct occurred.

In 2024, NOPD's Public Integrity Bureau began tracking the due dates for misconduct investigations and the date the investigations were completed in a manner that allows for a more accurate assessment of timeliness. For the purposes of the analysis NOPD set the threshold at 120 days after the incident was created when combining data from 2016-2024 and when assessing timeliness for 2016. This is the same method that was used in previous bias-free audits. 120 days was the maximum number of days investigators had to complete an investigation until the Louisiana legislature extended it to 135 in August 2021. The entire process can take much longer, especially when investigations result in a negative disposition, which must be followed by hearings and the imposition of discipline. This means negative dispositions and non-timely investigations correlate in this analysis. The analysis of 2024 data used the new, more accurate method.

In 2024, misconduct complaints for which the majority of accused officers were Black resulted in a negative disposition at a higher rate than for complaints when the majority of the accused officers were white. The difference in rates was approximately 16 percentage points (pp). Complaint investigations were completed on time at a very high rate—about 98% of the time—regardless of the demographics of the accused. In 2024, complaints for which the majority of accused officers were Black were more likely to come from internal sources than complaints for which the majority of accused officers were white, by a difference of about 10pp.

With regard to outcomes of complaints and the demographics of the complainants, complaints from Black complainants were less likely to result in a negative disposition than complaints from white complainants in 2024, by about 6pp. Complaints from Black complainants were more likely to be timely in 2023 than complaints made by white complainants, by about 3pp.

We also note that there were far fewer complaints that received a negative disposition in 2024 when compared to 2016. It is important to note that the NOPD audit covering the complaints in the first three quarters of 2024 found 98% compliance when assessing whether misconduct complaint investigation dispositions were based on the preponderance of the evidence (find the audit at nola.gov/next/nopd/consent-decree). Additional statistics regarding misconduct complaints are available in Appendix A.

Response Times

The response times analysis found slower median response times in majority (>60%) Black neighborhoods in 2024, with a gap of 1 minute for Code 2s (emergency responses) and a gap of 18 minutes for Code 1s (non-emergency responses). This is an improvement from 2023 which had a gap of 2 minutes for Code 2s and 42 minutes for Code 1s. To further explore the gaps in response times, NOPD used a method of comparing response times by neighborhood that also factors geography, workload, and officer assignments. The analysis found that response times are longer in Black neighborhoods even when factoring time and day, the type or nature of the call, the numbers of calls in the neighborhood, the geography of the neighborhood, and the number of residents in the neighborhood. Like the comparison of median response times, the more robust analysis found improvements from 2023 to 2024. The analysis also found that changes to officer assignments and the geographies of the areas to which officers are assigned to patrol could have large impacts on balancing response times across neighborhoods.

Per the audit's recommendations, NOPD plans to attempt to measure the impact overtime neighborhood patrol shifts, like the Mid-city Security District and the Lakeview Crime Prevention District, are having on disparities in response times. It could be the case that these overtime shifts are adding to the disparity.

In January 2024, NOPD implemented a targeted strategy to address slower response times in the 7th District, which had been experiencing a disproportionate call volume compared to other areas of the city. To alleviate this imbalance, an additional platoon of officers was assigned to the district during peak hours. This initiative led to a measurable reduction in response times within the 7th District, which includes several majority-Black neighborhoods. While this improvement contributed to narrowing the overall disparity in response times across majority-Black neighborhoods citywide, it did not fully eliminate the gap. NOPD continues to explore other workload balancing strategies to further reduce the disparity in response times.

Sex Work Offense Arrests

NOPD's methodology also includes a review of arrests related to sex work. It requires all sex work offense arrests to be audited using a checklist. The general purpose of the audit is to assess whether such arrests are conducted in a respectful and fair manner. In 2024, NOPD made two sex work offense arrests. For the two arrests, NOPD's performance auditors watched video, read the corresponding police reports, and completed the audit checklists for each arrest. The audit found compliance for all but one of the checklist criteria. NOPD is considering revising its policy to

require officers to document and explain their decision to charge or not charge each individual involved in sex work-related offenses.

NOPD's Professional Standards and Accountability bureau conducts audits of domestic violence, child abuse, and sex crimes investigations. The audits assess the thoroughness of the investigations, their timeliness, and whether the conclusions are appropriate based on the evidence. The audit reports are posted to nola.gov/nopd/nopd-consent-decree once sensitive information has been removed. The 2024 audits found substantial compliance and recommended no corrective action.

Conclusion

NOPD remains committed to bias-free policing, creating a culture of inclusivity, accountability and providing services in a professional, nondiscriminatory, fair, and equitable manner in all police practices.

This report documents the bias-free-related policies, trainings, community engagement, police applicant vetting, and the bias-free audit NOPD conducted in 2024. The bias-free audit found the majority of the results to be positive, improvements from the 2022-23 iteration, and identified areas for further improvement. For example, the audit found no disparities for minority or Black subjects in the decision to stop, vehicle exits, uses of force, firearm pointings, and handcuffing in 2024. On the other hand, the audit found a disparity in response times in majority Black neighborhoods, although the disparity was smaller in 2024 than in 2023. These mostly positive results reflect NOPD's dedication to bias-free policing, the programs and policies covered in this report, and other innovative NOPD programs such as: Ethical Policing is Courageous/Active Bystandership for Law Enforcement (EPIC/ABLE), close and effective supervision, allegation-based misconduct investigations, and robust internal auditing.

The Department affirms its commitment to maintaining transparency and recognizing that continued reforms must be internally driven. That is why on an annual basis, NOPD is committed to reviewing, adapting, and executing its bias-free programs and reporting the details to the public as part of its robust accountability systems.

Appendices

Appendix A: Additional information for misconduct complaints, stops and arrests, and uses of force

Misconduct Complaints

Misconduct complaints involving discrimination are investigated and assessed according to Chapter 41.13 – Bias Free Policing and other related policies such as Chapter 41.13.1 – Interactions with LGBTQ Persons. A complaint is any allegation of misconduct committed by any NOPD employee that is reported by any person, including any NOPD employee. Table 1 below shows three allegations of discrimination or bias were sustained between 2015 and 2024. For the one in 2020, the employee resigned while under investigation. For the one in 2023, the employee received a two-day suspension for repeatedly neglecting to introduce himself. And for the one in 2024 the officer received a one-day suspension for having no legitimate reason to meet with the subject and was dismissed for other actions during the incident.

Table 1: Allegations of Bias by Disposition and Year

Disposition	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Sustained	0	0	0	0	0	1	0	0	1	1
Pending (under investigation)	0	0	0	0	0	0	0	0	0	0
Exonerated	5	8	0	1	1	0	0	0	0	2
Not sustained	4	5	2	4	3	3	3	1	0	6
No formal investigation merited	0	1	1	0	0	0	0	0	0	0
Unfounded	23	16	25	21	12	8	7	5	20	16
DI-2 (Counseling)	0	0	1	0	0	0	0	0	0	0
Cancelled	1	0	0	0	1	2	0	0	2	0
Total	**33**	**30**	**29**	**26**	**17**	**14**	**10**	**6**	**23**	**25**

*For definitions of allegation dispositions, see Chapter 26.2: Adjudication of Misconduct, available at nola.gov/nopd/policies.

The number of discrimination and bias-based allegations over the past eight years saw a gradual decline from 33 in 2015 to 6 in 2022 but increased to 23 in 2023 and 25 in 2024. Over the same time period, NOPD has made a concerted effort toward transparency and public awareness of the processes to file complaints of NOPD misconduct, as well as how to submit commendations for outstanding examples of police work. Placards, brochures, and forms detailing the complaint and commendation process have been made available to each District Station, NOPD Headquarters,

City Hall, the office of the Independent Police Monitor, and New Orleans' public libraries. This information has been transcribed in English, Spanish, and Vietnamese to provide all New Orleans residents and visitors a way to contact the NOPD regarding positive and/or negative experiences.

It is also worth noting that the majority of allegations of discrimination and bias-based policing receive a final disposition of "Unfounded." According to NOPD policy, the Unfounded disposition is used in cases in which "the investigation determines, by a preponderance of the evidence, that the alleged misconduct did not occur or did not involve the subject employee." The disposition "Not sustained" means the investigator or hearing officer was unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.

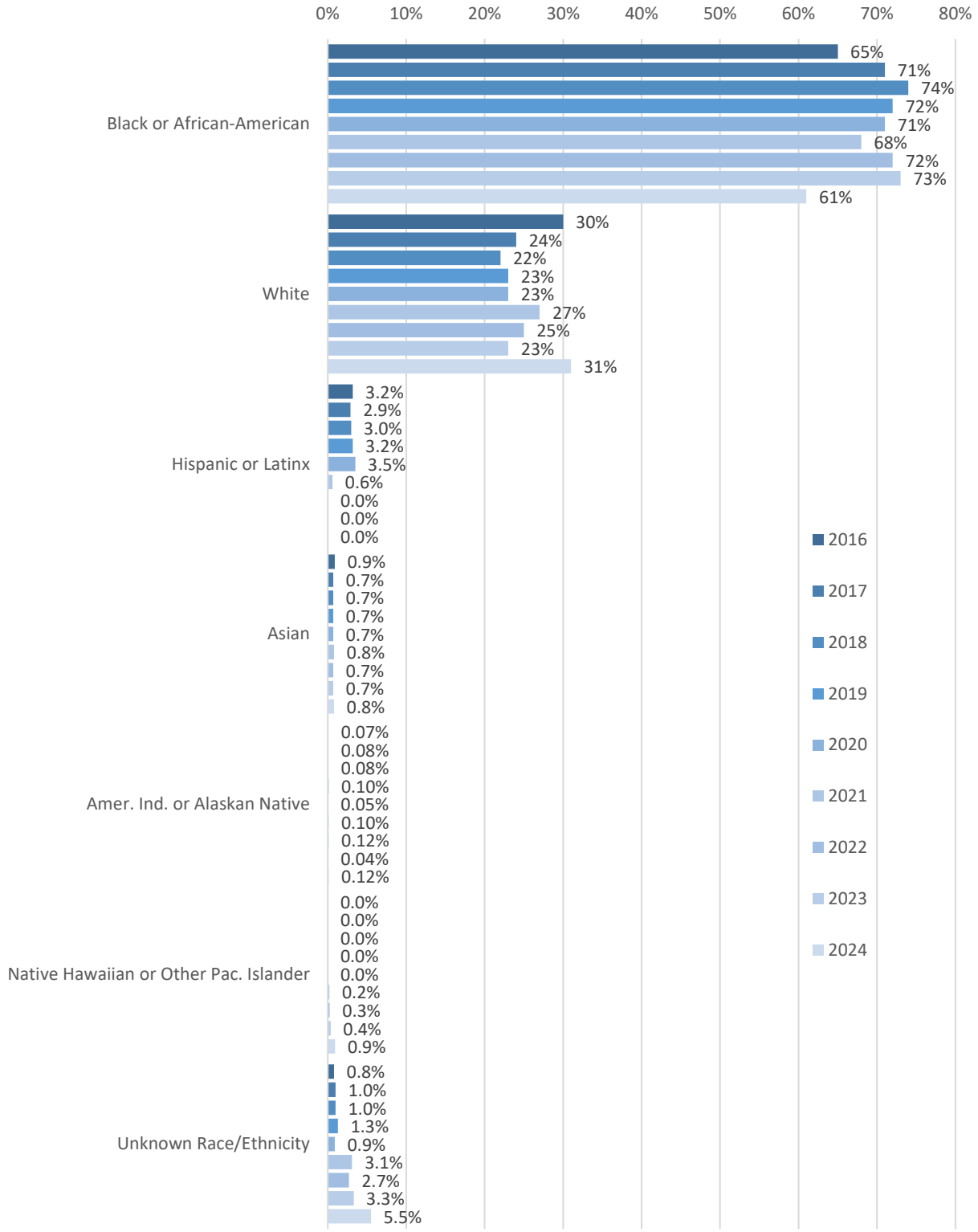
Stops and Arrests

Ethnicity of FIC Subjects

Figure 1 gives the distribution of stops across races/ethnicities for 2016-2024. The distribution of stops across races/ethnicities in 2024 differed from previous years. Black or African American individuals represented 61% of all subjects documented on FICs, down from 73% in 2023. White individuals represented 31% of all subjects documented on FICs, up from 23% in 2023. "Hispanic" was removed from the race/ethnicity options on the FIC in February 2021. FICs documenting Asian, and American Indian and Alaskan Native individuals showed little to no change, remaining at about 1%, and <1%, respectively in 2015 through 2024. Instances of officers documenting people on FICs with unknown race ethnicity increased from consistently about 1% from 2015-2020 to 3.1% in 2021, 2.7% in 2022, 3.3% in 2023 and 3.5% in 2024. Although the portion of stops of Black individuals appears high, experts believe measures of resident population (i.e. census data) should not be used as a sole method of benchmarking the population at risk of being stopped. This is partly due to concerns that the census undercounts minorities, pedestrian and vehicular populations include a greater percentage of minorities than indicated by the census, a large portion of drivers are not residents, and officers are more likely to be in minority neighborhoods because a disproportionate number of calls for service come from minority neighborhoods. In 2024, Officers indicated 59% of subjects documented on FICs lived in New Orleans. As stated earlier, this report is not designed to assess whether NOPD polices in a manner that is free of bias. See the bias-free annual reports available at nola.gov/next/nopd/consent-decree for such analyses.

[Figure 1 is on the next page]

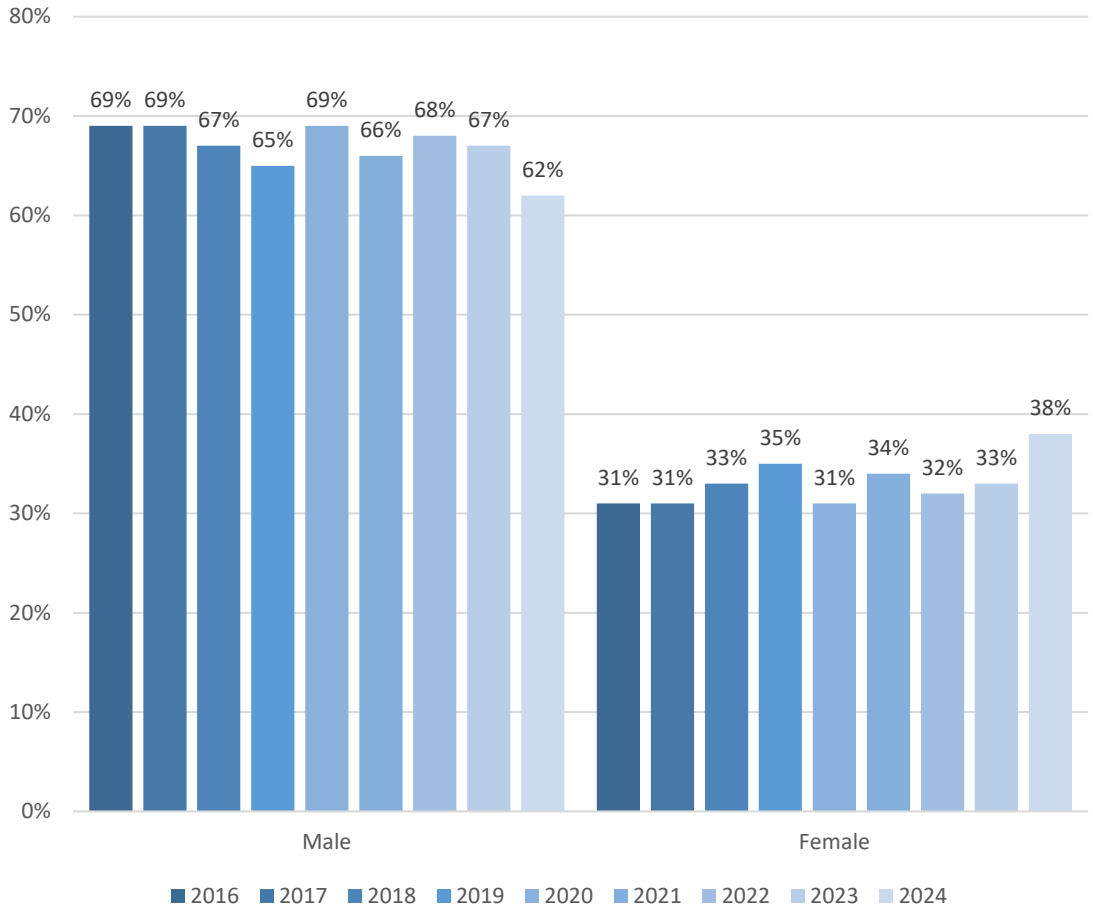
Figure 1 – FIC Subjects in New Orleans by race/ethnicity of the subject, 2016-2024



Sex of FIC Subjects

As shown in Figure 2, in 2024, males represented 62% of all subjects documented on FICs, a slight decrease from 67% in 2023. Females represented 38% of all subjects documented on FICs, a slight increase from 33% in 2023.

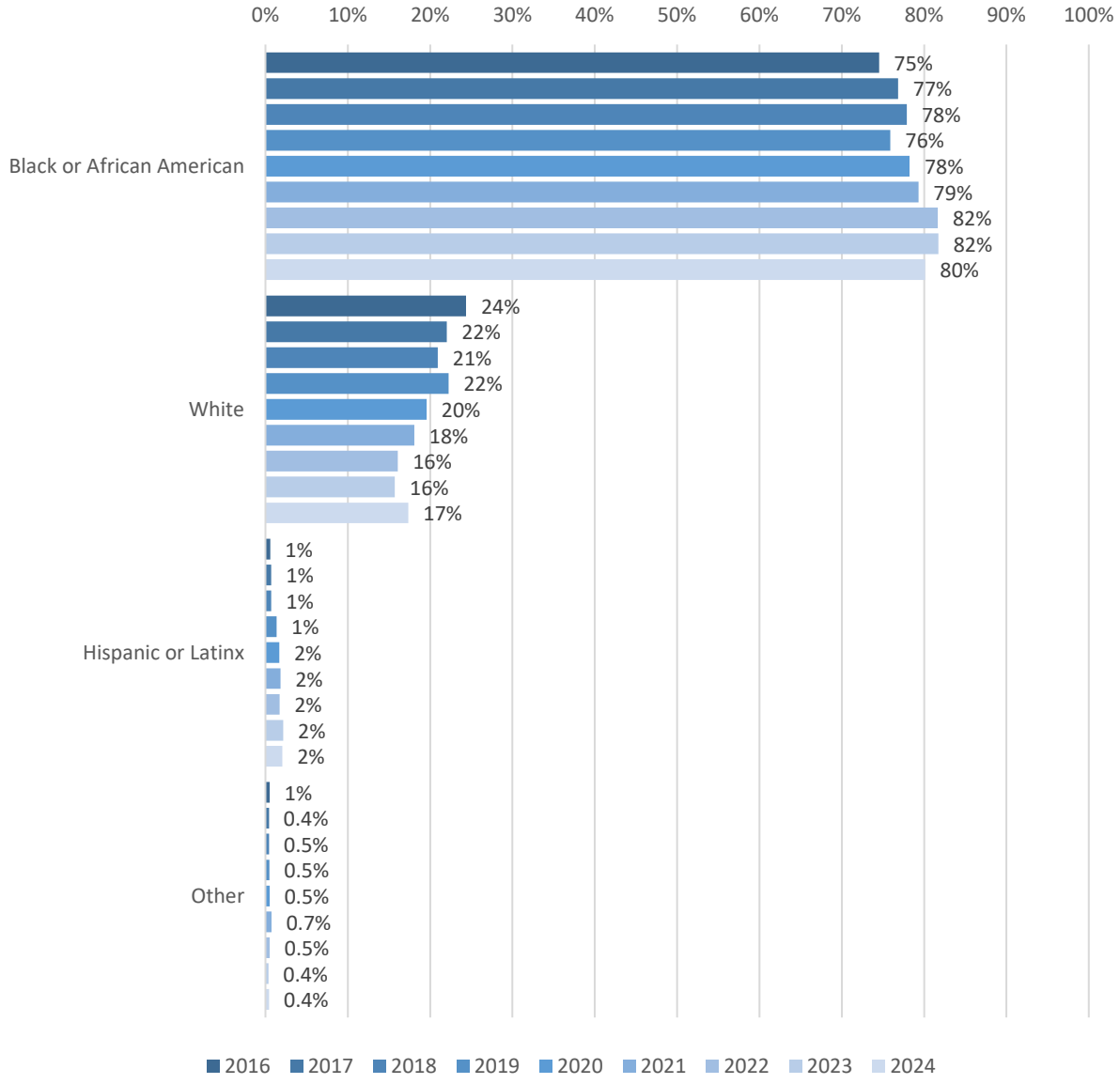
Figure 2 - Stops in New Orleans by sex of the subject, 2016-2024



Arrests

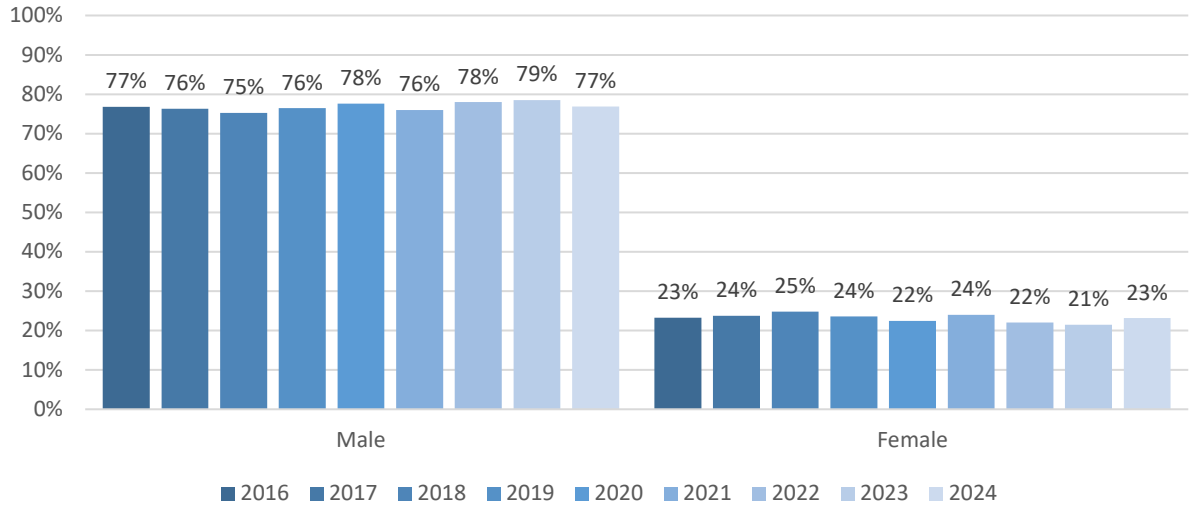
Arrest data shows the proportion of arrests for each race/ethnicity has remained relatively constant over the past nine years. Of all the people arrested by NOPD between 2016 and 2024, 78% were Black; 20% were white; 1% were Hispanic or Latinx; and less than 1% were Asian, American Indian or Alaskan Native, or of unknown race/ethnicity.

Figure 3: Arrests in New Orleans by race/ethnicity of the subject, 2016-2024



The following figure illustrates the percentages of male and female subjects arrested by NOPD between 2016 and 2024. With respect to sex, the demographics of arrested subjects saw little change over the nine-year period. Of all the persons arrested by NOPD between 2016 and 2024, 23% were female while the other 77% were male.

Figure 4: Arrests in New Orleans by sex of the subject, 2016-2024



These data may be used as points of reference but do not provide enough information to draw statistically valid conclusions regarding bias or lack thereof. One cannot infer implicit or explicit biases among NOPD personnel from data presented in this report.

To learn more about the NOPD's stop, search, and arrest activities, see the Stop and Search Annual Report found at nola.gov/nopd/nopd-consent-decree.

Uses of Force

Individual force incidents can include multiple officers, using multiple types of force. For example, consider if six members of the Violent Offender Warrant Squad (VOWS) are deployed to apprehend a suspect, during which time all of the officers have their weapons exhibited/pointed, and one of them has to use a takedown technique to subdue the suspect(s). In this scenario, there would be a single force tracking number (FTN) created to document the incident; however, there would be 7 individual uses of force, one for each weapon pointed and another for the takedown. During any force incident involving NOPD officers, each type of force used is recorded, along with identifying information for each of the officers that used force.

Table 2 shows in 2024 there were 451 reported incidents in which NOPD Officers used force, which is a decrease from the 605 force incidents reported in 2017. The percentage of arrests that involved force increased from 3.3% in 2019 to 5.9% in 2024. It is important to note that police activity was generally lower after 2019 due to COVID-19 and a net loss in personnel in recent years. For example, calls for service in 2024 were down 37% from 2019 and arrests were down 34 percent.

There are a number of reasons the percentage of arrests that involve force may increase or decrease. For example, the number of people resisting arrest, making force necessary to make an arrest, may increase. Or officers may have started exercising less restraint. It should also be noted that arrests do not represent all instances during which officers may use force. Any detention could result in force. The arrests numbers in Table 2, for example, do not include transports of people in crisis or incidents involving detentions and no arrest, such as incidents during which the detained subject received a summons in lieu of arrest.

The data found in the Department's 2024 Use of Force report, found at nola.gov/nopd/nopd-consent-decree, has an in-depth review of all force incidents for the last seven years. The report includes information on the number of excessive force allegations and the number of NOPD force investigations that deem at least one use of force during an incident unjustified. Both show a decrease from 2021 to 2023 and slight increase from 2023 to 2024.

Table 2: Percentage of Arrests that Involve Use of Force

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Arrests[1]	13,034	14,517	13,505	11,511	6,762	6,606	6,067	6,725	7,586
Force incidents[2]	584	605	441	380	348	399	451	510	451
Percent of arrests that involve force	4.5%	4.2%	3.3%	3.3%	5.1%	6.0%	7.4%	7.6%	5.9%

[Intentionally left blank]

In 2024, NOPD reported using 910 types of force, a decrease from 1,020 in 2023, but an increase from the 694 in 2020.

Table 3: Types of Force Used, 2016-2024

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Firearm Discharge[1]	6	3	2	20	13	8	5	4	6
Firearm Exhibited/Pointed	445	444	304	258	243	259	319	364	262
CEW Discharged[1]	49	46	52	50	49	31	39	55	67
CEW Exhibited/Pointed[2]	105	105	20	7	0	2	6	6	5
Baton	2	2	4	2	3	5	2	4	4
Hands	283	241	223	156	149	272	208	211	212
Takedown[3]	155	220	186	202	152	201	216	261	240
Strike	3	4	12	3	10	8	12	16	18
Canine Deployments[4]	25	17	13	7	17	15	13	11	13
Escort Techniques	43	31	18	8	30	25	25	43	28
Defense Techniques	1	7	8	3	4	3	4	2	0
Other[5]	29	15	14	17	24	26	23	43	55
Total	**1,146**	**1,135**	**856**	**733**	**694**	**855**	**872**	**1,020**	**910**

[1] Accidental discharges not included

[2] In 2018, NOPD stopped requiring officers to report when they point their CEW at a subject.

[3] In 2018 the Department revised the takedown definition in Chapter 1.3 (NOPD policies are available at nola.gov/nopd/policies).

[4] While four incidents involving canines resulted in bites in 2016, no bites were reported in 2017 through 2019.

[5] Other includes uses of force not otherwise categorized.

Table 4 (see next page) shows force types used during incidents that involved at least one arrest compared to incidents that involved no arrest. A majority (74%, 628/853) of the uses of force in 2024 occurred while officers were making an arrest, or during situations in which an arrest became necessary.

[Table 4 is on the next page]

Table 4: Force Types Used during Incidents Involving an Arrest, 2017-2024

	2017		2018		2019		2020		2021		2022		2023		2024	
	@	No @	@	No @	@	No @	@	No @	@	No @	@	No @	@	No @	@	No @
Firearm Discharge	2	1	0	2	9	11	1	12	3	5	1	4	1	6	2	4
Firearm Exhibited/ Pointed	366	78	254	50	206	52	169	74	175	84	244	75	289	47	203	59
CEW Discharged	37	9	36	16	35	15	32	17	23	8	29	10	38	12	45	22
CEW Exhibited/ Pointed	84	21	17	3	6	1	0	0	2	0	3	3	4	1	4	1
Baton	1	1	4	0	2	0	2	1	2	3	2	0	2	1	4	0
Hands	199	42	187	36	113	43	96	53	146	95	133	48	137	50	125	54
Takedown	182	38	145	41	164	36	111	41	125	76	172	44	197	55	190	50
Strike	4	0	11	1	3	0	8	2	3	5	12	0	14	2	15	2
Canine Deployments	17	0	13	0	7	0	16	1	14	1	13	0	10	1	7	6
Escort Techniques	20	11	13	5	4	4	21	9	18	7	13	12	35	7	9	19
Defense Techniques	7	0	8	0	2	1	3	1	2	1	4	0	2	0	0	0
Other	10	5	10	4	8	9	16	8	11	12	11	4	27	2	24	8
Total	**929**	**206**	**698**	**158**	**559**	**172**	**475**	**219**	**524**	**297**	**637**	**200**	**756**	**184**	**628**	**225**

*@ = Arrest

Use of Force Demographics

Below are three tables listing the number of subjects of force by age, sex, and race/ethnicity for each from 2016 to 2024.

[Table 5 is on the next page]

Table 5: Age of Subjects of Force

	Total	≤ 10	11-17	18-27	28-37	38-47	48-57	58+	Not Specified
2016	757	1%	12%	34%	27%	10%	7%	3%	7%
2017	755	1%	9%	41%	25%	10%	6%	3%	6%
2018	549	0%	14%	34%	26%	12%	5%	2%	7%
2019	460	0%	11%	29%	26%	16%	5%	4%	8%
2020	402	0%	12%	28%	27%	15%	5%	3%	9%
2021	463	1%	10%	31%	26%	14%	5%	2%	11%
2022	534	0%	14%	32%	26%	10%	6%	2%	10%
2023	633	0%	12%	33%	26%	11%	4%	2%	12%
2024	560	1%	8%	32%	26%	13%	7%	3%	11%

Table 5 shows in 2024, 32% of force incidents involved individuals between the age of 18 and 27, which is more than the other age groups. Individuals between the ages of 28 and 37 were the next highest with 26% of force incidents in 2024.

Table 6 shows more incidents of force involve male than female subjects. In 2024, 81% of the 560 subjects of force were male, while 16% subjects of force were women.

Table 6: Sex of Subjects of Force

	Total	Male	Female	Not Specified
2016	758	83%	15%	2%
2017	755	86%	14%	1%
2018	549	85%	14%	1%
2019	460	85%	15%	0.2%
2020	402	85%	14%	1%
2021	463	85%	14%	1%
2022	534	85%	14%	1%
2023	633	85%	12%	3%
2024	560	81%	16%	3%

The data in Table 7 shows that in 2024, 79% of the 560 force subjects were Black and 14% were white. The percentage of subjects of force that were Black increased slightly from 82% in 2022 to 86% in 2023 and then decreased to 79% in 2024.

[Table 7 is on the next page]

Table 7: Race/Ethnicity of Subjects of Force

Year	Total	Black	White	Hispanic	Other
2016	758	82%	13%	2%	3%
2017	755	82%	13%	3%	2%
2018	549	81%	14%	3%	2%
2019	460	83%	12%	2%	3%
2020	402	81%	13%	2%	3%
2021	463	83%	13%	2%	2%
2022	534	82%	12%	2%	4%
2023	633	87%	8%	2%	4%
2024	560	79%	14%	3%	3%

This data is further explored in the Stop and Search Annual and Use of Force Annual Reports, which can be found at nola.gov/nopd/nopd-consent-decree.

Appendix B: 2024 Bias-Free Audit

1. Analysis of Traffic Stops

NOPD analyzed its traffic stops for disparities in officers' decision to stop using the Veil of Darkness (VOD) method. The VOD method expects an un-biased police department to have no difference between the racial composition of drivers who are stopped during daylight and darkness. It assumes officers are more likely to see the people they choose to stop before they do so during daylight than in darkness and thus a biased department would stop racial minorities at a higher rate during daylight.

Evaluating racial and ethnic disparities in the decision by police to stop a motor vehicle is complicated by the lack of an appropriate counterfactual, i.e. a benchmark to compare the demographic composition of traffic stops against. To overcome this challenge, Grogger and Ridgeway (2006) propose a test which compares the likelihood a traffic stop is made of a racial minority motorist during daylight relative to darkness (see also Ridgeway 2009; Horace and Rohlin 2019; Kalinowski et al. 2018, 2020a, 2020b). The authors demonstrate that, under a certain set of conditions, a change in the odds of a stopped motorist being a racial minority from daylight to darkness is equivalent to a change in the odds a racial minority motorist is stopped. If we were to assume that the only thing changing between daylight and darkness is the ability of police officers to detect race prior to making a traffic stop, an increase in the likelihood a racial minority motorist is stopped during daylight is indicative of discrimination. To account for the fact that enforcement activity and the driving population are likely to change from day to night, the test focuses on a fixed window of the day when the timing of sunset varies throughout the year. Further, researchers typically apply regression analysis to hold constant things like time of day, day of week, and geographic location. In recent years, the so-called "Veil of Darkness" test has become the gold standard for evaluating disparities in the decision by police to make a motor vehicle stop (Ross et al. 2021).

NOPD used Field Interview Card (FIC) data from 2016-2024. NOPD excluded FICs that were not documented as Traffic Violations and those that were not between 5pm-9pm (the inter-twilight window). Additionally, NOPD excluded FICs documenting stops that occurred between sunset and the end of twilight. NOPD also excluded FICs with narratives that included text indicating a specific set of infractions (i.e. cellphone, seatbelt, or inoperative lighting) were the reason for the stop due to the fact that their enforcement is likely correlated with visibility and potentially race. Additionally, NOPD built daylight and twilight data tables from the data made available by the Navy's Astronomical Applications Department[11]. See the SQL query in Appendix 1 for more data preparation details.

NOPD used the remaining FIC data and the daylight data to conduct linear regressions for each year, separately, from 2016-2024. The regression analyses used daylight to estimate the race/ethnicity

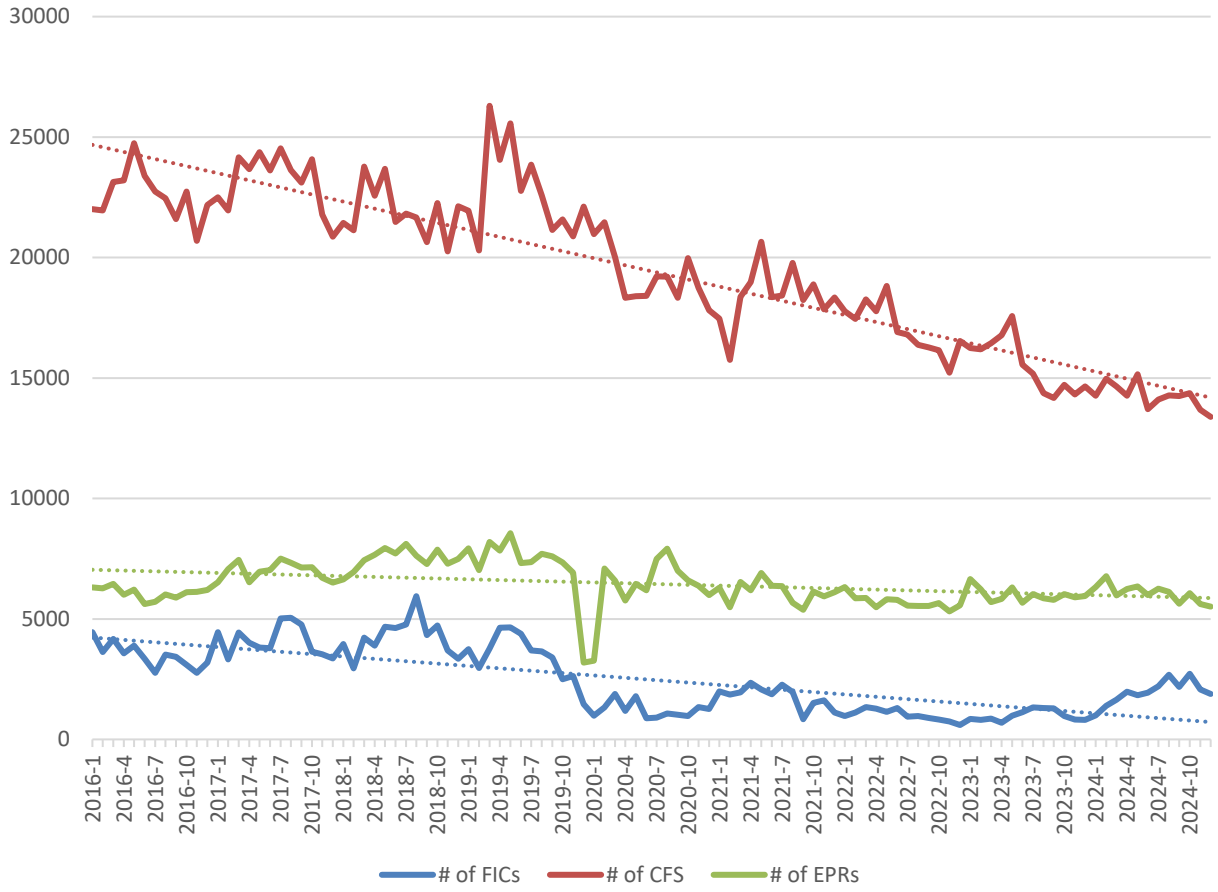
[11] Find the Navy's daylight data here aa.usno.navy.mil/data/RS_OneYear

of drivers stopped by NOPD officers. The analyses also factored time, location, and the officer. See Appendix 1 for more info on the variables and regression models. In summary, the analyses could be interpreted as finding a difference in rates that was consistent with discrimination in 2016, but not in 2017-2024.

Changes in FIC Frequency

It is important to note that the number of FICs per year declined from 2018 through 2023 and then increased in 2024. As one can see in the summary tables in Appendix 2, the number of FICs used in this analysis was highest in 2018 at 7,612, lowest in 2023 at 914, at in 2024 was 2,462. Figure 1 below shows counts for FICs, calls for service (CFS), and police reports (EPR) overtime. The data show FICs and CFS have trended downward since 2016. The FIC numbers in the chart represent all FICs created in the time period as opposed to the subset used in this analysis of traffic stops. The decline in FICs is likely due to the net loss in commissioned employees each year since 2020 and the disbanding of proactive units in the districts in late 2020. With the steady net loss in officers, patrol officers rarely have time between calls for service to conduct proactive traffic stops. And the proactive units solely took enforcement action that required an FIC. FICs are required for discretionary stops, like traffic stops, and warrantless searches, amongst other scenarios. See NOPD policy Chapter 41.12 Field Interview Cards, available at nola.gov/nopd/policies, for more details on when FICs are required. In early 2023, the Department implemented a strategic plan that included increasing the number of traffic violation stops, which likely explains the increase in FICs from 2023 to 2024.

Figure 1: NOPD Field Interview Card (FIC), Calls for Service (CFS), and Electronic Police Report (EPR) counts over time



*CFS data includes incidents with the following final dispositions: RTF, NAT, GOA, UNF and does not include self-initiated incidents.

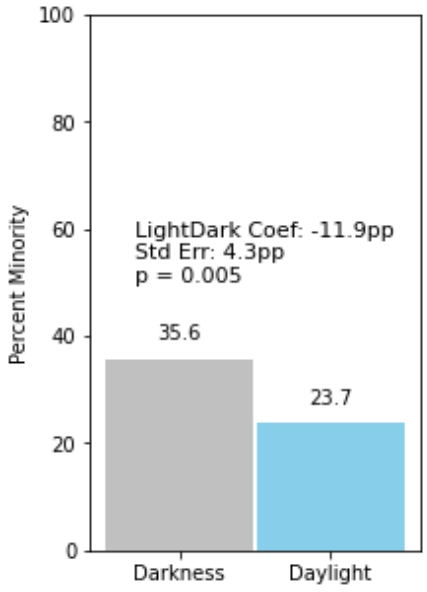
VOD Regression Results and Discussion

Below are bar graphs demonstrating the regression results. The bar graphs show the predicted percentage of racial minority and Black drivers who were stopped in darkness and in daylight.[12] The graphs demonstrate the impact daylight (LightDark = 1) is predicted to have on the demographics of drivers stopped by NOPD officers. The analysis found a lower percentage of racial minority and Black drivers in daylight than in darkness in 2024. This result is not consistent with discrimination of racial minorities. For more details on the regression results for 2024, and the results for 2016-2023, see the summary tables in Appendix 2.

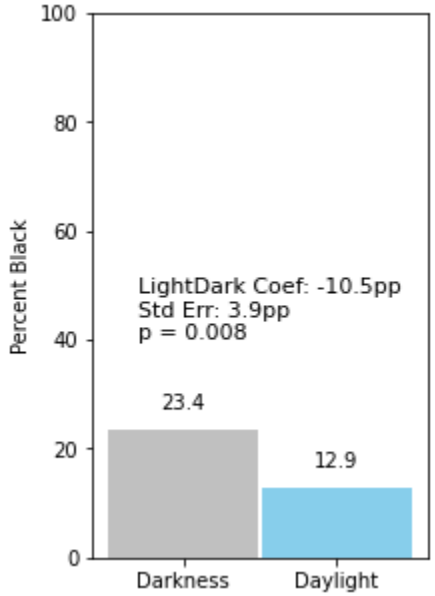
[12] The bar charts illustrate the difference by showing the intercept coefficient as the percentage of racial minority or Black drivers in darkness versus the intercept coefficient plus the LightDark coefficient as the percentage in daylight. The charts use the results from the regression model that uses OfficerNew fixed effects (see appendix 1) which found the lowest p values for the LightDark variable (see Appendix 2) in 2024, or in other words, the best chance that daylight correlates with the demographics of a motorist stopped by an NOPD officer.

Figure 2: Estimated Probability of a Racial Minority Motorist being Stopped for a Moving Violation in Darkness and Daylight in 2024

Racial Minorities



Black



2. Analyses of Post-Stop Enforcement

NOPD conducted analyses of post-stop enforcement (hit-rate analyses) for the years 2016-2024 using chi-square tests to make the following hit-rate comparisons: racial minority vs. white, Black vs white, and female vs. male.[13] Hit-rate analyses are premised on the concept that equal rates of outcomes—such as arrest or evidence seized—for minorities and non-minorities following an activity—such as vehicle exits, pat downs, or uses of force—implies officers applied an equal threshold to conduct the activity for each group. For example, if the analysis shows that racial minorities are arrested less often than non-minorities after force is used, it suggests that officers may be using force against racial minorities with less justification or lower standards.

The challenge of analyzing post-stop enforcement (i.e. search, force, or vehicle exits) for evidence of racial or ethnic disparities is that alternative's approach, which condition on observables, may suffer from the well-known "infra-marginality problem." Put simply, disparities in post-stop outcomes might exist due to differences in the distribution of stopped motorists in terms of things observed by police on the scene and not easily observed by analysts using the FIC data. These differences are likely to persist even when the researcher controls for a rich set of observable characteristics. As such, scholars and practitioners have focused on hit-rate style tests following Knowles et al. (2001) as opposed to a conditioning on observables approach (see also Dharmapala & Ross 2003; Antonovics & Knight 2004; and Anwar & Fang 2006).[14] Hit-rate tests are motivated by Becker's (1971) model of discrimination where police bias is conceptualized as an officer facing a lower internal cost of engaging in discretionary post-stop enforcement against a minority relative to a non-minority in terms of things like search, force, or vehicle exits. In the absence of disparate treatment and in a world where the police make discretionary post-stop enforcement decisions on the basis of reasonable suspicion or a credible threat, the costs of engaging in enforcement for different groups should be equal. Thus, one should expect the empirical probability of a search yielding contraband to be equal across racial/ethnic groups even when the guilt rates across these groups differs. Put differently, unbiased police officers may engage in discretionary post-stop enforcement against minorities more often than non-minorities but only if and proportional to their higher likelihood of guilt. If minorities face a disproportionate rate of post-stop enforcement relative to their guilt rate, it is indicative that police face a lower cost for engaging in these activities and are biased against them.[15]

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[13] NOPD used the Fischer's Exact test when expected values were below 5. The hit-rate analyses reported in the 2021 bias-free annual report used regression analysis.

[14] Simoiu et al. (2017) also propose a threshold-style test that has the benefit of alleviating potential concerns of inframarginality in the hit-rate style tests but at the cost expense of adding significant complexity. In an effort to propose parsimonious solutions, I have limited my discussion to hitrate tests but would not be opposed to a threshold test.

[15] Note that hit-rate style tests are typically used with searches where the "hit" is contraband being found and is not a discretionary decision on the part of officers. In this analysis, arrest is used as a proxy for contraband being found in searches and for the true guilt rate in vehicle exits and use of force. Imagining that there is also disparate treatment towards minority motorists in terms of the likelihood of arrest and that arrests overstate the true guilt rate, we might

The charts below show results for 2024. To see results for 2016-2024 see Appendix 3. Lower rates for racial minority, Black, or female subjects (blue bar smaller than the grey bar and negative delta and $p \leq 0.05$) are interpreted as being consistent with discrimination.

In summary the results show no disparities when comparing hit-rates by race/ethnicity, but two disparities when looking at sex (female vs. male). The analyses found women are less likely than men to be arrested following uses of force and gunpointings. It is important to note that the analyses do not factor NOPD's force review process. Every use of force is investigated and assessed to determine whether it was a reasonable use of force and whether policy violations occurred. In 2024, there was no difference in the rates of unjustified use of force for female and male subjects.[16] NOPD should consider updating the bias-free audit protocol to replace the use of force and gunpointing hit rate analyses with comparisons of rates of unjustified force.

2.a. Vehicle Exits

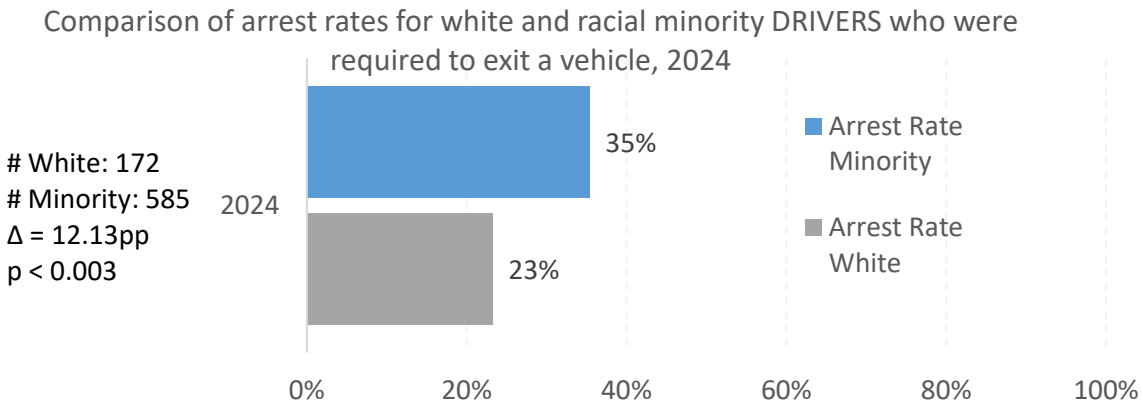
The vehicle exits hit-rate analyses attempt to assess whether NOPD officers apply an equal threshold across demographic segments when requiring drivers and passengers to exit vehicles. These analyses look at the rate of arrest following vehicle exits.

Minority vs. White Vehicle Exits

The analysis of racial minority and white drivers who were required to exit their vehicles in 2024, documented in the chart below, found results that were not consistent with discrimination (lower arrest rate or negative delta and $p \leq 0.05$).

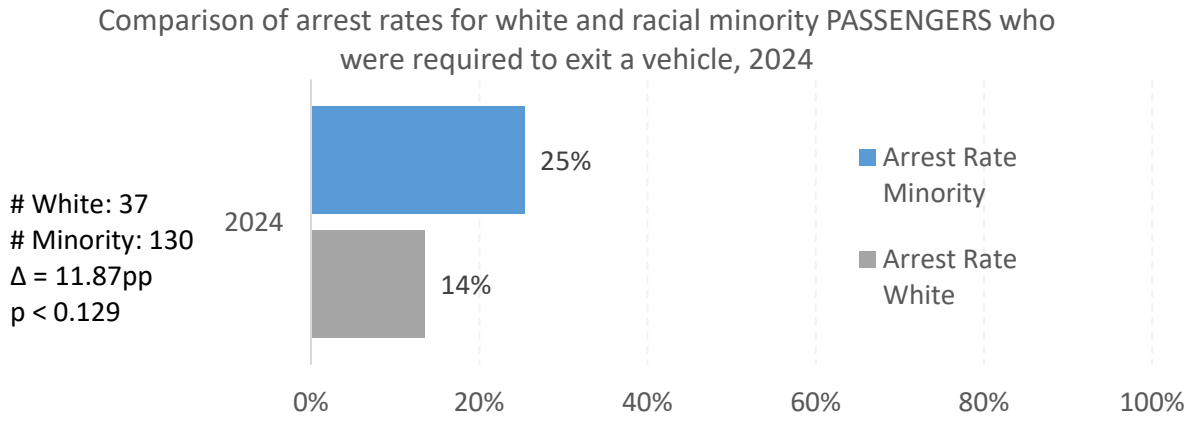
imagine that a hit-rate style test would be potentially biased against finding discrimination even when it exists. Given the limitations of the NOPD data, using arrest as a proxy for guilt is all that is currently possible in the current analysis.

[16] In 2024, the rate of unjustified force for female subjects was 2.1% (2/94) and 1.7% (8/459) for men. A Fisher Exact test finds no difference between these rates ($p = 0.529$).



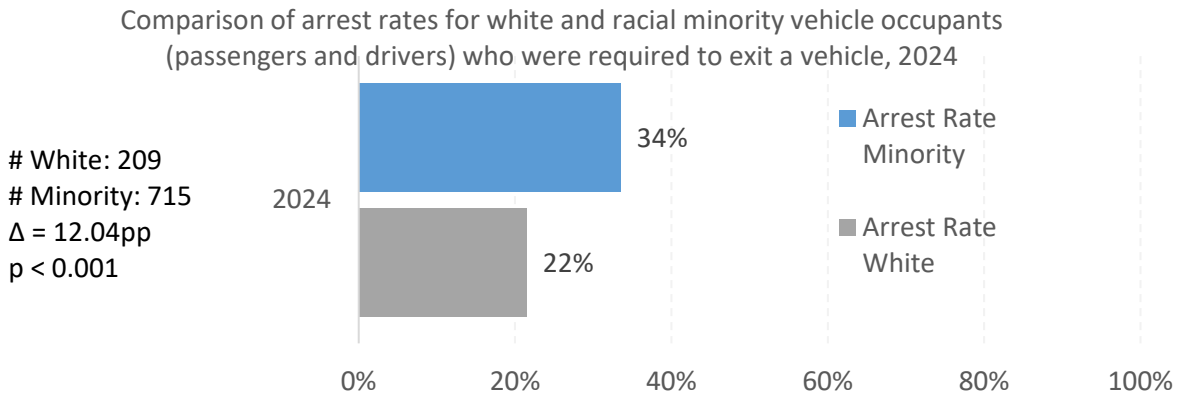
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test

The results of the analysis of racial minority and white passengers who were required to exit their vehicles in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority passengers is considered consistent with discrimination.
**p-value determined by Chi-squared test

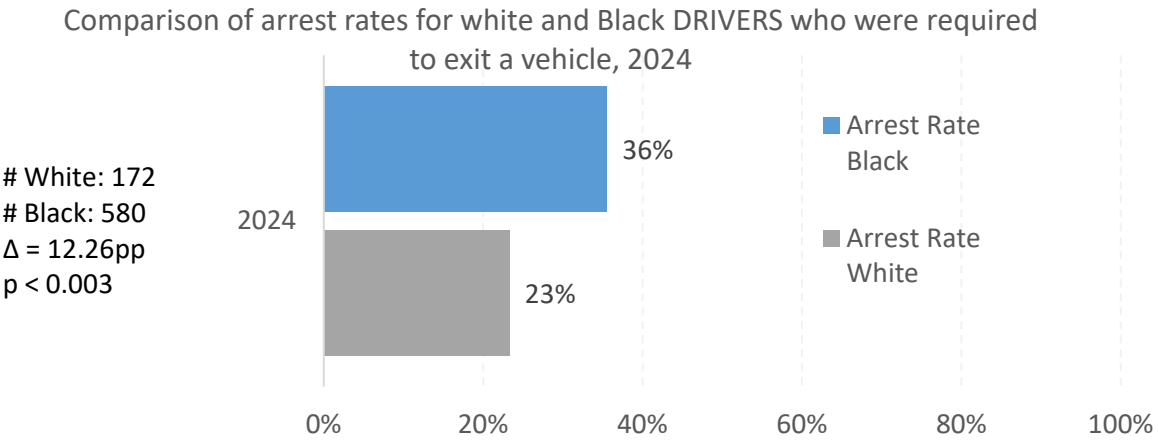
The analysis of white and minority vehicle occupants (drivers and passengers) who required to exit their vehicles in 2024, documented in the chart below, found results that were similar to the analysis of drivers above. The results were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority vehicle occupants is considered consistent with discrimination.
**p-value determined by Chi-squared test

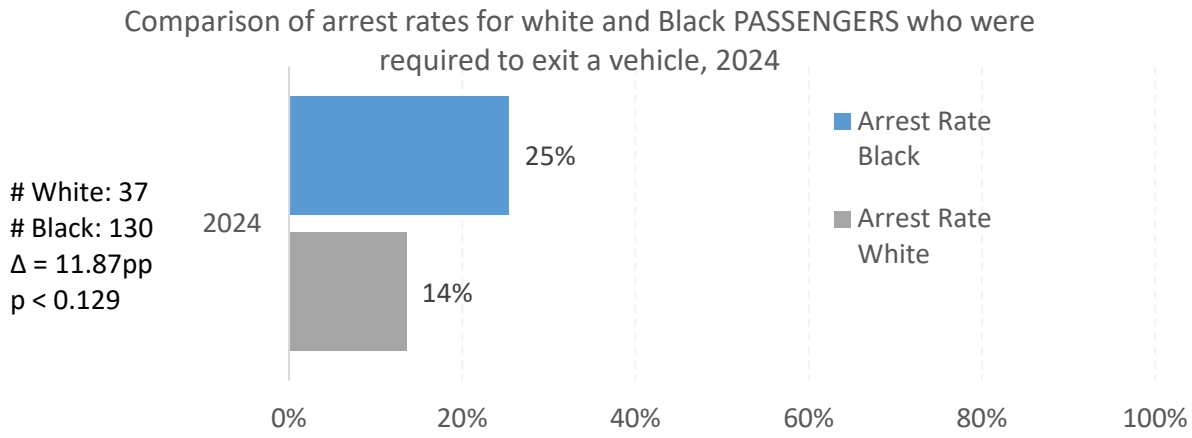
Black vs. White Vehicle Exits

The analysis of white and Black drivers who were required to exit their vehicles in 2024 found results that were not consistent with discrimination.



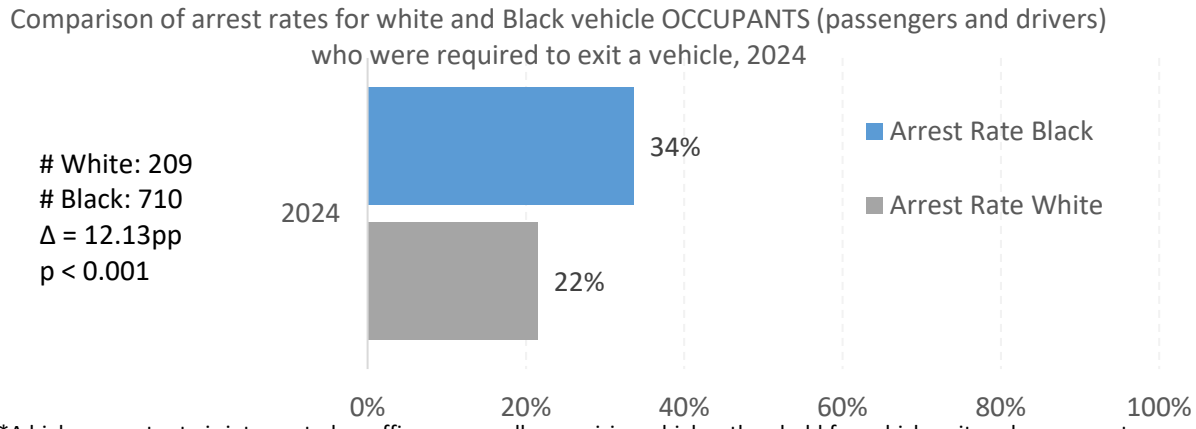
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test

The results for white and Black passengers who were required to exit their vehicle in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black passengers is considered consistent with discrimination.
**p-value determined by Chi-squared test

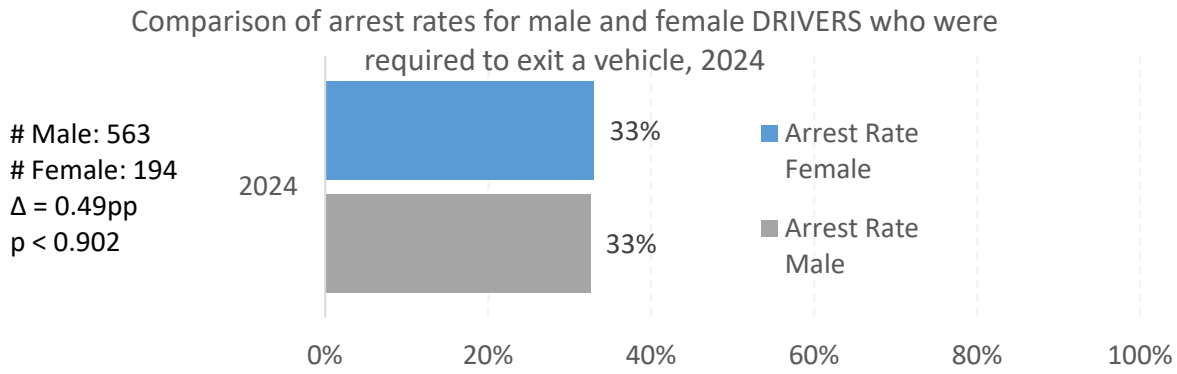
The results for white and Black occupants who were required to exit their vehicle in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black vehicle occupants is considered consistent with discrimination.
**p-value determined by Chi-squared test

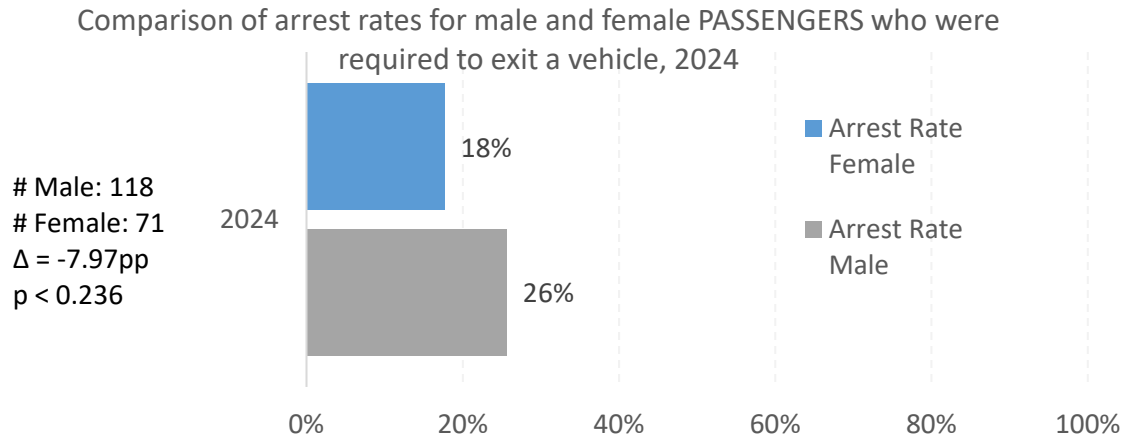
Male vs. Female Vehicle Exits

The results for female and male drivers who were required to exit their vehicle in 2024 were not consistent with discrimination.



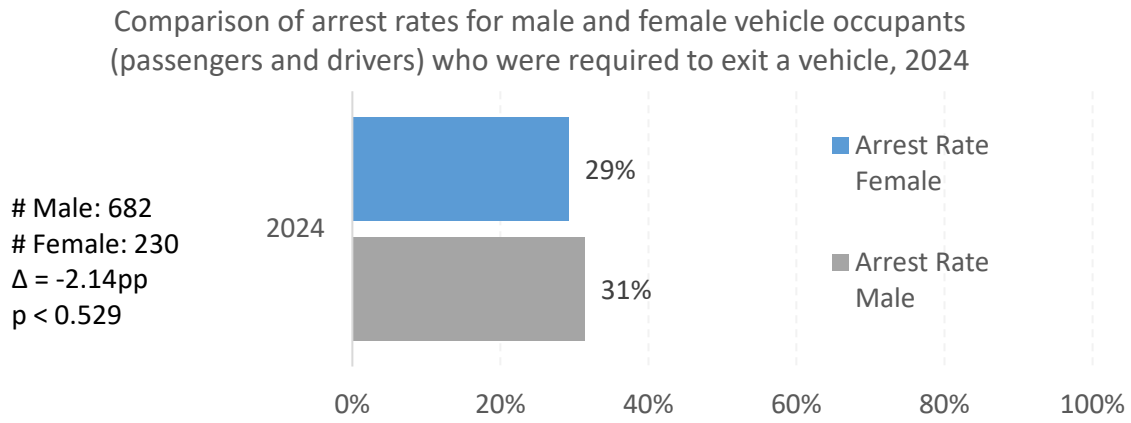
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test

Although the results for female and male passengers who were required to exit their vehicle in 2024 appear consistent with discrimination, the p-value is high, indicating a high probability that the difference in arrest rates is due to random variation. In short, these results are not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female passengers is considered consistent with discrimination.
**p-value determined by Chi-squared test

Although the results for female and male vehicle occupants (passengers and drivers) who were required to exit their vehicle in 2024 appear consistent with discrimination, the p-value is high, indicating a high probability that the difference in arrest rates is due to random variation. In short, these results are not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female vehicle occupants is considered consistent with discrimination.
**p-value determined by Chi-squared test

2.b. Pat Downs

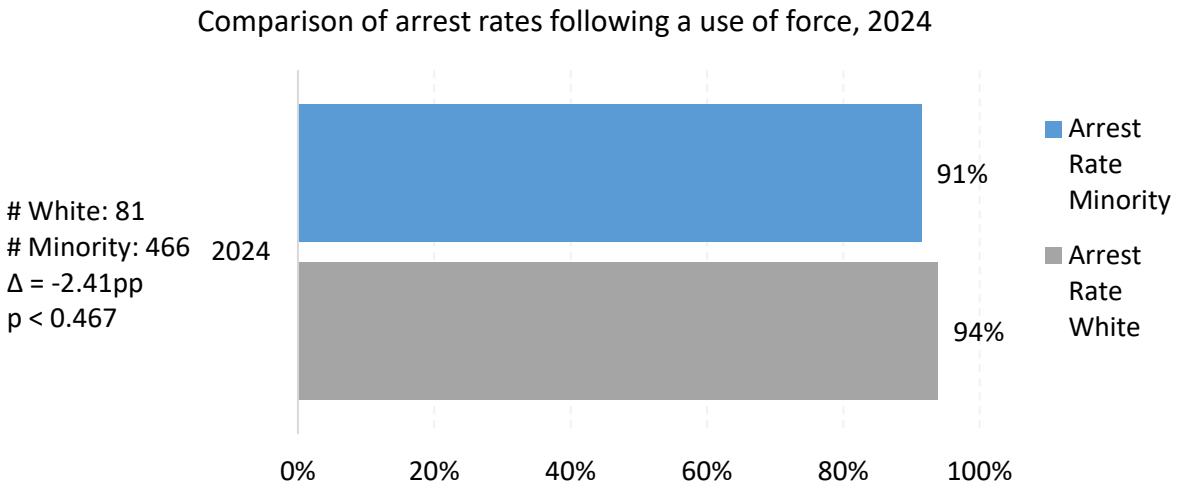
The pat down hit rate analyses attempt to assess whether NOPD applies an equal threshold when deciding whether to conduct a pat down search on minorities and non-minorities. These analyses are excluded from the 2024 report because the pat down data was deemed unusable for data analysis purposes. Following the 2022-23 report, NOPD's PSAB conducted a deep dive review of pat downs of female subjects from whom no evidence was seized. The review found 19% of the pat downs indicated on the FICs in the review accurately documented a pat down. The inaccurate pat downs were frisks incident to arrest. At the time the officers frisked the subject, they had established probable cause to arrest them. In other words, the officers used a pat down technique but not the pat down exception to the warrant requirement. A hit rate analysis of searches incident to arrest would measure different factors than a hit rate analysis of pat downs. Hit rate analyses should not combine the two. The deep dive recommended future bias-free analyses omit the pat down hit-rate analyses until the accuracy rate improves.

2.c.i Use of Force

The use of force hit-rate analysis attempts to assess whether NOPD applies an equal threshold when deciding to use force against minorities and non-minorities. The analysis uses data from NOPD's use of force reports which are documented in IAPro's Blueteam software program.

Racial Minorities vs. White Use of Force

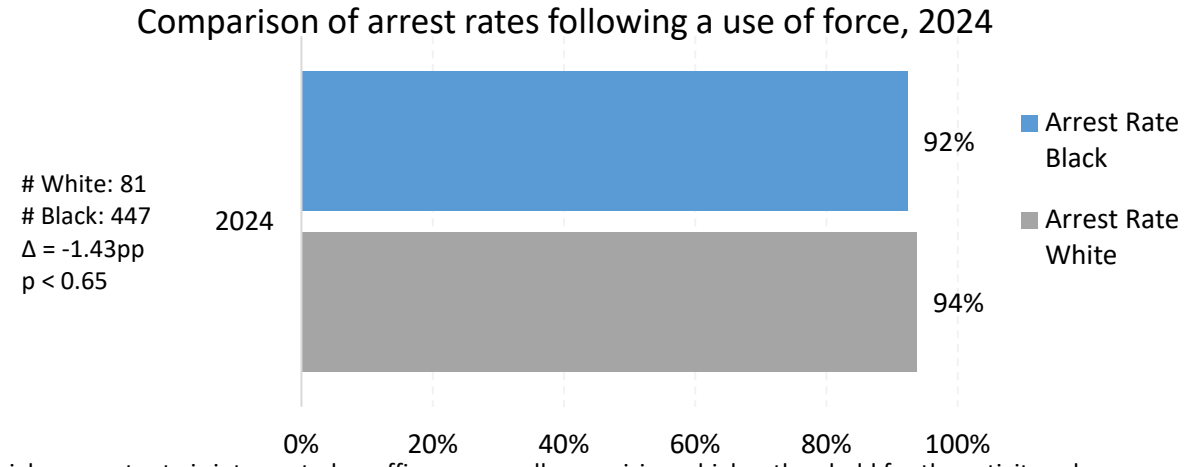
The results of the comparison of arrest rates of racial minority and white subjects of a use of force were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority subjects of force is considered consistent with discrimination.
**p-value determined by chi-square test

Black vs. White Use of Force

The results of the comparison of arrest rates of Black and white subjects of a use of force were not consistent with discrimination.

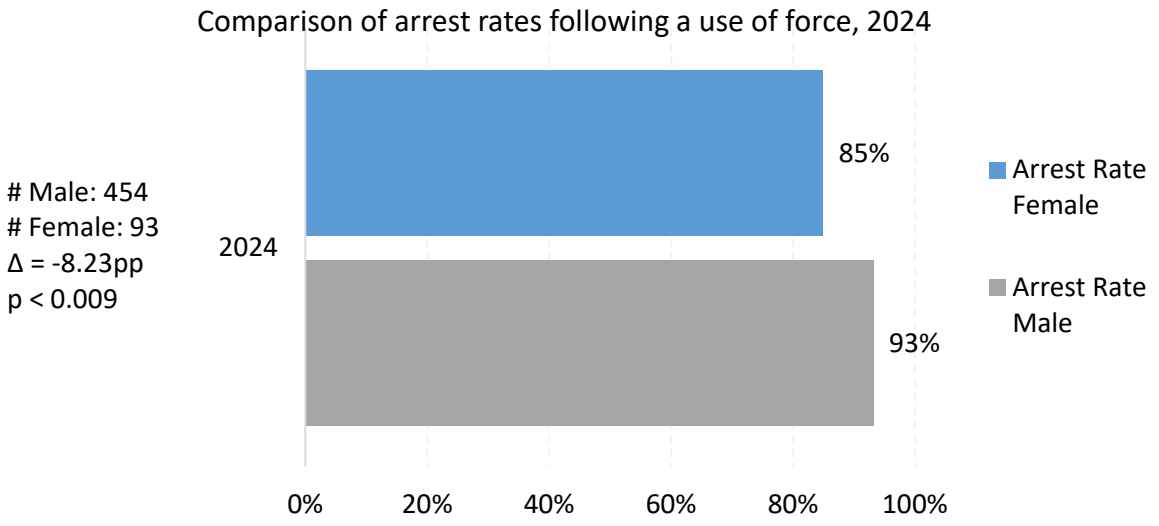


*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black subjects of force is considered consistent with discrimination.
**p-value determined by chi-square test

Male vs. Female Use of Force

The comparison of arrests rates of female and male subjects of force were consistent with discrimination. In 2024, the rate female subjects of force were arrested was 8.2 percentage points lower than for male subjects. It is important to note that the analyses do not factor NOPD's force review process. Every use of force is investigated and assessed to determine whether it was a

reasonable use of force and whether policy violations occurred. In 2024, there was no difference in the rates of unjustified use of force for female and male subjects.[17]



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female subjects of force is considered consistent with discrimination.
**p-value determined by chi-square test

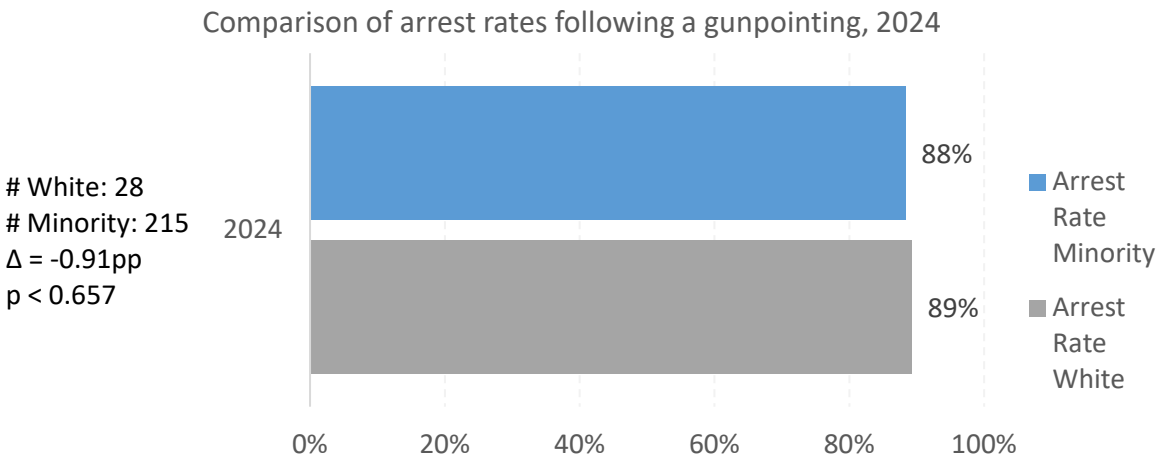
2.c.ii Firearm Pointing

The firearm pointing hit-rate analysis attempts to assess whether NOPD applies an equal threshold when deciding to point a firearm at minorities and non-minorities. The analysis uses a sub-set of the data from NOPD's use of force reports and includes only the data for uses of force involving a firearm pointing. It is important to note that IAPro's Blueteam software does not indicate which uses of force were used against which subjects of force. The reports list the subjects of force and the officers who used force and the types of force each officer used. This analysis may incorrectly include a subject of force at whom an officer did not point a firearm, but who was the subject of a different type of force during an incident involving another subject of a firearm pointing. For example, if there are two subjects of force, at one an officer points their firearm, and an officer conducts a takedown on the other, this analysis considers both were the subject of a firearm pointing.

[17] In 2024, the rate of unjustified force for female subjects was 2.1% (2/94) and 1.7% (8/459) for men. A Fisher Exact test finds no difference between these rates (p = 0.529).

Racial Minority vs. White Firearm Pointing

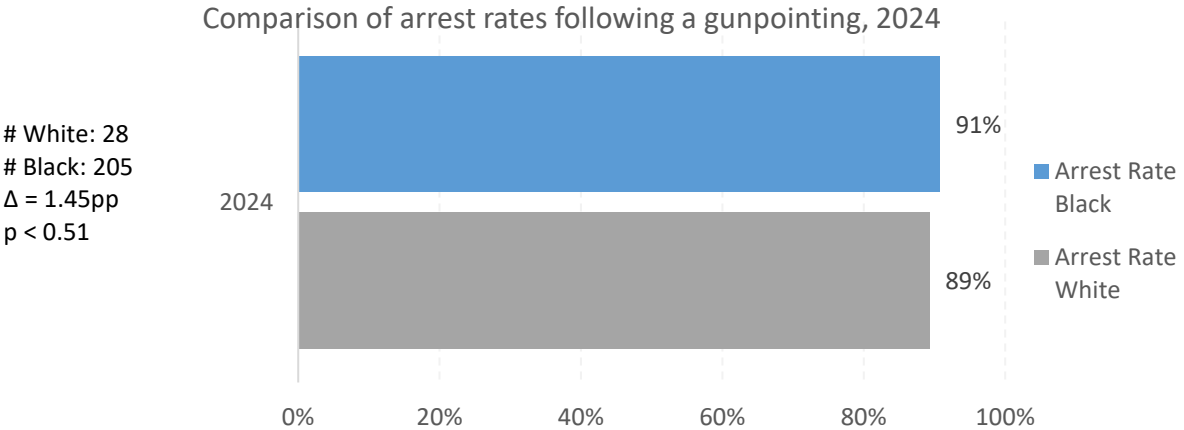
The results of the comparison of arrest rates for racial minority and white subjects of a firearm pointing were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority subjects of a gunpointing is considered consistent with discrimination.
**p-vlaue determined by Fischer's Exact test

Black vs. White Firearm Pointing

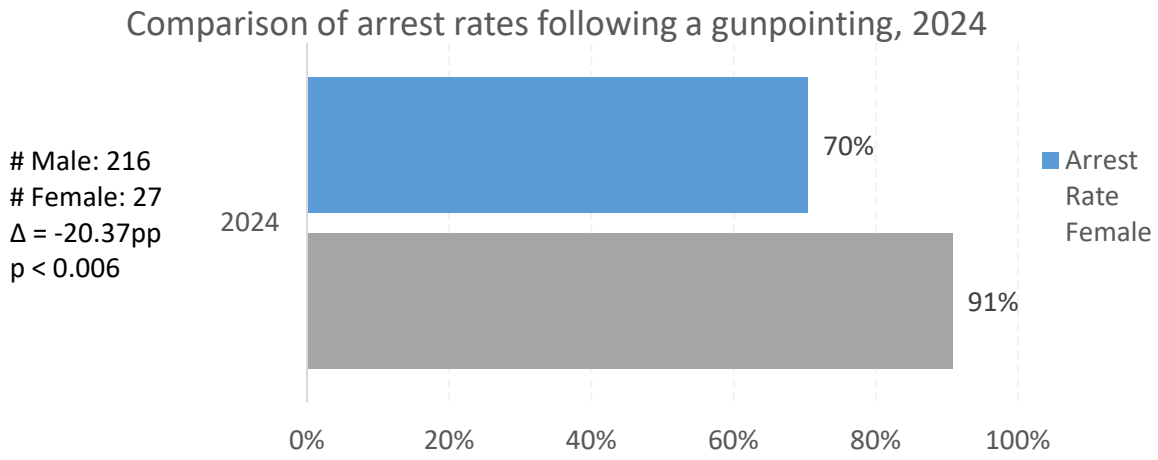
The results of the comparison of arrest rates for Black and white subjects of a firearm pointing were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black subjects of a gunpointing is considered consistent with discrimination.
**p-vlaue determined by Fischer's Exact test

Male vs. Female Firearm Pointing

The results of the comparison of arrests rates of female and male subjects of a firearm pointing were consistent with discrimination. In 2024, the arrest rate for women was 20.4 percentage points lower than for men. It is important to note that the analyses do not factor NOPD's force review process. Every use of force is investigated and assessed to determine whether it was a reasonable use of force and whether policy violations occurred. In 2024, there was no difference in the rates of unjustified use of force for female and male subjects.[18]



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female subjects of a gunpointing is considered consistent with discrimination.
**p-value determined by Fischer's Exact test

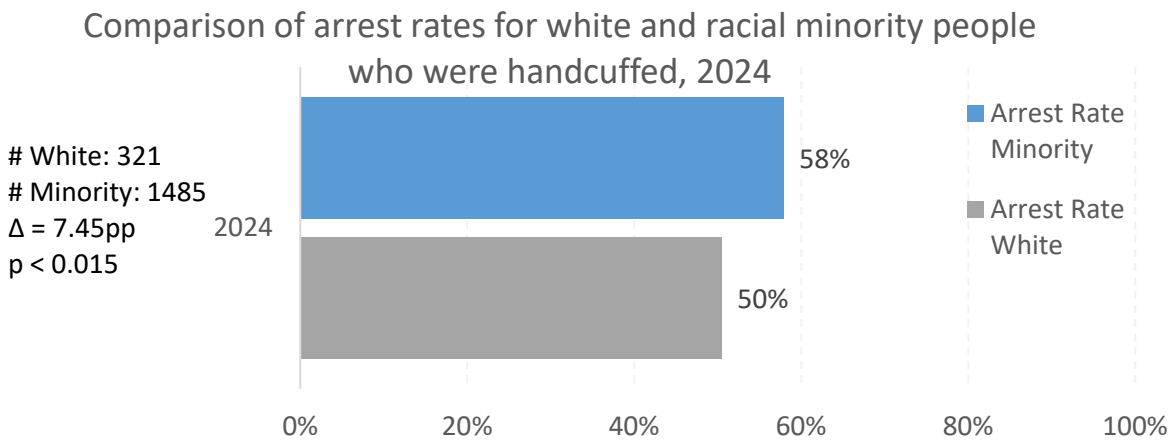
2.c.iii Handcuffing

The handcuffing hit-rate analysis attempts to assess whether NOPD applies an equal threshold when deciding to handcuff people from various demographic segments. Like most of the hit-rate analyses in this audit, it compares arrest rates for those who have been the subject of the enforcement activity in question, in this case handcuffing. NOPD began tracking whether subjects were handcuffed in 2021.

[18] In 2024, the rate of unjustified force for female subjects was 2.1% (2/94) and 1.7% (8/459) for men. A Fisher Exact test finds no difference between these rates (p = 0.529).

Racial Minority vs. White Handcuffing

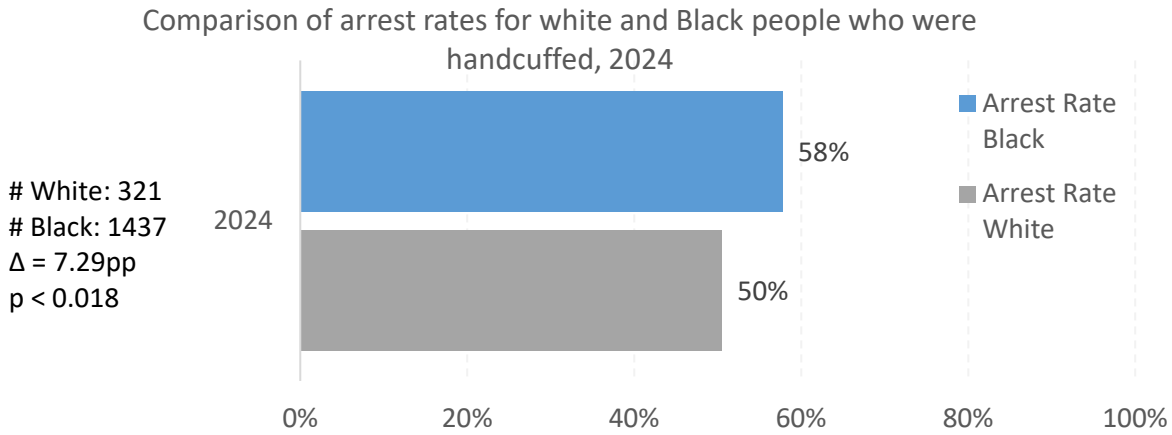
The results of the analysis of the arrest rates of handcuffed racial minority and white subjects in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minorities is considered consistent with discrimination.
**p-value determined by Chi-squared test

Black vs. White Handcuffing

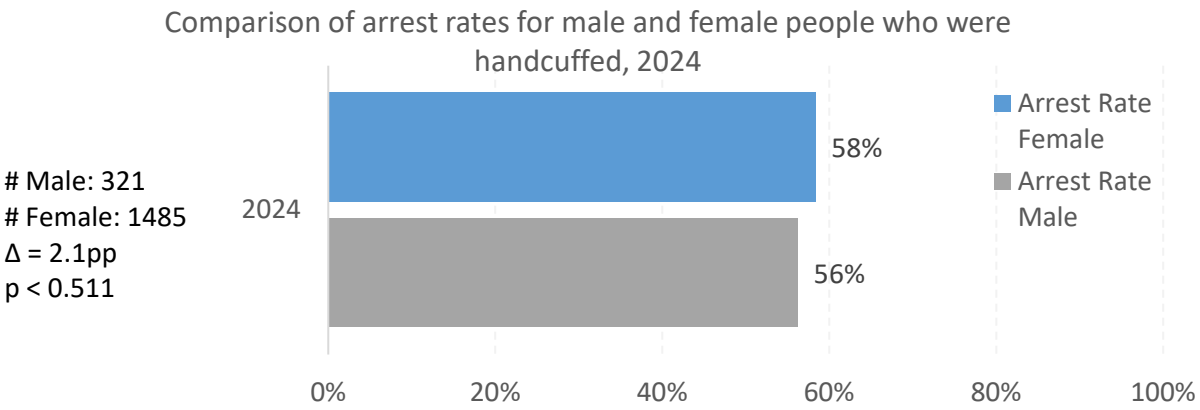
The results of the analysis comparing arrest rates for Black and white subjects who were handcuffed in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black people is considered consistent with discrimination.
**p-value determined by Chi-squared test

Male vs. Female Handcuffing

The results of the analysis comparing arrest rates for male and female subjects who were handcuffed in 2024 were not consistent with discrimination.



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for females is considered consistent with discrimination.
**p-value determined by Chi-squared test

3. Misconduct Complaints

The tables below give the percentages of complaints by the demographics of the accused officers. In reading the tables, one should look down the columns (except for the total column). If the numbers are roughly equal, then little disparity exists. If one number is larger than the others in the column, then that demographic group received that type of complaint, disposition, or timely/non-timely response more often than the other groups. For example, in 2024, misconduct complaints, for which the majority of the accused where Black came from an internal source at a higher rate (by 3.2 percentage points), and had a higher rate of negative dispositions (by 4.2 percentage points) than complaints for which the majority of the accused were white. Since multiple officers can be involved in a single complaint, the demographic categories are split to account for whether any officer from a demographic group was accused of misconduct (e.g., "Any White") and whether the majority of officers accused were from a demographic group (e.g., "Majority White"). Below are three tables: one with percentages for all complaints from 2016-2024, one for 2024 only, and one for 2016 only.

In 2024, NOPD's Public Integrity Bureau began tracking the due dates for misconduct investigations and the date the investigations were completed in a manner that allows for a more accurate assessment of timeliness. For the purposes of this analysis the table for 2016-2024 and the 2016 table set the timeliness threshold at 120 days after the incident was created in the database. This is the same method that was used in previous bias-free audits. 120 days was the maximum

number of days investigators had to complete an investigation until the Louisiana legislature extended it to 135 in August 2021. The entire process can take much longer, especially when investigations result in a negative disposition, which must be followed by hearings and the imposition of discipline. This means negative dispositions and non-timely investigations correlate in this analysis. The table for 2024 uses the new, more accurate method.

The proportion of complaints that are internal decreased, the proportion of complaints that result in a negative disposition decreased, and when assessed accurately, the vast majority of misconduct investigations are completed in a timely manner.

In 2024, the data show a higher rate of negative dispositions for complaints against Black employees (Any Black is 13pp higher than Any White, and Majority Black is 15.6pp higher than Majority White). It is important to note that the NOPD audit covering the complaints in the first three quarters of 2024 found 98% compliance when assessing whether misconduct complaint investigation dispositions were based on the preponderance of the evidence (find the audit at nola.gov/next/nopd/consent-decree).

[See the table on the next page]

Rates of the Source, Disposition, and Timeliness of Misconduct Complaints by the Demographics of the Accused, 2016-2024 combined

	Source		Disposition		Timeliness		Total
	External	Internal	Positive	Negative	Timely	Non-Timely	N
Race							
Any White	67.4	32.0	69.5	30.5	44.0	55.5	1999
Any Black	63.4	35.2	65.3	34.7	45.9	53.5	2954
Any Other	84.9	14.6	86.6	13.4	68.2	31.3	1313
Majority White	66.0	33.3	68.6	31.4	45.9	53.4	1461
Majority Black	61.4	37.0	63.5	36.5	47.0	52.2	2456
Majority Other	88.2	11.3	90.4	9.6	77.3	22.1	988
No Majority	73.6	25.5	77.2	22.8	45.1	54.8	557
Gender							
No Female	70.4	28.8	71.9	28.1	53.2	46.1	4055
Any Female	63.1	35.2	67.9	32.1	47.7	51.8	1357
Majority Female	58.8	39.2	65.8	34.2	50.8	48.5	951
Years of Experience							
0-5 Only	63.4	35.9	61.5	38.5	49.8	49.8	1135
6-10 Only	61.6	37.9	59.8	40.2	43.8	55.8	552
11-15 Only	66.3	33.0	67.3	32.7	45.8	53.4	566
16-20 Only	62.5	35.9	68.9	31.1	49.9	49.5	501
21+ Only	61.1	35.8	69.9	30.1	50.8	48.4	730
Combination	72.9	26.8	69.6	30.4	36.5	63.1	833

Rates of the Source, Disposition, and Timeliness of Misconduct Complaints by the Demographics of the Accused, 2024

	Source		Disposition		Timeliness			Total
	External	Internal	Positive	Negative	Timely	Non-Timely	N*	N
Race								
Any White	85.7	13.1	89.7	10.3	97.9	2.1	143	175
Any Black	75.7	22.6	76.7	23.3	98.5	1.5	201	288
Any Other	91.9	7.5	96.3	3.8	98.2	1.8	56	160
Majority White	88.0	10.4	88.8	11.2	98.0	2.0	99	125
Majority Black	73.6	24.3	73.2	26.8	98.1	1.9	159	239
Majority Other	92.9	6.3	97.6	2.4	100.0	0.0	27	127
No Majority	85.2	14.8	94.4	5.6	97.8	2.2	46	54
Gender								
No Female	84.0	14.8	85.0	15.0	97.8	2.2	230	399
Any Female	78.5	19.4	83.3	16.7	99.0	1.0	101	144
Majority Female	72.4	24.5	77.6	22.4	100.0	0.0	64	98
Years of Experience								
0-5 Only	81.1	16.8	70.5	29.5	98.3	1.7	59	95
6-10 Only	78.1	20.3	73.4	26.6	100.0	0.0	43	64
11-15 Only	83.8	13.5	91.9	8.1	100.0	0.0	24	37
16-20 Only	79.4	17.5	90.5	9.5	98.2	1.8	55	63
21+ Only	70.5	29.5	72.7	27.3	100.0	0.0	64	88
Combination	88.6	10.1	93.7	6.3	98.5	1.5	66	79

*Timeliness not assessed for misconduct investigations that have one of the following dispositions: Negotiated Settlement, Duplicate, No Formal Investigation Merited, Cancelled, Resigned Under Investigation, Withdrawn/Mediation, or CVI/MVI; or that involve criminal allegations.

Rates of the Source, Disposition, and Timeliness of Misconduct Complaints by the Demographics of the Accused, 2016

	Source		Disposition		Timeliness		Total
	External	Internal	Positive	Negative	Timely	Non-Timely	N
Race							
Any White	71.9	28.1	67.2	32.8	22.1	77.5	253
Any Black	65.0	35.0	60.3	39.7	27.7	72.1	451
Any Other	85.7	14.3	83.1	16.9	43.5	56.5	154
Majority White	70.4	29.6	64.5	35.5	23.1	76.3	186
Majority Black	62.4	37.6	57.0	43.0	28.6	71.1	391
Majority Other	88.3	11.7	87.5	12.5	52.5	47.5	120
No Majority	77.2	22.8	78.9	21.1	21.1	78.9	57
Gender							
No Female	70.9	29.1	65.9	34.1	31.3	68.5	587
Any Female	65.3	34.7	63.5	36.5	27.5	71.9	167
Majority Female	58.1	41.9	61.3	38.7	33.1	66.1	124
Years of Experience							
0-5 Only	68.7	31.3	64.6	35.4	30.3	69.7	99
6-10 Only	61.1	38.9	51.1	48.9	23.7	75.6	131
11-15 Only	59.6	40.4	57.0	43.0	34.2	65.8	114
16-20 Only	60.3	39.7	48.5	51.5	32.4	67.6	68
21+ Only	59.6	40.4	61.8	38.2	21.3	77.5	89
Combination	82.3	17.7	73.5	26.5	17.7	82.3	113

The tables below give the percentages of complaints by the demographics of the complainants, both internal and external to NOPD. Similar to the tables above, in reading the tables, one should look down the columns (except for the total column). If the numbers are roughly equal, then little disparity exists. If one number is larger than the others in the column, then misconduct complaints coming from complainants in the demographic group received that type of disposition, or timely/non-timely response more frequently than complaints with complainants in other demographic groups. For example, misconduct complaints, in 2024, coming from Black complainants had a smaller portion of negative dispositions (by 6.4 percentage points) and a larger portion were completed in a timely manner (by 3.1 percentage points) than complaints coming from white complainants. Since complaints can involve multiple complainants, the demographic categories are split to account for whether all complainants were from the same demographic group.

Below are four tables: one with percentages for all complaints from 2016-2024, one for 2024 only, and one for 2016 only. As described previously, the method for assessing timeliness is different for the 2024 table than for the tables for 2016-2024 and 2016. In 2024, PIB began tracking dates that allow for an accurate timeliness assessment.

Like the tables above the portion of complaints that resulted in a negative disposition decreased from 2016 to 2024 and, when assessed accurately, the vast majority of misconduct investigations are completed on time. The same caveat mentioned above regarding timeliness also applies to the tables for 2016-2024 and 2016.

Rates of the Disposition and Timeliness of Misconduct Complaints by the Complainant's Race and Gender, 2016-2024 combined

	Disposition		Timeliness		
	Positive	Negative	Timely	Non-Timely	
	%	%	%	%	N
Race					
All White	86.4	13.6	54.5	45.2	728
All Black	87.1	12.9	56.6	43.0	2221
All Other	87.1	12.9	61.2	38.5	832
Combination	83.9	16.1	41.9	58.1	62
Gender					
All Male	85.8	14.2	59.1	40.6	1572
All Female	87.8	12.2	55.2	44.5	1754
Combination	86.7	13.3	50.0	50.0	30

Rates of the Disposition and Timeliness of Misconduct Complaints by the Complainant's Race and Gender, 2024

	Disposition		Timeliness			Total
	Positive	Negative	Timely	Non-Timely		
	%	%	%	%	N*	N
Race						
All White	87.1	12.9	96.3	3.7	54	101
All Black	93.5	6.5	99.4	0.6	175	262
All Other	91.8	8.2	94.1	5.9	51	85
Combination	100.0	0.0	100.0	0.0	5	6
Gender						
All Male	91.9	8.1	96.9	3.1	130	197
All Female	91.4	8.6	99.1	0.9	116	197
Combination	85.7	14.3	100.0	0.0	7	7

*Timeliness not assessed for misconduct investigations that have one of the following dispositions: Negotiated Settlement, Duplicate, No Formal Investigation Merited, Cancelled, Resigned Under Investigation, Withdrawn/Mediation, or CVI/MVI; or that involve criminal allegations.

Demographic Breakdown of Complaints by Citizen Race and Gender, 2016

	Disposition		Timeliness		N
	Positive	Negative	Timely	Non-Timely	
	%	%	%	%	
Race					
All White	81.1	18.9	30.7	69.3	127
All Black	77.1	22.9	28.6	71.2	371
All Other	80.5	19.5	37.9	60.9	87
Combination	100.0	0.0	0.0	100.0	2
Gender					
All Male	76.6	23.4	34.8	65.2	256
All Female	81.4	18.6	26.4	73.3	296
Combination	-	-	-	-	0

4. Response Times

This section includes comparisons of response times in neighborhoods. First, this section compares median (average) response times in neighborhoods with greater than 60 percent Black residents (more Black) to neighborhoods with fewer than 40 percent Black residents (less Black). Second, this section uses regression analysis to compare response times across neighborhoods while considering other factors that might impact response times, such as geography, workload, and officer assignments.

Median Response Times

The analysis found the median code 2 (emergency calls) and code 1 (non-emergency calls) response times to be shorter in less Black neighborhoods than in more Black neighborhoods. The gap in median response times between more Black and less Black neighborhoods as a proportion of response times decreased slightly from 2023 to 2024 (17% to 10% for Code 2s, 48% to 45% for Code 1s). Like 2023, the number of calls in more Black neighborhoods was higher in 2024 than in less Black neighborhoods.

2023 Median Response Times by Neighborhood Demographics

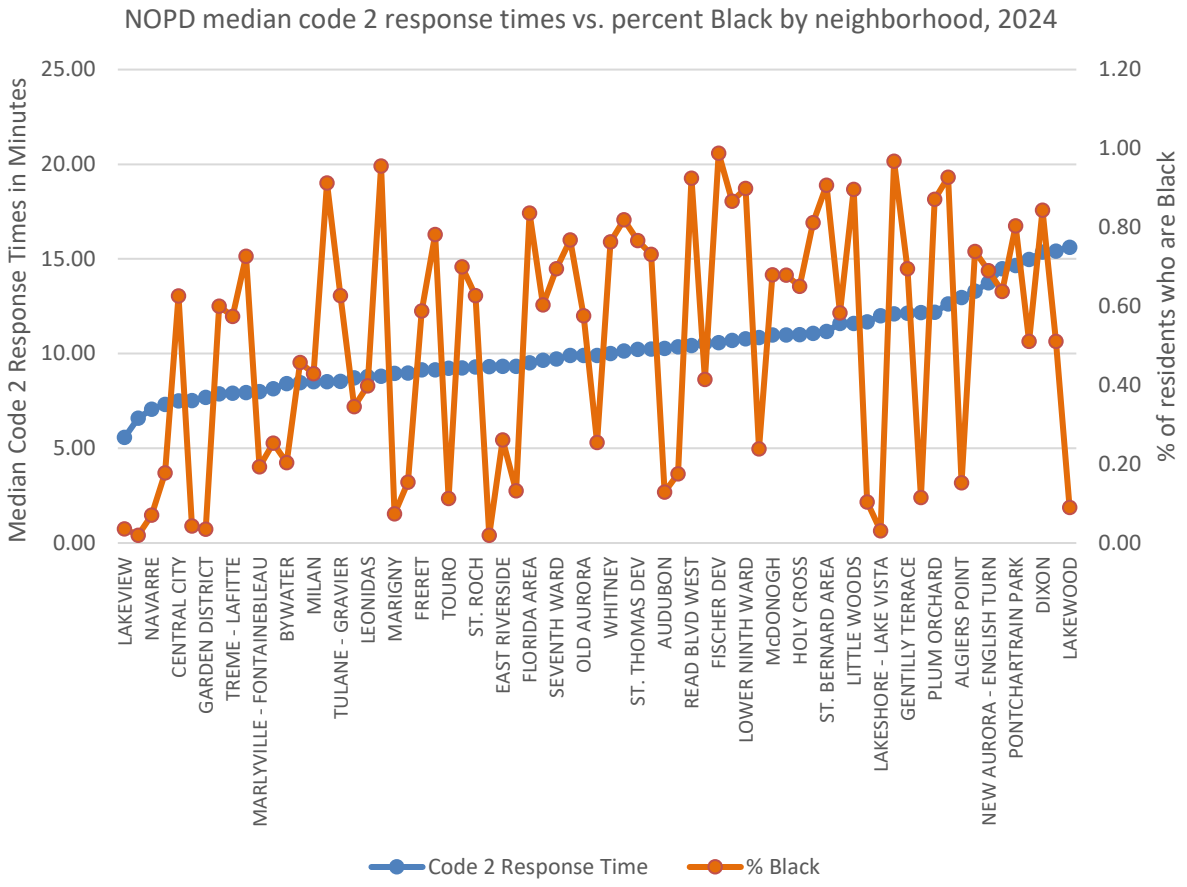
Call Priority	Neighborhood Categorization	Weighted Median Response Time (min)	Gap	# of Calls
Code 2	More Black	12	17% (2/12)	22,441
	Less Black	10		6,553
Code 1	More Black	88	48% (42/88)	36,119
	Less Black	46		13,607

2024 Median Response Times by Neighborhood Demographics

Call Priority	Neighborhood Categorization	Weighted Median Response Time (min)	Gap	# of Calls
Code 2	More Black	10	10% (1/10)	19,406
	Less Black	9		8,097
Code 1	More Black	40	45% (18/40)	26,462
	Less Black	22		12,588

While the median response times are longer in more Black neighborhoods, when plotting response times against the percent of residents who are Black in each neighborhood, one does not see a

strong correlation. The charts below have two y-axes: one for median Code 2 response times in minutes and one for the percent of residents who are Black. Looking at the charts below one can find neighborhoods with similar median response times with very different percentages of Black residents and one can find neighborhoods with similar demographics with very different median response times. If one were to sort the charts by the percent of residents who are Black from lowest to highest percentage, the charts would show gradual lines for "% Black" (orange) and zig-zagging lines for median response times (blue).



To factor geography and officer assignments NOPD calculated metrics for each neighborhood and then ran regression analyses to see how the metrics compare to demographics with regards to predicting response times. NOPD developed the following metrics to factor geography and officer assignments into the regression analysis. NOPD refers to this first set of variables as workload indicators:

- # of Code 2's: This metric uses CAD data. NOPD counted the number of calls for service dispatched with a priority of 2 (emergency, time-sensitive, officers dispatched to Code 2 calls

respond with lights and sirens) for each neighborhood. Code 2 calls take priority over code 1 calls. An imbalance in Code 2 calls should have an impact on response times.

- # of Code 1's: This metric uses CAD data. NOPD counted the number of calls for service dispatched with a priority of 1 (non-emergency calls) for each neighborhood. The # of Code 1's metric reflects the non-emergency workload for police in the neighborhood. Although Code 2 calls take priority over code 1 calls, once on the scene of code 1 calls, officers tend to stay on scene until the incident is complete. An imbalance in the number of code 1 calls should have an impact response times.
- Median Driving Time: This metric uses CAD data. NOPD found the median driving time by calculating the difference between the time the first officer was dispatched or assigned a call and the time the first officer arrived to the scene of the call for each call for service. And then NOPD calculated the median driving time for each neighborhood. The median driving time in each neighborhood reflects the average distance between calls for service and the officers who are assigned to the calls and reflects the geography or location of the neighborhood.
- Neighborhood Population: This is the total number of residents for the neighborhood calculated using GIS software, shape files for neighborhoods, and census data.

The following indicators are workload indicators that also factor officer assignments:

- DV Calls per Officer by Neighborhood: This metric uses officer assignments data and CAD data. Domestic violence (DV) calls for service are commonly known within the Department to be frequent and time-consuming, partially due to increased documentation requirements. The distribution of DV calls among districts on a per-officer basis could be a good proxy for assessing whether officer assignments are balanced based on workload. NOPD took the ratio of the number of DV calls in each district divided by the number of officers (rank of Police Officer and Senior Police Officer) assigned to each district. For neighborhoods that cross district lines, NOPD calculated the weighted ratio.
- Top 10 per Officer by Neighborhood: This metric also uses officer assignments data and CAD data. NOPD found the frequency and mean handling time for each call for service type. Ignoring call types with a frequency less 500 per year, NOPD identified the ten with the highest mean handling time. For the purposes of this analysis NOPD is considering these 10 call types to be the most time-consuming call types. The ten include one DV call type. See Appendix 4 for the list of top 10 calls included in this variable for 2024. NOPD took the ratio of the number of Top 10 calls in each district divided by the number of officers (rank of Police Officer and Senior Police Officer) assigned to each district. For neighborhoods that cross district lines NOPD calculated the weighted ratio. NOPD then populated the response time data with the Top 10 per Officer by Neighborhood number.
- Calls per Officer: This metric also uses officer assignments data and CAD data. NOPD took the ratio of the number of calls for service in each district divided by the number of officers in each district. For neighborhoods that cross district lines, NOPD calculated the weighted ratio. Calls per officer is a cruder measure of workload than Top 10 per Officer and DV per

Officer as it does not factor whether the number of time-intensive calls are balanced. Still, an imbalance in calls per officer should have an impact on response times.

The following are additional variables used in the regression analysis:

- PercentBlack: this is a decimal between 0 and 1 denoting the percent of residents in the neighborhood that are Black. The decimal was calculated using GIS software, shape files for neighborhoods, and census data. NOPD populated the response time data with PercentBlack values based on the neighborhood of the call for service.
- ResponseTimeMin
    - Code 1 median response time: The dependent or Y-axis variable for the code 1 regressions. The response time in minutes for the Code 1 (non-emergency responses) call for service.
    - Code 2 median response time: The dependent or Y-axis variable for the code 2 regressions. The response time in minutes for the Code 2 (emergency responses) call for service.
- Neighborhood: The name of the neighborhood used to categorize calls and to create the workload indicators described above. Treated as categorical. Used to cluster standard errors.
- Hour: the hour of the day, 0=0:00-0:59, 1=1:00-1:59, etc. Treated as categorical.
- DayOfWeek: 1 = Monday, 2 = Tuesday, 3 = Wednesday, etc. Treated as categorical.
- Week: week of the year with Sunday being the first day of the week. Treated as categorical.
- Type: call type, reflects Louisiana's revised statutes, 95G = Illegal Carrying of a Weapon for example, see NOPD policy chapter 81.7 – Police Complaint Signals and Dispositions for descriptions, NOPD policies found at nola.gov/nopd/policies. Treated as categorical.

NOPD conducted the regression analysis in Python and prepared the data using SQL, Excel and Python. See Appendix 5 for data preparation details.

NOPD did the following to create the datasets used for this analysis:

- Exported call for service data into Excel (one row per call for service). See SQL query in the appendix.
- Calculated the neighborhood values for each metric/variable described above.
- Added the neighborhood values to the call for service data. For example, every call for service in the same neighborhood has the same value for PercentBlack, Top 10 Per Officer, Median Driving Time, and so on.

NOPD ran each model below for 2024 code 2 response times and then again for code 1 response times. The python code used is available in Appendix 6 and shows the model NOPD used clustered the standards errors by neighborhood (we assumed the response times are related by neighborhood).

- ResponseTimeMin = PercentBlack + Neighborhood
- ResponseTimeMin = PercentBlack + All Controls

- ResponseTimeMin = PercentBlack + All Controls + Workload Indicators
- ResponseTimeMin = PercentBlack + All Controls + Workload and Assignment Indicators

Response Time Regression Results

Below are tables with excerpts from the regression results summaries provided in Appendix 6 highlighting the results for the PercentBlack variable. The variable is the decimal denoting the percentage of residents in the neighborhood who are Black. Because the maximum decimal is 1.00 the coefficients represent the impact in minutes the model predicts for a neighborhood with 100% Black residents. For example, using the 2024 Code 2 results for the model that only includes the PercentBlack and Neighborhood variables, the results predict response times to be 6.6 minutes longer in neighborhoods with 100% Black residents than in neighborhoods with 0% Black residents. And when using the 2024 Code 2 results for the model that includes all controls, workload, and assignment indicators, the results predict response times to be 1 min shorter (the coefficient is negative) in neighborhoods with 100% Black residents than in those with no Black residents.

PercentBlack Summary Table for ResponseTimeMin = PercentBlack and Neighborhood

Year	Priority	Coef	Std Err	P
2024	Code 2	6.6333	1.67e-13	0.000
	Code 1	56.7083	4.5e-13	0.000

PercentBlack Summary Table for ResponseTimeMin = PercentBlack and Controls

Year	Priority	Coef	Std Err	P
2024	Code 2	4.2577	0.460	0.000
	Code 1	50.1502	2.045	0.000

PercentBlack Summary Table for ResponseTimeMin = PercentBlack, Controls, and Workload Indicators

Year	Priority	Coef	Std Err	P
2024	Code 2	3.6510	0.415	0.000
	Code 1	43.2945	1.759	0.000

PercentBlack Summary Table for ResponseTimeMin = PercentBlack, Controls, and Workload and Assignment Indicators

Year	Priority	Coef	Std Err	P
2024	Code 2	-0.9771	-1.963	0.050

	Code 1	21.3863	1.189	0.000

Discussion

The results show a positive coefficient (longer response times) and significant p-value for the variable PercentBlack for the first three models and therefore show results that are consistent with discrimination. These results corroborate the longer median response times in majority Black neighborhoods, as shown above. To emphasize this point, the third model, being robust in that it includes controls for time, the type or nature of call, the number of calls for service in the neighborhood, the geography of the neighborhood, and the population size of the neighborhood, found large, positive coefficients for PercentBlack and low/strong p-values. Meaning, even when controlling for all of the above, the results predict neighborhoods with larger Black populations to have longer response times.

In the fourth model, which includes controls for officer assignments, the variable indicating the demographics of the neighborhood (PercentBlack) had a negative coefficient for code 2 response times and a smaller positive coefficient than the other models for code 1 response times. NOPD interprets these results to show that the disparity can be addressed, at least in part, by attempts to balance workload for officers that respond to calls for service.

Looking more specifically at the metrics NOPD used, the workload and assignment indicators consistently showed significant p-values, except for the number of code 1 and code 2 calls per neighborhood when predicting code 1 response times. Despite being linear in theory (more work per officer should increase response times), the coefficients for the workload indicators were not all positive (which would indicate they increase response times). The workload indicators with consistently positive coefficients were the Top 10 per Officer (top 10 most time-intensive calls) and the Median Driving Time (how long on average it takes an officer to get to the scene of the call after being assigned the call). Based on these results it appears the most likely causes of the longer response times seen in neighborhoods with higher percentages of Black residents are the number of time-intensive calls per officer in each district and the differences in the geographies of the areas in which officers answer calls for service (i.e. police districts).

This analysis was not designed in a manner that allows one to determine whether attempting to balance median driving time or the number of time-intensive calls per officer would have a greater impact on balancing response times. For example, the variables are not scaled to allow for comparison of coefficients. Nor is this analysis designed to determine how to balance time-intensive calls per officer or median driving times. This analysis was designed to determine whether demographics (PercentBlack) predicts response times when controlling for geography, workload, and officer assignments. However, the results show that NOPD could reduce the imbalance in

response times across neighborhoods by attempting to balance time intensive calls per officer and/or the geographies of police districts.

It should also be noted that the R-squared values for each model and priority type are low, ranging from 0.016 to 0.104, meaning the variables (factors, metrics) used do not do a good job of explaining the variation in response times. NOPD believes the number and variation in variables used was extensive and is unsure of any other variables to include.

Recommendations

NOPD should attempt to measure the impact overtime neighborhood patrol shifts are having on response times disparities.

5. Sex Worker-Related Arrests

The PSAB audit unit queried electronic police reports for sex offense related arrests. The query found two such arrests in 2024. For the two arrests, the auditors watched video, read the corresponding police reports, and completed the audit checklists for each arrest (See Appendix 7 for the audit checklists).

The audit found compliance for all but one of the checklist criteria. Under audit form question 14 of the Incident checklist the audit deemed one of the two incidents non-compliant. The incident for which there was non-compliance started as a robbery investigation. Days later during interrogation, one of the arrestees confessed to luring the robbery victim with sex in exchange for money. The detectives charged the arrestee with prostitution and made no attempt to investigate the sex work customer who was the original robbery victim.

Incident Checklist Results:

Audit Form-Q #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
1		Call for service	Did the arrest occur after a call for service?	2	2	0		
2		Sting	Did the arrest occur as a result of a sting?	0	2	0		
3		Report Accurate	Was the arrest report accurate?	2	2	0	100%	TRUE

Audit Form-Q #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
4		Language Prof-essional	Is the language used in the arrest report professional and within policy?	2	2	0	100%	TRUE
5		Force Used	Did the officer(s) use force when conducting the arrest?	0	2	0		
6		Reason-ably Courteous	Did the officer treat all parties, regardless of their involvement, with respect and in a professional manner?	2	2	0	100%	TRUE
7	CD 181; Ch 41.13 p 9B	Intro-duction	If reasonably possible, does video show the officer verbally identify him/herself as soon as practical?	2	2	0	100%	TRUE
8	Ch 1.19 p 10	Supervisor Notified	If this incident involved possible sex work or human trafficking involving a minor, was the arresting officer's supervisor notified through Communication Services (dispatch)?	1	1	1	100%	TRUE
9	Ch 1.19 p 10	Child Abuse Notified	If this incident involved possible sex work or human trafficking involving a minor was Child Abuse	0	0	2		

Audit Form-Q #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
			notified through Communication Services (dispatch)?					
10	Ch 1.19 p 11	Supervisor Notified Sexual Assault	If this incident involved adult victims of sexual assault was the arresting officer's supervisor notified through Communication Services (dispatch)?	0	0	2		
11	Ch 1.19 p 11	SVS Notified Sexual Assault	If this incident involved adult victims of sexual assault was the Sexual Assault unit notified through Communication Services (dispatch)?	0	0	2		
12		Involved Arrested	If multiple suspects participated in the commission of a felony or misdemeanor, were all of them arrested?	1	1	1	100%	TRUE
13A	Ch. 1.19 p 19	Similarly Charged	If multiple suspects who participated in the commission of a felony or misdemeanor were arrested, were they all similarly charged?	0	0	2		

Audit Form-Q #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
13B	Ch. 1.19 p 19	Report Justified Charging Decisions	If not, does the report justify why the charges varied? Ch. 1.19 p 19	1	1	1	100%	TRUE
14		Law Enforced Evenly	Did the officer enforce the law evenly against all sex work offenders involved in this incident?	0	1	1	0%	FALSE

Subject Checklist Results:

Audit Form #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
1	Ch 1.19 p 12	Condoms sole basis for RS/PC	Did the officer rely on the mere presence or possession of condoms to any degree as the sole basis for RS or PC to believe this suspect committed a sex work offense?	0	0	2		
2	Ch 1.19 p 12	Condoms Used for Evidence	If unused condoms were seized from this suspect, were they evidence in a criminal investigation?	0	0	2		

Audit Form #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
3	Ch 1.19 p 13	Victim-Witness Arrested Self-Defense	Was this subject a victim or a witness who was arrested for a crime related to his/her own self-defense?	0	0	2		
4		Reporting Crime	Was this subject who was arrested or cited reporting a crime?	0	0	2		
5	Ch 1.19 p 14	Complainant Arrested-Cited for Sex work while Reporting Crime	Was this subject arrested or cited for engaging in (1) sex-work; or (2) sex-work related offenses due to his or her reporting of a violent offense?	0	0	2		
6		Complainant Arrested-Cited for Misdemeanor while Reporting Crime	Was this subject arrested or cited for a non-violent misdemeanor (including drug offenses) because this subject reported a violent offense?	0	0	2		
7	Ch 1.19 p 17	Arrest of Victim-Witness Compliant	If this suspect was a victim or witness and the officer decided to arrest him/her for a violent misdemeanor resulting in bodily harm on another suspect, were all of the following true: a. The victim/witness still	0	0	2		

Audit Form #	NOPD Policy ¶	Field Name	Field Text	# Com-pliant	Total # (Yes/ No)	# (NA)	Com-pliance Rate	Com-pliance Threshold Met (≥95%)
			posed an impending threat to others; b. The officer obtained supervisor approval in advance.; and c. The officer documented the basis for believing the victim/witness still posed a threat in the report.					
8	Ch 1.19 p 18	Supervisor Approved Arrest of Victim-Witness	If this subject was a victim/witness and a sex worker and the officer decided to arrest him/her for a felony, did the officer receive approval from a supervisor?	0	0	2		
9	Ch 1.19 p 18	Supervisor Approval for Felony Arrest of Victim/Witness Documented	If this subject was a victim/witness and a sex worker and the officer decided to arrest him/her for a felony, was a supervisor's approval documented in the report?	0	0	2		

Appendix to the 2024 Bias-free Audit

Appendix 1: VOD SQL Query, Variables Set-up, Models, and Python Code

SQL Query:

```
SELECT S.[SubjectID]
       , S.[FieldInterviewID]
       , S.[ItemNumber]
       , Concat(fi.Officer1EmployeeID, fi.officer1Name) as 'Officer'
       , S.[Race]
       , cast(CASE WHEN S.[Race] = 'WHITE' THEN '0'
            ELSE '1' END as int) AS [RaceBinomial]
       , FI.[StopType]
       , FI.[EventDate]
       , DATEPART(WEEKDAY,FI.[EventDate]) AS [DayOfWeek]
       , CONCAT(DATEPART(HOUR, FI.[EventDate]), ':', CASE
            WHEN DATEPART(MINUTE, FI.[EventDate]) BETWEEN '0' AND '14' THEN '00'
            WHEN DATEPART(MINUTE, FI.[EventDate]) BETWEEN '15' AND '29' THEN '15'
            WHEN DATEPART(MINUTE, FI.[EventDate]) BETWEEN '30' AND '44'THEN '30'
            WHEN DATEPART(MINUTE, FI.[EventDate]) BETWEEN '45' AND '59' THEN '45' end)
            as MinBin
       , YEAR(FI.[EventDate]) AS [Year]
       , dltl.[Setdst] as SunSet
       , dltl.[Enddst] as TwilightEnd
       , case when Timefromparts(DATEPART(HOUR, FI.[EventDate]),DATEPART(MINUTE,
            FI.[EventDate]),0,0,0) <= TIMEFROMPARTS(left(dltl.[Setdst],
            2),right(dltl.[setdst],2),0,0,0) then 1
            when Timefromparts(DATEPART(HOUR, FI.[EventDate]),DATEPART(MINUTE,
            FI.[EventDate]),0,0,0) >= TIMEFROMPARTS(left(dlTL.[Enddst],
            2),right(dlTL.[Enddst],2),0,0,0) then 0
            else null end as LightDark
       , FI.[District]
       , CONCAT(FI.[District],FI.[Zone]) as [Beat]

FROM [FICRpt].[dbo].[NOPD_FIC_Subjects] AS S
       LEFT JOIN [FICRpt].[dbo].[NOPD_FIC_FieldInterviews] AS FI ON FI.[FieldInterviewID]
       = S.[FieldInterviewID]
       LEFT JOIN [CADRpt].[dbo].[CADIncidents] AS C ON C.[ItemNumber] = FI.[ItemNumber]
       LEFT JOIN [FICRpt].[dbo].[NOPD_FIC_Vehicles] AS V ON V.[FieldInterviewID] =
       FI.[FieldInterviewID]
       left join [dev-nopdsqlap17].PSABWorkspace.dbo.[daylighttwilight] DLTL on
       dltl.[date] = cast(fi.EventDate as date)

WHERE YEAR(FI.[EventDate]) IN (2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024)
       AND FI.[StopTypeID] = '9' --Traffic Violation
       AND ((Officer1AgencyTypeID = 1 and Officer1Name is not null)
            or (Officer2AgencyTypeID = 1 and Officer2Name is not null)
            or YEAR(FI.[EventDate])=2016 )
       AND FI.[Narrative] NOT LIKE '%BRAKE LIGHT%'
       AND FI.[Narrative] NOT LIKE '%BREAK LIGHT%'
       AND FI.[Narrative] NOT LIKE '%TAIL LIGHT%'
       AND Fi.[Narrative] NOT LIKE '%TAILLIGHT%'
       AND FI.[Narrative] NOT LIKE '%HEAD LIGHT%'
       AND FI.[Narrative] NOT LIKE '%HEADLIGHT%'
       AND FI.[Narrative] NOT LIKE '%CELL PHONE%'
```

```
AND FI.[Narrative] NOT LIKE '%CELLPHONE%'
AND FI.[Narrative] NOT LIKE '%TAIL LAMP%'
AND FI.[Narrative] NOT LIKE '%HEAD LAMP%'
AND FI.[Narrative] NOT LIKE '%BRAKE LAMP%'
AND FI.[Narrative] NOT LIKE '%SEATBELT%'
AND FI.[Narrative] NOT LIKE '%SAFETY BELT%'
AND FI.[Narrative] NOT LIKE '%LICENSE PLATE LIGHT%'
AND DATEPART(HOUR, FI.[EventDate]) BETWEEN '17' AND '20'
```

The variables NOPD used are the following:

- RaceBinomial: 1 = Minority (race is not white), 0 = Non-Minority (white)
- LightDark: 1 = Daylight, 0 = Darkness
- DayOfWeek: 1 = Sunday, 2 = Monday… 7 = Saturday
- MinBin: 17:00 = 5:00-5:14pm, 17:15 = 7:15-7:29pm, 17:30 = 5:30-5:44…20:45 = 8:45-8:59 pm
- District: District: 1 = the location of the stop was within the 1st District's boundaries, 2 = location of the stop was within the 2nd District's boundaries…8 = the location of the stop was within the 8th District's boundaries.
- BeatNew: Beat if total number of stops for the year in the beat is ≥ 30, if not, the District.
    - Beat: 1A = location of the stop was within the 1st District's boundaries in zone A, 1B = location of the stop was within the 1st District's boundaries in zone B…8W = 8th District's boundaries in zone W
- OfficerNew: Officer if total traffic stops by the officer is ≥ 30 in the year, if not, Beat if total number of stops in the beat is ≥ 30, if not, the District.
    - Officer: First officer listed on the FIC. Officer ID and full name concatenated.

Per the DOJ's technical assistance, via Dr. Matt Ross, NOPD included DayOfWeek, MinBin, District, BeatNew, and OfficerNew as controls and as fixed effects or categorical variables.

Python code for creating BeatNew and OfficerNew:

```
import numpy as np

dfyr['BeatCount'] = dfyr.groupby(['Beat'])['FieldInterviewID'].transform("count")

dfyr['OfficerCount'] = dfyr.groupby(['Officer'])['FieldInterviewID'].transform("count")
```

```
dfyr['BeatNew'] = (np.select([dfyr['BeatCount'] >= 30],
                             [dfyr['Beat']],
                             dfyr['District'])).astype(str)
dfyr['OfficerNew'] = (np.select([dfyr['OfficerCount'] >= 30,
                             dfyr['BeatCount'] >= 30],
                            [dfyr['Officer'],
                             dfyr['Beat']],
                             dfyr['District'])).astype(str)
```

Also per the DOJ's technical assistance, NOPD ran three regression models. All models included DayOfWeek and MinBin as controls and used OfficerNew to cluster the standard errors. The difference in the models was the inclusion of District, BeatNew or OfficerNew as a control. The models are as follows:

1. RaceBinomial = LightDark + DayOfWeek + MinBin + District
2. RaceBinomial = LightDark + DayOfWeek + MinBin + BeatNew
3. RaceBinomial = LightDark + DayOfWeek + MinBin + OfficerNew

Python code for the three regression models:

```
from statsmodels.formula.api import ols


#District
regr = ols('RaceBinomial ~ LightDark + C(DayOfWeek) + C(MinBin) + C(District)', data=dfyr, missing='drop')
results = regr.fit(cov_type='cluster', cov_kwds={'groups': dfyr['OfficerNew']})


#BeatNew
```

```
regr = ols('RaceBinomial ~ LightDark + C(DayOfWeek) + C(MinBin) + C(BeatNew)',
data=dfyr, missing='drop')

results = regr.fit(cov_type='cluster', cov_kwds={'groups': dfyr['OfficerNew']})



#OfficerNew

regr = ols('RaceBinomial ~ LightDark + C(DayOfWeek) + C(MinBin) + C(OfficerNew)',
data=dfyr, missing='drop')

results = regr.fit(cov_type='cluster', cov_kwds={'groups': dfyr['OfficerNew']})
```

Appendix 2: Regression results summary tables

In the tables below, a positive coefficient for the LightDark variable means daylight (LightDark = 1) increases the chances that the driver is a minority (RaceBinominal = 1). A positive coefficient and a significant p-value (≤ 0.05), or a marginally significant p-value (≤ 0.10) for LightDark can be interpreted as being consistent with discrimination. For example, if the LightDark coefficient were 0.1 with a significant p-value, the result could be interpreted as the estimated probability of a minority motorist being stopped in the year assessed was higher by 10 percentage points in daylight than in darkness. The p-value for LightDark was significant in 2016 for all three models when using 0.10 as the significance level. This result could be interpreted as the estimated probability of a minority motorist being stopped in 2016 was higher by 4.6-5.9% in daylight than in darkness, which is a result consistent with discrimination. The only other year assessed with a positive coefficient for LightDark for all three models was 2022, but the p-values were greater than 0.10, which cannot be interpreted as being consistent with discrimination. The results for the years 2017-2021 and 2023-2024 are also not consistent with discrimination, having negative coefficients for LightDark and mostly high p-values.

Summary Table with the results for LightDark for all models and years assessed using the dataset that includes all race types:

					LightDark				
Year	Obs	Model	R-squared	Intercept Coef	Coef	Std Err	p	[0.025	0.975]
2016	5,014	District	0.054	0.5285	0.0589	0.025	0.019	0.009	0.108
		BeatNew	0.169	0.6895	0.0481	0.025	0.053	-0.001	0.097
		OfficerNew	0.192	0.8341	0.0464	0.027	0.087	-0.007	0.099
2017	6,521	District	0.057	0.6630	-0.0054	0.019	0.774	-0.042	0.032

					LightDark				
Year	Obs	Model	R-squared	Intercept Coef	Coef	Std Err	p	[0.025	0.975]
		BeatNew	0.182	0.7294	-0.0037	0.017	0.824	-0.036	0.029
		OfficerNew	0.197	0.6479	0.0113	0.014	0.424	-0.016	0.039
2018	7,612	District	0.044	0.7000	-0.0173	0.016	0.287	-0.049	0.015
		BeatNew	0.126	0.8667	-0.0130	0.015	0.383	-0.042	0.016
		OfficerNew	0.132	0.8323	-0.0134	0.016	0.392	-0.044	0.017
2019	5,548	District	0.057	0.7462	-0.0137	0.020	0.482	-0.052	0.025
		BeatNew	0.143	0.8217	-0.0088	0.018	0.626	-0.044	0.026
		OfficerNew	0.175	0.9367	-0.0109	0.019	0.561	-0.047	0.026
2020	1,612	District	0.064	0.7348	-0.0638	0.041	0.118	-0.144	0.016
		BeatNew	0.106	0.7350	-0.0500	0.042	0.230	-0.132	0.032
		OfficerNew	0.119	0.7795	-0.0489	0.042	0.239	-0.130	0.032
2021	2,470	District	0.101	0.6665	-0.0244	0.038	0.521	-0.099	0.050
		BeatNew	0.198	0.6517	-0.0356	0.030	0.238	-0.095	0.024
		OfficerNew	0.203	0.6105	-0.0322	0.031	0.306	-0.094	0.029
2022	1,042	District	0.161	0.6368	0.0627	0.047	0.178	-0.029	0.154
		BeatNew	0.178	0.6478	0.0477	0.051	0.347	-0.052	0.147
		OfficerNew	0.192	0.2139	0.0622	0.047	0.185	-0.030	0.154
2023	914	District	0.133	0.8946	-0.0441	0.043	0.301	-0.128	0.039
		BeatNew	0.144	0.8467	-0.0204	0.045	0.651	-0.109	0.068
		OfficerNew	0.145	0.7280	-0.0272	0.045	0.544	-0.115	0.061
2024	2,462	District	0.150	0.7675	-0.0927	0.048	0.054	-0.187	0.002
		BeatNew	0.217	0.6852	-0.0994	0.045	0.027	-0.188	-0.011
		OfficerNew	0.233	0.3556	-0.1188	0.043	0.005	-0.203	-0.035

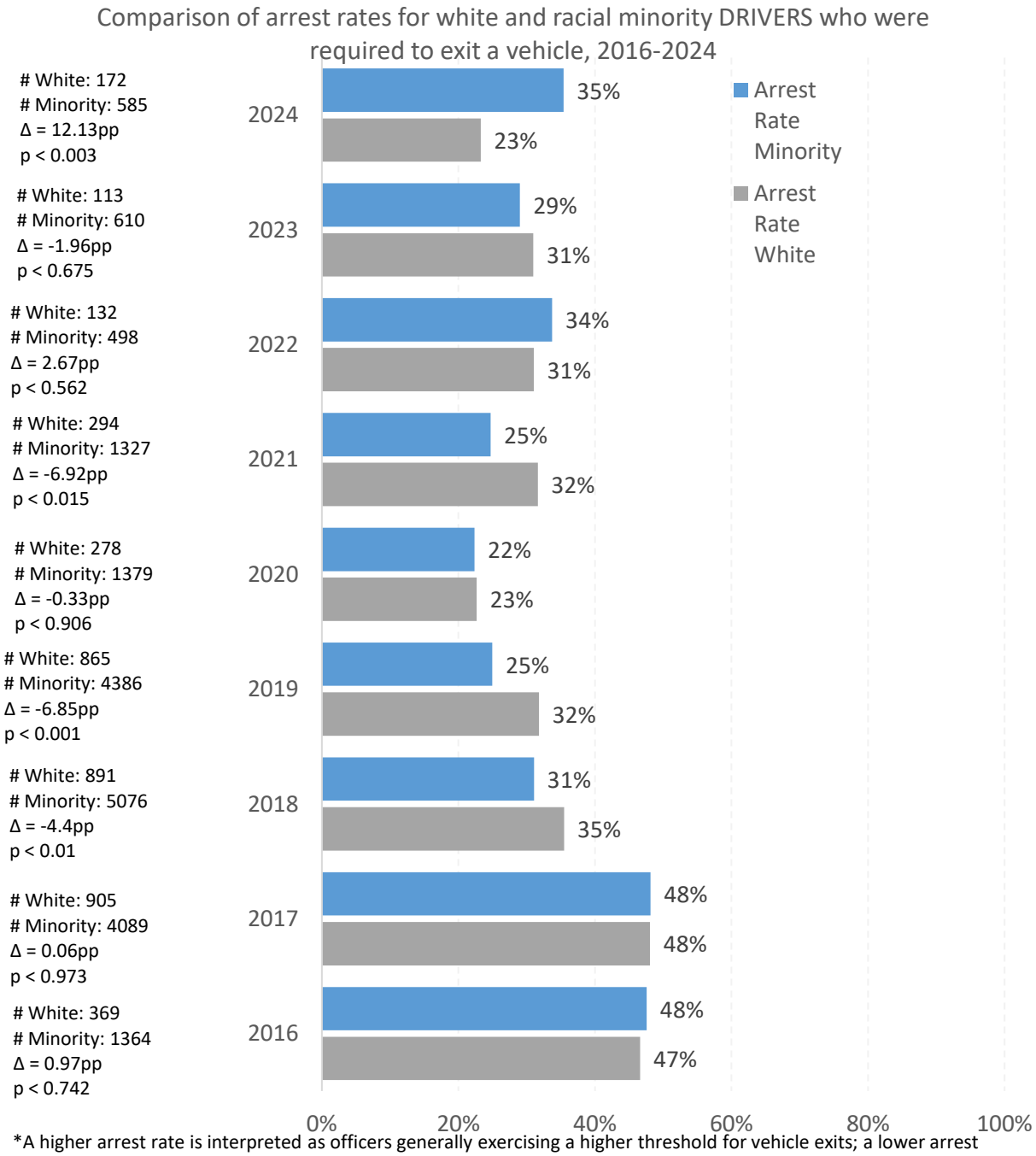
Summary Table with the results for LightDark for all models and years assessed using the dataset that includes only white and Black race types:

					LightDark				
Year	Obs	Model	R-Squared	Intercept Coef	Coef	Std Err	p	[0.025	0.975]
2016	4,762	District	0.060	0.4981	0.0593	0.026	0.024	0.008	0.111
		BeatNew	0.189	0.6844	0.0504	0.026	0.050	-5.16e-05	0.101
		OfficerNew	0.213	0.8310	0.0506	0.028	0.074	-0.005	0.106
2017	6,161	District	0.063	0.6378	-0.0078	0.021	0.706	-0.049	0.033
		BeatNew	0.201	0.7281	-0.0072	0.019	0.701	-0.044	0.029
		OfficerNew	0.215	0.6330	0.0085	0.016	0.586	-0.022	0.039
2018	7,249	District	0.049	0.6739	-0.0166	0.017	0.340	-0.051	0.018
		BeatNew	0.141	0.7433	-0.0105	0.016	0.501	-0.041	0.020
		OfficerNew	0.147	0.8252	-0.0117	0.016	0.465	-0.043	0.020
2019	5,257	District	0.065	0.7197	-0.0102	0.021	0.621	-0.051	0.030
		BeatNew	0.155	0.7964	-0.0054	0.019	0.772	-0.042	0.031

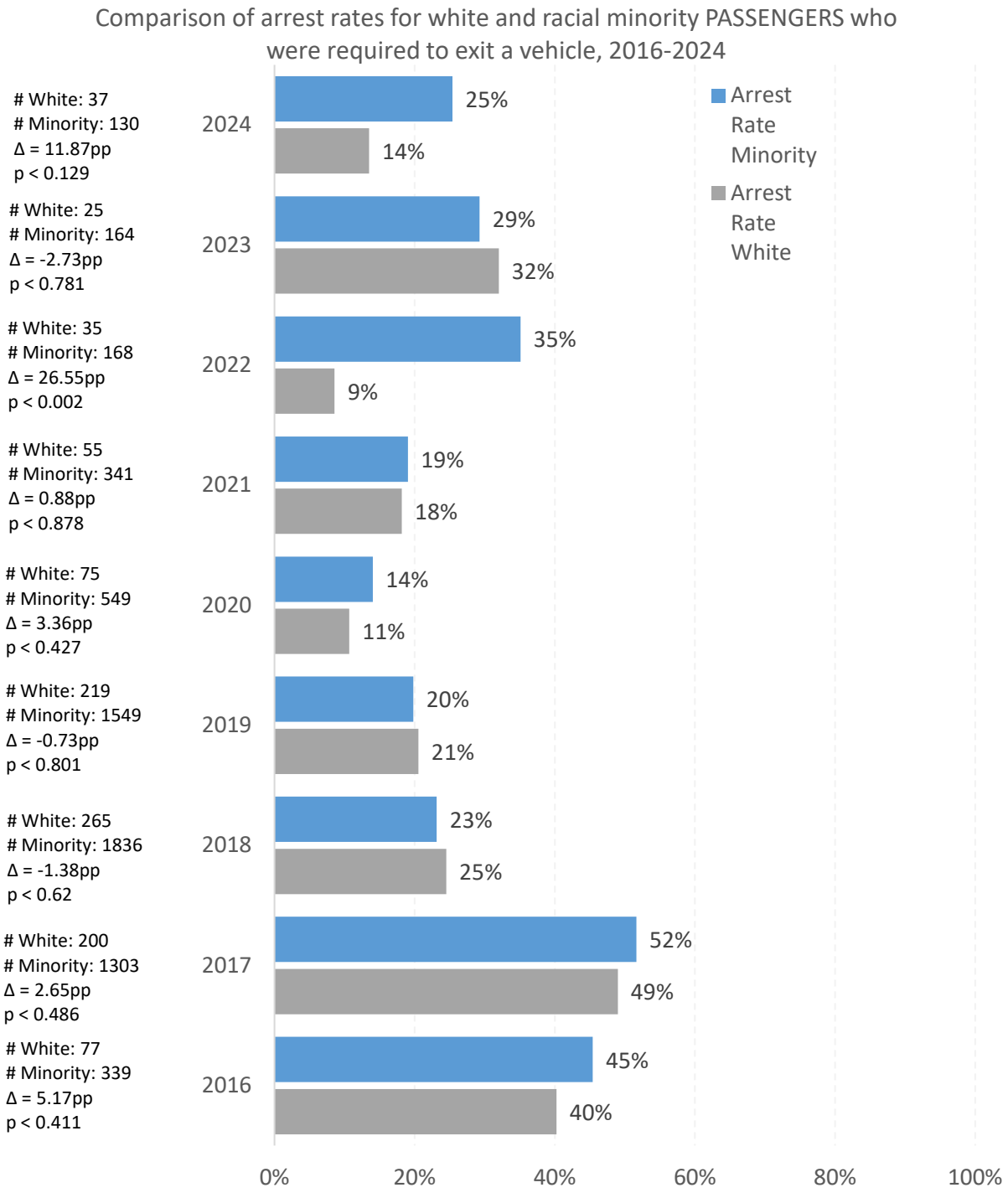
					LightDark				
Year	Obs	Model	R-Squared	Intercept Coef	Coef	Std Err	p	[0.025	0.975]
		OfficerNew	0.195	0.9160	-0.0081	0.020	0.680	-0.046	0.030
2020	1,521	District	0.072	0.7108	-0.0592	0.041	0.149	-0.140	0.021
		BeatNew	0.112	0.7134	-0.0522	0.040	0.193	-0.131	0.026
		OfficerNew	0.133	0.7790	-0.0479	0.041	0.237	-0.127	0.032
2021	2,339	District	0.111	0.6411	-0.0123	0.035	0.724	-0.081	0.056
		BeatNew	0.214	0.6267	-0.0259	0.030	0.386	-0.084	0.033
		OfficerNew	0.224	0.5909	-0.0212	0.030	0.486	-0.081	0.038
2022	981	District	0.174	0.5971	0.0640	0.045	0.155	-0.024	0.152
		BeatNew	0.197	0.6086	0.0480	0.051	0.349	-0.052	0.149
		OfficerNew	0.213	0.1402	0.0684	0.047	0.149	-0.024	0.161
2023	876	District	0.143	0.8859	-0.0437	0.045	0.335	-0.132	0.045
		BeatNew	0.155	0.8765	-0.0296	0.046	0.519	-0.119	0.060
		OfficerNew	0.155	0.8765	-0.0296	0.046	0.519	-0.119	0.060
2024	2,317	District	0.169	0.7378	-0.0882	0.044	0.047	-0.175	-0.001
		BeatNew	0.242	0.7018	-0.0929	0.039	0.017	-0.169	-0.017
		OfficerNew	0.254	0.2343	-0.1050	0.039	0.008	-0.182	-0.028

Appendix 3: Hit-rate results for 2016-2024

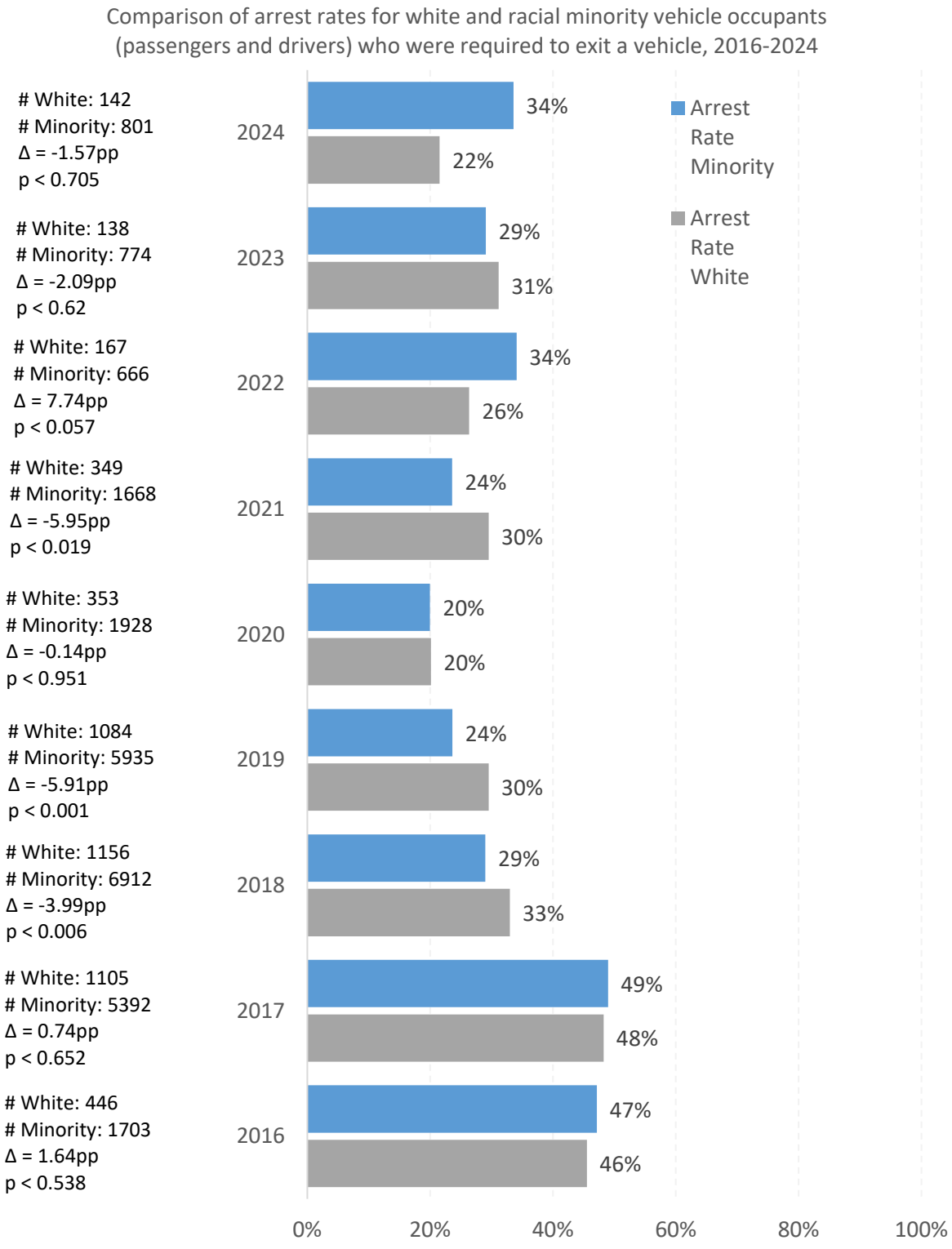
Vehicle Exists, Racial Minority vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test



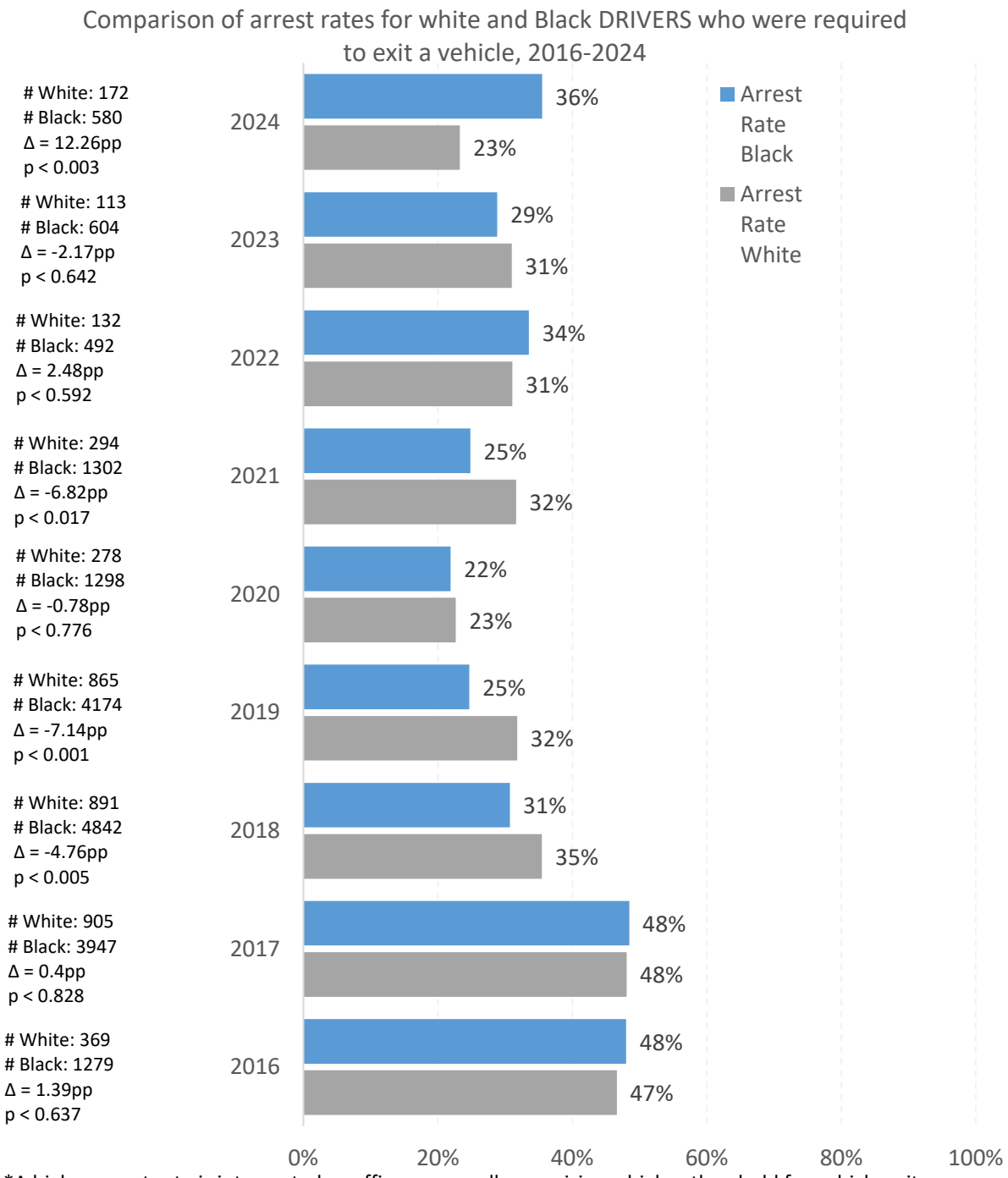
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority passengers is considered consistent with discrimination.



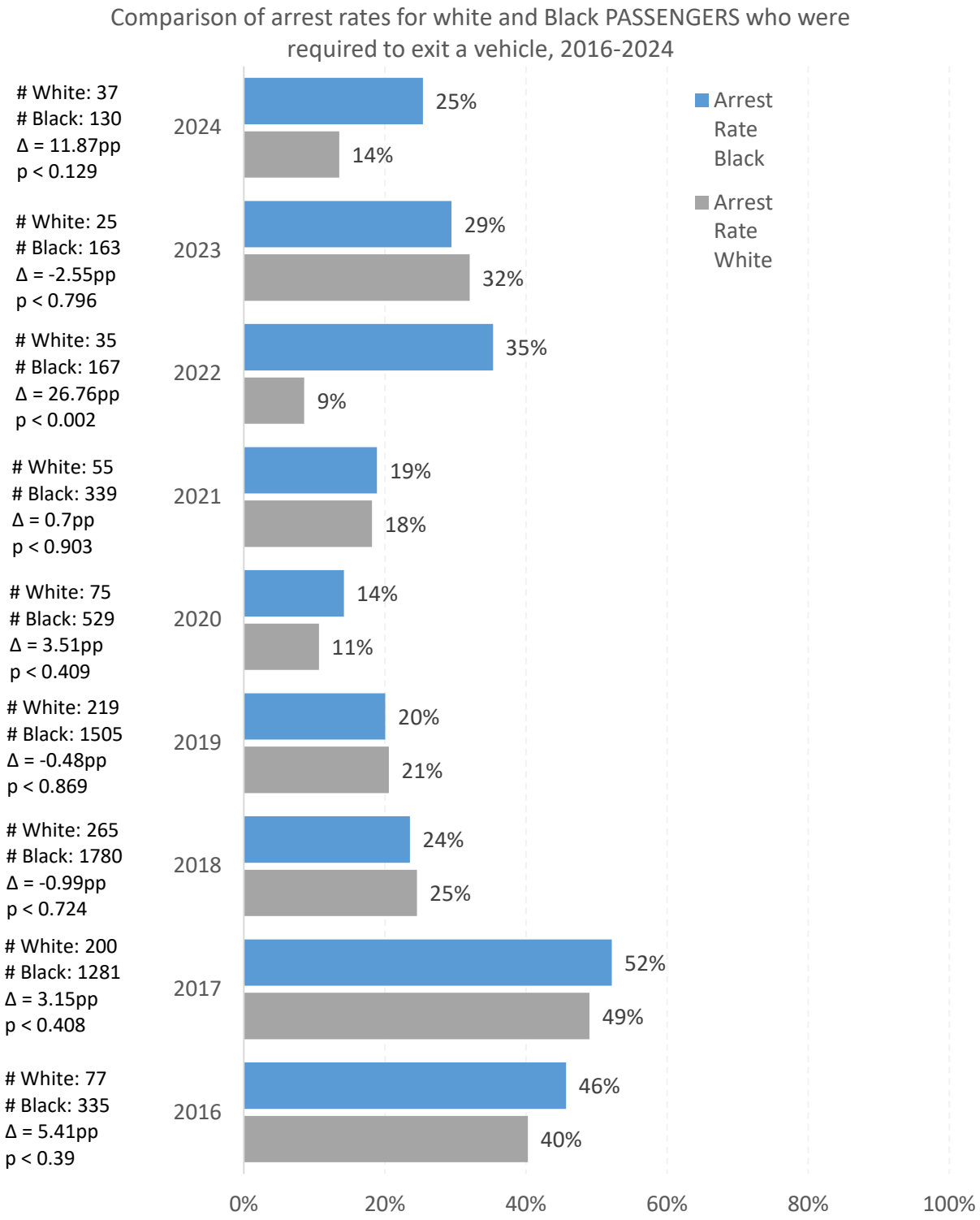
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority vehicle occupants is considered consistent with discrimination.

**p-value determined by Chi-squared test

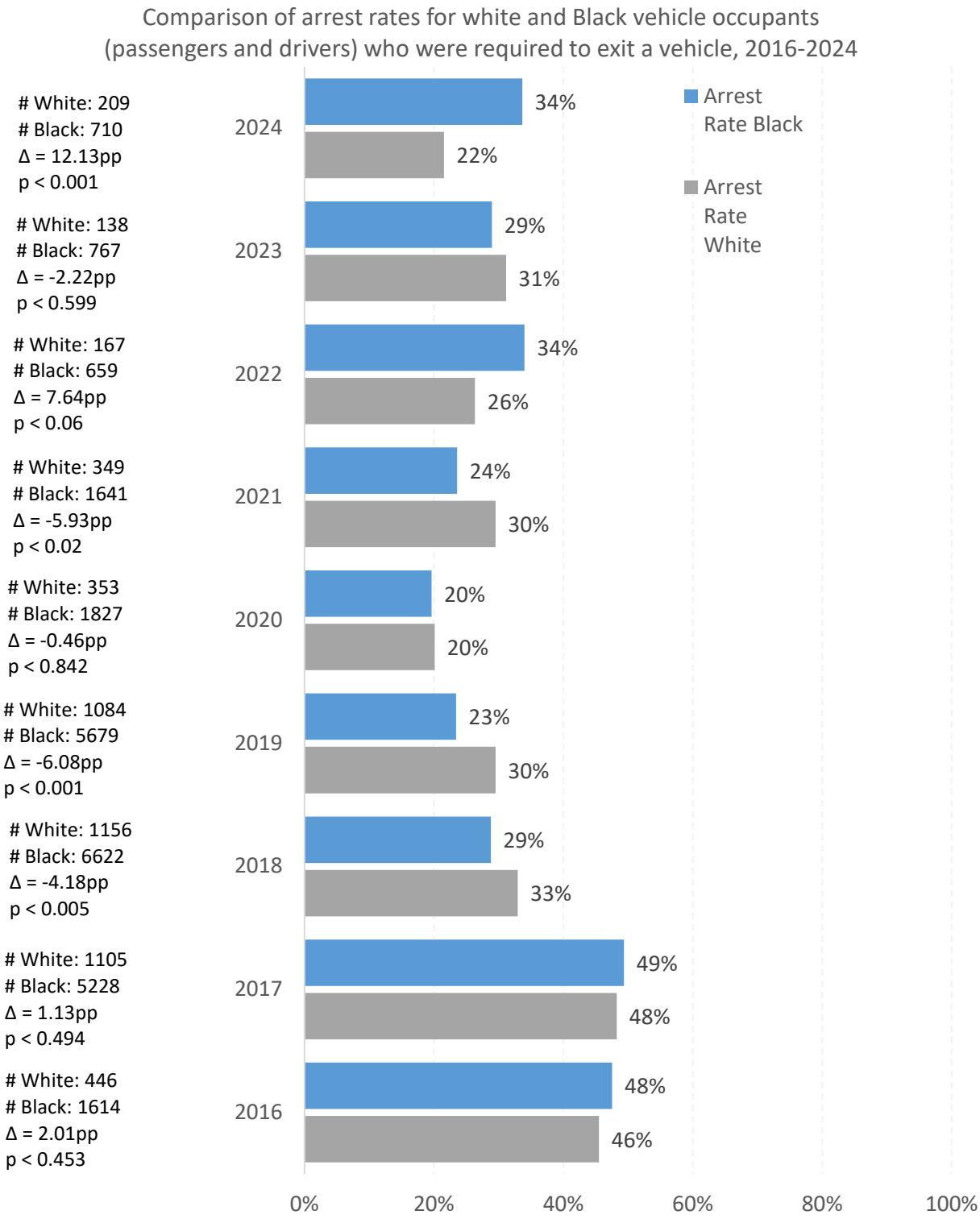
Vehicle Exits, Black vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test

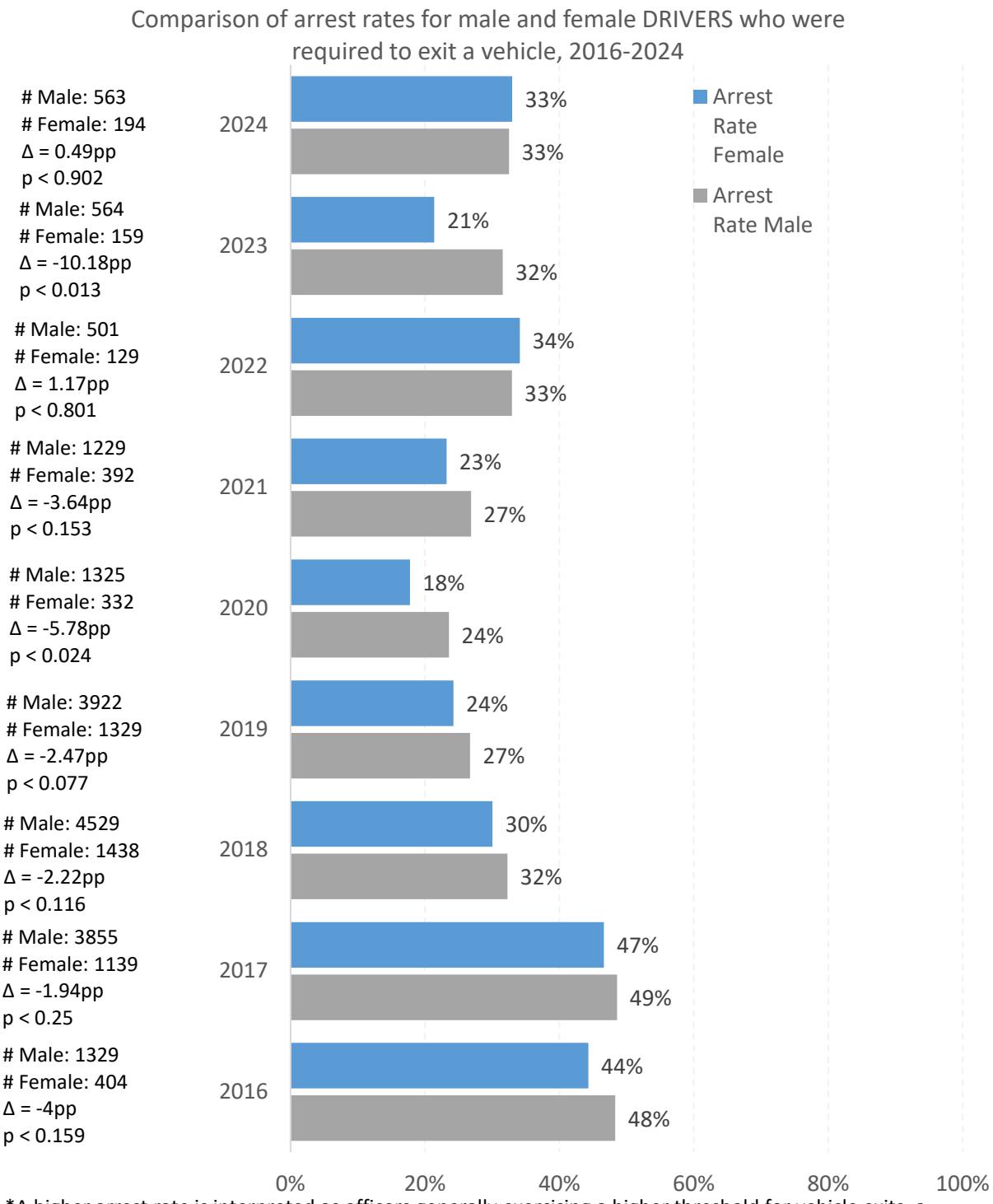


*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black passengers is considered consistent with discrimination.
**p-value determined by Chi-squared test

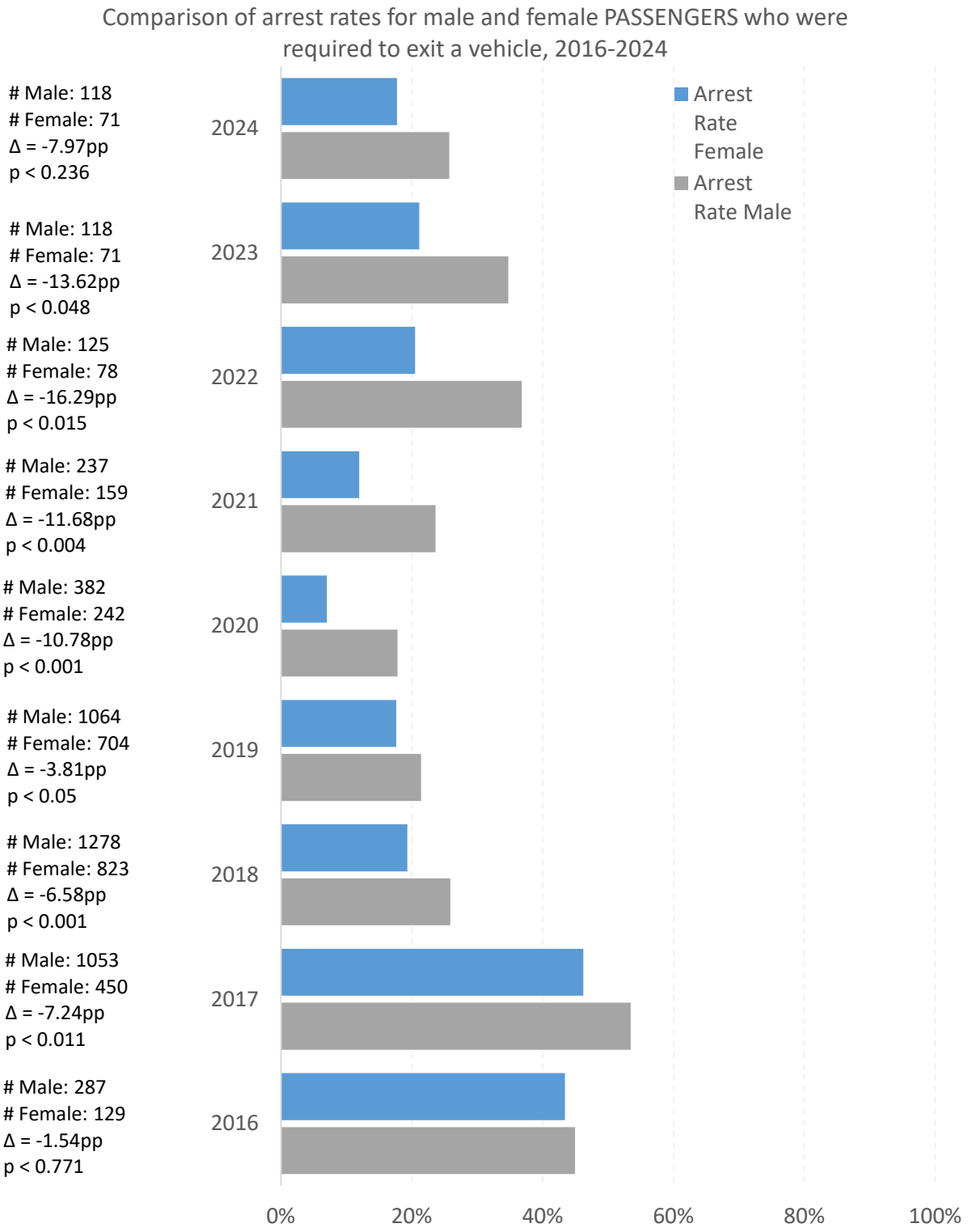


*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black vehicle occupants is considered consistent with discrimination.
**p-value determined by Chi-squared test

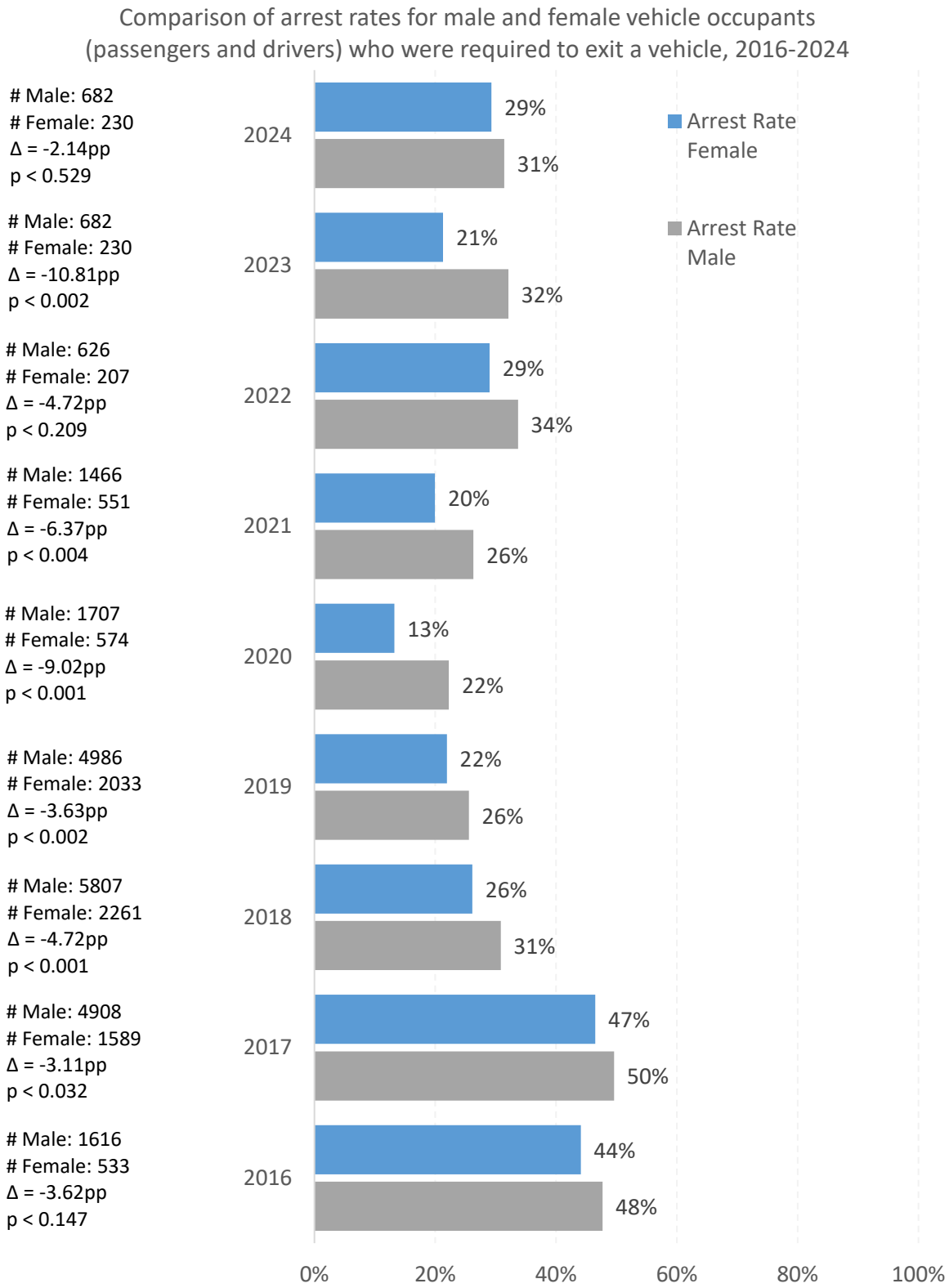
Vehicle Exits, Female vs. Male



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female drivers is considered consistent with discrimination.
**p-value determined by Chi-squared test

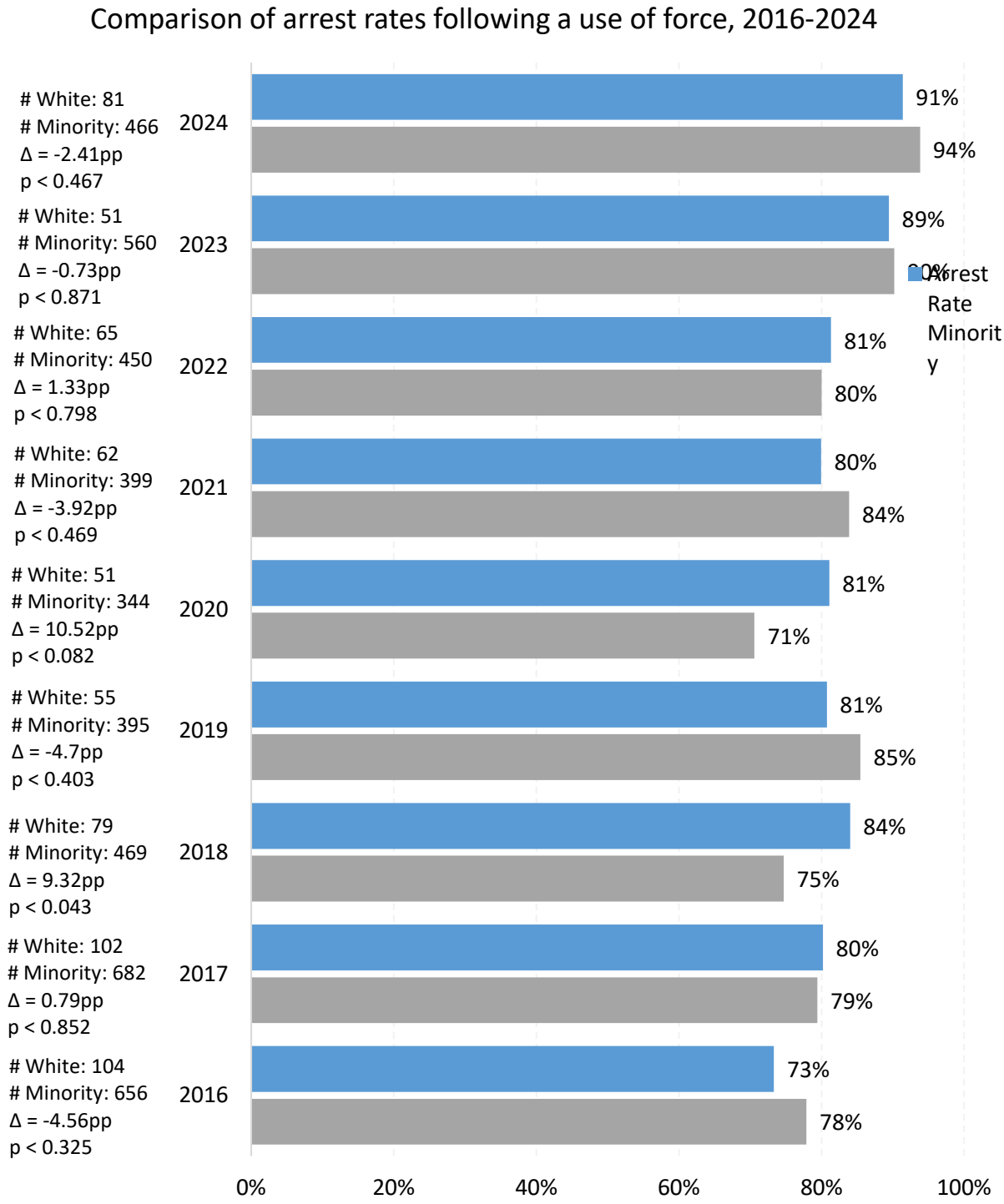


*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female passengers is considered consistent with discrimination.
**p-value determined by Chi-squared test



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for vehicle exits; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female vehicle occupants is considered consistent with discrimination.
**p-value determined by Chi-squared test

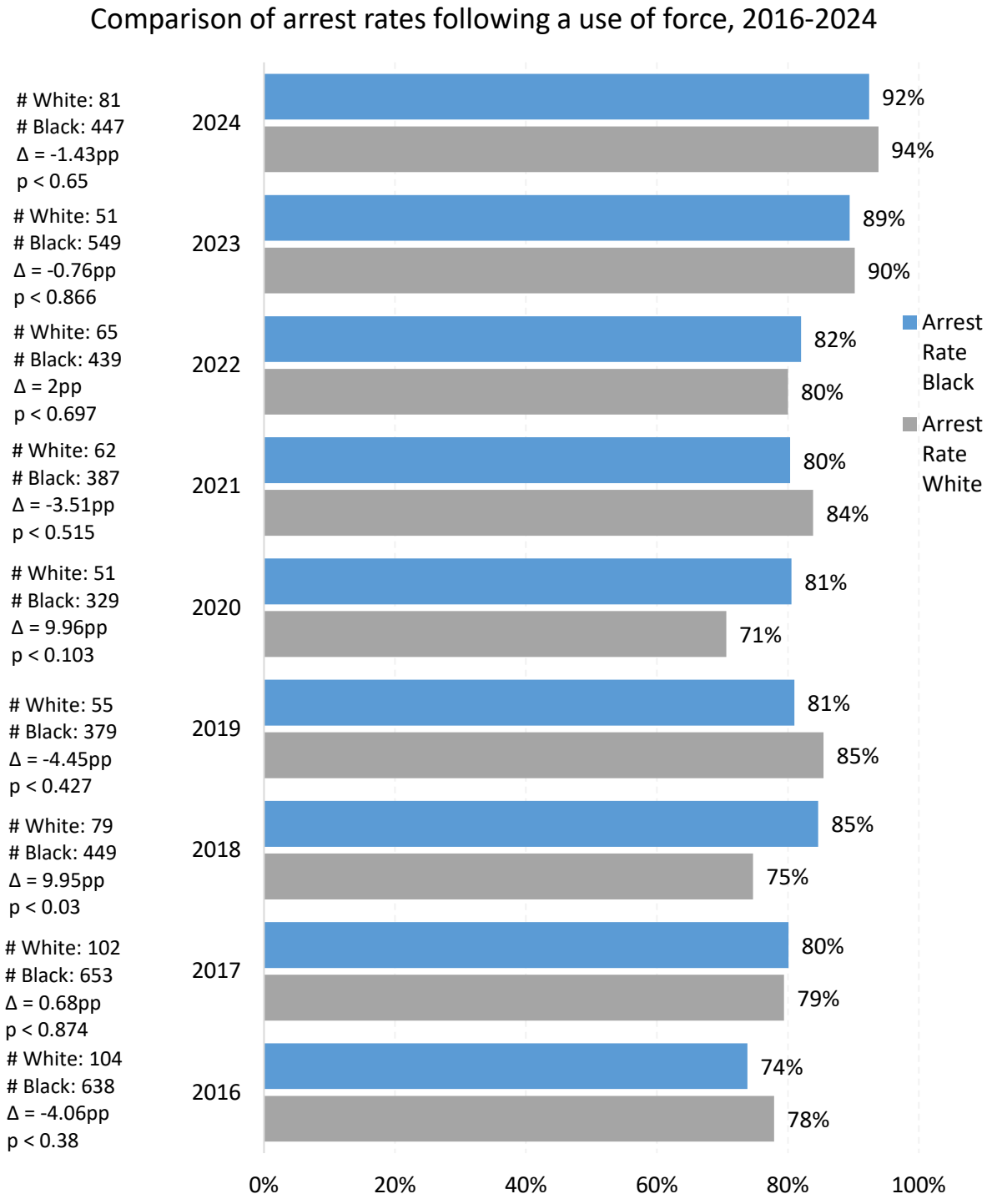
Use of Force, Racial Minority vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority subjects of force is considered consistent with discrimination.

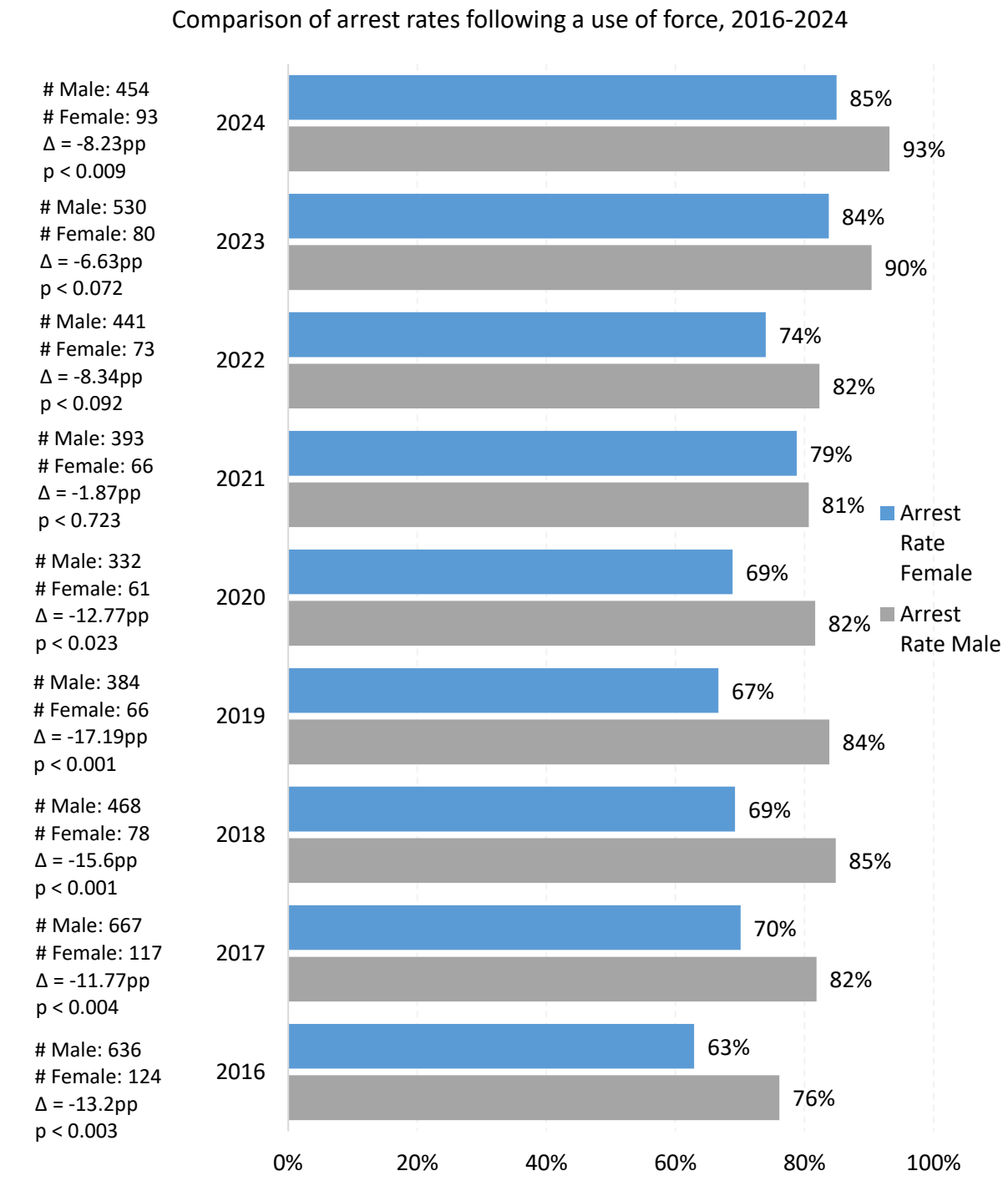
**p-value determined by chi-square test

Use of Force, Black vs. White



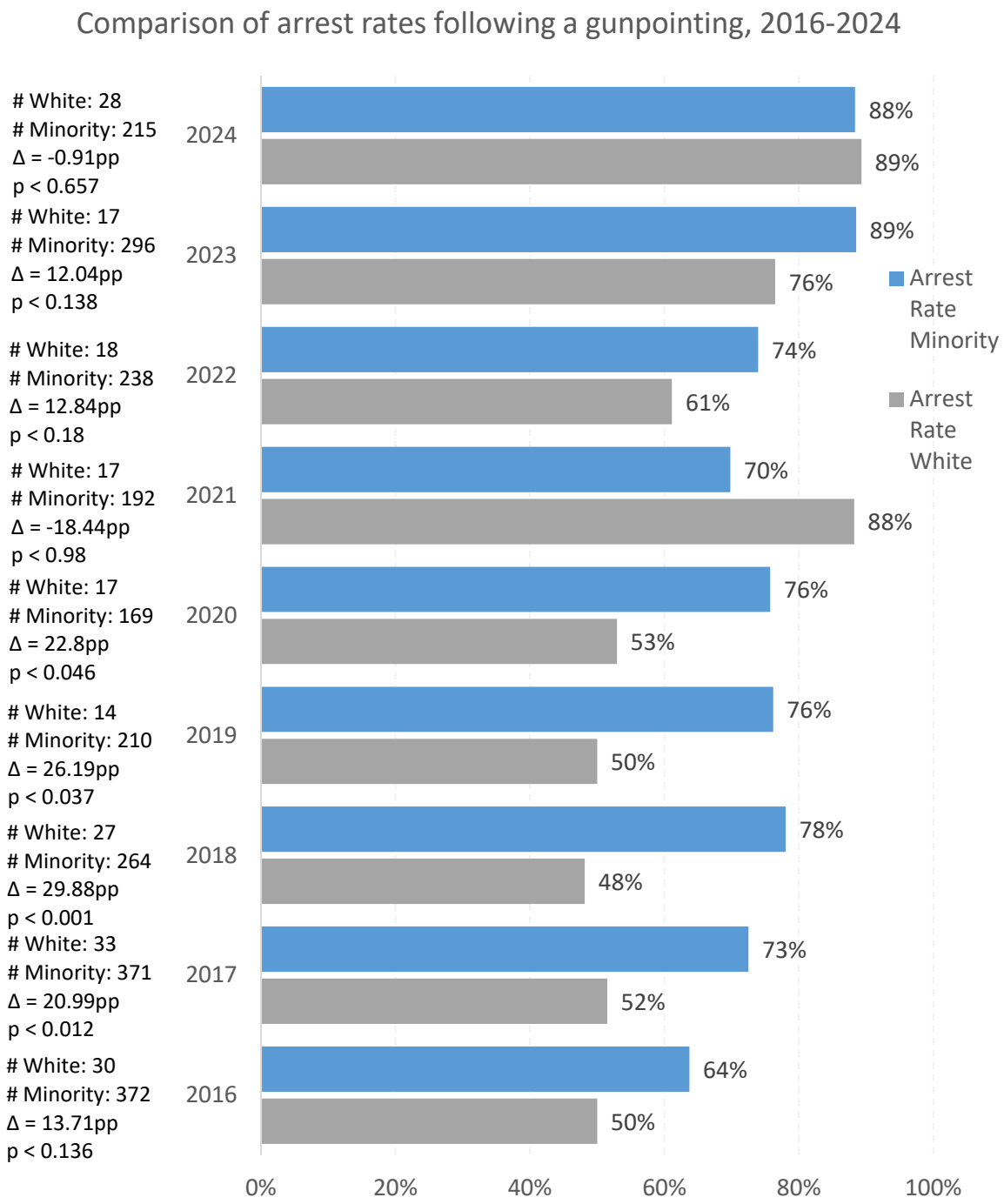
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black subjects of force is considered consistent with discrimination.
**p-value determined by chi-square test

Use of Force, Female vs. Male



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female subjects of force is considered consistent with discrimination.
**p-value determined by chi-square test

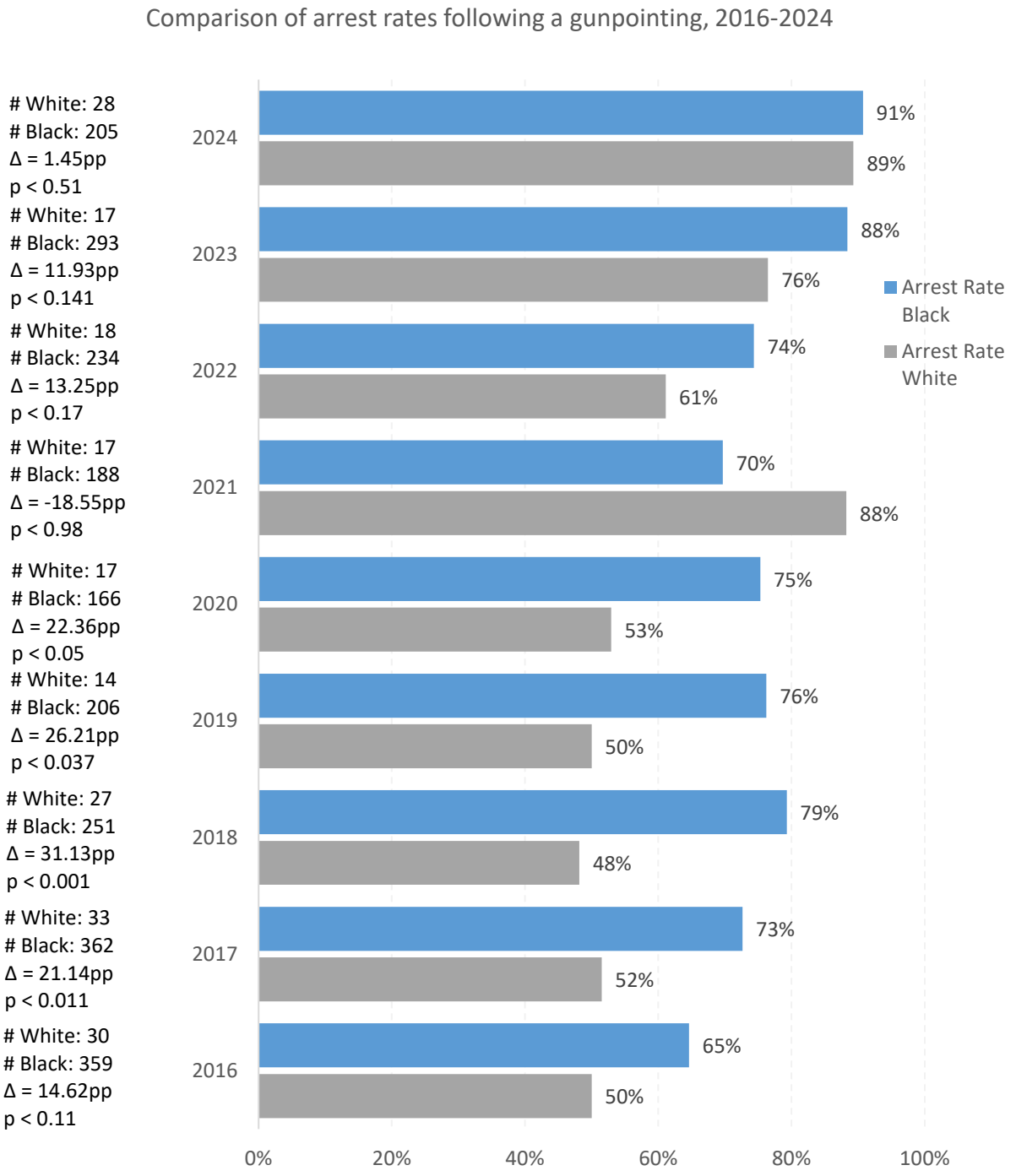
Gunpointing, Racial Minority vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minority subjects of a gunpointing is considered consistent with discrimination.

**p-value determined by chi-square test for 2016-2018. p-vlaue determined by Fischer's Exact test for 2019-2024

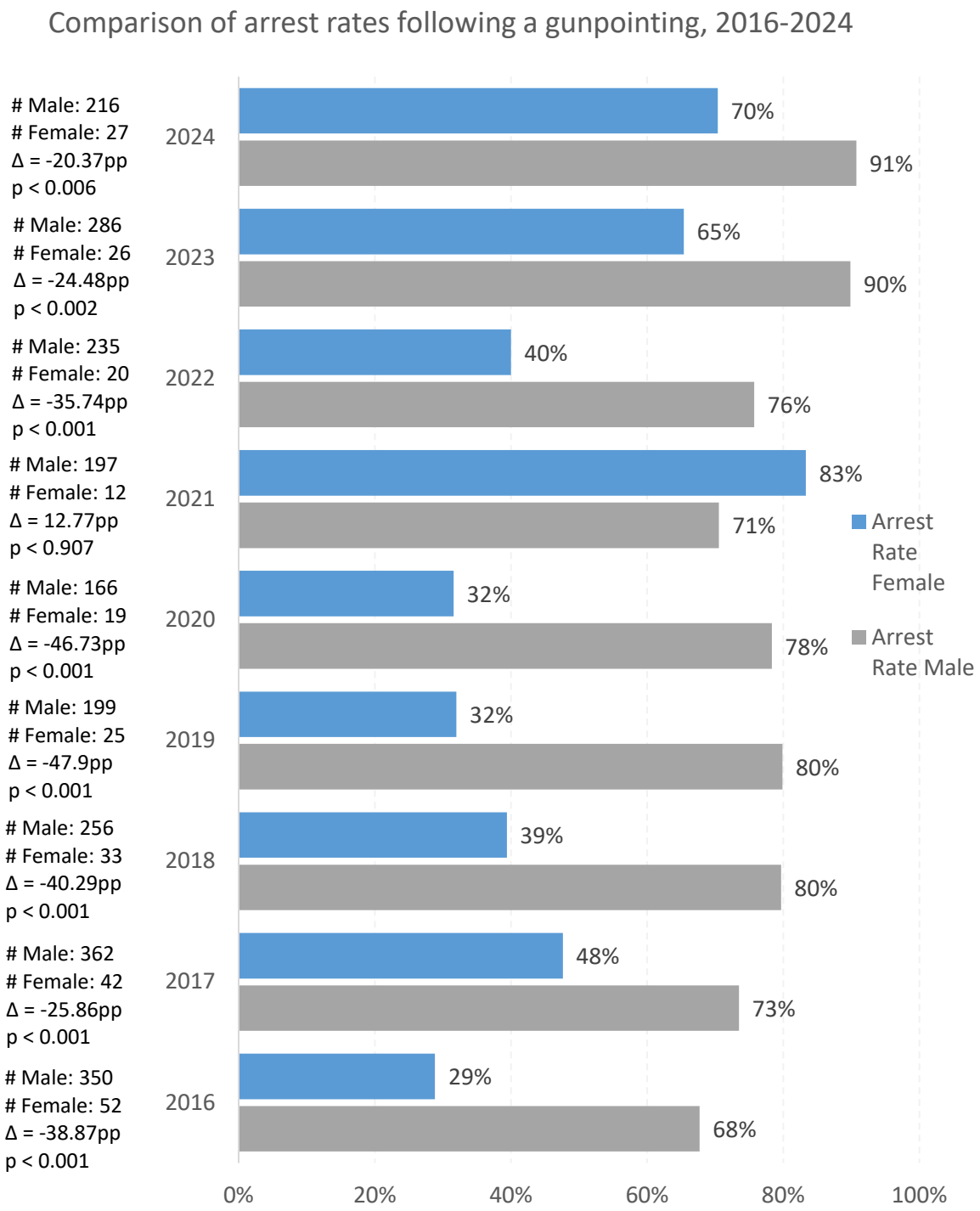
Gunpointing, Black vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black subjects of a gunpointing is considered consistent with discrimination.

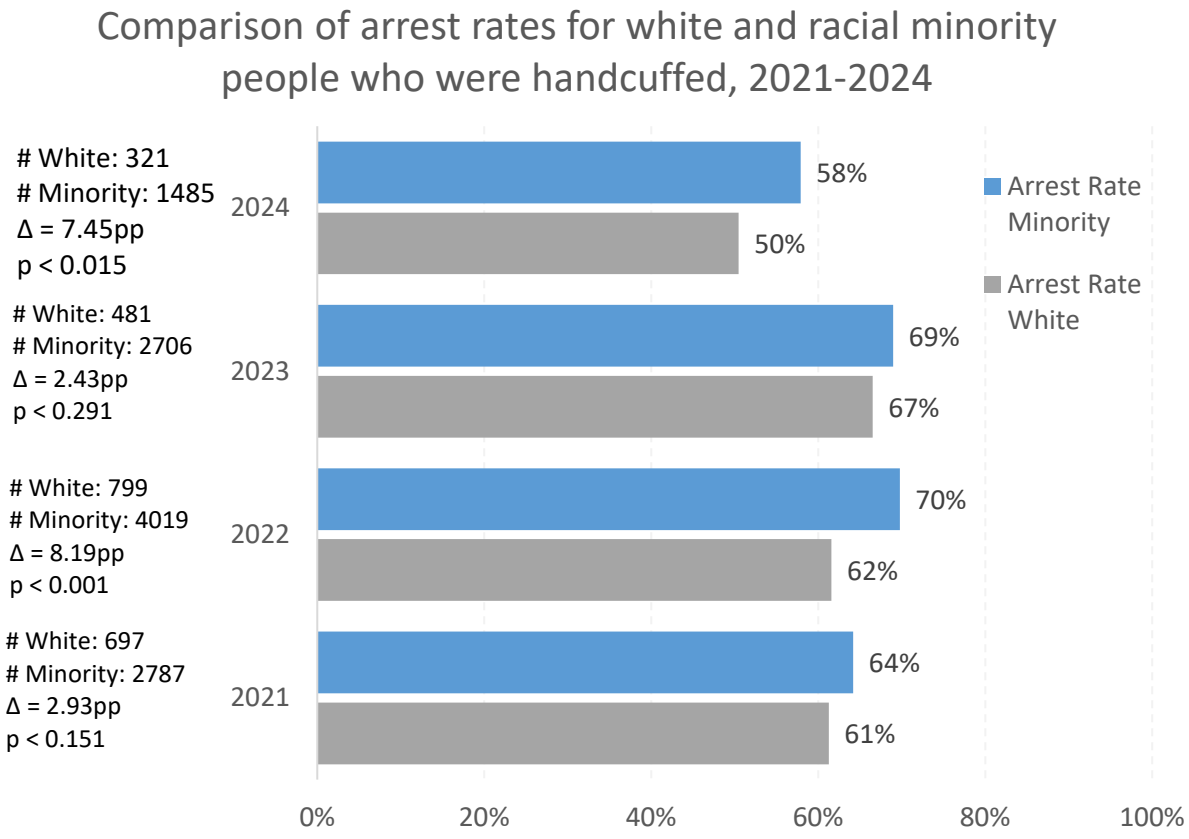
**p-value determined by chi-square test for 2016-2018. p-vlaue determined by Fischer's Exact test for 2019-2024

Gunpointing, Female vs. Male



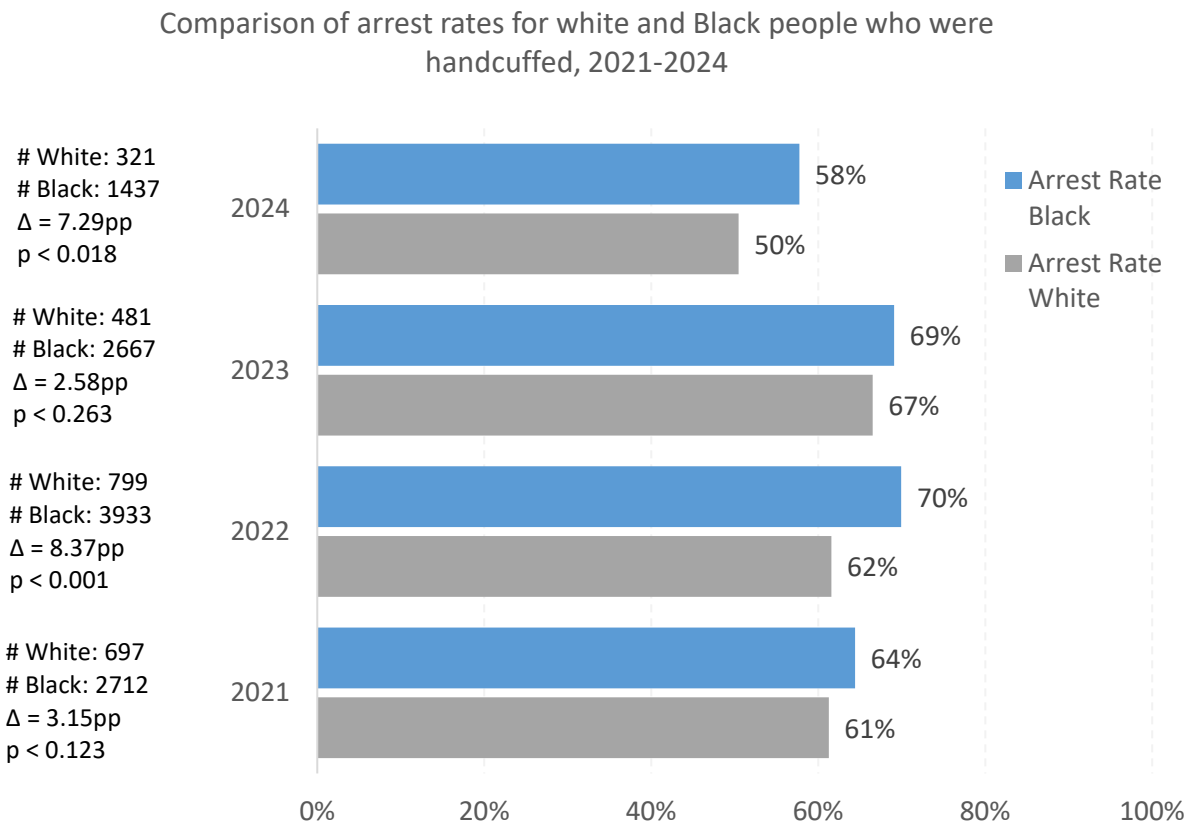
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for the activity; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for female subjects of a gunpointing is considered consistent with discrimination.
**p-value determined by chi-square test for 2016-2020 and 2022. p-vlaue determined by Fischer's Exact test for 2021, 2023, and 2024

Handcuffing, Racial Minority vs. White



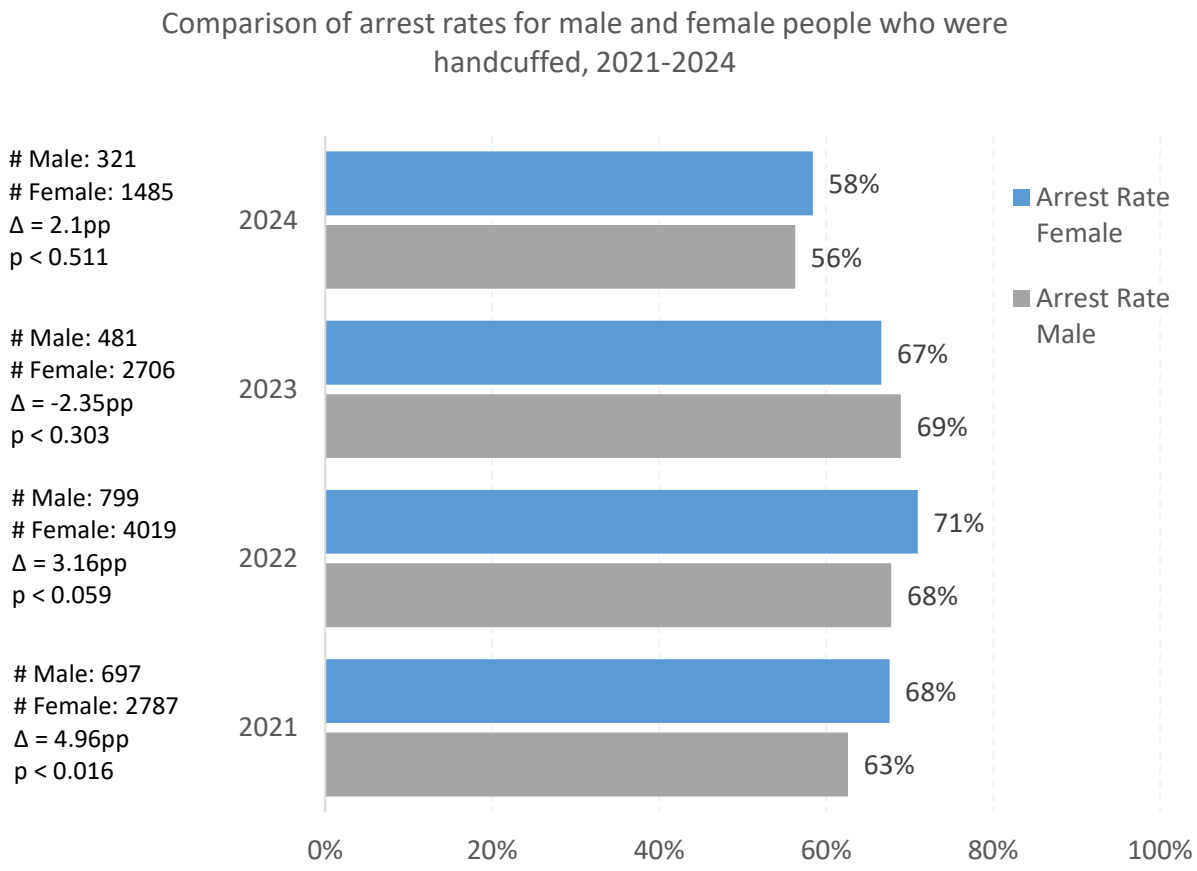
*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for racial minorities is considered consistent with discrimination.

Handcuffing, Black vs. White



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for Black people is considered consistent with discrimination.
**p-value determined by Chi-squared test

Handcuffing, Female vs. Male



*A higher arrest rate is interpreted as officers generally exercising a higher threshold for handcuffing; a lower arrest rate (negative Δ **AND** p ≤ 0.05) for females is considered consistent with discrimination.
**p-value determined by Chi-squared test

Appendix 4: Top 10 per Officer Variable Call Types

Tables for call types included in the Top 10 per Officer variable used in the response times analysis:

2024

Type	Number	Mean Handling Time (Min)	Total Handling time 2024 (Hrs)	Top 10
35D	2804	138.9	6,491	Yes
29	633	138.3	1,459	Yes
20I	2470	137.6	5,666	Yes
37	697	136.9	1,591	Yes
62R	858	114.6	1,639	Yes
56	2143	112.7	4,024	Yes
58R	995	111.2	1,844	Yes
100I	777	109.4	1,417	Yes
62C	2044	108.1	3,681	Yes
58	2706	101.5	4,578	Yes

Appendix 5: Response Times Analysis Data Preparation

SQL

```
select i.ItemNumber
       , Type, TimeCreate
                , DATEPart(dw,timecreate) as 'DayOfWeek'
       , datepart(hh,timecreate) as 'Hour'
       , datepart(ww,timecreate) as 'Week'
       , datepart(m,timecreate) as 'Month'

       , case when left(InitialPriority,1) = 1 and left(priority, 1)=1 then '1'
              when left(InitialPriority,1) = 2 and left(priority, 1)=2 then '2'
              else 'Other'
              end as PriorityType

       , round(cast(datediff(ss,timecreate,timearrival) as float)/60,2) as
ResponseTimeMin
       , round(cast(datediff(ss,TimeArrival,TimeClosed) as float)/60,2) as
HandlingTimeMin
       , round(datediff(ss,TimeDispatch,TimeArrival)/60.0,2) as DrivingTimeMin
       , left(beat, 1) as District
       , LEP

from cadrpt.dbo.Incidents i
```

```
where year(timecreate) = 2021 --Change to 2022 for 2022 analysis
       and TimeArrival is not null
       AND Disposition IN ('NAT', 'RTF', 'GOA','unf')
       AND PrimaryUnit LIKE '[1-9]%'
       AND PrimaryUnit NOT LIKE '9[0-9][0-9]'
       AND PrimaryUnit NOT LIKE '9[0-9][0-9][a-z]'
       AND PrimaryUnit NOT LIKE '7[0-9][0-9][0-9]'
       and beat is not null
    and timearrival >= timecreate
    and selfinitiated = 'N'
    and left(beat,1) like '[1-8]'
```

GIS

NOPD's GIS analyst estimated demographics for New Orleans' neighborhoods using census data and identified the neighborhood for every call for service.

Excel

NOPD used Excel to determine the workload metrics for each neighborhood and then to populate neighborhood info for each call for service.

Python

```
import pandas as pd

file = pd.read_csv("S:\Bias Free\IV A Response Times by Neighborhood/IV A Response Times by Neighborhood 2021 data.csv") #change for 2022 data

df = pd.DataFrame(file)

df.columns = [c.replace(' ', '_') for c in df.columns]

df.columns = [c.replace('#', 'Num') for c in df.columns]

df['PercentBlack'] = pd.to_numeric(df.PercentBlack, errors='coerce') #Convert 'NA' to NaN

df['Pop_NBHD'] = pd.to_numeric(df.Pop_NBHD, errors='coerce') #Convert '-' to NaN

df = df.dropna() #Drop NaN

dfCode2 = df[df.PriorityType == '2']
```

```
dfCode1 = df[df.PriorityType == '1']
```

Appendix 6: Response times regression results summaries

The regression results are presented below with relevant code and snips of the results summaries.

2024 Code 2

2024 Code 2 ResponseTimeMin - PercentBlack and Neighborhood

```
dfCode2 = df[df.PriorityType == '2']

data_use=dfCode2

from statsmodels.formula.api import ols

regr = ols('ResponseTimeMin ~ PercentBlack \

        + C(Neighborhood)' \

        , data=data_use, missing='drop')

results = regr.fit(cov_type='cluster', cov_kwds={'groups': data_use[str('Neighborhood')]})

print(results.summary())
```

```
                            OLS Regression Results
==============================================================================
Dep. Variable:        ResponseTimeMin   R-squared:                       0.016
Model:                            OLS   Adj. R-squared:                  0.014
Method:                 Least Squares   F-statistic:                 8.305e+31
Date:                Tue, 19 Aug 2025   Prob (F-statistic):               0.00
Time:                        13:35:30   Log-Likelihood:            -1.7207e+05
No. Observations:               32815   AIC:                         3.443e+05
Df Residuals:                   32746   BIC:                         3.449e+05
Df Model:                          68
Covariance Type:              cluster
=================================================================================================================
                                                    coef    std err          z      P>|z|      [0.025      0.975]
-----------------------------------------------------------------------------------------------------------------
Intercept                                        14.4069   1.36e-13   1.06e+14      0.000      14.407      14.407
C(Neighborhood)[T.AUDUBON]                       -1.5767   1.83e-13   -8.6e+12      0.000      -1.577      -1.577
```

….

```
C(Neighborhood)[T.WEST RIVERSIDE]                -0.6935   1.23e-13  -5.63e+12      0.000      -0.694      -0.694
C(Neighborhood)[T.WHITNEY]                       -3.9673   1.33e-14  -2.98e+14      0.000      -3.967      -3.967
PercentBlack                                      6.6333   1.67e-13   3.98e+13      0.000       6.633       6.633
==============================================================================
Omnibus:                    65940.799   Durbin-Watson:                   2.003
Prob(Omnibus):                  0.000   Jarque-Bera (JB):        216754488.430
Skew:                          16.576   Prob(JB):                         0.00
Kurtosis:                     399.774   Cond. No.                     4.68e+15
==============================================================================
```

2024 Code 2 ResponseTimeMin - PercentBlack and Controls

```
regr = ols('ResponseTimeMin ~ PercentBlack \
        + C(Neighborhood) + C(Hour) + C(DayOfWeek) + C(Week) + C(Type)' \
        , data=data_use, missing='drop')
results = regr.fit(cov_type='cluster', cov_kwds={'groups': data_use[str('Neighborhood')]})
```

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.053
Model:	OLS	Adj. R-squared:	0.045
Method:	Least Squares	F-statistic:	7.447e+11
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	0.00
Time:	13:37:56	Log-Likelihood:	-1.7144e+05
No. Observations:	32815	AIC:	3.434e+05
Df Residuals:	32539	BIC:	3.458e+05
Df Model:	275		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	20.6871	2.499	8.278	0.000	15.789	25.585
C(Neighborhood)[T.AUDUBON]	0.9997	0.601	1.663	0.096	-0.179	2.178

….

C(Type)[T.966]	-0.7921	3.670	-0.216	0.829	-7.985	6.400
C(Type)[T.98]	-9.1149	4.872	-1.871	0.061	-18.664	0.435
C(Type)[T.99]	-7.7557	1.284	-6.042	0.000	-10.272	-5.240
C(Type)[T.NOPD]	-8.5623	2.006	-4.269	0.000	-12.493	-4.631
PercentBlack	4.2577	0.460	9.255	0.000	3.356	5.159

Omnibus:	66000.528	Durbin-Watson:	2.006
Prob(Omnibus):	0.000	Jarque-Bera (JB):	223522772.749
Skew:	16.595	Prob(JB):	0.00
Kurtosis:	405.960	Cond. No.	4.92e+15

2024 Code 2 ResponseTimeMin - PercentBlack, Controls, and Workload Indicators

```
from statsmodels.formula.api import ols
regr = ols('ResponseTimeMin ~ PercentBlack \
        + C(Neighborhood) + C(Hour) + C(DayOfWeek) + C(Week) + C(Type) \
        + Median_Driving_Time_NBHD + Num_of_Cd_1_NBHD + Num_of_Cd_2_NBHD + Pop_NBHD' \
        , data=data_use, missing='drop')
results = regr.fit(cov_type='cluster', cov_kwds={'groups': data_use[str('Neighborhood')]})
```

```
                            OLS Regression Results
==============================================================================
Dep. Variable:        ResponseTimeMin   R-squared:                       0.053
Model:                            OLS   Adj. R-squared:                  0.045
Method:                 Least Squares   F-statistic:                -1.122e+12
Date:                Tue, 19 Aug 2025   Prob (F-statistic):               1.00
Time:                        13:39:18   Log-Likelihood:            -1.7144e+05
No. Observations:               32815   AIC:                         3.434e+05
Df Residuals:                   32539   BIC:                         3.458e+05
Df Model:                         275
Covariance Type:              cluster
=================================================================================================================
                                                    coef    std err          z      P>|z|      [0.025      0.975]
-----------------------------------------------------------------------------------------------------------------
Intercept                                         4.7096      1.201      3.923      0.000       2.356       7.063
C(Neighborhood)[T.AUDUBON]                        0.9630      0.591      1.628      0.103      -0.196       2.122

…

C(Type)[T.966]                                   -0.7921      3.670     -0.216      0.829      -7.985       6.401
C(Type)[T.98]                                    -9.1149      4.873     -1.871      0.061     -18.665       0.435
C(Type)[T.99]                                    -7.7557      1.284     -6.042      0.000     -10.272      -5.240
C(Type)[T.NOPD]                                  -8.5623      2.006     -4.269      0.000     -12.493      -4.631
PercentBlack                                      3.6510      0.415      8.802      0.000       2.838       4.464
Median_Driving_Time_NBHD                          2.0510      0.171     11.959      0.000       1.715       2.387
Num_of_Cd_1_NBHD                                 -0.0017      0.000     -7.254      0.000      -0.002      -0.001
Num_of_Cd_2_NBHD                                  0.0044      0.000     20.010      0.000       0.004       0.005
Pop_NBHD                                      -5.697e-05   1.17e-05     -4.887      0.000   -7.98e-05   -3.41e-05
==============================================================================
Omnibus:                    66000.528   Durbin-Watson:                   2.006
Prob(Omnibus):                  0.000   Jarque-Bera (JB):        223522772.749
Skew:                          16.595   Prob(JB):                         0.00
Kurtosis:                     405.960   Cond. No.                     4.13e+19
==============================================================================
```

2024 Code 2 ResponseTimeMin - PercentBlack, Controls, and Workload and Assignment Indicators

```
from statsmodels.formula.api import ols

regr = ols('ResponseTimeMin ~ PercentBlack \

        + C(Neighborhood) + C(Hour) + C(DayOfWeek) + C(Week) + C(Type) \

        + Median_Driving_Time_NBHD + Num_of_Cd_1_NBHD + Num_of_Cd_2_NBHD +
Pop_NBHD \

        + Top_10_per_officer_NBHD + DV_Calls_per_Officer_NBHD +
Calls_per_officer_NBHD' \

        , data=data_use, missing='drop') results = regr.fit(cov_type='cluster', cov_kwds={'groups':
data_use[str('Neighborhood')]})

print(results.summary())
```

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.053
Model:	OLS	Adj. R-squared:	0.045
Method:	Least Squares	F-statistic:	1.009e+12
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	0.00
Time:	13:40:45	Log-Likelihood:	-1.7144e+05
No. Observations:	32815	AIC:	3.434e+05
Df Residuals:	32539	BIC:	3.458e+05
Df Model:	275		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	1.5807	1.049	1.507	0.132	-0.476	3.637
C(Neighborhood)[T.AUDUBON]	1.8685	0.428	4.368	0.000	1.030	2.707

...

C(Type)[T.966]	-0.7921	3.670	-0.216	0.829	-7.985	6.401
C(Type)[T.98]	-9.1149	4.873	-1.871	0.061	-18.665	0.436
C(Type)[T.99]	-7.7557	1.284	-6.041	0.000	-10.272	-5.240
C(Type)[T.NOPD]	-8.5623	2.006	-4.269	0.000	-12.493	-4.631
PercentBlack	-0.9771	0.498	-1.963	0.050	-1.953	-0.002
Median_Driving_Time_NBHD	1.7621	0.172	10.249	0.000	1.425	2.099
Num_of_Cd_1_NBHD	-0.0030	0.000	-20.607	0.000	-0.003	-0.003
Num_of_Cd_2_NBHD	0.0057	0.000	22.710	0.000	0.005	0.006
Pop_NBHD	-0.0001	1.24e-05	-10.213	0.000	-0.000	-0.000
Top_10_per_officer_NBHD	0.5330	0.024	22.061	0.000	0.486	0.580
DV_Calls_per_Officer_NBHD	-0.0790	0.024	-3.255	0.001	-0.127	-0.031
Calls_per_officer_NBHD	-0.0272	0.001	-23.540	0.000	-0.029	-0.025

Omnibus:	66000.528	Durbin-Watson:	2.006
Prob(Omnibus):	0.000	Jarque-Bera (JB):	223522772.749
Skew:	16.595	Prob(JB):	0.00
Kurtosis:	405.960	Cond. No.	3.52e+19

2024 Code 1

```
#Same as 2024 Code 2 except:

dfCode1 = df[df.PriorityType == '1']

data_use=dfCode1
```

2024 Code 1 ResponseTimeMin - PercentBlack and Neighborhood

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.042
Model:	OLS	Adj. R-squared:	0.040
Method:	Least Squares	F-statistic:	4.689e+30
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	0.00
Time:	13:47:50	Log-Likelihood:	-2.8095e+05
No. Observations:	42885	AIC:	5.620e+05
Df Residuals:	42816	BIC:	5.626e+05
Df Model:	68		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	54.2648	3.63e-13	1.49e+14	0.000	54.265	54.265
C(Neighborhood)[T.AUDUBON]	2.7915	3.28e-13	8.52e+12	0.000	2.792	2.792

…

C(Neighborhood)[T.WEST RIVERSIDE]	-4.2122	3.27e-13	-1.29e+13	0.000	-4.212	-4.212
C(Neighborhood)[T.WHITNEY]	-34.9782	2.55e-13	-1.37e+14	0.000	-34.978	-34.978
PercentBlack	56.7083	4.5e-13	1.26e+14	0.000	56.708	56.708

Omnibus:	57537.768	Durbin-Watson:	1.943
Prob(Omnibus):	0.000	Jarque-Bera (JB):	26702716.648
Skew:	7.418	Prob(JB):	0.00
Kurtosis:	124.341	Cond. No.	3.33e+15

2024 Code 1 ResponseTimeMin - PercentBlack and Controls

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.104
Model:	OLS	Adj. R-squared:	0.098
Method:	Least Squares	F-statistic:	54.57
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	3.77e-41
Time:	13:50:12	Log-Likelihood:	-2.7950e+05
No. Observations:	42885	AIC:	5.596e+05
Df Residuals:	42602	BIC:	5.620e+05
Df Model:	282		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	75.0969	13.350	5.625	0.000	48.932	101.262
C(Neighborhood)[T.AUDUBON]	5.3113	1.613	3.293	0.001	2.150	8.472

…

C(Type)[T.966]	8.0319	14.911	0.539	0.590	-21.193	37.257
C(Type)[T.98]	-70.7098	10.698	-6.610	0.000	-91.678	-49.742
C(Type)[T.99]	-48.4637	5.452	-8.889	0.000	-59.149	-37.778
PercentBlack	50.1502	2.045	24.519	0.000	46.141	54.159

Omnibus:	58568.262	Durbin-Watson:	1.965
Prob(Omnibus):	0.000	Jarque-Bera (JB):	31158598.108
Skew:	7.630	Prob(JB):	0.00
Kurtosis:	134.166	Cond. No.	3.75e+15

2024 Code 1 ResponseTimeMin - PercentBlack, Controls, and Workload Indicators

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.104
Model:	OLS	Adj. R-squared:	0.098
Method:	Least Squares	F-statistic:	55.17
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	2.63e-41
Time:	13:51:31	Log-Likelihood:	-2.7950e+05
No. Observations:	42885	AIC:	5.596e+05
Df Residuals:	42602	BIC:	5.620e+05
Df Model:	282		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	36.9214	6.081	6.071	0.000	25.002	48.841
C(Neighborhood)[T.AUDUBON]	3.1050	1.188	2.614	0.009	0.777	5.433

…

C(Type)[T.966]	8.0319	14.912	0.539	0.590	-21.195	37.258
C(Type)[T.98]	-70.7098	10.699	-6.609	0.000	-91.679	-49.741
C(Type)[T.99]	-48.4637	5.452	-8.889	0.000	-59.150	-37.778
PercentBlack	43.2945	1.759	24.617	0.000	39.847	46.741
Median_Driving_Time_NBHD	4.8758	0.948	5.143	0.000	3.018	6.734
Num_of_Cd_1_NBHD	0.0126	0.004	3.298	0.001	0.005	0.020
Num_of_Cd_2_NBHD	-0.0067	0.006	-1.122	0.262	-0.018	0.005
Pop_NBHD	6.911e-05	0.000	0.682	0.495	-0.000	0.000

Omnibus:	58568.262	Durbin-Watson:	1.965
Prob(Omnibus):	0.000	Jarque-Bera (JB):	31158598.108
Skew:	7.630	Prob(JB):	0.00
Kurtosis:	134.166	Cond. No.	2.49e+19

2024 Code 1 ResponseTimeMin - PercentBlack, Controls, and Workload and Assignment Indicators

OLS Regression Results

Dep. Variable:	ResponseTimeMin	R-squared:	0.104
Model:	OLS	Adj. R-squared:	0.098
Method:	Least Squares	F-statistic:	55.58
Date:	Tue, 19 Aug 2025	Prob (F-statistic):	2.06e-41
Time:	13:52:35	Log-Likelihood:	-2.7950e+05
No. Observations:	42885	AIC:	5.596e+05
Df Residuals:	42602	BIC:	5.620e+05
Df Model:	282		
Covariance Type:	cluster		

	coef	std err	z	P>|z|	[0.025	0.975]
Intercept	23.6565	5.858	4.038	0.000	12.174	35.139
C(Neighborhood)[T.AUDUBON]	5.0580	0.723	6.999	0.000	3.642	6.474

…

C(Type)[T.966]	8.0319	14.912	0.539	0.590	-21.196	37.259
C(Type)[T.98]	-70.7098	10.699	-6.609	0.000	-91.679	-49.740
C(Type)[T.99]	-48.4637	5.452	-8.889	0.000	-59.150	-37.778
PercentBlack	21.3863	1.189	17.987	0.000	19.056	23.717
Median_Driving_Time_NBHD	5.5957	0.823	6.800	0.000	3.983	7.208
Num_of_Cd_1_NBHD	0.0027	0.004	0.662	0.508	-0.005	0.011
Num_of_Cd_2_NBHD	0.0038	0.006	0.608	0.543	-0.008	0.016
Pop_NBHD	-0.0003	9.73e-05	-2.831	0.005	-0.000	-8.48e-05
Top_10_per_officer_NBHD	3.3180	0.082	40.468	0.000	3.157	3.479
DV_Calls_per_Officer_NBHD	-1.0043	0.091	-10.978	0.000	-1.184	-0.825
Calls_per_officer_NBHD	-0.2127	0.006	-37.455	0.000	-0.224	-0.202

Omnibus:	58568.262	Durbin-Watson:	1.965
Prob(Omnibus):	0.000	Jarque-Bera (JB):	31158598.108
Skew:	7.630	Prob(JB):	0.00
Kurtosis:	134.166	Cond. No.	2.70e+19

Appendix 7: Sex Work Offense Arrest Audit Checklist

Arrest of Sex Workers Audit Checklist – Incident Form

Complete this audit checklist for every incident in the sex work offense arrest sample.

	Auditor	Auditor
	Sample	Sample
	Item Number	Item Number
	Date of Incident	Date of Incident
	To which District/Division is the officer who made the arrest assigned?	District/Division
1	Did the arrest occur after a call for service?	Call for service Yes No
2	Did the arrest occur as a result of a sting?	Sting Yes No
3	Was the arrest report accurate?	Report Accurate Yes No NA-No Video

4	Is the language used in the arrest report professional and within policy? Note that "prostitute" is a disfavored term when referring to sex workers, as the term is considered by some to stigmatize/stereotype people involved in sex work. Also note that officers should not be using the offense "crime against nature" when charging sex workers.	Language professional and within policy Yes No
5	Did the officer(s) use force when conducting the arrest?	Force Used Yes No
6	Did the officer treat all parties, regardless of their involvement, with respect and in a professional manner? Officers are specifically prohibited from using demeaning, harassing, intimidating, or derogatory language regarding sex workers or trafficking victims. Ch. 1.19 P 5, 6, 8	Reasonably Courteous Yes No NA-No Video
7	If reasonably possible, does video show the officer verbally identify him/herself as soon as practical? CD 181; Ch 41.13 p 9B	Introduction Yes No NA-No Video
8	If this incident involved possible sex work or human trafficking involving a minor, was the arresting officer's supervisor notified through Communication Services (dispatch)? Ch 1.19 p 10	Supervisor Notified Yes No NA-Minors Not Involved
9	If this incident involved possible sex work or human trafficking involving a minor was Child Abuse notified through Communication Services (dispatch)? Ch 1.19 p 10	Child Abuse Notified Yes No NA-Minors Not Involved

10	If this incident involved adult victims of sexual assault was the arresting officer's supervisor notified through Communication Services (dispatch)? Ch 1.19 p 11	Supervisor Notified of Sexual Assault Yes No NA-No SA or No Adult Victim
11	If this incident involved adult victims of sexual assault was the Sexual Assault unit notified through Communication Services (dispatch)? Ch 1.19 p 11	SVS Notified of Sexual Assault Yes No NA-No SA or No Adult Victim
12	If multiple suspects participated in the commission of a felony or misdemeanor, were all of them arrested?	All individuals involved in offense arrested Yes No
13 A	If multiple suspects who participated in the commission of a felony or misdemeanor were arrested, were they all similarly charged? Ch. 1.19 p 19	Similarly charged Yes No NA
13 B	If not, does the report justify why the charges varied? Ch. 1.19 p 19	Report Provides Justifications for All Charging Decisions Yes No NA
14	Did the officer enforce the law evenly against all sex work offenders involved in this incident? For example, if the customer who solicited the sex worker's services was present, was he/she also arrested/cited?	Law Enforced Evenly Yes No NA

General Comments:

Arrest of Sex Workers Audit Checklist – Subject Form

Complete this audit checklist for every suspect involved in the incident in the sex work offense arrest sample.

	Auditor	Auditor
	Sample	Sample
	Item Number	Item Number
	Date of Incident	Date of Incident
	To which District/Division is the officer who made the arrest assigned?	District/Division
	Subject Name	Subject Name
	Subject Race	Subject Race ( ) Asian ( ) Black ( ) Amer. Ind. ( ) White ( ) Unknown ( ) Hispanic
	Subject Sex	Subject Sex ( ) Male ( ) Female ( ) Unknown
	Subject Age Category	Subject Age ( ) ≤12 ( ) 35-64 ( ) 13-17 ( ) 65+ ( ) 18-24 ( ) Unknown ( ) 25-34
1	Did the officer rely on the mere presence or possession of condoms to any degree as the sole basis for RS or PC to believe this suspect committed a sex work offense? Ch 1.19 p 12	Condoms sole basis for RS/PC Yes-Not Compliant No-Compliant NA
2	If unused condoms were seized from this suspect, were they evidence in a criminal investigation? Ch 1.19 p 12	Unused Condoms Seized Only for Evidentiary Purposes Yes No NA
3	Was this subject a victim or a witness who was arrested for a crime related to his/her own self-defense?	Victim/Witness Arrested for Self-Defense Yes-Not Compliant

	Ch 1.19 p 13	No-Compliant NA-Not a Victim/Witness
4	Was this subject who was arrested or cited reporting a crime?	Reporting Crime Yes No
5	Was this subject arrested or cited for engaging in (1) sex-work; or (2) sex-work related offenses due to his or her reporting of a violent offense? Such violent offenses may include but are not limited to: sexual assault, human trafficking, stalking, robbery, assault, kidnapping, extortion, burglary or other violent crime Ch. 1.19 p 14	Complainant Arrested/Cited for Sex-work Offense while Reporting Violent Crime Yes-Not Compliant No-Compliant NA-Not a Complainant
6	Was this subject arrested or cited for a non-violent misdemeanor (including drug offenses) because this subject reported a violent offense? Such violent offenses may include but are not limited to: sexual assault, human trafficking, stalking, robbery, assault, kidnapping, extortion, burglary or other violent crime Ch. 1.19 p 14	Complainant Arrested/Cited for Non-Violent Misdemeanor while Reporting Violent Crime Yes-Not Compliant No-Compliant NA-Not a Complainant
7	If this suspect was a victim or witness and the officer decided to arrest him/her for a violent misdemeanor resulting in bodily harm on another suspect, were all of the following true: a. The victim/witness still posed an impending threat to others; b. The officer obtained supervisor approval in advance.; and c. The officer documented the basis for believing the victim/witness still posed a threat in the report. Ch 1.19 p17	Arrest of Victim/Witness Compliant Yes No NA
	Arrest of Victim/Witness Compliant Comments	
8	If this subject was a victim/witness and a sex worker and the officer decided to arrest him/her for a felony, did the officer receive approval from a supervisor?	Supervisor Approved Felony Arrest of Victim/Witness Yes No

	Ch. 1.19 p 18	NA
9	If this subject was a victim/witness and a sex worker and the officer decided to arrest him/her for a felony, was a supervisor's approval documented in the report? Ch. 1.19 p 18	Supervisor Approval for Felony Arrest of Victim/Witness Documented Yes No NA

General Comments: