

RACIAL DISPARITIES IN MARIN COUNTY POLICING

1. The Human Costs
2. The Evidence
3. Strategies for Change

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THE HUMAN COSTS OF RACIAL PROFILING

Black people are 3 times more likely than White people to be killed by police and are more often unarmed when killed.

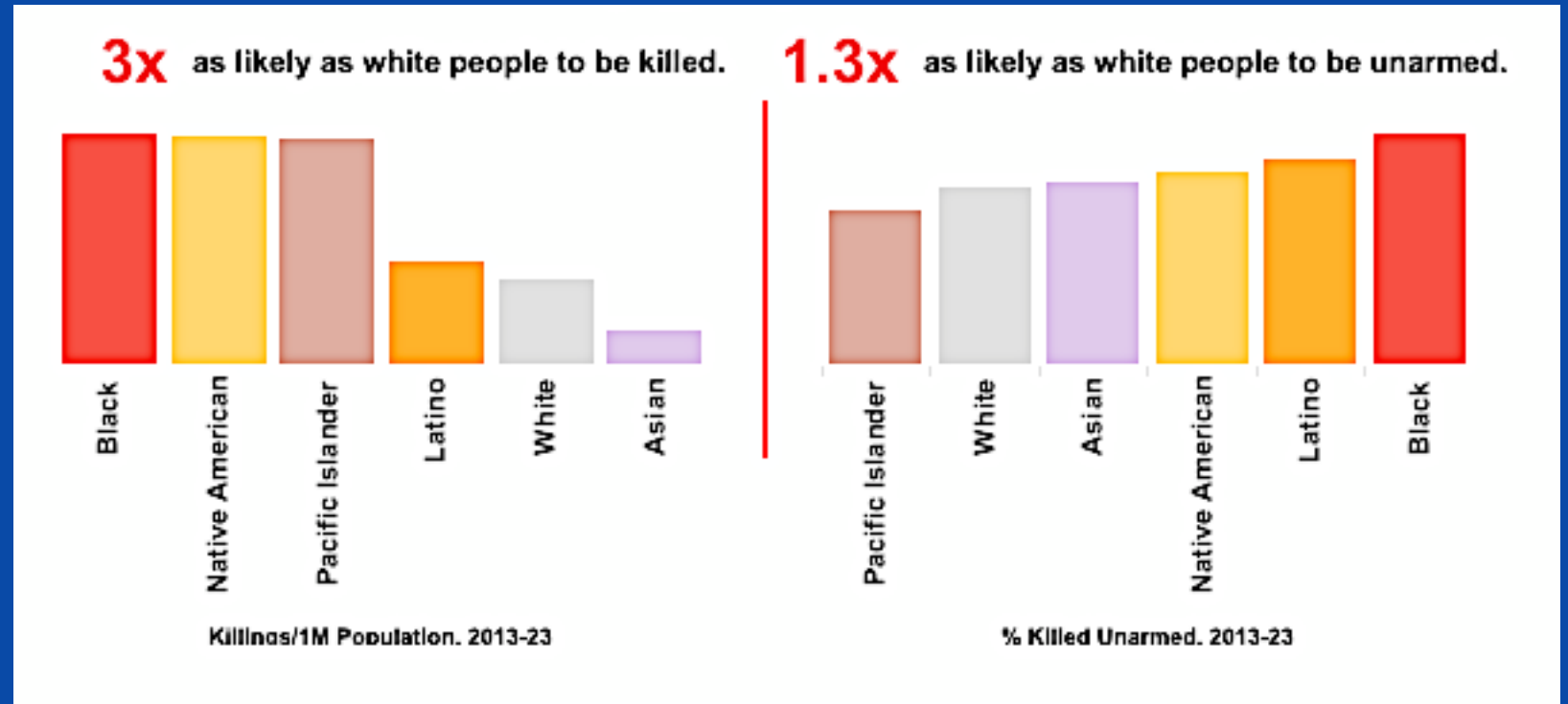
mappingpoliceviolence.us

Frequent involuntary police stops of Black and Brown people “trigger stress responses, depressive symptoms, anxiety, and other related negative mental health impacts. ... Racial and identity profiling goes beyond the criminal legal system and policing; it is also **a critical public health issue.**”

2023 RIPA Report, p. 11.

Black people are **most likely** to be killed by police

Rate of killings by police by race from 2013-2023



Those who survive racial profiling, still carry the scars.

CALIFORNIA RACIAL & IDENTITY PROFILING ACT (RIPA)

Requires police agencies to identify and eliminate racial profiling

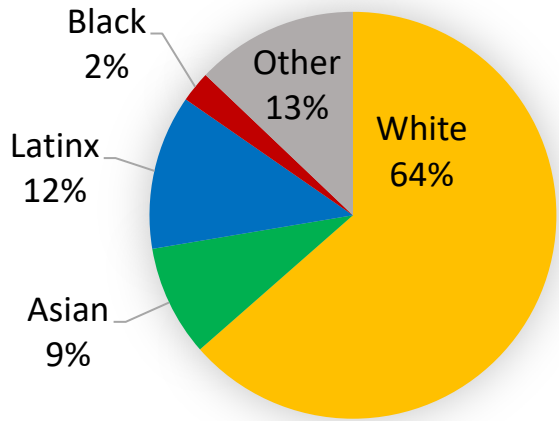
Mandates collection and reporting of racial and other demographic information on:

- Every person stopped whether in a car or elsewhere.
- Reason for the stop
- What happens during the stop (search and seizure, use of force, duration...)
- Result of the stop (no action, citation, arrest...)

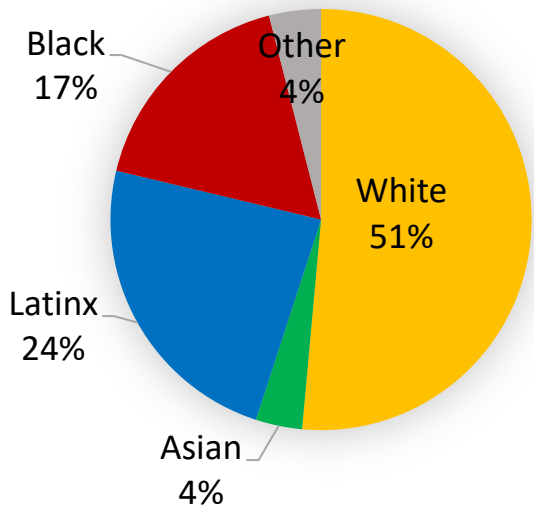
RIPA Board provides annual data analysis and tested anti-bias tools and strategies

Marin Population by Race

Unincorporated

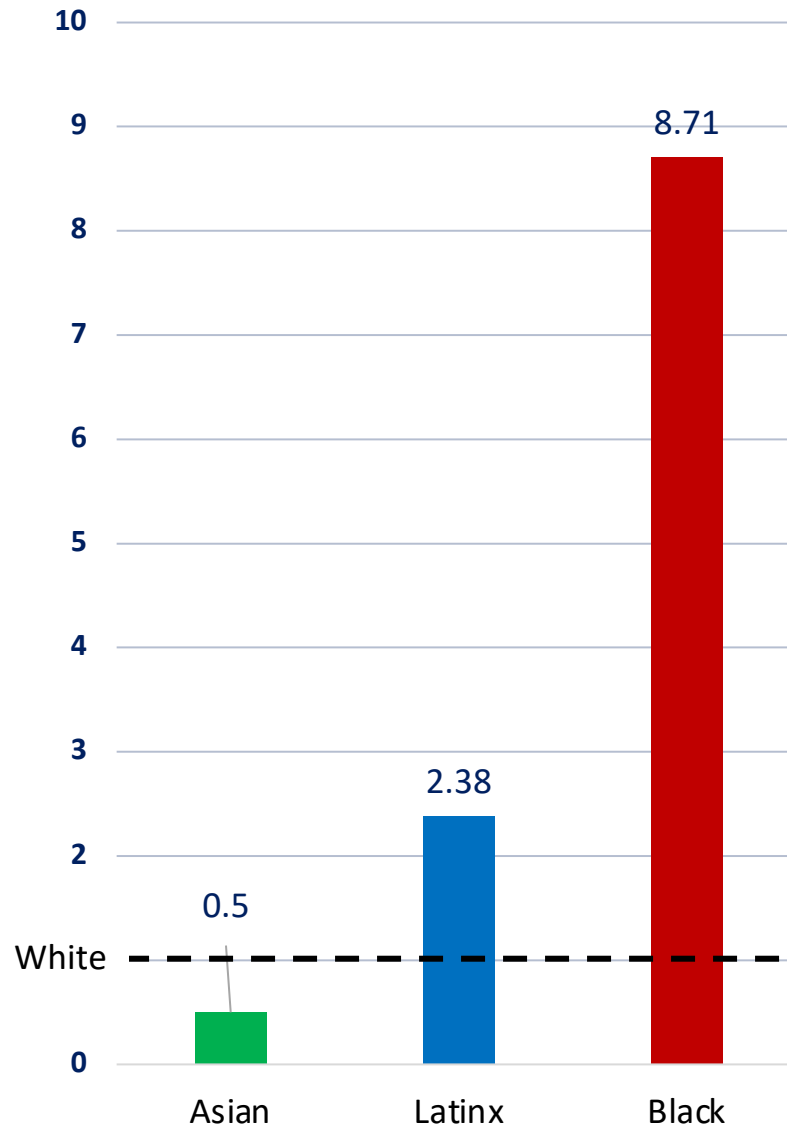


MCSO Stops by Race



White Asian Latinx Black Other

MCSO Stop Rates by Race Ratio of Disparity



MARIN COUNTY SHERIFF'S OFFICE (MCSO) ONE-YEAR DETENTION DISPARITIES

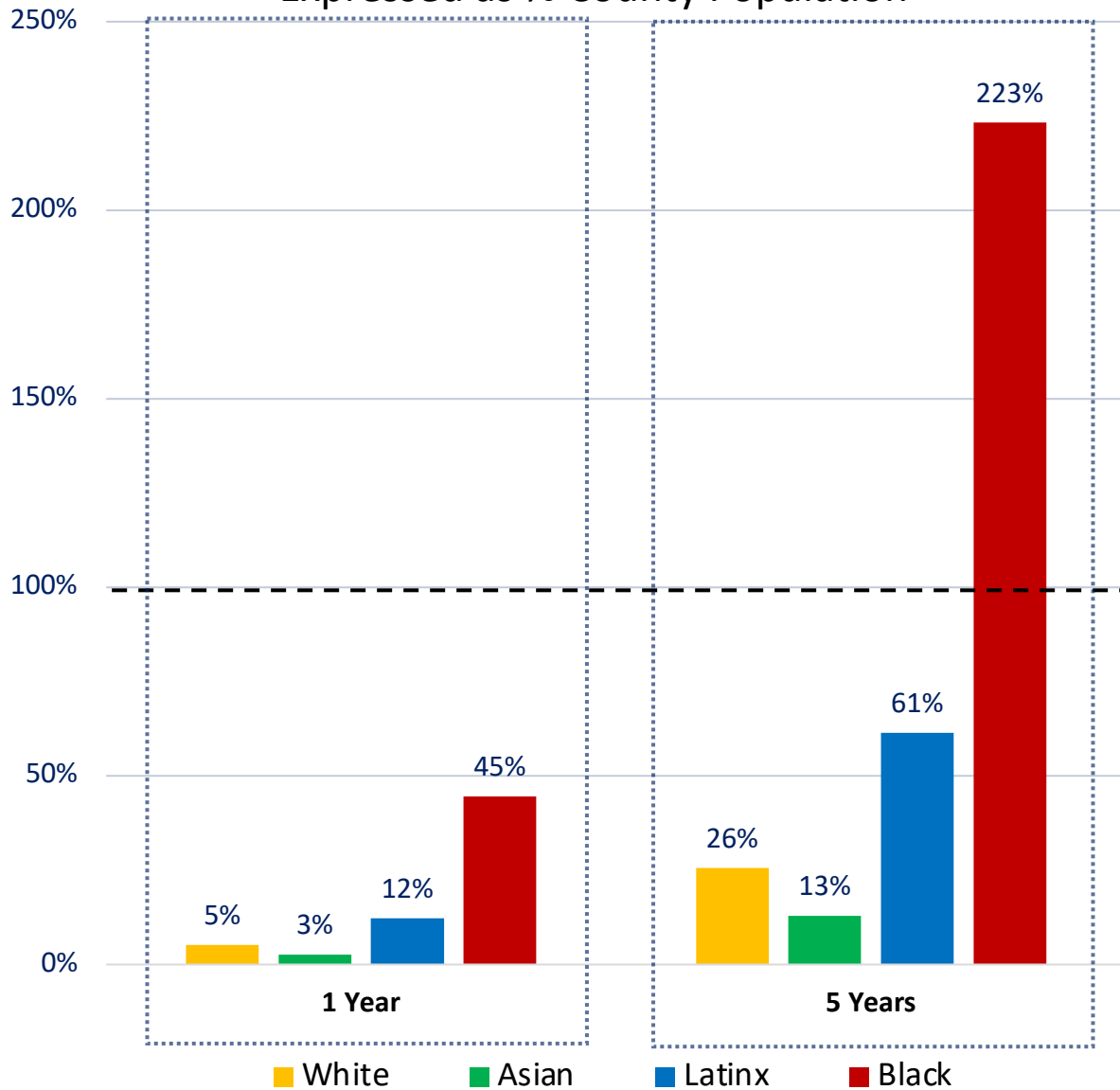
April 1, 2021 – March 31, 2022

MCSO stopped Asians at half the rate they did Whites.

MCSO stopped Latinx people at more than double the rate they stopped White people.

MCSO stopped Black people at nearly nine times the rate they stopped White people.

MCOE Detentions by Race at 1 and 5 Years
Expressed as % County Population



ANNUAL MCSO DETENTIONS AS A % OF RESIDENTS IN EACH RACIAL GROUP

What impact do racial disparities in MCSO detention rates have on local communities of color?

- The number of MCSO detentions of Black people in a year is equal to 45% of the entire Black population
- MCSO Latinx detentions equal 12% of the Latinx population
- White detentions amount to just 5% of the White population

MCSO RESPONSE TO RIPA STOP DISPARITIES: NO EVIDENCE OF RACIAL BIAS HERE

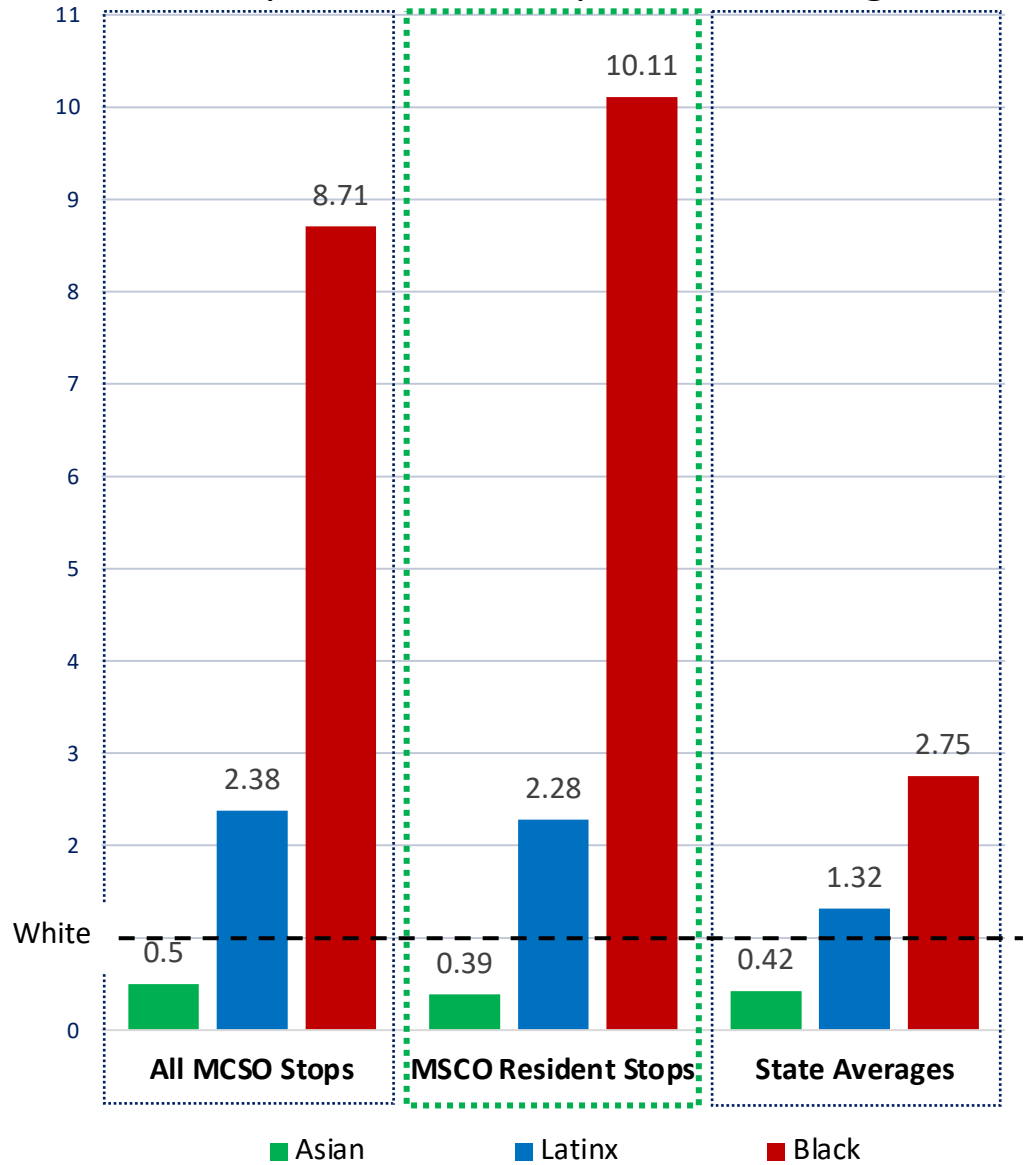


- Deputies can't see what race drivers are so how can the stops be biased?
- Disparities might result from race-based calls for service.
- Comparisons of MCSO stop rates to population demographics are unreliable



MCSO Stop Rate Disparities

All Stops; Resident Stops; State Average



REMOVING NONRESIDENTS FROM THE DISPARITY ANALYSIS RESULTS IN A NET INCREASE IN MCSO RACIAL STOP DISPARITIES

Column One: Disparity ratios for all MCSO stops (resident and non-resident) measured against the benchmark of resident demographics.

Column Two: Disparity ratios for MCSO resident stops only, measured against resident demographics.

Column Three: State average disparity ratios for 58 law enforcement agencies reporting in the 2023 RIPA Report.

MCSO Latinx and Black stop disparities are among the highest of all 2023 reporting agencies in the State.

BEST PRACTICE STRATEGIES FOR SAFE AND EQUITABLE POLICING

1. Align MCSO anti-bias policies and practices with RIPA recommendations.
2. De-criminalize mental and behavioral health issues.
3. End pretext stops.
4. Eliminate unnecessary battlefield weapons.
5. Provide meaningful civilian oversight.



RIPA BIAS FREE POLICING POLICES & PRACTICES

1. Bias Free Policing Policy

- MCSO—Standard Lexipol Policy 401 forbids “bias based policing,” but provides:
 - No standards or protocols for identifying and overcoming bias.
 - No assessment or accountability measures.
 - Policy concedes: “There are no procedures associated with this policy.”
- RIPA Model Policy for Bias Free Policing
 - Well-defined concepts such as implicit, institutional and systemic bias.
 - Explicit standards and code of conduct for when and how police may engage.
 - Mandatory oversight and accountability provisions.

2. Policy for Race Based Calls for Service (“Bias by Proxy”)

- MCSO—NO POLICY
- RIPA Best Practices—Detailed recommendations including:
 - Clear policy and practical directives for how to identify and respond to bias-based calls.
 - Protections for subjects of bias-based calls.
 - Mandatory oversight and follow up with biased callers.

3. Anti-Bias Training Policy

- MCSO—Standard Lexipol Policy 401.8—One refresher course every five years (required by law)
- RIPA Best Practices—Detailed recommendations for quality, quantity, content, methodology and frequency of anti-bias training.

DE-CRIMINALIZE MENTAL & BEHAVIORAL HEALTH ISSUES

➤ **Marin Crisis Response Team** (staffed by mental health clinicians)

- Purpose: Rapid crisis intervention in the field to address and de-escalate, as well as stabilize, an immediate crisis in the least restrictive environment possible.
- Needs: Clear mandate and improved funding and staffing.

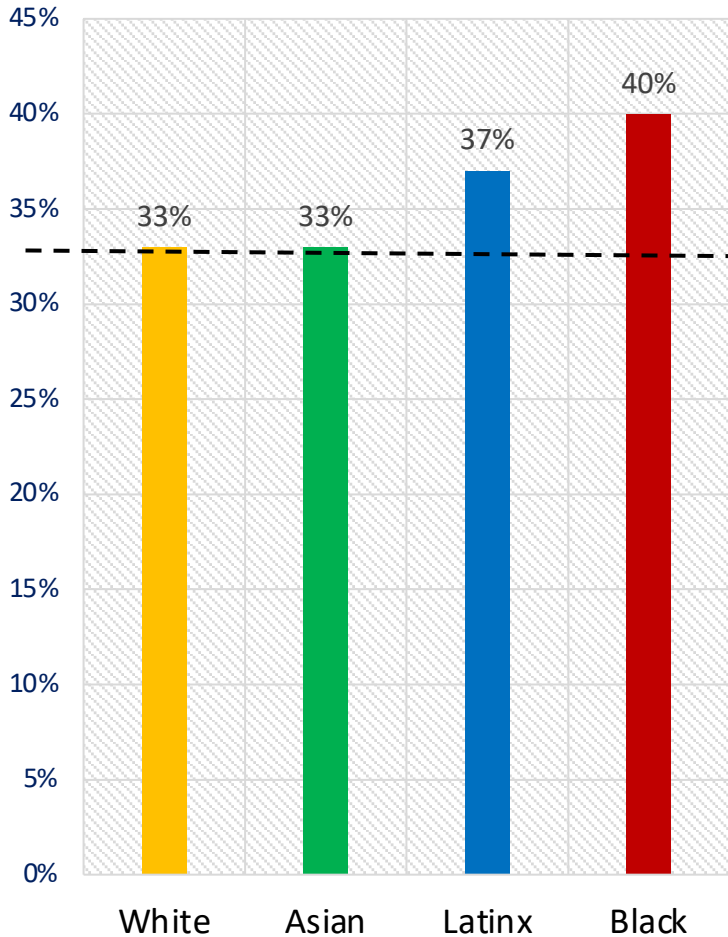
➤ **Sheriff's Crisis Intervention Policy** (Lexipol Policy 409)

- Deficiencies: “There are no procedures associated with this policy.”
 - Gives deputies standardless discretion (e.g., “*should consider*” person’s mental and emotional state).
- Needs: Mandatory protocols for mental and behavioral health calls.
 - Dispatch Crisis Response Team as first responders to all mental and behavioral health calls.
 - Establish secondary support role for deputies at the request of the Mobile Crisis Response Team.
 - Establish policy and training on mandatory de-escalation except where use of force is necessary to prevent imminent risk of serious harm.

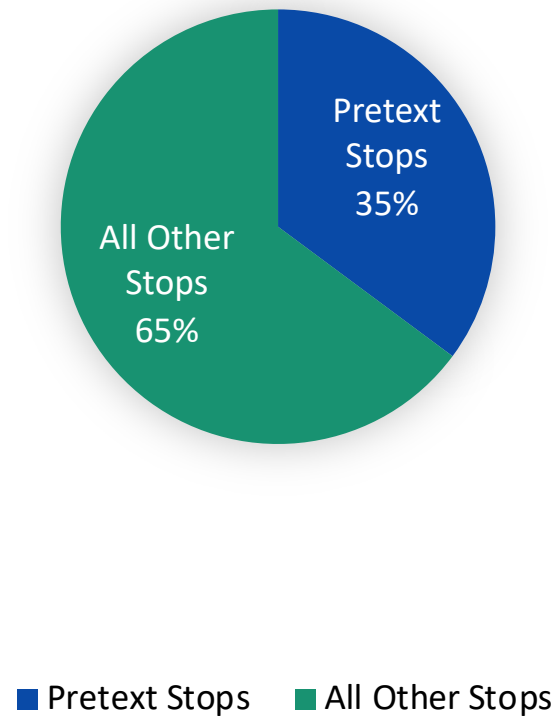


END PRETEXT STOPS

MCSO Pretext Stops as % of Total Stops By Race



MCSO Pretext Stops As a % of Total MCSO Stops



Productivity of MCSO Pretext Stops



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**RESPECT CALIFORNIA BAN ON BATTLEFIELD WEAPONS &
ESTABLISH MEANINGFUL CIVILIAN OVERSIGHT**