THE EQUALITY INDICATORS DATA:

Use of force rate does not have a standardized calculation method and can be calculated in a number of ways including by proportion to arrests, police contacts, and population. All methods are valid. In alignment with the mission of Equality Indicators, using population as the denominator more accurately reflects the overall social and public health impact of use of force

INDICATOR 33	Race & Officer Use of Force		
DEFINITION	Ratio of rates of Black to Hispanic/Latinx subjects of officer use of force per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	20	34	+14
RESULTS	Black: 2.6 Hispanic/Latinx: 0.5 Ratio: 5.030	Black: 2.4 Hispanic/Latinx: 0.8 Ratio: 3.013	
DATA SOURCE	Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

on the entire community. The numbers in the Equality Indicators include all force types in the "Intermediate" category and above on the *Use of Force Continuum*. However, a use of force incident is included in the Equality Indicator numbers for the "Low" category, if an injury occurs or is alleged.

Additional Information about the Data:

- *Frequency of Use of Force:* In the 279,000 calls that Tulsa Police Department (TPD) physically responded to, there were 274 use of force incidents. In custodial arrests, 98% of the time force is not used. TPD estimates that 80% of the time officers are responding to victims of crime and 911 calls.
- Threats of use of force are not reported or included in the data.
- TPD identified a need to ensure Hispanic numbers are reported correctly between internal forms and FBI standards.

TPD POLICIES AND PRACTICES REGARDING USE OF FORCE:
Councilors asked questions and received additional information on the following TPD policies, practices, and mitigation efforts:

Training: *Defensive Tactics* is basis of use of force training for recruits. It is defined as verbal skills supported by physical alternatives. TPD provides training on each force option and then provides complex, reality-based scenario training. TPD training is currently double the requirement imposed by state law. The goal is to train officers to use the appropriate amount of force, not too much and not too little. TPD is currently training officers to intervene when they see misconduct.

Officer Decision-Making: Officers are constantly responding to the behavior of the person in front of them. Officers are required to make *reasonable decisions* considering the *totality of the circumstances*. In every decision there is a range of available tools and force options.

De-escalation: A definition was added to TPD polices in December 2018. Prior to this date, it was taught and alluded to in other parts of the policy. De-escalation is taking action or communicating verbally or non-verbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the use of force or with a reduction in the force necessary. It is a concept taught in all aspects of training.

Specific Force Options: Councilors questioned panelists on the following types of force options:

Tasers: At least one-third of officers have a taser. All officers graduating the academy in the last five years have received taser training. Tasers are designed to have a neuromuscular effect. Whether a taser is a reasonable force option depends on the situation. Tasers are relatively new in policing and there are budgetary issues in equipping all officers.

OC Spray: This is the less than lethal option available to every officer.

Use of Force Review: TPD explained that every use of force incident is reviewed (including a review of body cam footage), and all reports and documents are ultimately seen by a Deputy Chief. Citizen accounts can be included, but are not required.

Psychological evaluations: Currently, there is no mandatory psychological evaluation done for an officer following a post-critical incident. If a need is noticed by a supervisor an officer is sent to the Chief Medical Review Officer.

Drug Testing: TPD does not currently test after an officer-involved shooting, however the City is exploring this policy.

Early Warning Tracking System: Provides criteria to monitor use of force.

Current TPD Efforts to Mitigate Disparity in Use of Force: African Americans make up 15% of the population but comprise 33% of TPD arrests and 37% of use of force incidents. Councilors received a graphical representation of use of force calculations during panel discussions. Social scientists say that higher rates of use of force in communities of color result from police bias and factors such as poverty, racism, and economic inequality. TPD tries to mitigate disparity through *community policing efforts and criminal justice reform*. TPD noted the following current practices:

- Implicit Bias Training
- Implement recommendations from the President's Task Force on 21st Century Policing

- Followed recommendations in U.S. Commission on Civil Rights 2018 Report: 1) train officers on de-escalation and use of force alternatives, 2) have an Open Records Policy, 3) conduct investigations through transparency, and 4) collect use of force data.
- Develop and implement the 77 Recommendations from Tulsa Commission on Community Policing. TPD stated these were designed as starting point and noted it takes the entire community to define community policing.
- Independent review of TPD's use of force through the "Multi-method Investigation of Office Decision-Making and Force Used or Avoided in Arrest Situations"
- Continue and expand activities such as Project Trust
- Continue requiring a bachelor's degree

Panel Recommendations on TPD Policies and Practices: Panelists recommended the following additional items:
- Train in cultural awareness.
- Consider additional recommendations from U.S. Commission on Civil Rights including restrictive use of force policies, training on alternatives to use of force, independent investigation and prosecution for use of force, and external police oversight and monitors.
- *Community Policing:* While TPD noted successful outcomes of the community policing strategy at 61st and Peoria because of its focus on those who were victimized and traumatized. Panelists commented that community policing means different things to different people and recommend:
    o Developing a consensus on the definition of community policing not only *through research and best practice*, but also *working with the community*.
    o Policing must be organic and transformative. It must continue to change over time.

IMPLICIT BIAS: Panelists described implicit bias as affecting all people. It is a function of how an individual is wired, disparities one sees in society, and how someone is socialized. It is a result of an individual's brain taking short-cuts to process and categorize large amounts of information. Individuals are more susceptible to bias when making split-second decisions, when there are not strong egalitarian norms, and are not held accountable. Implicit bias can be influenced by someone's emotional state.
Research: A large amount of research has been completed on implicit bias, but panelists specifically noted the following:
- "Implicit Association Test" (IAT): A test offered for the last ten years which allows someone to receive a bias score. Millions of individuals have participated, and now researches are looking at historical trends in different parts of the county.
- Research has also been conducted and determined: 1) in "shoot, don't shoot" simulations that community members and police shoot faster at a Black person with a gun than a White person, 2) Black body movement is seen as more aggressive, and 3) Black people are perceived as stronger.
Panel Recommendations on Implicit Bias:
- Implement policies to "slow things down." The Oakland Police Department 1) changed their foot-pursuit policy after determining officer-involved shootings occurred during pursuits and 2) collected data and found that adding one question on intelligence-led stops reduced the number of stops by 13,000 and decreased the stops for African Americans by 43%.
- Effective training requires: 1) not only focuses on what implicit bias is, but provides tools to mitigate it, and 2) is evaluated systematically to determine if impacting police and community interactions. Panelist noted an evaluation done by NYPD.
- Training alone can not be the strategy, must do the work of looking at policy, practice, and culture.
- Focus on the *nature of the contact* between groups from different backgrounds. If groups have unequal status contact or are not working towards common goals, contact can lead to more negative attitudes.
- It is important to discuss implicit bias with youth and not let them process it on their own.

FOSTERING TRUST: Panelists discussed that true community policing is meant to foster trust in both directions. To build trust, panelists generally recommend ceasing practices that violate trust, implementing procedural justice, and forming relationships with honesty, reliability and credibility. The basic idea of procedural justice is that *most people care more about how they are treated in an interaction than the outcome of that interaction*. Specifically, training in "Principled Policing" was recommended.
Principled Policing: A training developed in California designed to help build community trust. The training combines lessons around implicit bias and procedural justice.
- Principles: 1) Voice, 2) Fairness, 3) Behaving in ways that are respectful, and 4) Behaving in ways that will inspire trust
Fostering Trust in Traumatized Communities: To build trust in a traumatized community, panelists recommend:
- Create a sense of safety, so individuals feel like they are being listened to and heard.
- Have healthy, open discussions on intergenerational trauma. Merely recognizing trauma can help.
- These recommendations cannot be accomplished in the middle of a crisis or event, but rather should be emphasized outside of those events to build a foundation for trust.