



MARICOPA COUNTY SHERIFF'S OFFICE

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SHERIFF



The 5th Traffic Stop Annual Report (TSAR) shows disparate outcomes in our traffic stops of minorities similar to the outcomes found in our 4th TSAR, released on September 30, 2019. As I have said before, these disparate outcomes are warning signs of potential racial bias in our patrol function, which has been and continues to be a major concern for the Office. These may be indicative of a systemic problem within our patrol function.

After the 4th TSAR, MCSO took additional steps to investigate and closely monitor the situation, and to reduce these disparate outcomes, including but not limited to the following:

- Continuing to work with the Monitoring Team, in consultation with the parties, to develop the methodology for the Traffic Stop Monthly Report (TSMR) to review and compare deputy traffic stop patterns using a rolling twelve-month period. This monthly analysis will provide early alerts to supervisors of patterns of conduct that may reflect implicit bias and allow for quicker training and response directly to individual deputies.
- Continuing work under our Constitutional Policing Plan (CPP) which sets forth goals for training, hiring and traffic stop reporting setting specific deadlines and accountability. The CPP was developed to remediate potential systemic problems in our patrol function involving bias.
- Developing quarterly reports to address specific aspects of patrol to better understand these outcomes. By the 3rd quarter of 2020, MCSO will complete the first of these quarterly reports. This first report looks at how supervisors review body worn camera footage and how issues found during that review are addressed with deputies. Future quarterly reports will include topics such as an extended stop audit/analysis, a review of the effect of special assignments in traffic stops, the differences in the traffic stop performance of patrol districts and an analysis of time trends in traffic stop activity all of which the MCSO believes will further aid it in addressing these disparate outcomes.
- In October 2019, MCSO provided mandatory training to all supervisors that included traffic stop reviews by supervisors. We are developing a training on fair and impartial decision-making that should be scheduled before the end of 2020, depending on monitor approval and ongoing CDC guidelines related to the current COVID 19 pandemic. This training will teach deputies about the science related to decision-making and the impacts that enforcement decisions have when not made from a fair,

impartial, and consistent viewpoint. Soon we will also provide training to our Field Training Officers on privilege and bias.

- We continue to provide outreach to the community to better understand their concerns and needs as well as to educate them about MCSO and its practices. From October 1, 2019 to March 31, 2020, members of the Community Outreach Division hosted or attended 74 events focused on plaintiffs' class members. These events included work at the Guadalupe Boxing Gym which is a collaborative program between MCSO and the Town of Guadalupe community members which targets at-risk youth focusing on sportsmanship, fair play, and physical, mental, spiritual and emotional health. Community members, including coaches and parents, work alongside deputies and other employees of MCSO to mentor the youth of Guadalupe. The Community Outreach Division has also been very active in the Maryvale community, partnering with the Isaac Community in Action (ICA) Coalition and Terros to focus on reducing drug and alcohol use by youth, among other issues important to the neighborhood. MCSO attends monthly coalition meetings and has hosted prescription drug takebacks and other community events.
- Finally, supervisors reinforce MCSO's policy Preventing Racial and Other Bias-Based Profiling (Critical Policy-8) with all employees twice each year. MCSO's Professional Standards division thoroughly investigates all complaints, brought under this policy. In 2019 MCSO received 15 complaints alleging bias from Hispanic community members. From January 1 to March 31, 2020, MCSO received two complaints alleging bias from the Hispanic community. From July 1, 2016 through March 31, 2020, MCSO received a total of 46 complaints from Hispanic complainants alleging bias, six of which alleged bias during traffic stops. Since July 1, 2016, MCSO Professional Standards Bureau closed 31 of the 46 bias complaint investigations. Of these closed investigations, three were sustained. The remaining were either determined to be unfounded, exonerated or not sustained. None of the three sustained investigations involved traffic stops. All investigative findings were reviewed by the Monitoring Team and found in compliance with the Court's Order.

We will continue to work with the Monitor and the parties on how best to determine the cause of the disparate outcomes identified in the latest report and how best to address racial bias in our patrol function, where it exists. We will remain diligent, continue to develop our internal oversight, accountability and consequences to properly address and root out any behaviors in conflict with our commitment to ethical, constitutional policing practices.