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City of Burbank
MEMORANDUM
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Date: June 30, 2020

To: Deputy Chief Michael Albanese

From: Lieutenant Adam Cornils – Internal Affairs Bureau

Subject: Annual Bias-Based Policing Administrative Review

In accordance with CALEA Standard 1.2.9, I reviewed cases for the 2019 calendar year. The Burbank Police Department's *Bias-Based Policing* policy (#402) defines *Bias-based policing* as, "An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code 13519.4)

I found seven cases involving allegations of bias-based, racial profiling, or discriminatory practices by police department members. I was assigned to the Internal Affairs Bureau in January, 2020. My review of these cases included the incidents as documented in *IAPro*. I was not personally involved in the investigation or management of the cases from the 2019 calendar year.

My review revealed that all seven investigations were initiated via a citizen's complaint. These investigations resulted from enforcement or investigative actions taken by department members. No investigations were initiated internally.

Five of these investigations were classified as "unfounded." In these cases, there was a preponderance of evidence that the alleged act did not occur. Two investigations were classified as "exonerated." In these cases, there was a preponderance of evidence that the alleged act did occur, but that the officers' actions were within policy.

The investigations were provided to the *Office of Independent Review* (OIR) as part of their annual external oversight of Department practices. OIR provides a third party perspective as to the quality of the investigations and if the proper conclusions were reached.

Department Training

In 2019, bias-based policing issues were addressed in Directed Training sessions for Deployment 3. The Directed Training took place from October through November, 2019, in which members of the Department participated in a classroom-based lecture and presentation addressing laws, policies, and procedures related to Bias-Based Policing. The course met the mandate for the two hours of "Racial Profiling" refresher training and fulfilled the requirements of PC 13519.14 and POST Regulation 1081(a).

Review of Department Practices

The tables below show a comparison between field enforcement contacts compared to the U.S. Census demographic data for the 2018 and 2019 calendar years. Data on field enforcement contacts was provided by the Crime Analysis Unit. Traffic citations and advisals were not included in these statistics, as racial demographics are not captured on their related forms at this time:

Total Field Contacts – 2019 (Arrests and Field Interviews)

	White	Hispanic	Black	Asian	Other	Total
	2,282	1,842	572	28	348	5,072
Enforcement %	45%	36%	11%	1%	7%	
Population %	56%	24%	2%	11%	7%	

Total Field Contacts – 2018 (Arrests and Field Interviews)

	White	Hispanic	Black	Asian	Other	Total
	3,016	2,285	708	26	408	6,443
Enforcement %	47%	35%	11%	1%	6%	
Population %	56%	24%	2%	11%	7%	

In reviewing the statistical data above, overall enforcement contacts decreased approximately 21% from 2018 to 2019. Enforcement contact percentages for 2019 increased slightly for the White racial category. Enforcement contacts decreased slightly for the Hispanic and "Other" racial categories. Due to the data set's limitations, I was unable to discern why these percentages changed, although the shift in all categories was minimal.

Overall, when compared to population demographics, enforcement contacts for White and Asian populations occurred at a lower rate than their representation in the population. Enforcement contacts for Hispanic and Black populations occurred at a higher rate than their representation in the population. Enforcement contacts for "Other" were at parity with their representation in the population.

It should be noted, the U.S. Census population demographic data applies only to residents of the community. Burbank's residential population is 103,695, with the referenced demographics. However, Burbank's residential demographics differ significantly from the demographics of the rest of the region (Los Angeles County). U.S. Census Demographic data for Los Angeles County is as follows:

	White	Hispanic	Black	Asian	Other
Population %	26%	49%	9%	15%	1%

Burbank's daytime population is significantly increased as it is a regional hub for light industry, entertainment, commerce, studios, and travel. Significant commuter and visitor traffic from throughout the region enters and transits through Burbank on a daily basis. This likely skews the demographics of the population of police contacts from the strictly residential data acquired via the census. Estimates place the daytime population in

excess of 200,000. There is no data available regarding the daytime population's demographic data. However, based on regional demographics for Los Angeles County, it is likely substantially different from the official residential population demographics.

I also reviewed the Department's *Bias-Based Policing* policy (#402). The policy was last updated on February 12, 2018. The policy reflects all current laws and definitions related to this topic. At this time, I do not recommend any revisions to the policy.