

Implicit Bias & Policing: To Train or Constrain?

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Finn Institute Evaluation of NYPD Implicit Bias Training

Table 7-7. Racial/Ethnic Disparities in Enforcement, 2017-2019.

	2017	2018	2019*
		Pre-FIP	Post-FIP
Number of stops	8,529	3,452	5,707
Stops - % Black	56.2	56.3	57.1
Stops - % Hispanic	31.8	31.4	31.3
Frisks in stops - % Black	57.2	58.4	60.0
Frisks in stops - % Hispanic	32.9	31.4	31.0
Searches in stops - % Black	53.7	52.9	56.7
Searches in stops - % Hispanic	33.8	35.6	31.8
Force in stops - % Black	57.7	52.2	58.9
Force in stops - % Hispanic	30.8	34.6	29.2
Number of summonses	88,827	26,681	37,956
Summonses - % Black	43.8	51.9	50.0
Summonses - % Hispanic	35.0	30.8	34.2
Number of arrests	156,429	58,998	92,157
Arrests - % Black	47.5	46.9	47.9
Arrests - % Hispanic	34.5	35.3	34.5
Force in arrests - % Black	61.3	62.4	60.5
Force in arrests - % Hispanic	29.2	28.6	30.4
Number of non-felony arrests	117,810	43,742	64,087
Non-felony arrests - % Black	46.0	45.1	45.9
Non-felony arrests - % Hispanic	35.3	36.4	35.5

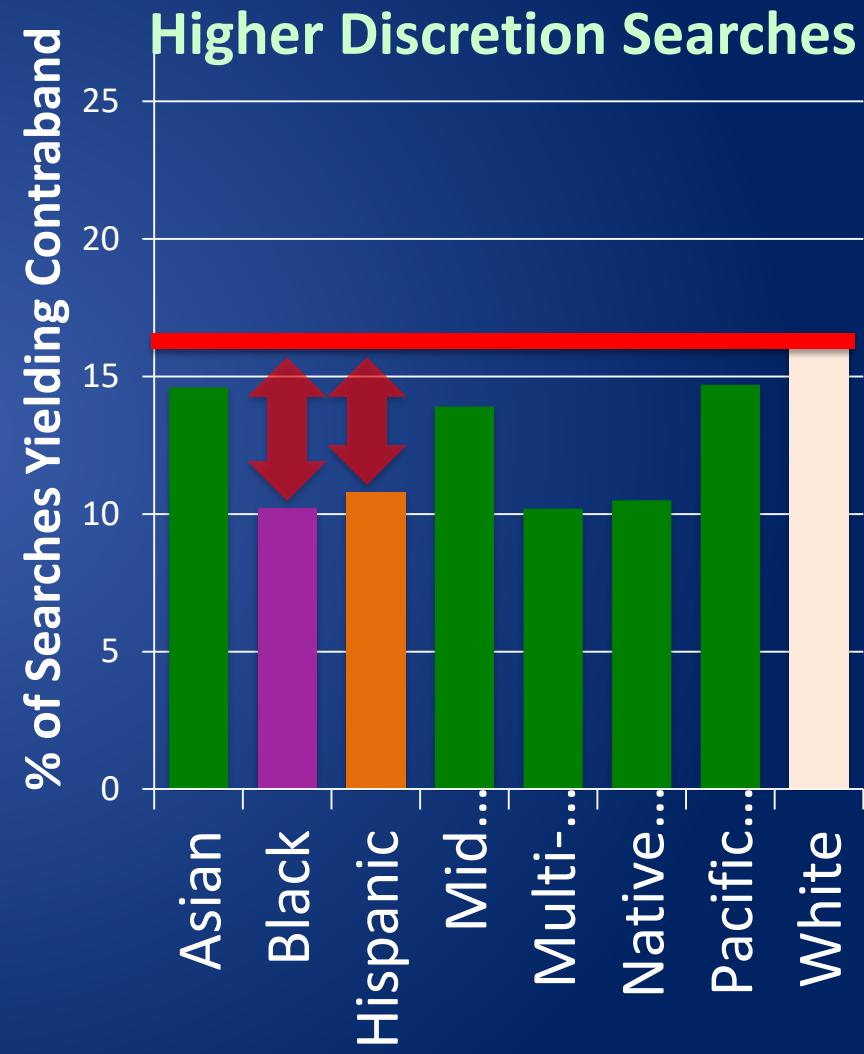
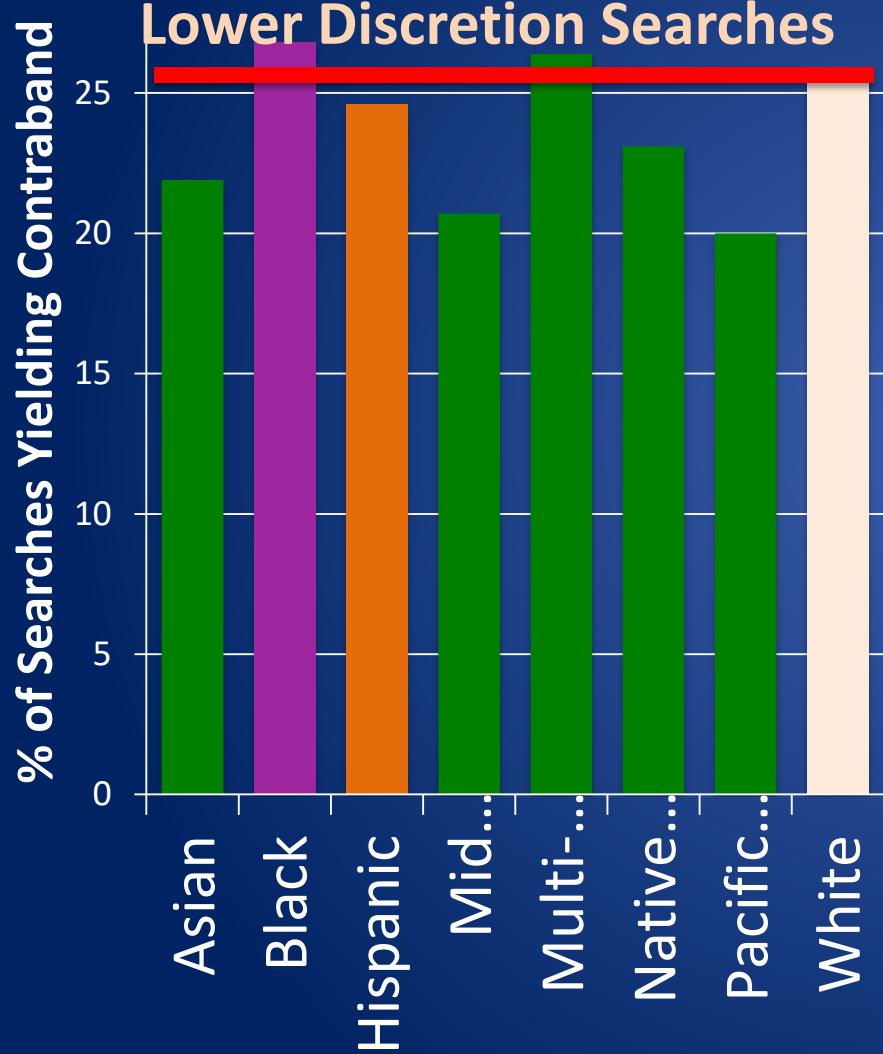
* January 1 – June 30

General Principles for Addressing Implicit Bias

- Reducing the *impact* of implicit bias, rather than reducing the biases themselves.
 - *True* Blinding or “Cloaking” (if possible)
 - Make categories explicit
 - Heighten Accountability
 - Increase time and focus for decisions
 - Need motivation, opportunity, & strategy
 - Constrain Discretion

8 Largest California Agencies, 2018 (2nd 1/2)

(Racial & Identity Profiling Act Report, 2020)



Reducing Discretion

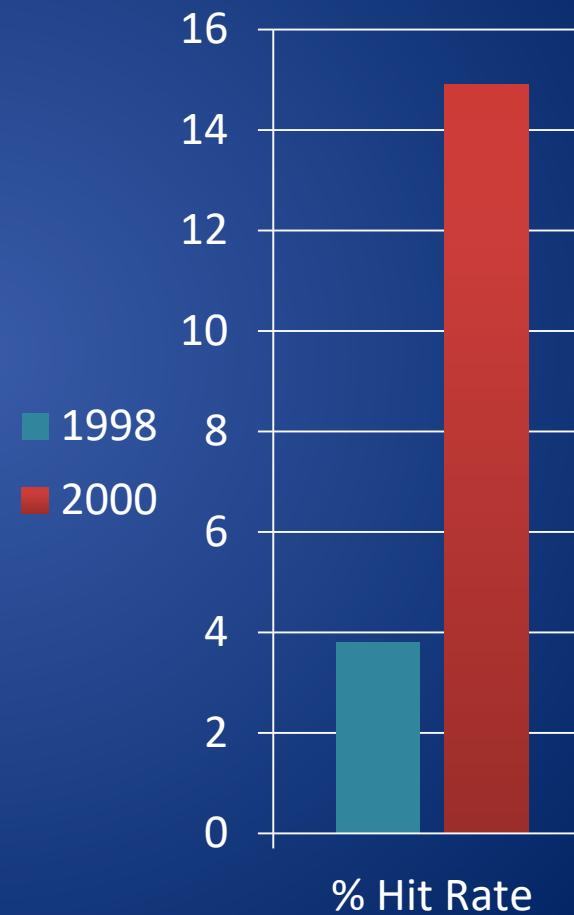
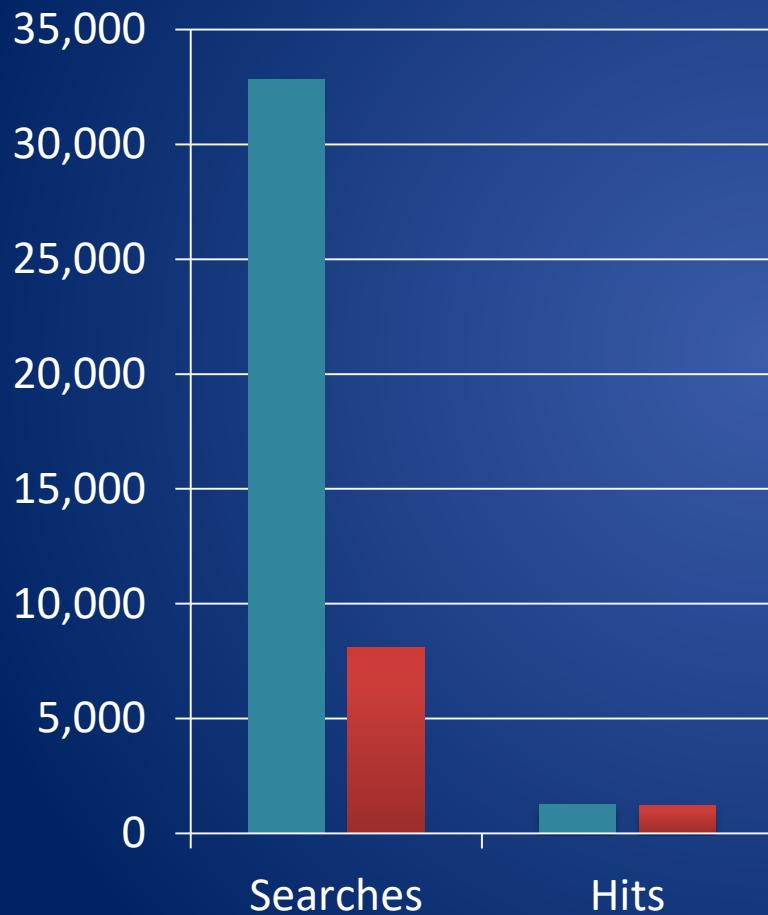
- *More* information-based judgments →
Less stereotype-based judgments
 - American employers who conduct formal criminal background checks are *more* likely to hire African Americans (Holzer, Raphael, & Stoll, 2006)
 - Formal drug testing programs are associated with higher rates of hiring of African Americans (Wozniak, 2014)
 - US Customs circa 1998...

Reducing Discretion?

Case: U.S. Customs, circa 1999

- Raymond Kelly takes charge of Customs Service
- Institutes changes in traveler searches
- Reduces suspicion criteria from 43 to 6 (mostly behavioral)

U.S. Customs



From Ramirez et al. (2003)

U.S. Customs

	1998		
	Searches	Hits	Hit Rate
Black	6,141	365	5.9%
White	11,765	677	5.8%
Latino	14,951	209	1.4%

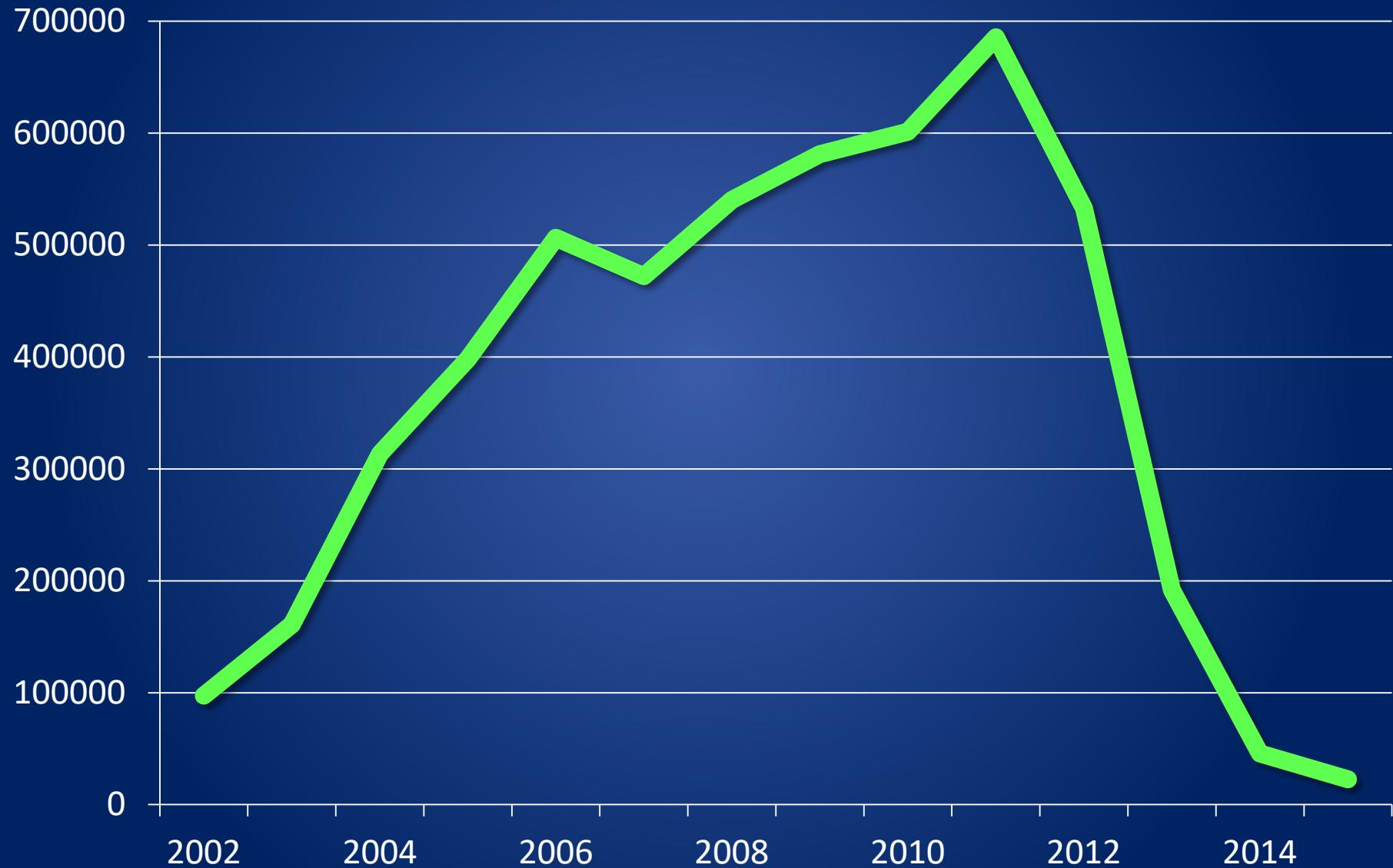
From Ramirez et al. (2003)

U.S. Customs

	1998			2000		
	Searches	Hits	Hit Rate	Searches	Hits	Hit Rate
Black	6,141	365	5.9%	2,437	384	15.8%
White	11,765	677	5.8%	2,931	462	15.8%
Latino	14,951	209	1.4%	2,731	358	13.1%

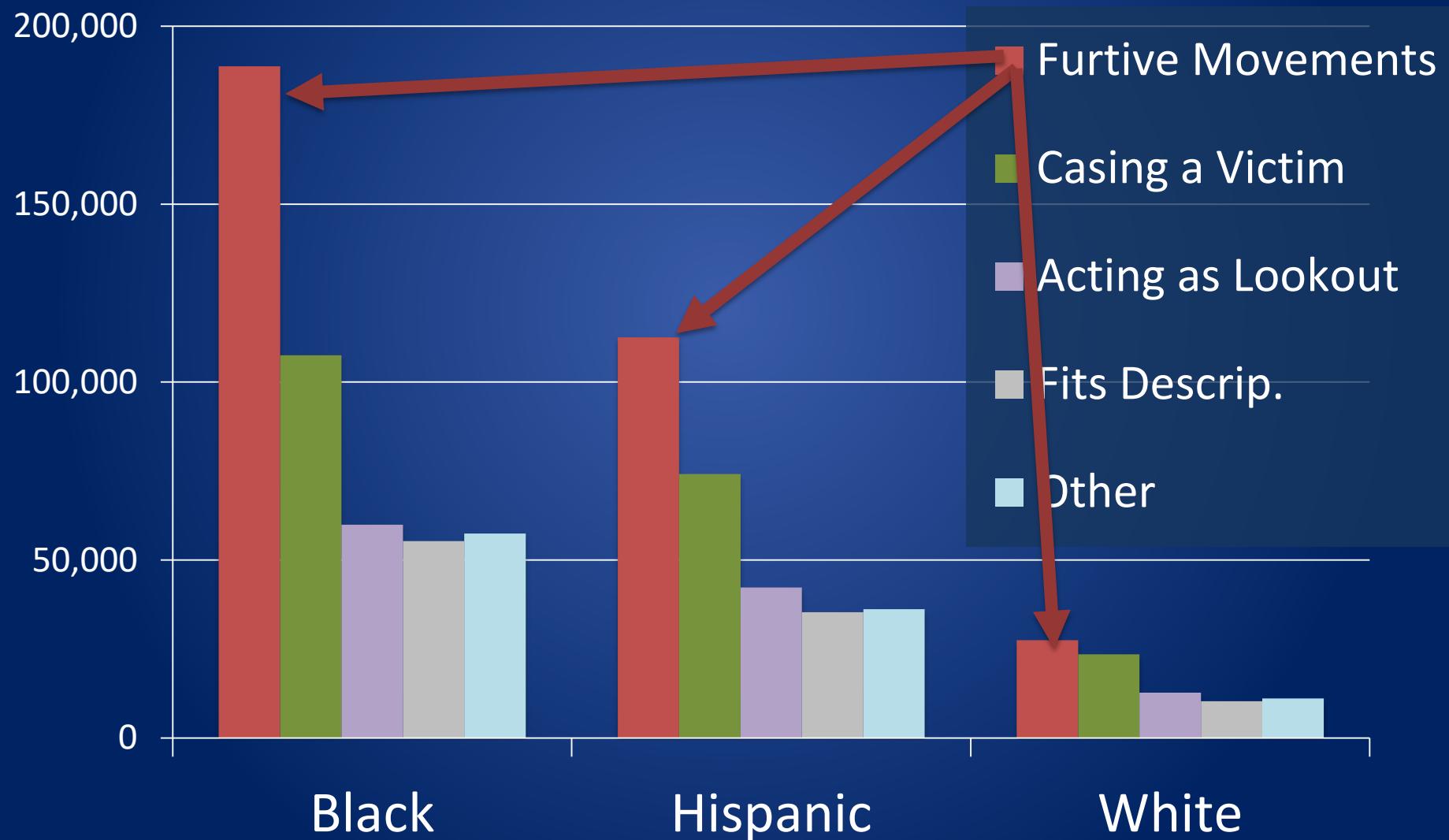
From Ramirez et al. (2003)

NYPD Pedestrian Stops Per Year



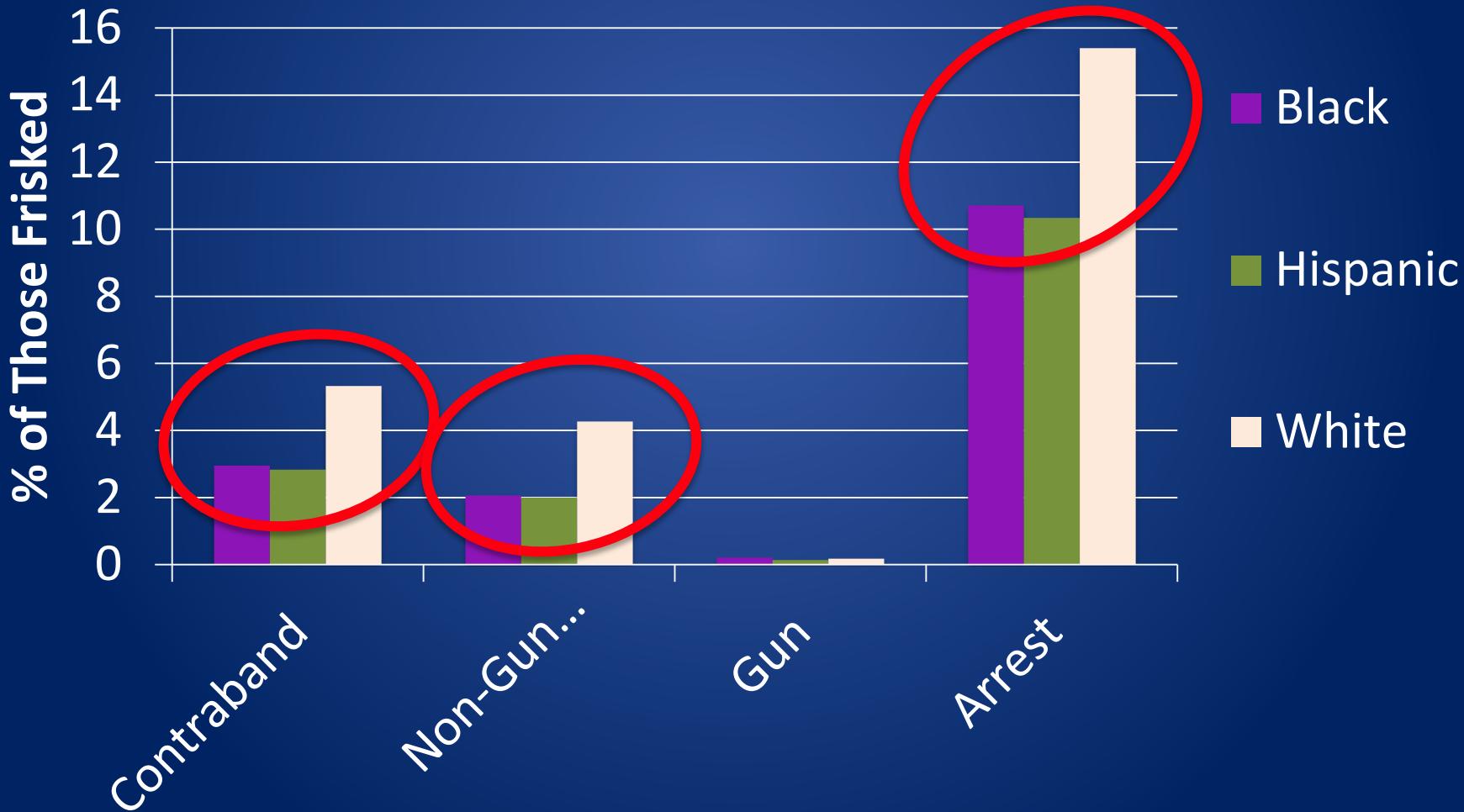
Pedestrian Stops ...Justifications

NYPD, 2011

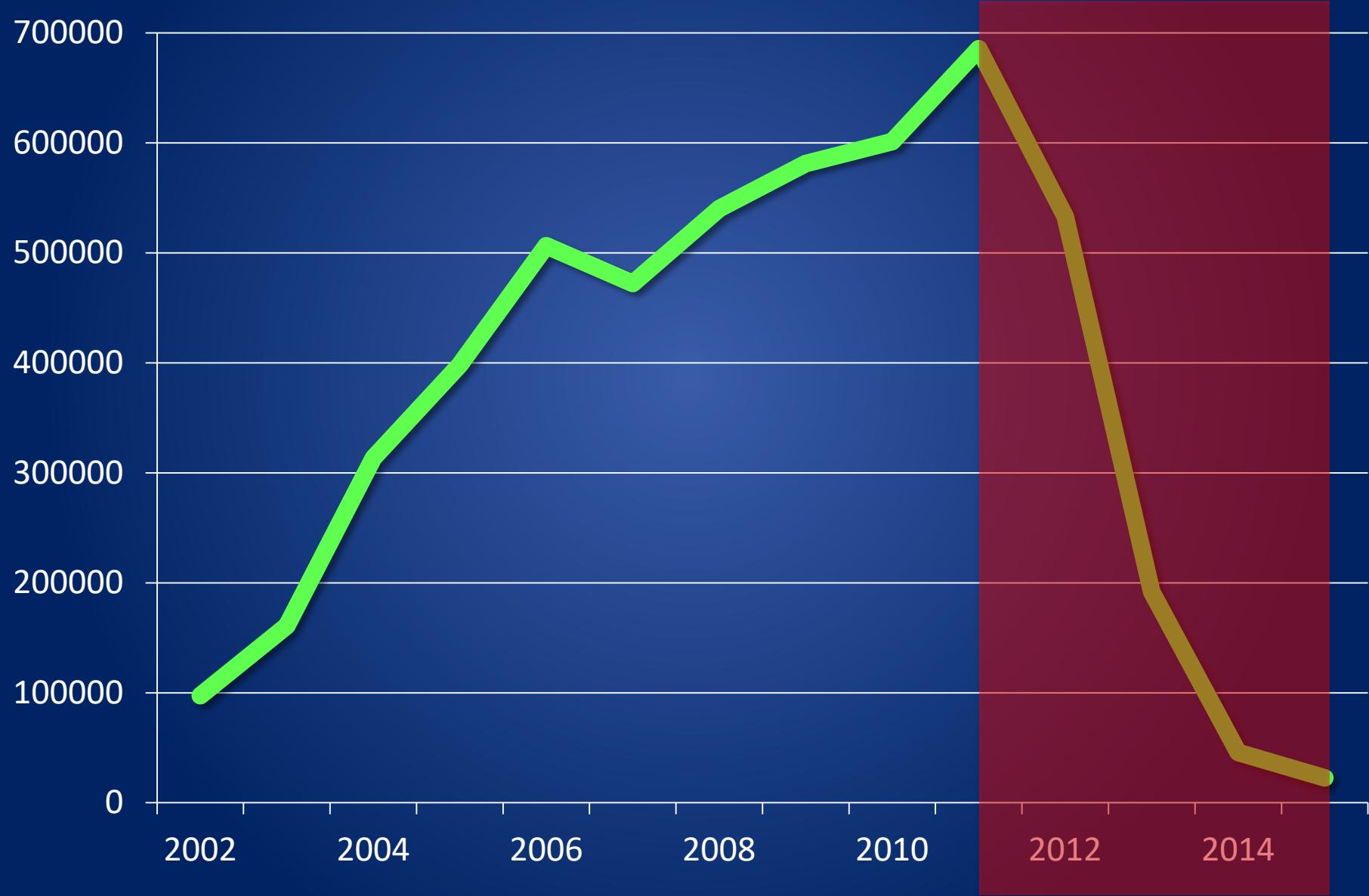


Inferring Bias Using *Outcomes*

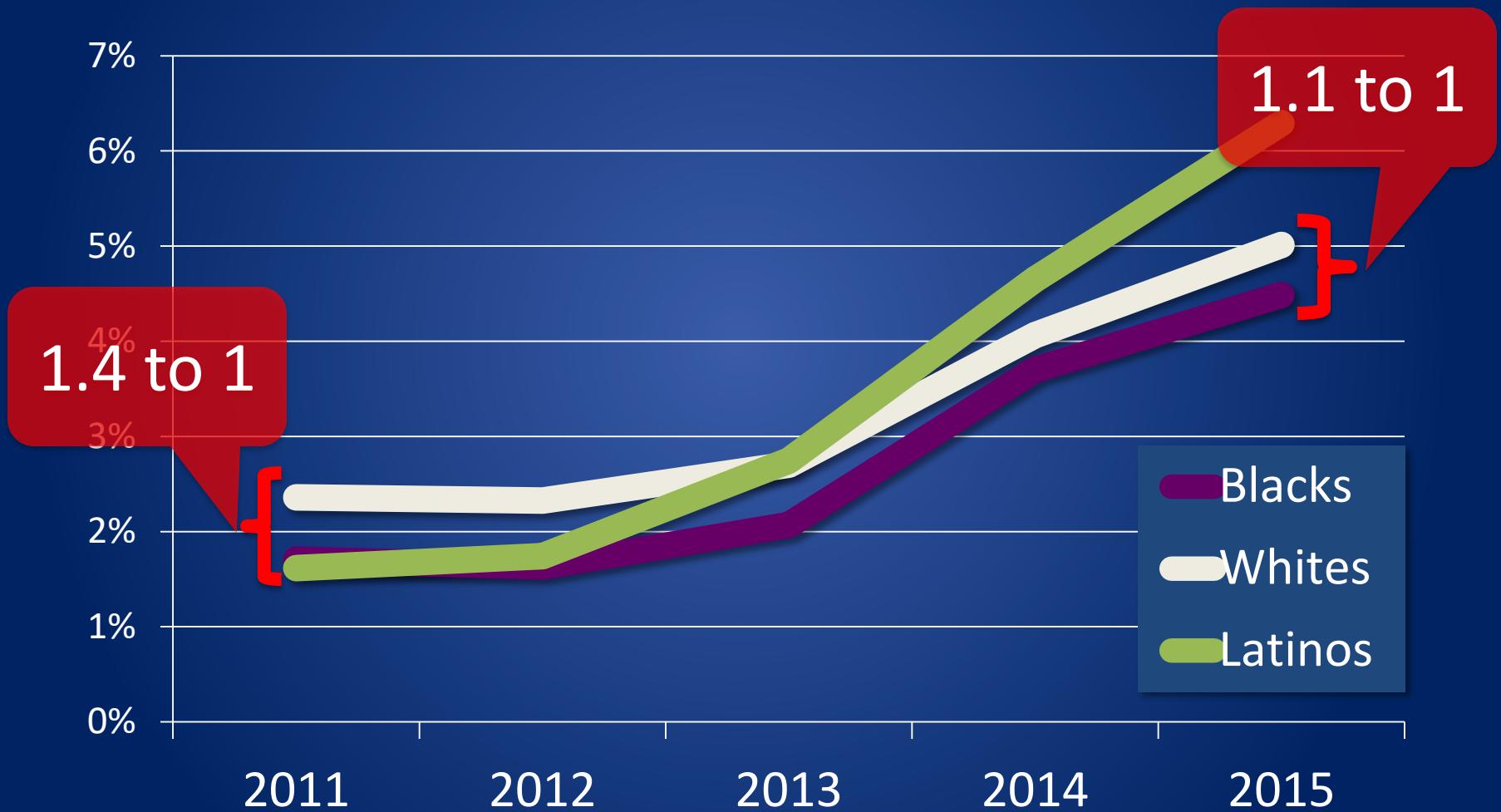
Outcomes of Frisks, NYPD, 2011



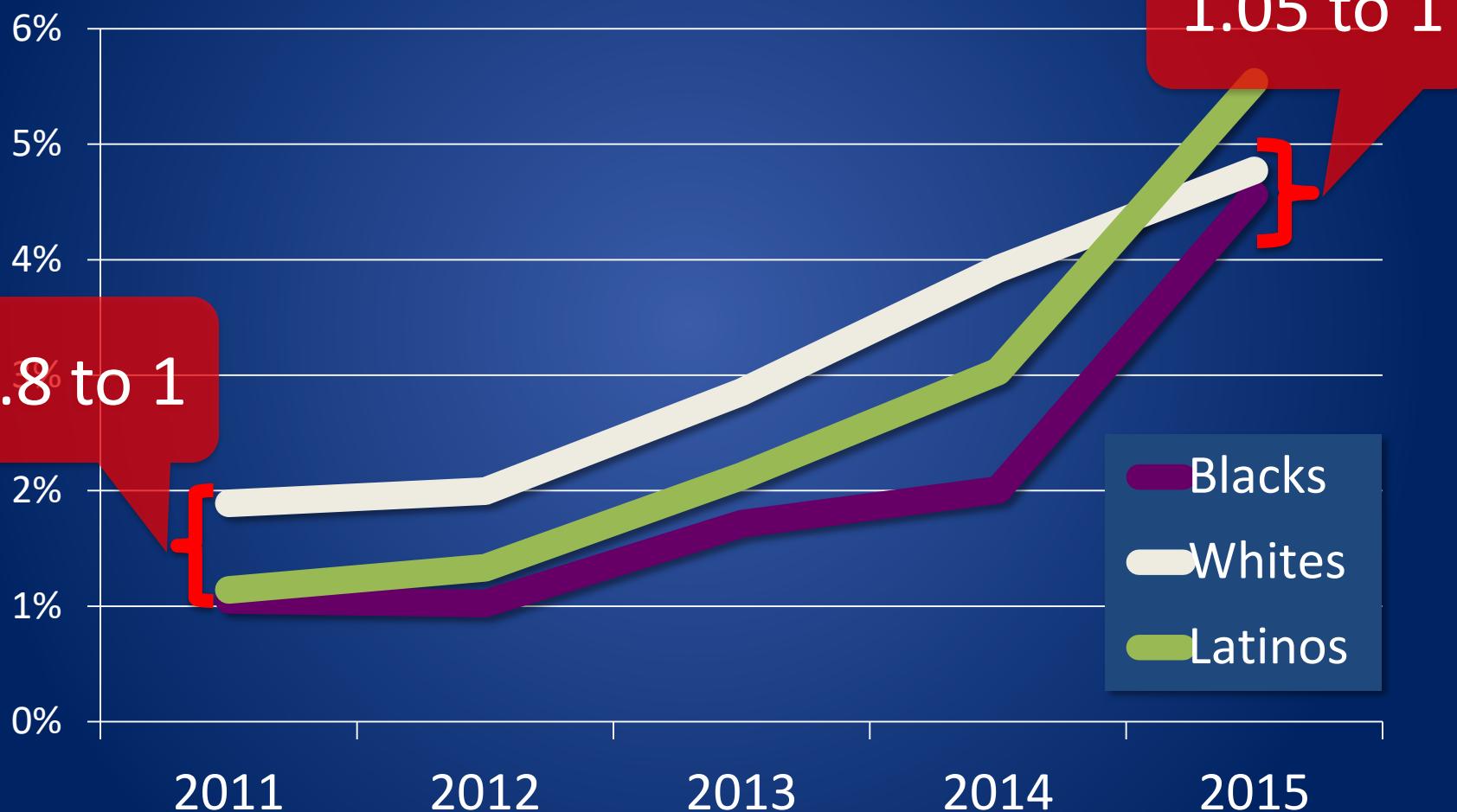
NYPD Stops Per Year



NYPD: % *Contraband* Per Stop



NYPD: % Weapons Per Stop



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- **LONG TERM:** Structural change; Contact

end

