



TOWN OF HUDSON

Police Department

Partners with the Community

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William M. Avery, Jr.
Chief of Police

Captain Tad K. Dionne
Operations Bureau

Captain David A. Cayot
Special Investigations Bureau

Captain David A. Bianchi
Administrative Bureau

Date: June 12, 2020
To: Chief Avery
From: Captain Bianchi
Re: 2019 Biased Based Profiling Review

I have completed an administrative review of the following sources to ensure the Hudson Police Department is in compliance with our Biased Based Profiling Police.

- 1) HPD Policy review.
- 2) A review of 2019 citizen complaints.
- 3) 2019 Arrests.
- 4) 2019 Motor Vehicle Stops

All officers hired after 2004 receive training in Cultural Diversity at the Police Standards and Training Council Recruit Academy. When our new hires are in pre-academy training they receive training in Biased Based Policing.

A review of the department's policy indicates no changes are necessary regarding issues of discrimination.

In 2019 there were no citizen complaints alleging bias against a Hudson Police Employee.

According to census data the demographic makeup of Hudson New Hampshire is 88.8% white and 10.66% minority with .54% not reported. The breakdown of minorities is the following: Hispanic 8.09%, Asian 1.07%, Biracial .939%, and Black .561%. 50.4% of the population is female and 49.6% is male.

Arrest statistics for the 2019 year show a total of 1,028 arrests. 714 of the arrests were in custody and 304 were summons arrests. A total of 11.5% of these were minorities. 63 were Hispanic, 46 were Black, 3 were Asian, 1 was Pacific Islander, and 1 was listed as Unknown.

Of the arrests the number of female arrestees both in custody and summonses showed the following: 283 were white, 29 were Hispanic, 17 were Black, and 1 was Asian.

Motor vehicle stop operator statistics for the 2019 year showed 7,065 operators were contacted on stops. 4,210 were White, 238 were Black, 71 were Asian, 5 were Indian, and 2535 were listed as unknown. Of the stops 4.4% were confirmed minority. It is unknown why there are so many listed as "unknown". This may be due to the start of the E-citation system in 2019.

Of the motor vehicle stops an analysis of the number of female operators showed the following: 1,695 were White, 61 were Black, 27 were Asian, 1 was Indian and 1016 were reported as "unknown".



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