



# TOWN OF HUDSON

## Police Department

*Partners with the Community*

1 Constitution Drive, Hudson, New Hampshire 03051  
Voice/TTY (603) 886-6011/Crime Line (603) 594-1150/Fax (603) 886-0605



*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: January 12, 2021  
To: Chief Avery  
From: Captain Bianchi  
Re: 2020 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 2020 citizen complaints.
- 3) 2020 Arrests.
- 4) 2020 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 2020 there were no citizen complaints alleging bias against a Hudson Police Employee.

According to existing 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 2020 year show a total of 903 arrests. 573 of the arrests were in custody and 266 were summons arrests and 64 were protective custody. A total of 23.1% of these were minorities. 142 were Hispanic, 61 were Black, and 5 were Asian.

Of the arrests the number of female arrestees both in custody and summonses showed the following: 199 were white, 64 were Hispanic, 17 were Black, and 3 were Asian.

Motor vehicle stop operator statistics for the 2020 year showed 7,200 operators were contacted on stops. 5,943 were White, 378 were Black, 133 were Asian, 7 were Indian, and 720 were listed as unknown. Of the stops 7.1% were confirmed minority.

Of the motor vehicle stops an analysis of the number of female operators showed the following: 2,374 were White, 112 were Black, and 41 were Asian, and 320 were reported as “unknown”.



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