



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, 2022
To: Chief Avery
From: Captain Bianchi
Re: 2021 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 2021 citizen complaints.
- 3) 2021 Arrests.
- 4) 2021 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 2021 there was one citizen complaint alleging bias against a Hudson Police Employee. This was investigation and found to be unfounded thanks to BWC footage.

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 2021 year show a total of 846 arrests. 552 of the arrests were in custody and 224 were summons arrests and 70 were protective custody. A total of 21.2% of these were minorities. 104 were Hispanic, 56 were Black, and 10 were Asian.

Of the arrests the number of female arrestees both in custody and summonses showed the following: 257 were white, 4 were Hispanic, 17 were Black, and 9 were Asian.

Motor vehicle stop operator statistics for the 2021 year showed 6,552 operators were contacted on stops. 5,826 were White, 429 were Black, 159 were Asian, 20 were Indian, 6 were Hawaiian or other Pacific Islander, and 112 were listed as unknown. Of the stops 9.3% were confirmed minority.

Of the motor vehicle stops an analysis of the number of female operators showed the following: 2,360 were White, 136 were Black, and 71 were Asian, and 56 were reported as “unknown”.



A NATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY