



# TOWN OF HUDSON

## Police Department

*Partners with the Community*

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Date: January 11, 2024

To: Chief Tad K Dionne

From: Captain Steven McElhinney

Re: 2023 Biased Based Profiling Review

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

- 1) HPD Policy review.
- 2) A review of 2023 citizen complaints.
- 3) 2023 Arrests.
- 4) 2023 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. As of this year the NHPTC Academy requires the three two's that everyone is required to take. They all deal with Biased Based Policing.

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

In 2023 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 2023 year show a total of 994 arrests. 592 of the arrests were in custody and 334 were summons arrests and 68 were protective custody. A total of 11.4% of these were minorities, 20 were Hispanic, 95 were Black, and 17 were Asian.

Of the arrests the number of female arrestees both in custody and summonses showed the following: 250 were white, 24 were Hispanic, 14 were Black, and 4 were Asian.

Motor vehicle stop operator statistics for the 2023 year showed 6,916 operators were contacted on stops. 5,952 were White, 472 were Black, 265 were Asian, 27 were Indian, 2 were Hawaiian or other Pacific Islander, and 198 were listed as unknown. Of the stops 12% were confirmed minority.

Of the motor vehicle stops an analysis of the number of female operators showed the following: 2,234 were White, 147 were Black, and 99 were Asian, and 83 were reported as “unknown”.

Stops as well as arrests were up from the past couple years. The number of arrests and stops of minorities is in line with the demographics of the Town of Hudson.