

Revised Analysis of 2022 Del Carmen Consulting Racial Profiling Report prepared for Bastrop Police Department

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Introduction

The purpose of the analysis is to glean useful data from the report via statistical analysis that examines the results of the 3,811 traffic stops. It is advised to read the full report for details, titled, *Del Carmen Consulting 2022 Racial Profiling Report prepared for Bastrop Police Department*. This analysis is not meant to imply or judge if there has been racial profiling. I conducted my review of the report. I have experience with Criminal Justice data analysis: formerly Director of Research Maryland Dept. of Juvenile Justice; Advanced Graduate Studies in Criminology; Advanced Graduate Certificate in Policy Science; and peer-reviewed articles in various journals regarding Criminal Justice. I also led the effort to revamp recidivism studies for all Juvenile Justice interactions and the protocol is still being used to date.

Regarding this analysis given the categorical and nominal data available, it is useful to compare the results of frequency data via Chi-square statistics. It allows you to examine Expected and Observed data. The Del Carmen report indicated that it decided to compare race data using the Households with Vehicle Access. The report stated on page 24, "In 2002, some civil rights groups in Texas expressed their concern and made recommendations to the effect that all police departments should rely, in their data analysis, on the Fair Roads Standard. This source contains census data specific to the number of "households" that have access to vehicles. Thus, proposing to compare "households" (which may have multiple residents and only a few vehicles) with "contacts" (an individual-based count). In essence, this constitutes a comparison that may result in ecological fallacy. Despite this risk, as noted earlier, the Bastrop Police Department accepted the recommendation to utilize this form of comparison (i.e., census data relevant to households with vehicles) in an attempt to demonstrate its "goodwill" and "transparency" before the community. Thus, the Fair Roads Standard data obtained and used in this study is specifically relevant to the city of Bastrop."

It is understood that the Household with Vehicle Access by Race has limitations but was recommended as an accepted measure for comparison. I used the Fair Roads Standard in my analysis but also used Census Data and contrasted the two outcomes for the "Before Race/Ethnicity is Known" measures. Please note that drivers stopped could reside outside Bastrop City limits. As a result, Del Carmen pointed out that census data focusing on city limits presents a significant problem.

The first part of my analysis focuses on events that occur “Before Race/Ethnicity Is Known” (reported as 96.6%). As previously stated, it relies on the comparison of stops with census data (2 types) via the Chi-Square test Goodness of Fit and Chi-Square test for Independence. The following were examined (highlighted means statistically significant disparity was found): **Total Motor Vehicle Stops**, **Moving Vehicle Stops**, **Vehicle Traffic Violation Stops**, **Violation of Law Stops**, **Gender Stops**, and **City Street vs State Highway Stops**.

The second part of this analysis does not rely on the Household with Vehicle Access by Race or the Census data measures for comparison. The analysis examines events that occurred “After Race/Ethnicity Is Known.” In this part of the analysis, I am comparing the % of a race within each category via the Chi-Square test for Independence. As a result of using actual observed data, the results can indicate if there was an actual disproportionate representation of the Race/Ethnicity (overrepresented and underrepresented; and direction of the disparity) and whether the differences are statistically significant. The following Categories when Race/Ethnicity was known were examined (highlighted means statistically significant disparity was found): **Citation vs Written Warning**, **Search**, **Consent and Probable Cause Search**, **Contraband Found**, **Contraband Found and Arrest**, **Arrest and Reason for Arrest (Penal Code Arrest, Outstanding Warrant Arrest)**. Please read the Results section of each category, including the first part of the analysis of the data, titled *Measures and Statistics Before Race Is Known (2022)*. The second part of the analysis is titled *Measures and Statistics After Race/Ethnicity Is Known (2022)*. Where tests of significance statistics could not be computed due to sparse numbers, descriptive statistical analysis was provided. It should be noted there was one Complaint filed for Possible Violations of Texas Racial Profiling Law which was Not Sustained (page 4 of Del Carmen Consulting Report).

This analysis packet contains the following:

Introduction

Data Analysis

Topics for Further Inquiry & Explanation of Statistics

Internet Addresses for Racial Profile History and Opinions

Results from a previous analysis I completed on the 2019 EEO-4 Report and 2019 Bastrop City Employees Wage Data

My analysis is not in any way connected to any one group or influence that would cause bias in this report. I hope others review this report and provide feedback. I am grateful to the Bastrop Police Department Chief and City Manager for their willingness to accept feedback. I am also grateful to our Police Officers for their service.

Data Analysis of Racial Profiling Report Bastrop Police Department 2022

Final Draft (1/26/24)

Note: A p-value of less than or equal to 0.05 is regarded as evidence of a statistically significant result, and in these cases, the null hypothesis should be rejected (no difference) in favor of the alternative hypothesis (there is a difference). As a result of analysis, I have accepted the alternative hypothesis. Alaska Native, American Indian, Asian, and Pacific Islander (2% of Total Stops), were removed from some categories for comparison analysis in the Measures and Stats After Race is Known due to the sparse numbers of Traffic Stops in a specific category.

Note: Orange and Yellow highlights in the table indicate a significant difference between Observed and Expected, and indicate the direction of the disparity.

Measures and Statistics Before Race/Ethnicity Is Known

% Race Not Known Before Stop = 99.6% (3795)

% Race Known Before Stop = .4% (16)

Total Motor Vehicle Stops = 3811

| Race/Ethnicity | Observed | Expected | Household Veh Expected Rate | Observed Stops Rate |
|----------------|----------|----------|--------------------------------|------------------------|
| AN/AI | 37 | 38 | .01 | .01 |
| Asian/PI | 49 | 152 | .04 | .01 |
| Black | 419 | 267 | .07 | .11 |
| White | 2082 | 2477 | .65 | .55 |
| Hispanic | 1224 | 877 | .23 | .32 |

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|------|------|
| 37 | 0.01 |
| 49 | 0.04 |
| 419 | 0.07 |
| 2082 | 0.65 |
| 1224 | 0.23 |

Calculation results

X2 357.867524

P-value < .01

Degrees of freedom 4

| Race/Ethnicity | Observed | Expected | Census Exp Rate | Observed Stops Rate |
|----------------|----------|----------|-----------------|---------------------|
| AN/AI | 37 | 38 | .01 | .01 |
| Asian/Pi | 49 | 76 | .02 | .01 |
| Black | 419 | 267 | .07 | .11 |
| White | 2082 | 2287 | .6 | .55 |
| Hispanic | 1224 | 1143 | .3 | .32 |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|------|------|
| 37 | 0.01 |
| 49 | 0.02 |
| 419 | 0.07 |
| 2082 | 0.6 |
| 1224 | 0.3 |

Calculation results

X2 120.625370

P-value < .01

Degrees of freedom 4

Results for Total Stops

The % Households with Vehicle Comparison indicated significant statistical differences between Observed & Expected Stops; proportionally, more Black & Hispanic Stops than White or Asian/PI and much fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black Stops than Hispanic, White, or Asian/PI and fewer White Stops than Expected.

Moving Traffic Vehicle Stops = 2431 (64%)

| Race/Ethnicity | Observed | Expected | Household Veh Expected Rate |
|----------------|----------|----------|--------------------------------|
| AN/AI | 29 | 24 | .01 |
| Asian/PI | 45 | 97 | .04 |
| Black | 271 | 170 | .07 |
| White | 1273 | 1580 | .65 |
| Hispanic | 813 | 559 | .23 |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|------|------|
| 29 | 0.01 |
| 45 | 0.04 |
| 271 | 0.07 |
| 1273 | 0.65 |
| 813 | 0.23 |

Calculation results

X² 263.686114

P-value < .01

Degrees of freedom 4

| Race/Ethnicity | Observed | Expected | Census Exp Rate |
|----------------|----------|----------|-----------------|
| AN/AI | 29 | 24 | .01 |
| Asian/PI | 45 | 49 | .02 |
| Black | 271 | 170 | .07 |
| White | 1273 | 1459 | .6 |
| Hispanic | 813 | 729 | .3 |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|------|------|
| 29 | 0.01 |
| 45 | 0.04 |
| 271 | 0.07 |
| 1273 | 0.65 |
| 813 | 0.23 |

Calculation results

X² 263.686114

P-value < .01

Degrees of freedom 4

Results for Moving Vehicle Stops

The % Households with Vehicle Comparison indicated significant statistical differences between Observed & Expected Stops; proportionally, more Black & Hispanic Stops than White, AN/AI or Asian/PI; and fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black and Hispanic Stops than White, AN/AI or Asian/PI; also, fewer White Stops than Expected.

Vehicle Traffic Violation Stops = 1290 (34%)

| Race/Ethnicity | Observed | Expected | Household Veh Expected Rate |
|----------------|----------|----------|-----------------------------|
| AN/AI | 7 | 13 | .01 |
| Asian/PI | 4 | 52 | .04 |
| Black | 142 | 90 | .07 |
| White | 754 | 839 | .65 |
| Hispanic | 383 | 297 | .23 |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|-----|------|
| 7 | 0.01 |
| 4 | 0.04 |
| 142 | 0.07 |
| 754 | 0.65 |
| 383 | 0.23 |

Calculation results

| | |
|--------------------|------------|
| X ² | 109.825894 |
| P-value | <.01 |
| Degrees of freedom | 4 |

| Race/Ethnicity | Observed | Expected | Census Exp Rate |
|----------------|----------|----------|-----------------|
| AN/AI | 7 | 12.9 | .01 |
| Asian/PI | 4 | 25.8 | .02 |
| Black | 142 | 90.3 | .07 |
| White | 754 | 774 | .6 |
| Hispanic | 383 | 387 | .3 |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|-----|------|
| 7 | 0.01 |
| 4 | 0.02 |
| 142 | 0.07 |
| 754 | 0.6 |
| 383 | 0.3 |

Calculation results

X² 51.276855

P-value <.01

Degrees of freedom 4

Results for Vehicle Traffic Violation Stops

The % Households with Vehicle Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black and Hispanic Stops than White, Asian/PI, or AN/AI; and fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black Stops than White, Hispanic, AN/AI or Asian/PI.

Violation of Law Stops = 84 (2%)

| Race/Ethnicity | Total # of Stops | VOL Stops | Total Stops minus VOL Stops | % of Total Stops | % of VOL Stops |
|----------------|------------------|-----------|-----------------------------|------------------|----------------|
| AN/AI | 37 | 1 | 36 | 0.0% | 1.2% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% |
| Black | 419 | 5 | 414 | 0.1% | 6.0% |
| White | 2082 | 52 | 2030 | 1.4% | 61.9% |
| Hispanic | 1224 | 26 | 1198 | 0.7% | 31.0% |
| | 3811 | 84 | 3727 | | 1 |

Results for VOL

Chi-Square test of Independence indicated there were no statistically significant differences between Observed & Expected Violation of Law Stops.

Note: There were also Stops for Pre-existing Knowledge (6), which were only 0.15% of all Motor Vehicle Stops.

Gender

Overall, 42% were Female and 58% Male

| Race/Ethnicity | Number | Male | % Stops Male w/in Race | Female | % Stops Female w/in Race |
|----------------|--------|------|------------------------|--------|--------------------------|
| AN/AI | 37 | 28 | 76% | 9 | 24% |
| Asian/PI | 49 | 34 | 69% | 15 | 31% |
| Black | 419 | 269 | 64% | 150 | 36% |
| White | 2082 | 1106 | 53% | 976 | 47% |
| Hispanic | 1224 | 763 | 62% | 461 | 38% |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

28 9
34 15
269 150
1106 976
763 461

Calculation results

X² 43.560528

P-value < .01

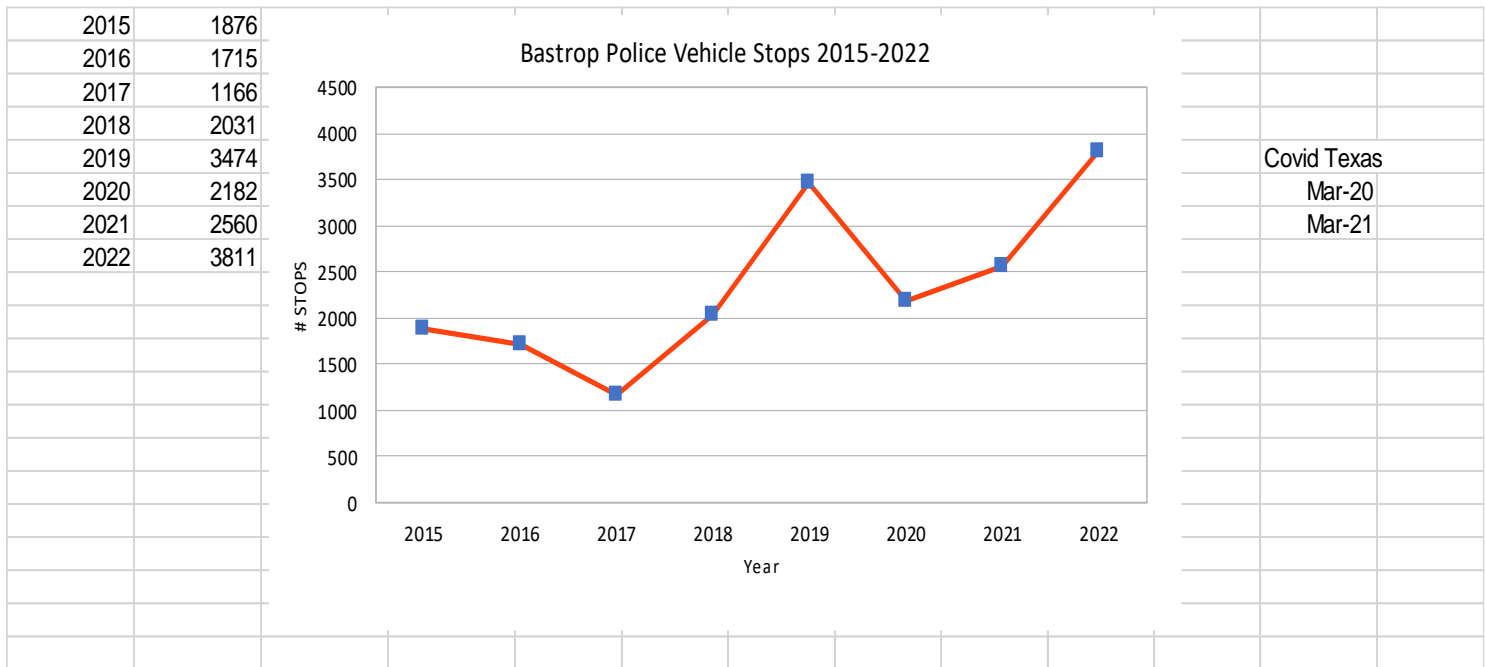
Degrees of freedom 4

Results for Gender

There were statistically significant differences between Observed & Expected Stops for Gender; proportionally, more Black, Hispanic, AN/AI and Asian/PI Men were Stopped than White Male.

City Street vs State Highway Stops

| Location of Stop | 2021 Year | 2022 Year | |
|------------------|-----------|-----------|-------------|
| City Street | 1719 | 2021 | |
| US Highway | 0 | 0 | |
| County Road | 839 | 0 | |
| State Highway | 0 | 1790 | |
| Private Property | 2 | 0 | |
| | 2560 | 3811 | |
| | 67% | 53% | City Street |
| | 33% | 47% | Other |



Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|----|----|
| 67 | 53 |
| 33 | 47 |

Calculation results
 χ^2 4.083333
 P-value 0.043308
 Degrees of freedom 1

Discussion

Covid may have had an impact that resulted in fewer Traffic Stops; in Texas, Restrictions began March of 2020 and were removed March of 2021. Statistically, there were more Stops on State Highway/Other than City Streets in 2022 than 2021; and fewer Stops on City Streets in 2022 than 2021.

Measures and Statistics After Race/Ethnicity is Known

Citation

35% (1125) of Traffic Stops Resulted in a Citation and 65% (2364) resulted in a Written Warning
 Written Warning and Arrest = 18, Citation and Arrest = 34, Total = 52 (Same number as Total Arrests); Arrest data was included in the % calculations for Citations (that data was separate in Report)

| Race Ethnicity | Total # of Stops | Citation | No Citation | % Citation issued in Total Stops | % of Race in Citation issued | Expected % for Race in Citation issued | % of Citation issued in Total Stops w/in Race |
|----------------|------------------|----------|-------------|----------------------------------|------------------------------|--|---|
| AN/AI | 37 | 10 | 27 | 0.3% | 0.9% | 1% | 27% |
| Asian/PI | 49 | 13 | 36 | 0.3% | 1.1% | 1% | 27% |
| Black | 419 | 159 | 260 | 4% | 13.7% | 11% | 38% |
| White | 2082 | 483 | 1599 | 13% | 41.7% | 55% | 23% |
| Hispanic | 1224 | 494 | 730 | 13% | 42.6% | 32% | 40% |

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

10 27

13 36

159 260

483 1599

494 730

Calculation results

X2 120.208201

P-value < .01

Degrees of freedom 4

Results for Citation & Written Warning

There were statistically significant differences between Observed & Expected for receiving a Citation; proportionally, more Black and Hispanic received a Citation than White, AN, and Asian/PI; fewer Whites received a Citation than Expected.

Note: A Written Warning is given whenever a Citation is not issued (confirmed 1/24/24)

Search

143 Searches were completed (4% of Stops). All Arrests had a Search (52).

| Race Ethnicity | Total # of Stops | Search | No Search | % Searches in Total Stops | % of Race in Searches | Expected % for Race in Searches | % of Searches in Total Stops w/in Race |
|----------------|------------------|--------|-----------|---------------------------|-----------------------|---------------------------------|--|
| AN/AI | 37 | 2 | 35 | 0.1% | 1.4% | 1% | 5% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% | 1% | 0% |
| Black | 419 | 38 | 381 | 1.0% | 26.6% | 11% | 9% |
| White | 2082 | 49 | 2033 | 1.3% | 34.3% | 55% | 2% |
| Hispanic | 1224 | 54 | 1170 | 1.4% | 37.8% | 32% | 4% |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

38 381
49 2033
54 1170

Calculation results

X2 45.159552

P-value < .01

Degrees of freedom 2

Results for Search

There were statistically significant differences between Observed & Expected for being searched; proportionally, more Black and Hispanic received a Search than White; fewer Whites received a Search than Expected. AN/AI and Asian/PI were not included due to sparse numbers.

Note: Not all Searches result in Arrest; one might be arrested and then a search occurs, which may explain why all Arrests had a Search.

Reason for Search

There were 143 Searches; the majority were due to Consent and Probable Cause. There were also 2 for Contraband in Plain View, 5 for Inventory, and 6 due to an Incident to Arrest, which accounted for 9% of all Arrests.

Probable Cause Search

| Race Ethnicity | Total # of Stops | Probable Cause | Not Probable Cause | % Probable Cause Searches in Total Stops | % of Race in Probable Cause Searches | Expected % for Race in Probable Cause Searches | % of Probable Cause Searches in Total Stops w/in Race |
|----------------|------------------|----------------|--------------------|--|--------------------------------------|--|---|
| AN/AI | 37 | 2 | 35 | 0.1% | 1.8% | 1% | 5.4% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% | 1% | 0.0% |
| Black | 419 | 33 | 386 | 0.9% | 30.3% | 11% | 7.9% |
| White | 2082 | 35 | 2047 | 0.9% | 32.1% | 55% | 1.7% |
| Hispanic | 1224 | 39 | 1185 | 1.0% | 35.8% | 32% | 3.2% |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

33 386
35 2047
39 1185

Calculation results

X2 48.620993

P-value < .01

Degrees of freedom 2

Results for Probable Cause Search

Probable Cause Searches were 109 of the 143 Searches (76%). There were statistically significant differences between Observed & Expected for Probable Cause Search; proportionally, more Blacks and Hispanics received a Probable Cause Search than Whites; fewer Whites received a Probable Cause Search than Expected. AN/AI and Asian/PI were not included due to sparse numbers.

Consent Search

Consent Searches were 21 of the 143 Searches (15%)

| Race Ethnicity | Total # of Stops | Consent | Not Consent | % Consent Search in Total Stops | % of Race in Consent Searches | Expected % for Race in Consent Searches | % of Consent Searches in Total Stops w/in Race |
|----------------|------------------|---------|-------------|---------------------------------|-------------------------------|---|--|
| AN/AI | 37 | 0 | 37 | 0.0% | 0 | 1% | 0.0% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0 | 1% | 0.0% |
| Black | 419 | 4 | 415 | 0.1% | 19.0% | 11% | 1.0% |
| White | 2082 | 7 | 2075 | 0.2% | 33.3% | 55% | 0.3% |
| Hispanic | 1224 | 10 | 1214 | 0.3% | 47.6% | 32% | 0.8% |

Results for Consent Search

Chi-Square test of Independence /Homogeneity of Goodness-of-fit could not be calculated due to small numbers in this category. Inspection of the numbers indicates Hispanics and Blacks were more likely to Consent to a Search; fewer Whites received a Consent Search than Expected.

Contraband Found

Contraband was found in 120 of the 143 Searches (84%). Drugs were 91% of the Contraband. Other Contraband types included Weapons (2), Alcohol (16), and Other (3); these items appear to overlap with each other, such as if a Search found a Weapon and Drugs.

| Race Ethnicity | Total # of Stops | Contraband Found | Contraband Not Found | % Contraband Found in Total Stops | % of Race in Contraband Found | Expected % for Race in Contraband Found | % of Contraband Found in Total Stops w/in Race |
|----------------|------------------|------------------|----------------------|-----------------------------------|-------------------------------|---|--|
| AN/AI | 37 | 1 | 36 | 0.0% | 0.8% | 1% | 2.7% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% | 1% | 0.0% |
| Black | 419 | 34 | 385 | 0.9% | 28.3% | 11% | 8.1% |
| White | 2082 | 42 | 2040 | 1.1% | 35.0% | 55% | 2.0% |
| Hispanic | 1224 | 43 | 1181 | 1.1% | 35.8% | 32% | 3.5% |

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit

Table data

| | |
|----|------|
| 34 | 385 |
| 42 | 2040 |
| 43 | 1181 |

Calculation results

| | |
|--------------------|-----------|
| X2 | 42.528399 |
| P-value | < .01 |
| Degrees of freedom | 2 |

Results for Contraband Found

There were statistically significant differences between Observed & Expected for Contraband Found; proportionally, more Black Contraband Found than Hispanic and White; and fewer Whites had Contraband Found. AN/AI and Asian/PI were not included due to sparse numbers.

Contraband Found & Arrest

There were 33 Arrests for Contraband (63% of Arrests) and there was a total of 52 Arrests.

| Race Ethnicity | Total # of Stops | Contra Found & Arrest | Contra Found & No Arrest | % Contraband Found & Arrest in Total Stops | % of Race in Contraband Found & arrest | Expected % for Race in Contraband Found and Arrest | % of Contraband Found & Arrest in Total Stops w/in Race |
|----------------|------------------|-----------------------|--------------------------|--|--|--|---|
| AN/AI | 37 | 0 | 37 | 0.0% | 0.0% | 1% | 0.0% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% | 1% | 0.0% |
| Black | 419 | 10 | 409 | 0.3% | 30.3% | 11% | 2.4% |
| White | 2082 | 11 | 2071 | 0.3% | 33.3% | 55% | 0.5% |
| Hispanic | 1224 | 12 | 1212 | 0.3% | 36.4% | 32% | 1% |

Results for Contraband Found and Arrest

Chi-Square test of Independence /Homogeneity of Goodness-of-fit could not be calculated due to small numbers in this category. Inspection of the numbers indicates Blacks were more likely to be Arrested if Contraband was found than Hispanic and White; fewer Whites were Arrested when Contraband was found than Expected.

Arrest and Reason for Arrest

There were 52 in the Arrest Category; 28 for Penal Code (54%) and 23 for Outstanding Warrant (44%). There was only one Arrest for Traffic Violation.

| Race | Total Arrest | %Total Arrest | Penal Code | % Arrest for Penal Code | Warrant | % Arrest for Warrant |
|----------|--------------|---------------|------------|-------------------------|---------|----------------------|
| AN/AI | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| Black | 11 | 21% | 8 | 29% | 3 | 13% |
| White | 22 | 42% | 13 | 46% | 9 | 39% |
| Hispanic | 19 | 37% | 7 | 25% | 11 | 48% |

| Race/Ethnicity | Total # of Stops | Arrest | Not Arrested | % Arrested in Total Stops | % of Race in Arrests | Expected % for Race in Arrests | % of Arrests in Total Stops w/in Race |
|----------------|------------------|--------|--------------|---------------------------|----------------------|--------------------------------|---------------------------------------|
| AN/AI | 37 | 0 | 37 | 0.0% | 0 | 1% | 0% |
| Asian/PI | 49 | 0 | 49 | 0.0% | 0.0% | 1% | 0% |
| Black | 419 | 11 | 408 | 0.3% | 21.2% | 11% | 3% |
| White | 2082 | 22 | 2060 | 0.6% | 42.3% | 55% | 1% |
| Hispanic | 1224 | 19 | 1205 | 0.5% | 36.5% | 32% | 2% |

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

11 408

22 2060

19 1205

Calculation results

X2 6.558745

P-value < 0.05

Degrees of freedom 2

Results Arrest

There were statistically significant differences between Observed & Expected for Arrests; proportionally, more Black Hispanic had an Arrest than Hispanic and White; fewer Whites were Arrested than Expected.

The numbers were too sparse to statistically compare Penal Code and Warrant Arrests.

Topics for Further Inquiry

1. Include data on the residence of each Stop (such as -In City, In County, In State or Out of State).
2. Compare the current year's report with last year's report via a standard protocol; this also provides an important comparative analysis.
3. Seek explanations of the possible reasons for differences between Expected and Observed outcomes; this could include discussions with police officers, citizens, and others via focus groups or a different type of group event; surveys would be another option. Are Socio-Economic factors, such as Poverty a factor?
4. Research what are the best methods to compare race; for example, improve % Households with Vehicle Access data, census data specific to 18 years and older, and other measures via consultations with national experts in Racial Profiling analysis.
5. Consider the impact of the cessation of Motor Vehicle Inspections in 2025 (On Aug. 5, 2024, Gov. Greg Abbott signed House Bill 3297 into law, which eliminates regular mandatory vehicle safety inspections for noncommercial vehicles). For example, more vehicles may be on the road that present hazards and result in more Vehicle Traffic Violation Stops.
6. Consider providing racial/ethnicity and gender data of the police officers as of the end of the reporting period (not for every Stop, etc.) in three groups:
 - Those who make Stops
 - Those who do not make Stops
 - Total Police Force

Explanation of Statistics

1. The data qualified for Chi-Square tests for Independence/Homogeneity and Goodness of fit based on Assumptions and Conditions required by Chi-Square tests.
2. % in Total Stops = # in the Total Stops in Race ÷ # Total Stops: such as # of White Citations, $2082 \div 3,811$ (Total Stops).
3. % of Race in Category = # in the Category for Race ÷ #Stops in for Race, such as # of White Citation, $483 \div 1,125$ (Total # of Citations issued).
4. Expected % for Race = # of Stops in Race ÷ # Total Stops; which is 1% AN/AI, 1% Asian/PI, 11% Black, 55% White, 32% Hispanic.
5. % of Category in Total Stops for Race = # in the Total Stops in Race ÷ # Total Stops in Category: such as # of White Citations, $483 \div 2082$ (Total Stops in Race).

Internet Addresses for Racial Profile History and Opinions

Roots of Racial Profiling

<https://historynewsnetwork.org/article/1167>

The Persistence of Racial and Ethnic Profiling in The United States

<https://www.aclu.org/publications/persistence-racial-and-ethnic-profiling-united-states>

Report: Police In Texas Most Likely to Search Latinos, But Most Often Find Contraband on Whites

<https://www.houstonpublicmedia.org/articles/news/criminal-justice/2021/06/03/399704/report-police-in-texas-most-likely-to-search-latinos-but-most-often-find-contraband-on-whites/>

Racial Profiling - A Failure to Report - 2021 Kxan Investigation

<https://www.kxan.com/racial-profiling/?ipid=promo-link-block2>

Race, Place, and Context: The Persistence of Race Effects in Traffic Stop Outcomes in the Face of Situational, Demographic, and Political Controls -2020, Frank Baumgartner is Co Author and has completed analysis of 5 million traffic stops.

<https://fbaum.unc.edu/articles/JREP-2020-RaceAndPlace.pdf>

Stanford researchers developed a new statistical test that shows racial profiling in police traffic stops.

<https://news.stanford.edu/2016/06/28/stanford-researchers-develop-new-statistical-test-shows-racial-profiling-police-traffic-stops/>

The Myth of Racial Profiling - There's no credible evidence that racial profiling exists, yet the crusade to abolish it threatens a decade's worth of crime-fighting success.

<https://www.city-journal.org/article/the-myth-of-racial-profiling>

Researchers studied nearly 100 million traffic stops and found black motorists are more likely to be pulled over.

<https://www.cnn.com/2019/03/21/us/police-stops-race-stanford-study-trnd/index.html>

Brief Summary of ORR Data 2019-Final Draft

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On 7/13/20, I submitted an ORR that requested data regarding all FT positions employed on January 1, 2020. I requested wage data, job title and race/ethnicity of the employees. I also requested a copy of the most recent EEO-4 Survey submitted to U.S. Equal Employment Opportunity Commission. The EEO-4 survey, formally known as the State and Local Government Report, is collected in odd-numbered years from State and Local governments. I received both sets of data, including the 2019 EEO-4 survey. I am not presuming any causation based on the data. Bastrop City Government's ORR response was factual, timely, efficient, and transparent.

EEO-4 Data

Full Time

The EEO-4 data (125 employees on 6/30/19) showed distinct differences in the racial composition of various positions. White and Nonwhite (Hispanic and Black combined) approximated what one would expect in three categories (Technicians, Service Maintenance, and Skilled Craft Workers). **There were more White employees than expected in the following job categories: Officials/Administrators -84%, Professionals-100%, Protective Services-83%, Para-professionals-80%, and Administrative Support-88%.** Based on census data, the assumption is the workforce was comprised of 35% Nonwhite and 65% White employees. Current Bastrop County data indicates the population is 45% Nonwhite and 55% White. EEO-4 Data is attached to the Report.

FT As of 6/30/19

| EEO4 Job Category | Salary Range | Nonwhite | White | % Nonwhite | %White |
|--------------------------|----------------|----------|-------|------------|--------|
| Officials Administrators | 25,000-+70,000 | 4 | 21 | 16% | 84% |
| Professionals | 33,000-+70,000 | 0 | 8 | 0% | 100% |
| Technicians | 33,000-+70,000 | 3 | 4 | 43% | 57% |
| Protective Service | 33,000-+70,000 | 4 | 19 | 17% | 83% |
| Paraprofessionals | 25,000-+70,000 | 1 | 4 | 20% | 80% |
| Administrative Support | 25,000-55,000 | 2 | 14 | 13% | 88% |
| Skilled Craft | 25,000-70,000 | 8 | 13 | 38% | 62% |
| Service Maintenance | 25,000-55,000 | 10 | 10 | 50% | 50% |
| | Total | 32 | 93 | 26% | 74% |

New Hires 7/1/18-6/30/19 (Total = 15)

53 % were Nonwhite (8)

47% were White (7)

ORR Salary Summary Data

The Salary data (122 employees) entailed those employed on 1/1/20. **The data indicated statistically significant wage differences by race** ($p < .01$, see highlight in chart for details). Median wages were analyzed since the data was skewed (relatively few made higher wages and more employees had made wages). The City Manager's salary was removed due to it being much higher than the next highest salary but was included in the Salary Range. Females and Males showed no significant difference in wages. There were fewer Black employees (5), and these wages did not show a significant difference in salary compared to White employees. As a result, Black and Hispanic were grouped into the Nonwhite Category. It should be noted there were more White employees (72% vs 65% expected), fewer Nonwhite employees (27% vs. 35% expected), and fewer Black employees (4% vs 8% expected).

White salaries (89) were significantly higher than:

Hispanic (28)

Nonwhite (33)

Kruskal-Wallis H statistic $p < .001$

Including Gender, White Male (54) and White Female (35) salaries were significantly higher than:

Hispanic Females (7) – who also made significantly less than Hispanic Males

Hispanic Males (21)

Nonwhite Females (9)

Nonwhite Males (24)

Kruskal-Wallis H statistic $p < .001$

Summary Salary Data from highest to lowest Median in various Categories:

| Category | Number | Average Salary | Median Salary | % of Total |
|----------------|--------|----------------|---------------|------------|
| Black Fem | 2 | \$77,917 | \$77,917 | 2% |
| White Male | 54 | \$64,650 | \$57,581 | 44% |
| Black | 5 | \$59,652 | \$57,527 | 4% |
| Black Male | 3 | \$47,475 | \$57,526 | 2% |
| Male | 78 | \$59,036 | \$54,467 | 64% |
| White | 89 | \$61,835 | \$54,079 | 73% |
| White Fem | 35 | \$57,491 | \$49,025 | 29% |
| Female | 44 | \$55,234 | \$48,006 | 36% |
| NonWhite Male | 24 | \$46,406 | \$40,393 | 20% |
| NonWhite | 33 | \$46,419 | \$40,373 | 27% |
| Hisp Male | 21 | \$46,254 | \$40,373 | 17% |
| NonWhite Fem | 9 | \$46,455 | \$39,624 | 7% |
| Hispanic | 28 | \$44,056 | \$38,168 | 23% |
| Hisp Fem | 7 | \$37,466 | \$35,797 | 6% |
| | | | | |
| Salary Average | | \$57,665 | | |
| Salary Range | | \$27,372 | \$143,512 | |
| Median | | \$49,753 | | |