

- **Jess Saunders**

00:00:11 All right. We don't want to fall too far behind. So I'm just going to kick this off. Hi, everyone! I'm Dr. Jessica Saunders, the Research Director at the Council State Governments Justice Center, and I'm pleased to welcome you all to our webinar on racial bias and traffic enforcement. Today we'll be hearing about the work that has been done in Connecticut to reduce racial bias from a group of panelists who have been engaged in this work

- 00:00:31 mit Ctl. And But before we get into all of that, I just like to give you a really quick intro to the Csg. Justice Center. The The Justice center is a national nonprofit that works with all three branches of State government to increase public safety and strengthen communities one hundred and fifty.
- 00:00:45 We do that by bringing people together and building momentum for policy, change, conducting original research and providing expert assistance. Our organizational goals are breaking the cycle of incarceration, advancing health, opportunity and equity and improving community safety and justice. Using data.
- 00:01:04 We conduct all of our work through an equity. Lens helping stakeholders, navigate sensitive issues around racial inequities, which is exactly what we're here to talk about today specifically about racial bias and traffic enforcement, which is really the most common way that people interact with law enforcement,
- 00:01:21 as many of you already know, stopped and searched by police more frequently than white drivers, even after accounting for factors such as driver behavior.
- 00:01:31 So today we're going to talk about an opportunity through the bipartisan infrastructure law where states are eligible for up to one point, one five million dollars to reduce racial profiling and traffic enforcement in their States.
- 00:01:45 Uh, the Webinar will discuss a cutting-edge strategy developed in Connecticut for identify and remediating racial disparities and traffic enforcement that we believe States using that Federal funding, the model builds
- 00:01:59 mit ctl and community consensus, develops standardized metrics and promotes transparency and accountability and includes a technical assistance strategy for local law enforcement agencies to address disparities and reduce unnecessary police conduct through this

approach. Jurisdictions have reduced racial profiling in traffic stops by twenty percent, one hundred and fifty.

- 00:02:19 So I'm going to kick this over to our first presenter,
- 00:02:23 who will describe the approach, and then he will introduce our esteemed panelist, and we'll begin our discussion.
- 00:02:30 Ken is the associate director of the Institute for Municipal and regional policy at the University of Connecticut, since two thousand and twelve. Ken has managed the Connecticut racial, Profiling Prohibition Project, through which she has coordinated data collection and submission from one hundred and six law enforcement agencies. One.
- 00:02:48 He works with the Connecticut data collaborative to make data available to the public through an online data portal as co-authored three reports analyzing municipal and state police data for evidence of discrimination
- 00:03:00 since two thousand and fourteen. He's also trained over eight hundred law enforcement officers. So without further ado, Ken, please take it away.



Ken Barone

00:03:09 Great, Thank you. And uh, good afternoon or good morning, depending on where you're from. I'm going to just spend a few brief minutes walking through

- 00:03:18 the Connecticut racial, profiling Prohibition Project before we engage in a thoughtful conversation with panelists who have been at the forefront of this work here in Connecticut for the better part of a decade. We can go to the next slide.
- 00:03:32 Brief history in Connecticut, uh Connecticut has been trying to grapple with the issue of racial profiling for well over twenty years. In one thousand nine hundred and ninety-nine. We passed our first racial profiling law in Connecticut uh later name, the Alvin W. Pen racial, profiling act. It banned racial profiling by law enforcement, and it also required the collection of data
- 00:03:55 fast forward to two thousand and twelve. There is a Federal investigation into a local police department in Connecticut. We're violating the civil rights of members of the Hispanic community. As a result of that that incident here in Connecticut. The Legislature decided

to make major reforms to the law, to ensure that data could be collected and reported in a more uh immediate and thoughtful manner, and that that data could be analyzed in a more meaningful way. Starting in two thousand and thirteen Connecticut began to electron

- 00:04:24 collect twenty-six pieces of data from over one hundred and seven police departments
- 00:04:29 here in the State of Connecticut, and we published our first study in two thousand and fifteen uh over the last several years we've published subsequent annual studies. Uh, and actually we're moving on to our ninth annual study as we speak next slide, please.
- 00:04:48 You may ask why we focus on traffic stops so much here in the State of Connecticut and also in other States uh traffic and stops are the most common encounter that police have with the public understanding. These basic and everyday interactions is a good way to understand, uh, uh, any disproportionate in a contact that may be occurring between law enforcement and the communities they serve. The issue of race and traffic stops has also been brought to the forefront
- 00:05:16 Uh, for the last thirty years uh, in conversations between law enforcement and the communities they serve next sizes.
- 00:05:26 In Connecticut we really try to focus on answering these three fundamental questions: do disparities exist in traffic stops?
- 00:05:35 What factors may be driving disparities that do exist in traffic stops once they're identified. And the third and most important question which we're going to spend some time talking about today. What interventions are most effective at reducing or eliminating those disparities while improving roadway safety.
- 00:05:53 So it's not just about uh uh trying to uh reform. A behavior is trying to uh reform a behavior in an outcome that can lead to safer communities next slide
- 00:06:08 uh the approach here in Connecticut, which we'll hear is talk about in a little bit more detail later. There's really four phases to the way we try to address the the issue of racial profiling in Connecticut phase. One is data collection. You need good quality data so that you can start to make more thoughtful policy uh conclusions based on what the data is telling you.
- 00:06:30 The second phase is an empirical analysis of that data. You need to analyze that data in a meaningful and thoughtful way. Uh, so that you can again make policy decisions based on the data you've collected

- 00:06:42 The third phase is to identify and conduct an in-depth analysis of those agencies that have a high disparities. You don't simply want to in connecticut. We don't. We didn't simply want to collect data analyze data and point the finger at police departments. We felt as though that wouldn't be very useful to the conversation in Connecticut. But instead, we wanted to collect data, analyze the data, identify departments with disparities, and then work with those departments to understand what
- 00:07:12 it's, driving those disparities. And what can the Department do to address those disparities. And so the fourth face of our program here in Connecticut is engaging in the community in both forms and conversations with law enforcement about what we're seeing and where we go from here next slide,
- 00:07:31 having Connecticut what we call uh the preponderance of the evidence approach. So you know,
- 00:07:38 analyzing traffic stop data is not new across the country, but what most States have done over the course of the last twenty years is to simply compare who is stopped to some census benchmark,
- 00:07:50 maybe, who is stopped, who lives in the community, and then draw some determinations about whether or not disparities exist, and then leave departments to try and uh figure out how to resolve that disparity, and oftentimes that approach further divided law, enforcement and the communities they serve, because law Enforcement felt as though, uh
- 00:08:09 the analysis being done didn't appropriately account for uh, certain factors uh that make policing unique in their community. So the advantage of Our approach here in Connecticut is that we don't rely on any single uh analytical tool
- 00:08:25 to identify disparities. In fact, we I uh analyze every single police department in Connecticut, using seven unique tools.
- 00:08:35 And uh, if you are an agency that has significant disparities across multiple measures, we then identify you for additional analysis. So the idea is that our approach is guiding policymakers and police administrators. Um! To determine the best uh use of our resources, to help focus on those departments with the most significant disparities. There's no single method, no single analytical tool
- 00:09:04 that's able to capture all the dimensions of a disparity which is why we rely on more than one. And again, our approach is designed to help build confidence in all the stakeholders involved, both law enforcement and non law enforcement stakeholders. Next slide

- 00:09:23 in Connecticut. We've conducted over thirty-two departmental intervention, so not only do we analyze every department every year, but in the last ten years we've identified thirty, two municipal police departments and five State police troops as high disparity agencies. And we've worked in depth of those agencies, and you'll hear from one of those chiefs today to try and better understand what factors contribute to racial and ethnic disparities,
- 00:09:51 and to what degree the law enforce and have control over those factors, the factors can be complicated, and understanding them is really important. And the one thing we've learned in our work is that there is no one. Size fits all approach the way you go in and do an in-depth analysis, in a more suburban urban or rural community here in Connecticut. And so what we really work to do is to engage law enforce and the community
- 00:10:20 to understand the nature of policing in that community, so that we can uh make additional improvements uh next slide.
- 00:10:31 And finally, you know,
- 00:10:32 we have a big lesson here in Connecticut, and it's a a lesson that, uh, I think, nearest the old fable, slow and steady wins the race. Uh, we've been at this work for a long time. We've collected a lot of data. We've engaged a lot of communities, a lot of law enforcement departments to try and understand factors that are driving racial disparities, and our work is paying off.
- 00:10:55 In the last three calendar years the statewide report has shown significant reductions in our racial and ethnic disparity. Statewide that doesn't mean they've disappeared, and we've solved the problem. We can all go home. But we're seeing significant progress being made towards reducing racial and ethnic disparities. And the other big sign of success is that far fewer departments are being identified here in Connecticut on an annual basis as high disparity agencies. When we started this work,
- 00:11:24 ten to twelve departments a year would typically be identified with really significant disparities in the report we did just last year. Only one police agency was identified with significant, racial and ethnic disparity. So you know that to me is a sign that we're making progress. We're on the right path, and we have an appropriate oversight system in place uh with our ultimate goal to improve trust between law enforcement and the communities they serve, and to uh reduce crime and make our community

- 00:11:53safer. So uh with that uh, i'm gonna do some introductions, I think, for our uh panel members, so we can talk about this a little bit more.
- 00:12:01Um, you know, each panel member has a long biography. Um, that I could certainly read. But i'm going to try and just talk a little bit more personally about each of these people on their engagement uh to this work, because they've all been engaged in this work for so long. So today we have with us Chief Jack Drum, he's chief of the Madison Connecticut Police Department. It's a shoreline, a community here in Connecticut. He spent much of his career with the Connecticut State Police
- 00:12:29Uh, before retiring, doing some work with the Federal Government, and then, uh becoming the police chief in Madison, Connecticut. For over ten years. Uh Chief John joined our uh our project, and that began working with us several years ago, when his community was identified in one of our reports, and he's going to share his story, and uh and the way that he's engaged the project to both uh help, change our outlook, and hopefully, we've helped
- 00:12:56to change his outlook.
- 00:12:57Uh next we're also joined by Tamara Lanier. She's the Vice President of the Connecticut Naacp, and shared their criminal Justice Committee for many years. Tamara is an original member of the connecticut racial, profiling Prohibition Advisory Board. Tamara has been advocating for racial profiling reform even before the States reforms in two thousand and twelve, and so she has spent much of her life advocating for a reforms here in Connecticut, and she has been one of the most active
- 00:13:26uh members on our advisory board for the better part of ten years.
- 00:13:30We're also joined by Dr. Kato Lorenz and a professor and doctor with the University of Connecticut and Dr. Lorenzin came to the the Community representative on the Advisory Board several years ago, after he moved to Connecticut and experienced racial profiling himself, and he reached out to the project with his long academic background and said, I think I can contribute. I want to engage in this conversation with you folks, and we engaged him to the Advisor board, and he's going to share some of his story.
- 00:13:59And finally we're joined by uh, Mike Law or Associate Professor of Criminal Justice at the University of New Haven. Uh. And prior to his work at the University of New Haven. Mike is a long time

legislator here in the State of Connecticut chair of the Uh Judiciary Committee before he then went and worked for a former governor, Dana Malloy as his uh criminal justice policy and planning um Under Secretary Uh.

- 00:14:23 The racial profiling reforms in Connecticut statute resided under Mike's office. So Mike ran this program and oversaw the implementation of the reforms. The Connecticut's racial profile law uh, in his capacity working for a former Governor Malloy, and he also has a long legislative uh history here in Connecticut that I know he'll share with us as well. So i'm going to turn it back over to Jess. But i'm really excited that all four of you are able to join us today, and looking forward to hearing



Unknown Speaker

00:14:52 some of your story.



Jess Saunders

00:14:57 Hi, everyone! I just got that message that my Internet is unstable. So I apologize if i'm going in and out. Um, but i'm so excited to talk to this group of panelists. And so, first. What I really want to know about is how everyone gotten involved in the project, and what is their role? So i'm going to start with Dr. Lawrence and what I can told us a little bit about what motivated you to get involved. But i'd love to hear about

- 00:15:22 uh what this work means to you, and why you continue to be to stay engaged with the project.



Dr. Cato Laurencin

00:15:28 Well, thank you, and thanks for having uh having this session uh my involvement came from a number of different standpoint at first. Obviously I'm. In coming to Connecticut. I came as the Dean of the

Medical School and Vice President of Health Affairs, the largest employer in Farmington, and I remember going to a gas station

- 00:15:48um! And driving to a gas station one evening and and and parking there. Um and I experienced. Uh, we. We talk about the Dwb. Driving while black. I experience Bwb: reason while black.
- 00:16:01And so I was stopped by police. Uh yeah, it's a gas station and asked for my Id and I. I probably told him i'm the Vice president of the Medical School. He was in Connecticut and show them my actually my Vice President for Health affairs, Id. And they said, Well, we need real Id sorry.
- 00:16:18And uh, And so that first experience and the subsequent experiences have um, you know, confirmed to me that we definitely have a problem here in Connecticut, uh in terms of uh racial profiling. The The other aspect is that i'm. I'm. There in chief of the Journal of Racial Ethnic Health Disparities, which is the number one journal
- 00:16:35and health disparities in the in the country, and Um became very, very interested in obviously in the area from the medical standpoint.
- 00:16:45Um and I wrote a paper that you know, entitled Racial Profiles, both racial Profiling, and the Public Health and health disparities issue where I really criminal on how racial, uh racial profiling has health effects on black people. And if we look at the longevity of blacks uh versus whites um, and we look at you know what's going on racial profiling as a part of it in terms of uh, in terms of longevity, and also in just in terms of general general health.
- 00:17:09And let's look at the number of ways. Aside from the you know, the George Floyd very obvious way in terms of just being killed. Uh, but other ways in which we official profiling uh uh creates a health disparities uh for for for others.
- 00:17:23And then there, then finally I was I I was um, you know, when I looked up, and I and I, and down about the work of the um of the uh of the Advisory Board. I was um I was um uh excited to be a part of it.
- 00:17:38Number one because of the premise with you know people they have to understand about Alvin Pen, who was a legislator, and how Alvin Pen drove to um a town. It was trumble um, and actually um, uh, what if he's a legislator, was racially profiled? Uh, unfortunately, they didn't know who they're dealing with,
- 00:17:58because Alvin Pen then did a freedom of information and then got the emails that said, If a black person comes into this town, run

them out uh, if you know you don't be afraid to stop the top of the person, and that's what led

- 00:18:13to the out. The The The blatant case of racial profiling led to um led to the lobbying
- 00:18:23uh well, being in the past, and unfortunately and passed away. But his legacy is there, and appreciating that his legacy, and being a part of that, I thought was going to be very important, and also I would be over. I I thought that the way in which the Advisory Board was being run, and and in the management of it was great, and and I was very fortunate. Happy to become the community member of the
- 00:18:45of the racial, profiling Prohibition advisory group.



Jess Saunders

00:18:50Thank you so much. And you really set up uh Ms. Lane here to talk about the role of the Advisory Board, and to tell us a little bit about your involvement in the project.

- 00:19:03Oh, I think you're on mute.



Tamara Lanier

00:19:08Okay, I was in a I was hoping I would have to go after that. But, uh, thank you for having me. Uh again. My name is Tamara Lanier, and I am a long standing member of the Naacp, with many different roles,

- 00:19:23and my my exposure to the committee actually was because of my role as the Criminal Justice chair of the Connecticut Conference of Naacp branches. And Um That's the Lawrence, and talked a little bit about Senator Penn. Um! I just want to go back
- 00:19:42to that and and just build a little to say.
- 00:19:46Senator Penn was not alone in his concern of the racial profiling that was going on at that time, and at that point many people of color, particularly black people were, were were complaining
- 00:20:01of being racially profiled, and and those complaints went unheard and unaddressed. And um. It was a common notion in the

minority communities that racial profiling existed. It was a a thing, a real thing, and it was happening regularly,

- 00:20:19but that was not given any real serious credibility or consideration until Senator Pen look for until the incident happened with Senator Pin and then his campaign to expose what was going on.
- 00:20:34So he is truly a hero in the community for taking on that issue and exposing the ugly practices of racial profiling
- 00:20:44um. And But Senator Pin was a very important man in the State of Connecticut, and you still had people everyday citizens in their home communities that were being profiled, and those things were being unheard and unaddressed.
- 00:20:59And So when the committee was put together in two thousand and twelve, one of the things that I um
- 00:21:08it was important to do was to give those voiceless people, not only a voice but the space to share their concerns. And so the committee actually um opened the door for public discussion about the incidents of racial profiling,
- 00:21:27and with the Naacp there are sixteen branches, sixteen units throughout the State, and in the larger Um county areas, and also in the smaller community areas, and each one of those units Um, They come together monthly and they interact with each other. But what's important is through the activity of the committee, and through my network with the Naacp. What we were doing we were able to disseminate
- 00:21:57across the State by sharing it with the Branch Presidency would then share it with their membership,
- 00:22:03and so people had an access to not only air their grievances, but to share their concerns, and to be a part of the reformative change that was happening.
- 00:22:14And so um one of the other things that was um interesting about my career, and what I brought to the table was. I was also a probation officer at the time of G. Probation officer, so I had the opportunity to work with most law enforcement units.
- 00:22:32Um, in in southeastern Connecticut. I've worked with the prosecutors, many of them from all over the State. Um. I've worked with the State police um local municipalities uh the a part of the judicial branch which processes
- 00:22:48the tickets and the information about traffic stops, so I felt that I could bring a a a well rounded um

- 00:22:57 experience to the table, and so I've just been extremely excited to stay engaged. Um! It's It's very rewarding work. But most importantly, um what I think that I can look back on my years of service with this committee to say is that we gave
- 00:23:15 your average person of voice a person who didn't have a voice, and didn't have a space to share that voice.



Jess Saunders

00:23:23 Great. Thank you so much, and I'd love to turn it over to chief drum. Now to hear sort of what how you got involved as a police chief, and um!

- 00:23:33 How it all went for. You love to hear a little more about that



Jack Drumm

00:23:37 um check from I'm, currently a chief in town of Madison, Connecticut, and I have career with the fact of State Police, and I serve offshore um

- 00:23:47 and emerging nations and a
- 00:23:49 program for the Department of State. Um, anyway. Two thousand and eighteen. I was approached by Uh Ken, Baron and his group at Imrp, and the town of Mass was identified as one of the uh departments. Uh with disparity and traffic stops
- 00:24:06 Now, the time of Madison is uh
- 00:24:09 ninety-five percent white. We have a largest state beach in Connecticut.
- 00:24:16 In the summer months we go from a town of approximately nineteen twenty thousand people to a time about
- 00:24:23 sixty sometimes seventy thousand people, because of the influx of him, and as the State beach will get twenty-six thousand people on any given warm summer day that creates a lot of traffic and a lot of impact on our infrastructure.
- 00:24:36 Um I met with uh ken and uh, uh,
- 00:24:41 then uh that Jim Vasilero, who works with them on the program. And um!

- 00:24:47 We had a great conversation. It was very open. It was very transparent. You have to bear in mind that when this first came out it was building up from two thousand and twelve to Baroness Uh. The The chiefs tend to circle the wagons
- 00:24:59 and the the The message really was not clear, and quite frankly, I I
- 00:25:06 I wanted to learn about it. I I learned a long time ago. Grad school. Listen. Got to climb up in other people's balconies and look down and see what it is they see. But you've been in. You may be missing it all together,
- 00:25:17 and I did that with Ken and uh with Jim. I think I provided lunch or something, and spent a lot of time with them, and they were used to people basically spending a little bit of time with them showing on the door. Um, So I I I listen to what they have to say. I I explained to them that Listen, Donna Madison is
- 00:25:35 a small community. I have a thirty-one officers. We try to police in the summertime is very, very challenging. We have a lot of high impact accidents, particularly route one and the hem and asset connector
- 00:25:47 and uh, what people don't realize is that our traffic counts are some around forty, fifty thousand. I we want any given summer day. The ramps six to seven thousand. Exit. Enter
- 00:25:59 um. So for a little town that's high impact that we chose to do with radar enforcement and on the hammer as it connected you ever been there. Those in Connecticut? You, as you go over the rise, and we have people that are entering Earth at about eighty miles an hour. Sometimes ninety.
- 00:26:14 We can't see them. We will do traffic stops and and getting to know can in the program. And um
- 00:26:21 we were able to arrive at um that our stops were fear stops, particularly after the hearing of legislation, that
- 00:26:30 we were stopping people two thousand five hundred plus feet away. We have no idea it's just the vehicle that sixteen and the speed limit, and we pull it over.
- 00:26:37 Um!
- 00:26:39 It. It really peaked my interest.
- 00:26:41 Um, I learned a lot in emerging nations, I I what i'm always amazed at, especially in the I in Jamaica. There, there's no one sees color.

- 00:26:48It's just like a wonderful thing. So um for me. I I asked. How can I help?
- 00:26:54And Ken and I introduced me to my Mrp racial, profiling probation project, and i'm proud to say that I sat on
- 00:27:01the police accountability, transparency task force during this past legislative session.
- 00:27:06So that's about how it started. Um, there. There are some things, I guess. Other questions maybe relate to that could explain out. But that's basically how it got started.



Jess Saunders

00:27:15Thank you. And i'd love to hear from our our last but not least panelists. Um, Mr. Lawlor to talk to talk to us a little bit more about, like the role of the State lawmakers and legislators on an initiative like the



Mike Lawlor

00:27:28Well, thanks, Thanks, Jess, and hello, everybody! First of all, let me give a shout out to the Council State governments, and I've been uh uh one of the biggest fans for since forever. And and I think this particular project is an example of the approach that Csg. Takes typically where you have to get everybody around the table, all the stakeholders, the Liberals, the Conservatives, the Democrats, the Republicans, the you know, the advocates, the law enforcement. In this case, you know. So it it's such an important aspect of

- 00:27:58what you what's being described for you here today. Uh, but, uh, as was pointed out, I spent a long time in the Legislature, and I was actually a colleague of Senator Penn, not mentioned yet was not only was he a prominent State center. He was actually the chair of the Public Safety Committee overseeing Committee for the State Police and others when he was racially profiled. So you can imagine, uh, his his ability to influence legislation in this regard, and he did it uh but one important lesson that he merged from the
- 00:28:28the very first iteration of the racial profiling statute in Connecticut, which was enacted first in one thousand nine hundred and

ninety-nine, as you saw, was it's one thing to have a a concept be embraced in law. It's quite another thing to actually make it work, to figure out a way, to operationalize this, to get by in, to to measure it over time, and the first few years. We're very difficult, because the the original version of the law simply said every police department had to write down

- 00:28:57 all the you know, the race and the gender, and everything of the people being stopped, the reason for the stop and send paper forms to the head prosecutor's office, and they were, had the obligation to assemble all this and report on it, and obviously that's not their forte uh every department had sort of a different uh definition of what they were reporting. So it was never really an apples to Apples comparison, and it took a long time to get to the point, and really two thousand and twelve. Where
- 00:29:26 uh the the responsibility for gathering this data and reporting on it uh was handed to what is now at the University of Connecticut Imrp. Using grants from the Federal Government, which I believe are still available, and and
- 00:29:41 uh, so that's when it we got a one size sort of fits all standard for reporting uh this data, and you could really compare towns to towns,
- 00:29:52 and and very, very important from the start,
- 00:29:55 when this became a a reality was was the importance of getting this advisory group together, which had the voices of people like chief Drum, and tomorrow, and there, and and Dr. Lorenz, and I mean the and many others, by the way, because, as the chief just pointed out
- 00:30:14 initially, this was met with a lot of pushback from uh police chiefs and police officers, police unions around the State, I mean, uh became very defensive, and uh felt that this was simply an opportunity to stigmatize an individual department
- 00:30:32 call them a bunch of racial profilers, and and which would lead to just to a lot of criticism. And that's why I think Ken and his colleagues went to great pains to ensure that. Well, if you read the report, and if you listen to the presentations, you wouldn't hear anybody being labeled as a racist or a racial profiler. What you would see is data that shows outliers. And there might be a lot of legitimate explanations for why a particular department is an outlier
- 00:31:00 one of those explanations may actually be they're engaged in racial profiling. But there could be others, you know. Traffic tends to

differ from town of town as chief drum was just explaining. And so, um! It was very important to get this right, so it would be perceived both by the community and by law enforcement professionals as fair.

- 00:31:19 And the last thing I want to say about this because it really has been an extraordinary success.
- 00:31:24 And uh, I think it's now almost taken for granted for by people that this data will be reported out every year, and you can take a look at it and get a sense of what W. What's happening in your community. But aside from identifying outliers,
- 00:31:38 I think you know, i'm still involved in law law law enforcement activities here in Connecticut, talking to police chiefs.
- 00:31:45 They actually learn a lot about their department from looking at this data like how they allocate their resources, which part of towns they patrol, and what they're getting for that. And there's plenty of examples of of, you know stuff that sounded logical,
- 00:32:02 But didn't bear the it didn't bring the kind of results that one would assume to get like. For example, high traffic enforcement in high crime neighborhoods. The idea was. This is a good way to to identify gang and group members, gun carriers, and it turned out that when you're stopping people for simple uh equipment violations, for example, that it really didn't have a big impact on crime
- 00:32:25 Right? Uh and and it's it's it's a learning tool, and and I think now it's. It's very valuable not simply to identify where there's potential racial profiling happening, but also to help police departments accomplish what I think is the number one goals to prevent crime and have less crime.
- 00:32:44 Um,
- 00:32:45 uh! There was one thing I wanted to say, and I just draw the blind kind of. But in an event. Uh, that's my perspective in my experience.



Ken Barone

00:32:53 If I could just quickly build off. Of one thing Mike had said at the end there, which I think is important. I'd like to, you know, dig into this a little bit more. But the idea that this information is used as a tool to try and

- 00:33:06uh, shed light on police practices that maybe departments didn't even uh understand the return on investment. Very. I like to use this very concrete example, because I think it shows sort of the power of data. And when you engage
- 00:33:19law enforcement in these conversations, there's a police department that we were doing work with. Uh, that was at the time stopping more drivers for low, level lighting violations in any other town in the State of Connecticut put it in context. Almost half of their stops were for defective light a headlight out of tail light out.
- 00:33:38Um, which is very unusual. Typically, you see, less than ten percent of the department stops for
- 00:33:43for that reason, and when we engage the conversation the the Department, in a conversation said, Listen, it's part of our roving Dui Patrol. We send officers out during peak drinking hours, and we haven't stopped cars for any low level reason they can find, so they can interact with the driver where you're coming from, where you're going to have you had a drink tonight, and if they they hadn't and they seem to so they were sober, they'd say just so. You know your break lights. How you should get that fixed
- 00:34:06um, you know, and have a nice day. There's no financial penalty for these stops, meaning, you know we weren't seeing drivers with a break light up being issued an infraction. But we were seeing that it was driving a significant racial disparity. So the next logical question you ask is a researcher is okay. Is it effective? Because at the end of the day our opinion was, If it's an effective policing tool, then the Department could at least go and engage their community in a conversation to say, We understand that there is a racial and ethnic disparity in our data.
- 00:34:36But this is what we're trying to achieve, and here's our return on investment, and it's effective. And therefore we're going to keep doing it. And the truth is, the department didn't really know. And so, you know, we went back and
- 00:34:47did some additional research with the agency, and what we found is that out of one thousand six hundred and eight drivers they stopped for a defective lighting violation during peak drinking hours in a twelve month time period. They had, in fact, only found one drunk driver.
- 00:35:03They were much more likely to find a drunk driver when they stopped the car for a significant moving violation. We worked with the department to break down what those moving violations were, and then we worked with the department to help them devise a strategy

- that allowed them to achieve the goal they wanted to achieve, which was to get drunk drivers off the street, to make the road safer
- 00:35:23and uh, to not inadvertently drive a racial and ethnic disparity. And a year after the intervention, defective lighting dropped by over seventy percent, there stops
 - 00:35:36stops for crossing. The double yellow line, which is a big indicator of intoxicated driving, was up two hundred uh and overall arrests for uh drunk drivers was up almost two hundred and fifty, they and their racial disparity disappeared.
 - 00:35:53That's the key, right? And so it's just an I just wanted to provide sort of a concrete example of how, when you engage departments in this type of work and you can engage them uh about
 - 00:36:05data and what it says and what their goal is you can try to. Our goal is to always draw a build, win-win outcomes, so that we can learn something. They can learn something, and the community is better off for it.



Tamara Lanier

- 00:36:20Can you add one quick piece to that? I, when we're talking about engaging the departments? One thing that I think um was very beneficial in terms of the outreach to the police department,
- 00:36:33was making them aware of the trauma associated with traffic stops, particularly for young black men or young people of color, and what, what,
 - 00:36:45what I was able to discern was that many, for some were stopping, obviously, and these were incidents of racial profiling. But there were officers who just wanted to stop and have an encounter with the subject, to have to to get to know the people in their community.
 - 00:37:02And so I remember conversations that we had um about, you know, backstop
 - 00:37:08and the trauma Many people feel and associate with that police contact, and it was really in those discussions where I think officers and police departments became aware of this trauma associated with the traffic stop, and how minorities

- 00:37:25 responded to those stops, and I think that there's a greater awareness now, and a greater sensitivity to that that wasn't there before.



Jess Saunders

00:37:35 I think you guys are really speaking to the heart of the project which is having sort of a

- 00:37:41 education, go back and forth between law enforcement and the community. I'm hoping that um maybe Dr. Lawrence can talk a little bit about how he brought the data to the community, how they responded, and how they participated in either commenting on the analysis, or how you use that analysis to make changes.



Dr. Cato Laurencin

00:38:00 Well, you know I I think what I like to do is if I can. I know maybe a little bit off script. But I I just want to. I want to sort of talk about the the two things I think i'm i'm most proud of in terms of nightmare work with the with, the with, the with the advisory committee,

- 00:38:18 and the two things are I. I I was here long enough where we were sitting around the table,
- 00:38:25 and we're talking about uh, you know, issues about racial profiling and someone, you know, on law enforcement around table saying a lynch racial, profiling and um. And at some point we said, Listen, we need, you know, I said, we need to have a mission and vision
- 00:38:44 before we can move forward here, because i'm just a newbie around the committee here. But we need to make sure we're on the same page,
- 00:38:51 and so we got together in my office, and uh, was there other? But we had a large number of people, people people from law enforcement around the table,
- 00:39:00 and we said, Look at that, you know. Let's just let's have. We had to come to Jesus meeting and said, You know this is sort of if there's racial profiling. What's going on? A leisurely? Let's make sure

we're all here for the same. You know, on the same page We know what happened to Albin Pen. We know that's going on in the state in the country, and I think that what I'm most proud of is the website

- 00:39:22 You go to the website, and you click on the website.
- 00:39:26 It's very bold, It says racial profiling has historically occurred, and continues to occur throughout America,
- 00:39:35 and that was a milestone.
- 00:39:37 It's where we all came together,
- 00:39:39 and we're all on the same page and said, Racial profiling is here in Connecticut. It's here everywhere.
- 00:39:47 We had everyone around the table, including law enforcement, the video,
- 00:39:52 the that's there at the website, as is very, very powerful, with three three police officers.
- 00:39:58 We're saying, we're the human race, and there is racial profiling, and we have to stop it,
- 00:40:04 so that for me, I think, is my is my in terms of my contribution, being a part of this, I think that that was probably um what I'm most proud of in terms of being around the table and being a part of it. The second is the fact that to remind people that that there are human consequences
- 00:40:21 to these stops, these stops may be easy for a police officer, because they that's what they're trying to do.
- 00:40:26 But at every stop increases. Blood pressure in increases. Um, you know, has has consequences that are there. Uh, you know one can remember every single stop it's taken place, and uh, and as medical consequences for people. And again I'll I'll put in the chat, the my paper on racial profiling as a public health and help this barrier issue. But the number of the different types of ways in which, from microaggression that may occur when people are stopped to um to vicarious effects. Seeing people being stopped
- 00:40:56 there's a by carrier's effect that takes place. We will see people being stopped, and that has an effect on them clinically because of their remembering their, the the remembrance of their previously being stopped.
- 00:41:07 So the two areas that they, in terms of everybody on the same page in terms of racial profiling, is here, and also the medical consequences, and thinking about that in terms of saying, Well, why make a stop versus not the medical consequences? I think those are the two contribution



Jess Saunders

00:41:23 great and chief drum. Um! How did it feel from the law Enforcement perspective. How did line level officers uh respond to this? And how did they embrace or fear sort of the project?



Jack Drumm

00:41:39 As I explain earlier, we are a small department, but about twenty percent plus or made up of people of color all lost life. Um, for us. Uh we're we're collea accredited ages, and we had been for over ten years. That was a

- 00:41:54 one of the objects when I arrived here. We're also dual accredited with Kaliya. Um. So there's a lot of mandates there, and a certified department accredited that we have to comply with. Uh Andly, we post uh
- 00:42:07 use of force uh stops
- 00:42:10 break down the stop right now to ethnic racial, break it down to years for us, even when we put handcuffs on people
- 00:42:19 that might be easy for a department. My size which has a strong economy versus the inner city or larger agency which may be in crisis, that to accomplish that task. But I just think that it it. As to that transparency
- 00:42:33 before I get you, I just want to add to the doctor statements one thing that we've done in training that really works, and I um.
- 00:42:39 So I like having officers or correction officers or somebody in the public sector of color to come in and explain what their feelings are on the traffic stop. It's very powerful, and it's very strong for those who have never grown up in that environment or city. Maybe they grew up in the rural America,
- 00:42:58 but they have an officer of color explained to you what he or she was going through, And this case, my Training officer, is
- 00:43:06 it. It's a it works, it works, It drives on the point for trending. So it for us. It's worked. Um, okay for
- 00:43:15 the um.

- 00:43:17We continue to do
- 00:43:20training in uh
- 00:43:22fair and impartial policing continue to do uh de-escalation, which is huge. It starts with the conversation when the window comes down.
- 00:43:30Um!
- 00:43:31I've been very fortunate. And also, I add to this the I think, the implementation of cameras we've been had cameras over twelve, thirteen years in this agency.
- 00:43:42I think that speaks for itself. I I don't really find any agencies that are reluctant to having cameras. I did have one large city chief telling me that they're going to buy for. I'm not going to have them. I just kinda
- 00:43:54shook my head a little bit, but I believe they have them now from right to where you're shaking your head.
- 00:44:03I would like to think that. Uh
- 00:44:06we're. We're much better than what we've been.
- 00:44:09I know that at times it doesn't seem that way.
- 00:44:13Um, but i'm going to continue, and there's other. I'm joined by other contemporaries, particularly in this state that we want to do the right thing at the end of the day that we want to do the best we can to end any uh
- 00:44:26racial profiling. Most certainly the questionable motor vehicle. Stop! I have some opinions on some of the things I don't understand why we have them in the General Assembly is laws. Um! There's no secret to to May, or can I? I cringe when I hear a vehicle stop for a compliance? That means that maybe taxes weren't paid on the vehicle,
- 00:44:46and they ended up subsequently, and a statute allows the town of municipality that maybe have tax due on that car to have the
- 00:44:53registration suspended, and further, to have the operator suspended.
- 00:44:58I don't understand where that's a function of law enforcement. We're not tax collectors, and a very bold statement coming from me. But
- 00:45:06I got three years ago. I'll say what I have on my mind.
- 00:45:09It's it's wrong.
- 00:45:10It's wrong, and you go to equipment violations. Also it's wrong
- 00:45:15um also no stops. And with the studies that we've seen,
- 00:45:20they pick out a certain group of people. I'm going to first Want to say that, and I've been in law for for a long time,

- 00:45:25and I think if we continue to do the training we continue to work the legislation change some of these loss. Remember we're not tax collectors. Why do we have to have compliance? Make it a civil matter? It's not fifty, three, a it's not a fourteen statute. Correct, mike it's not, and it shouldn't be there but that's used in a lot of stops. And if you look at the statistics,
- 00:45:45the people of color,
- 00:45:47that infamous equipment,
- 00:45:49non-compliance.
- 00:45:51It's it's wrong. I'll stop there



Ken Barone

00:45:54just to maybe just put a finer point data point on what chief drum just said uh in a multiple of our studies here in Connecticut. What we found is that when police predominantly focus on hazardous driving behaviors, those violations that we know drive traffic crashes and make our roads less safe.

- 00:46:13Uh, we actually see little to no racial disparities in the data when they use the motor vehicle code to focus on uh certain equipment and administrative offenses, or those compliance issues we tend to see, uh, much more significant racial and ethnic disparity. Uh in the data.
- 00:46:32Um. And So that's been a long running conversation here in the State of Connecticut, and the benefit is that because we have a good and thoughtful data system? Now, we're able to engage policymakers in that conversation, so that chief drum can go and share his experience about uh this work, but also legislators can be informed about? What is the data telling us? So as they contemplate um reforms potentially to motor vehicle laws, they're informed by
- 00:47:00uh, what ten years of data is telling us.



Jess Saunders

00:47:06 Thank you. So. Um, This conversation is fascinating. We only have ten minutes left, so we're going to do a speed round right now. Um! And I want to start with Ms. Linear. And I want to know

- 00:47:19 what changes have you seen as a result of this project, and what what recommendations would you give to other states that are that want to try something like this?
- 00:47:33 I think you need to unmute yourself again.



Tamara Lanier

00:47:37 I think the most important change that I've seen is the the

- 00:47:43 the willingness of law enforcement to meet us in the middle um Originally, early on we were on polar opposite sides. And um.
- 00:47:54 I think if we speak honestly today, we can say that we're sitting at the table and in and working collaboratively. Uh understanding, the racial profiling is the thing and working like, I said collaborative collaboratively, to to to resolve that issue.
- 00:48:12 Um! One recommendation that I will give, and i'll go back to the original album pin act and the legislation that created the first collection of data. There was no uh book there. Wasn't an investment
- 00:48:28 in the the the legislation meeting that it. It was an unfunded mandate. The work that needed to be done needed funding to do,
- 00:48:38 and so um in two thousand and twelve, and things changed. One of the things that changed is, it created this committee,
- 00:48:47 and also Um, the stakeholders at the table. Many of them had other careers, you know they were working full time on other things, and they didn't have the time invested to do this kind of work, and the reason why I frame it this way is because there needs to be a research arm
- 00:49:07 of a committee to do the heavy lifting to do the heavy research to do the deep, diving the data analysis and to it. And if we're honest with ourselves, many of the people, the stakeholders at the table have so many other commitments that they don't have time to do this. So
- 00:49:25 my recommendation to anyone considering um. This type of work is to firstly, make sure that your stakeholders have that research arm that can do the the analytical and the research, and also um

- 00:49:42 properly funded, because, you know, uh, the the work can just simply cannot get done without the proper funding.



Jess Saunders

00:49:51 Thank you. I love anyone who's gonna talk about more research selfishly. Um, thank you. And I want to give the same question to Dr. Laurence. And uh, you told us what you're most proud of, and the great work that you've done. But what about recommendations for other places that want to set up a similar program.



Dr. Cato Laurencin

00:50:14 Yeah, I I think that the model that has been set up has been, you know, has been very good at Number one. And so what people should look at the model Number two Is that um uh, that? This is a journey uh destination. And so um that that if if someone's going to to do this, you've got to say,

- 00:50:34 we're gonna this for twenty years with a non veto over the video proof uh, you know, uh initiative to say we're going to invest and be make this a, you know, and make this something that we're going to be doing for the next twenty years. Um Ken Baron is not a fantastic job,
- 00:50:50 and taking something that had, you know, a relatively short half life in the very beginning and really extending it. And now it's actually been institutionalized. It's now uh as a foundation inside the University of Connecticut. It's got something That's uh, that so it's really has been institutionalized as something that is uh is important,
- 00:51:09 and it's got great uh great, so I think it's great bipartisan support in the State in terms of in terms of the area. The third is that I think that everyone at the table has to come with a certain amount of of uh, of trust and system, and I think that it was not all trust in the very beginning was actually sort of low. To be frank.
- 00:51:27 But I think that people have that. You know sort of you know, sort of solve over time that they that people want to make things better. Um, and are not working to, to, to just, you know, stigmatize people, but to but to actually make things better. And and and I still

remember it through at the end uh it was like a couple of years ago, when um

- 00:51:47uh, when we had our um, when we have a session where we brought one of the you know one of the the count of one of the uh police departments because they were just just such disparities.
- 00:51:59Um! The group that really asked the most questions about. Why is this happening this way? What What are you doing? Was actually law enforcement around the table. Uh, they were the ones that said, Listen! Why, don't tell me why that's happening. Now tell me what's going on. Um and um, and that was
- 00:52:18something that meant that everybody's been moving on the same page in terms of thinking about this, and that didn't happen. There would be a beginning, but it took it it it it it took time. So I think that that's where that that's the Those are the recommendations, and also
- 00:52:30and also follow up. I believe that. And i'd like to see us do more in terms of following up on the medical consequences of the of racial profiling um in in, in, in police stops, because I think it's an important area that that is under
- 00:52:45that is under characterized and under explored, but it makes it makes a big difference in terms of the lives of black and brown people.



Jess Saunders

00:52:54Yeah, very well, said Um, Chief Trump, could you give us your perspective? On what advice would you give other departments or other States that are going to undergo something like this. What helped you be successful in getting your department on board?



Jack Drumm

00:53:09All right.

- 00:53:11Embrace it. Um,
- 00:53:14I think you need to immerse yourself into the department. We fully transparent. Open up your records of data to imrp the case. You will learn a lot.

- 00:53:26 They will learn a lot about you. They'll understand what maybe, uh challenges you have within your community.
- 00:53:32 Um, I think, for the officers, it's an opportunity to um
- 00:53:37 and worse themselves and receive training and uh awareness,
- 00:53:44 perhaps an area they it's always room for improvement, As I said before, um,
- 00:53:51 for in the law enforcement and the subject of Uh,
- 00:53:55 You're an impartial.
- 00:53:57 There's a lot of discussion within, and the sad part is in this country. It varies by what we here in.
- 00:54:03 You know i'd like to think we here on the east coast. I'm not taking nothing against the West coast as she's in the San Francisco Bridge. There. Um!
- 00:54:12 We're. I'm very proud to say that we've worked hard. We'll continue to work hard, and most certainly with the guidance that comes out of Imrp and people such as, and well, certainly Tamara and a Mike Lawler back to law. This we can't help, but uh succeed in, not fail.



Jess Saunders

00:54:33 Thank you. Um. And Mr. Lawler,

- 00:54:37 What lessons would you give to other States in setting up something like this from the State perspective? What do you think is important? And what advice would you get well? You know one thing that comes up a lot, and this is like an obstacle that you can anticipate. Um, Is this confusion over what



Mike Lawlor

00:54:54 is the exact definition of racial profiling? And I think you have to deal with that right so like in our law, the all the past in one thousand nine hundred and ninety-nine to find it as uh stopping a car solely

- 00:55:05 because of the race or or religion, or gender, or whatever the driver right, and and police officers would say, Well, I stopped the car because it was violating the law

- 00:55:16right? And so, therefore it's not racial profiling, based on that very explicit definition. And and you know, obviously racial profiling is more than just. It's not the only reason, but it, you know, can alluded to. What happened was actually my hometown East Haven when they got into trouble with the fence.
- 00:55:34Uh they were stopping Latinos for legit violations. It's just that they were only stopping Latinos the way people in town were getting a free pass, and that's really a form of racial profiling, but it's not under that
- 00:55:46definition, and and you get it getting this back and forth with
- 00:55:51like police officers. And really Haven't thought it through It's like, Well, we're not racial profiling. We're stopping them because they broke the law and and and just be aware that that's gonna come up as a as an argument. And the fine thing I want to say is that I I think the the ultimate value of this enterprise and Ken got mentioned it earlier on is that at the end of the day. If you get this right,
- 00:56:10there'll be fewer disparities and police behavior right? I think it's kind of like the hawthorn effect, right? I didn't know what That was until someone explained to me. But it's like when, when you think people are watching you, it changes your behavior, and I think police now are aware that they have to report all the stuff, so even
- 00:56:26they might not have thought about the potential perception that they were engaged in racial profiling, you know, so that that implicit bias, I think now it it. It causes people to think a little bit more before they act, and it's also worth noting
- 00:56:40that the success of this project in Connecticut has led to its expansion into other areas. For example, by law, all police uh uses of tasers.
- 00:56:52I now reported in a very similar way to uh lmrp at Yukon. And all of that data is used to figure out what what you know. What is there a bias there. But is it an excessive for situation? And very recently the Legislature required a uniform reporting of uses of force in in much the same way as we're describing with racial profiling or traffic stop statistics, so um it's it's you know it's twenty twenty-two right, and this is doable thing
- 00:57:21and and I think you know future policing, just like all aspects of government, are, you know, going to be subject to this kind of uh uh
- 00:57:33visibility transparency, and you know, as they say, sunlight is the greatest disinfectant, and i'll defer to Dr. Lorenz on that. But it makes sense to me, and and I think The more we understand about

what's happening in in the real world, the more we're likely to adjust our behavior to deal with things. Maybe we didn't intend to cause.



Jess Saunders

00:57:53 Thank you. Um, uh, we are really at time. So I apologize to Eileen Mccarthy that we're not going to get a chance to respond to her question right now, but I did want to throw the question about funding um to ken to close this out, so can please uh describe the funding. And how how do you?



Ken Barone

00:58:12 Yeah. So the last thing is that we've been really fortunate here in the State of Connecticut to be supported entirely through Federal funds made available by the Federal Department of Transportation, the National Highway Traffic Safety Administration. From the inception of this work in two thousand and twelve most people. When I tell them they think that's what What do you mean? Dot is funding this work? Um, believe it or not, under the George W. Bush administration in two thousand and six. The Federal Government created at the time a fairly small grant program

- 00:58:41 called It's a technical name called the Section one thousand nine hundred and six funding uh that provides funding to States that have a law that Bans racial profiling, and then have a law that requires the collection of data uh that law was significantly expanded in the bipartisan infrastructure bill that was signed by President Biden uh, just last year. Uh, And so the hope is that uh, more States will uh engage in this work. More States will apply for those Federal funds, so that they can
- 00:59:11 utilize those funds to build programs similar to what we have here in the State of Connecticut, and from our perspective in Connecticut we're grateful that Congress has decided to reauthorize that program for the next five Federal fiscal years, so that we can continue to do the work that we've done, and to build on that work. So for all those States out there listing that are thinking. This sounds like

an interesting initiative, and i'd like to engage in this work, but i'm not sure how i'm going to fund it.

- 00:59:38 Give Council of State governments a call. The Federal dollars are there, and we can help you uh figure out how to secure those



Jess Saunders

00:59:47 thanks, ken i'd like to reiterate that. Please feel free to reach out to me or to ken if you have any more questions, and would like more information about accessing, funding and the types of support that we can provide for you. I want to thank all of our panelists for coming today. You guys were fantastic. Um

- 01:00:06 really helped me understand the project and what it means to communities. Um, So it was invaluable to have you here. Thank you so much. Thank you, Ken, and thank you. Everyone who came to attend the session Um, have a wonderful rest of your day.
- 01:00:21 Thank you



Ken Barone

01:00:23 to everyone.