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MEMORANDUM

19-129

TO: William Kilpatrick Chief of Police  
VIA: Joe Harvey Deputy Chief  
FROM: Denise S. Mehnert Professional Standards Sergeant  
DATE: June 14, 2019  
GPD PPM: 34.17  
CALEA: 1.2.9.c  
SUBJECT: 2018 Annual Review of Bias Policing Practices

The department takes a proactive approach to the delivery of police services. It will investigate suspicious persons and circumstances and actively enforce the laws of the State of Colorado and code of the City of Golden. The department will not condone the use of any bias profiling in its enforcement efforts and any allegation of such is investigated.

All new department members with enforcement authority, to include, the duty of parking enforcement and park rules administration citations, receive anti-bias training during their new hire orientation. Annually, the affected members are required to complete an annual training on the subject. In February 2018, all members with enforcement authority completed a one-hour on-line training reference "Implicit Bias."

In 2018, the agency provided additional related training. All sworn members attended a Procedural Justice for Law Enforcement training. The training included a one-day supervisor course, one-day officer course and a community workshop. At the community workshop, sworn members participated with members of the public to build positive partnerships through

organizational legitimacy. All members completed a four-hour training on cultural diversity. An adjunct college professor of Humanities, Arts and Social Sciences of Colorado School of Mines instructed the course. The material presented was to provide members a more informed perspective on concepts of diversity, culture, psychology and communications.

In 2018, the department received three complaints of biased policing based on race or ethnicity. None of the complaints appeared to be based on the distribution of a business card on traffic stop.

In the first, the complainant alleged a Golden officer contacted her husband simply based on the way he looked. The complainant indicated the contact occurred after her husband crossed a highway in a marked crosswalk. The officer told her husband if he saw her husband again he would give him an “infraction.” The complainant did not believe her husband did anything wrong, and the contact was based on his “brown skin” and “tattoos.” The complainant was not a witness to the contact, and her husband refused to cooperate with the investigation. The investigation was unable to confirm the contact occurred or prove it involved a Golden officer. The incident was closed as unsubstantiated.

The complainant in the second alleged he was profiled because the officer lied about the reason for contact. The complainant was contacted by an officer on traffic for a turn signal violation. The complainant was uncooperative with the investigation by his failure to show for an interview, and no follow-up contact with the investigator. The investigation was closed as unsubstantiated.

In the third complaint, the complainant alleged two officers who investigated a motor vehicle collision treated him with racial bias. The complainant based his complaint on him being the only person at the scene who was not Caucasian and he was charged for at-fault. There were no facts presented to prove this allegation was true therefore, it was unfounded.

**Biased based complaint by service rendered**

	<b>2018</b>	<b>2017</b>	<b>2016</b>
Traffic enforcement	2	0	1
Investigation	1	0	0
Arrest	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>1</b>

There was an increase in biased based complaints in 2018, however none were substantiated. The department policy and training efforts appear to be adequate. The agency has been proactive, and progressive in the training provided.