



News from: Office of the Mayor Libby Schaaf

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OAKLAND ENGAGES STANFORD UNIVERSITY FOR GROUNDBREAKING, INDEPENDENT STOP DATA REPORT

*Big Data Study Examines Disparities in Outcomes by Race; and
Makes 50 Recommendations to Improve Police-Community
Relations*

Oakland, CA — Today, Oakland Mayor Libby Schaaf announced the release of Stanford University's independent, 13-month study of Oakland police traffic and pedestrian stop data. The report examines the outcomes of over 28,000 stops by race. The report also includes the first academic analysis of a month's worth of body-worn camera audio recordings, a review of 1,000 police "narrative" reports on traffic stops, as well as a survey of more than 400 community members about their views on police-community relations.

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"I am extremely proud of the initiative that the Oakland Police Department has taken to engage Stanford University as we continue our efforts to ensure principled policing in Oakland," said Mayor Schaaf. "Having this data means we can better hold ourselves accountable for policies and practices, but also for how they manifest themselves in outcomes."

The Stanford study, led by social psychologist and MacArthur grant recipient Dr. Jennifer Eberhardt, makes 50 recommendations in four categories that will result in critical changes to the Oakland Police Department's organizational values and culture:

1. data analysis
2. policies & practices
3. training
4. positive community engagement

The Oakland Police Department has already made significant progress in implementing a number of Stanford's recommendations, and fully supports complete implementation of all 50 recommendations.

"Transparency and data will set you free," said Dr. Eberhardt. "I applaud the willingness of the Oakland Police Department to share its data and the department's interest in identifying new ways to build better ties between law enforcement and local residents."

The way in which the Oakland Police Department engaged Stanford for this independent study and the report recommendations offer a model for how police departments and law enforcement agencies across the country can examine their organizations and make changes to help track and mitigate disparities in policing to ensure more equitable outcomes and a better qualitative experience when police encounters do occur.

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“This report provides a roadmap forward,” said Oakland Acting Police Chief Dr. Paul Figueroa, who led the Oakland Police Department’s participation in this study. “This critical work moves from data collection to action. I would like to thank Stanford University for involving multiple stakeholders throughout this process. This has not been an easy task, especially at a time when fairness in policing and all criminal justice systems are in question.”

Using data from April 1, 2013 to April 30, 2014, Dr. Eberhardt, and a team at Stanford University’s SPARQ (Social Psychological Answers to Real-world Questions) led by Postdoctoral Research Associate Rebecca Hetey, looked closely at the nature of 28,119 stops by 510 police officers, specifically identifying the race of the individuals stopped, and the disparate experiences of those police encounters based on race.

While the report found no explicit bias, the researchers did find a number of significant disparities in experience by race. For example, African American men were more likely to be handcuffed during a stop (1 out of 4 times) than whites (1 out of 15 times) even when no arrest was ultimately made; and Black men were arrested 1 out of every 6 times versus 1 out of 14 times for their white counterparts. Click [here](#) to read the full independent report, executive summary and recommendations, as well as to view a video summarizing the findings from Stanford University.

To date, 90 percent of the Oakland Police Department’s sworn officers have received bias training from Dr. Eberhardt and her team. The Stanford research group will continue working independently with the support of the Oakland Police Department to examine more recent Oakland Police Department data for improvement and to implement the recommendations made in the report.

The Oakland Police Department is one of two dozen law enforcement agencies around the country initially selected by the White House to participate in the Police Data Initiative that evolved from President Obama’s Task Force on 21st Century Policing. The group has since grown to 53 cities. Oakland continues to encourage transparency and access to police data with efforts like Mayor’s Schaaf’s release of the inaugural [2015 Principled Policing: Police Discipline](#) report outlining police discipline, which will be followed up bi-annually.

The Oakland Police Department is also the first large police forces in the nation to fully deploy body-worn cameras. As a result of the Stanford study, the Oakland Police Department will now lead the State of California in complying with the California Attorney General’s requirement that police departments collect and report police and crime data with racial information included.

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