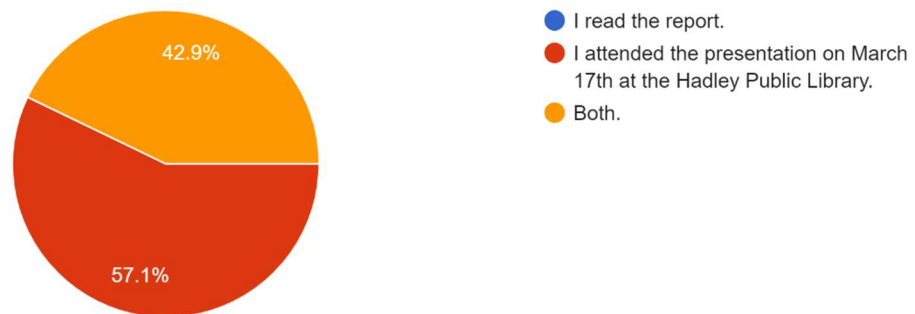


****This survey was sent out to all participants of a work group which was created to attend our presentation of the data collected. The video of that presentation is attached within this Transparency page. The members of the work group included individuals from several areas of Town Government, the Hadley Learns group, members of the Diversity, Equity, and Inclusion committee, Board of Health, Hadley Public Schools, Chinese Immersion School, and we will soon be doing this presentation for members of our Hampshire Mosque. The survey answers are anonymous and are printed below exactly how we received them. We are already implementing some of the ideas below.**

How did you learn about the Uniform Data Citation Analysis Report?

7 responses



1. What questions do you have about the data presented?

7 responses

-Why is the data not addressing community characteristics, triggering offense or whether the stop was discretionary.

-"Why" remains a huge question in my mind. There seems a disconnect between stated purpose and the data presented to support conclusions drawn - too many other variables not taken into account.

-None - the Chief and his team did an excellent job explaining the data

-If the VoD analysis is valid, and the observed stop pattern is real, not due to chance and not due to racial profiling then, 1. What are the possible explanations for these statistically significant data? 2. Is it possible that the researchers inaccurately analyzed the data? 3. Do Hadley, Ludlow and Foxboro have community characteristics in common that resulted in this stop pattern? 4. How does the Hadley Actual Stop Data (with the precise stop times) relate to the ITP (slide 32). I am not sure of the significance.

-None

-I have no questions about the data that was presented. All of my questions are about the data that was not presented as in it was not collected.

-My questions are for the researchers not for Hadley PD: How did the researchers control for changes to driving patterns due to COVID lockdowns? How do researchers control for disproportionate demographic patterns associated with dawn and dusk commute times overall?

2. What aspects of the data caught your attention? Was there anything surprising or unexpected?

7 responses

-The 11 limitations listed and the much higher incidents of arrests of non-white in other departments which is glossed over in the report.

-Yes, call volume by municipality was one. Comparing municipalities is complicated with Hadley being a great example of a "city" by day and rural community by night. Highlighted lack of additional datapoints to make study more meaningful.

-Yes - the fact that the reason for the stops we're not included nor the outcomes; also the fact that the data gathering was skewed from the beginning bc it focused on a time period in 2020 when mainly essential workers were on the road.

-1. I was surprised by the estimated average annual daily count on Hadley roads, by the comparative number of traffic stops for speeding, by the number of speed complaints and the number of motor vehicle crashes in Hadley.

2. The racial designation of 'other' caught my attention. Are Asian and Native American drivers in this category? if so, why isn't there an option to choose that race/ethnicity? Are individuals perceived to be multiracial included in this category? Should these data be analyzed as well?

3. I was grateful for the data describing stop outcomes. This is vital information, certainly critical to the department analysis, and as you pointed out in the presentation, the stop outcomes by race are less severe. However, it is my understanding that for Black drivers in particular, traffic stops are perceived to be 'high risk encounters' and therefore the stop itself may be a more severe outcome than would be the case for a white person. I say this with all due respect to the officers whom I know have been well trained. It is my understanding that Black individuals experience disproportionate anxiety when stopped by the police. Again, with all due respect, could one argue that if the stop outcome was a warning, was the stop necessary?

-I'm astonished Hadley was flagged.

-I was surprised that such a small percentage would cause them to flag the town.

-It was very helpful to have Hadley PD share actual dashcam footage. I could not discern who was driving any vehicle in the footage.

3. What do you think we can infer from the data?

7 responses

-That the data actually proves that omission of all factors regarding the stops skews the results.

-Not a lot to be honest.

-That it doesn't really tell us anything substantive

-Given the small population of AA/Black and Hispanic residents of Hadley, I can infer that most AA/Black and Hispanic individuals stopped during the ITP stops are traveling through Hadley to their workplace and/or the business operations in Hadley.

-That this was a poorly constructed study that reflected political bias as opposed to seriously seeking to understand the issue.

-I think that we can infer that the data collection was flawed in that did not seek all of the relevant data points that were necessary to provide the full scope of the police interaction.

-The dashcam footage suggested that it would be almost impossible for a police officer to discern physical characteristics of a driver prior to pulling them over.

4. What conclusions should we avoid drawing from the data in the report or presentation? What can't we know at this time?

7 responses

-We should not assume Hadley is targeting any group based on the patrol patterns and enforcement provided by Chief Mason which is based on accidents and speed violations. We can't draw any assumptions from the lack of data about verbal warnings issued and the nearly improbable ability of anyone to target an individual on a stop while stationary or moving.

-If the intended purpose is to highlight potential bias or profiling, case cannot be made based on this report.

-That the HPD shows racial profiling

-1. We should avoid concluding that the officers who conduct stops do so out of racial bias. 2. Until we can establish that the driving population in Hadley is equal to that in the state, I think it would be prudent to avoid using these data in a comparative manner.

-That Hadley has an issue with racial profiling.

-I think that the conclusions are not valid, since the report did not include all relevant materials. We can't know Hadley's true number interactions based off of how many vehicles pass through the town since that information was reviewed by the researchers.

-The report clearly states that readers should not draw conclusions from the data but that the data should serve as a starting point. The additional data Hadley PD collected and presented did not suggest disproportionate treatment of drivers by Hadley PD or bias.

5. Is there good news to celebrate from the data?

7 responses

-Yes, although there are flagged areas it's clear the data lacks any substantive proof the anomaly has anything to do with bias.

-Hadley is below state averages in several categories that suggest our police force is treating non-white motorists fairly and equitably

-Only from the data that your team collected which was much more thorough

-1. I think that we should celebrate (and be very grateful for) the strong leadership of Chief Mason

2. It is good news that the Hadley Police Department decided not to 'shy away' from the data but to use them as an opportunity to analyze and understand department practices

-The report indicated to me that Hadley PD is doing a fine job. The study is seriously flawed to suggest otherwise.

-I was impressed with the cameras and how it clearly showed that it is not always possible to know the race of a driver of a vehicle when using the radar.

-Hadley PD is proactive. They have already implemented recommended practices to reduce the likelihood of racial profiling.

6. Are there problems of practice suggested by the data? If so, what do you think they might be?

4 responses

-No

-I think it is too early to determine problems of practice.

-Not that I can think of at this time.

-I don't think that there are problems with practice. I believe that the town is already providing bias training and our officers wear body cams as well as vehicle cameras.

7. Are there specific actions you think the Hadley Police Department should take at this time based on the report?

6 responses

-Data actually suggest that the department is very active and should continue to build on the positive patrol practices established.

-Yes, get as much input from communities of color as possible, use the "legwork" you've done post-publishing of this report (i.e. review of all traffic stops) to improve own internal data for review and perhaps educate other municipalities in the Commonwealth. And get an intern from UMass to help with this!

-Push at the state level for more information to be included in the reports data analyses

-I would recommend that the Hadley Police Department consider the following actions based on the report:

1. Maintain 21st Century Policing Practices especially anti-bias training
2. Secure expertise in statistical analysis (perhaps a graduate student at UMass Amherst) to review the data presented in the work group and write a report. Maintain this expertise in anticipation of annual public reporting of stop data.
3. Determine and write a succinct, detailed statement to describe the Town of Hadley including its driving community and area businesses. The resident demographics alone are insufficient.

4. Secure support from the Select Board and Town Leaders to increase the racial diversity of the Hadley Police Department. I think this would be widely perceived as positive. I imagine some financial resources would need to be allocated toward this effort.

5. Maintain open dialogue and strengthen trust in the communities of color in Hadley (Hampshire Mosque and perhaps some of the businesses owned/managed/operated/frequented by AA/Black, Hispanic, Asian professionals)

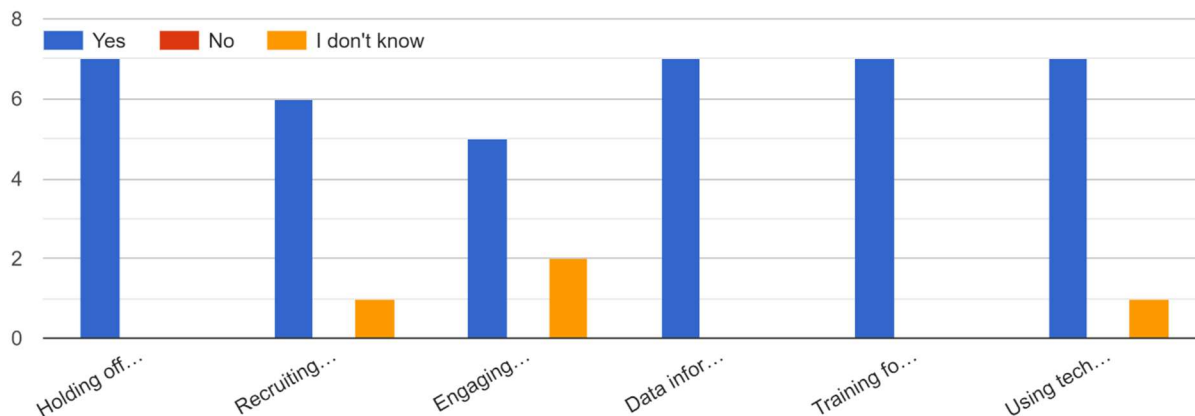
6. Formalize the Hadley Police Department relationship with those who espouse a commitment to diversity (Hadley Learns, the Committee on Diversity, Equity and Inclusion, the Hopkins Diversity Club etc.)

-Considering the numerous flaws in the study, this is more of a political issue than one of performance by the Hadley PD. I suggest reaching out to Dan Carey, Dave Sullivan, et al. If we are serious about addressing the issue of racial profiling, the weakness of this study should inform the fixes in data collection and analysis that would make the study useful in the future.

-Based off the presentation I believe that HPD is already moving correctly based off of the material. It would be worthwhile to contact the other towns/ districts that were flagged as well to see if they are finding the same problems in the data.

Research suggests the following practices reduce the likelihood of racial profiling in policing. Please check all practices that, to your knowledge, the Hadley PD implements.

Research suggests the following practices reduce the likelihood of racial profiling in policing. Please check all practices that, to your knowledge, the Hadley PD implements.



8. Any additional information you would like to share

5 responses

-No

-Outstanding work by Cheif Mason and the community to react positively to a flawed report. My past experience as an LEO have given me insight regarding rural traffic stops vs. metro or city enforcement. Assuming an officer can make a stop based on gender or race is flat out wrong and a dangerous agenda driven assumption.

-You will likely benefit from additional resources, both financial and technological to improve current data collection practices. We need to attract more applicants to have greater diversity in the force. May be opportunity to expand outreach to communities of color?

-I appreciate being invited to serve on the Work Group.

-I believe that the data was flawed and that this should be reported to our state representatives. I know that they were invited but unable to attend, I hope that they were able to view the presentation at a later date. If the information collected had shown the whole picture then the information would have been very valuable to allow

police departments to better serve their communities but with only partial information it is actually harmful.