

Memorandum

City of Lawrence

Police Department

To: Community Police Review Board
From: Sergeant David Ernst, Office of Professional Accountability
Date: October 7th, 2019
Re: Lawrence Police Department Demographics

BACKGROUND

During the July 11th, 2019 Community Police Review Board Meeting, the board requested information about the demographics of the members of the police department compared to the demographics of the population of the City of Lawrence. A member of the board also inquired about the race and gender make-up of the department's bias-based policing instructors.

DISCUSSION

The police department demographics were obtained from the City of Lawrence Human Resources Department and is accurate as of October 6th, 2019. The demographic information obtained for the city population is from the U.S. Census Bureau 2018 Community Survey 1-Year Estimates.

City of Lawrence Population and Officer Totals				
	Population	Percent of Population	Number of Officers	Percent of Officers
Total:	97293		141	
White alone	75876	77.98%	122	86.52%
Black or African American alone	5125	5.26%	6	4.25%
American Indian and Alaska Native alone	4046	4.15%	5	3.54%
Asian alone	6828	7.01%	2	1.41%
Native Hawaiian and Other Pacific Islander alone	123	0.01%	NA	NA
Hispanic or Latino	NA	NA	5	3.54%
Some other race alone	1231	1.26%	NA	NA
Two or more races:	4064	4.17%	1	0.70%
Gender				
Male	48090	49.42%	116	82.26%
Female	49203	50.51%	25	17.73%

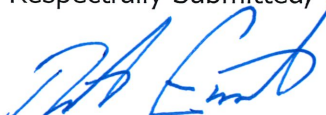
In response to the race and gender make-up of the department's bias-based policing instructors, the department currently has one instructor who is a white female.

I have also attached to this report a copy of the demographic portion of the 2018 Benchmark City Survey for the board to view.

Recommendation:

Receive report.

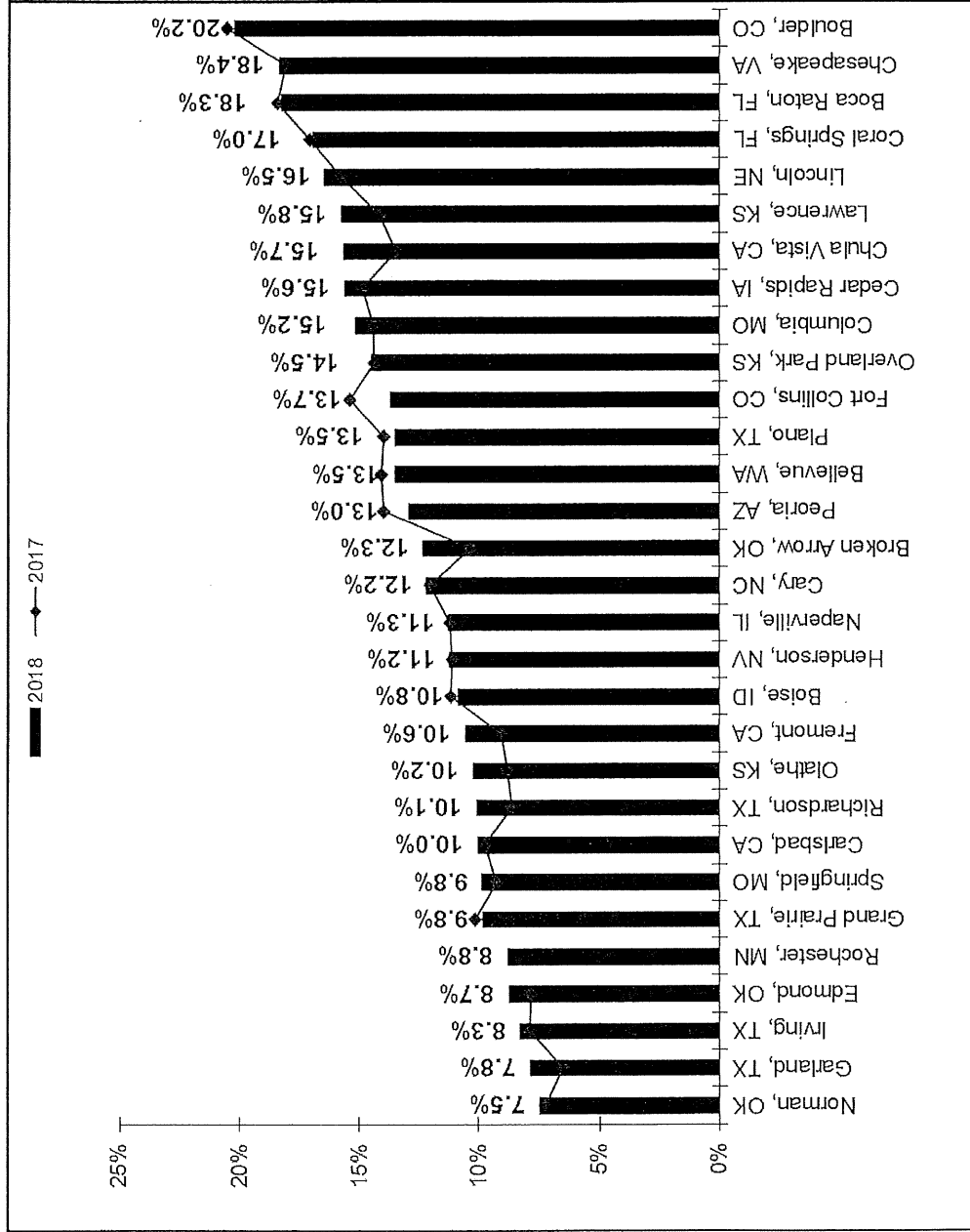
Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "DA Ernst".

Sergeant David Ernst
Office of Professional Accountability

A Coalition for Mutual Support
Benchmark City Survey - 2018 Data
Percent of Female Officers, 2-Year Comparison

2018 Average is 12.7% Female Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data Percent of Female Officers, 5-Year Comparison

2018 Average is 12.7% Female Officers

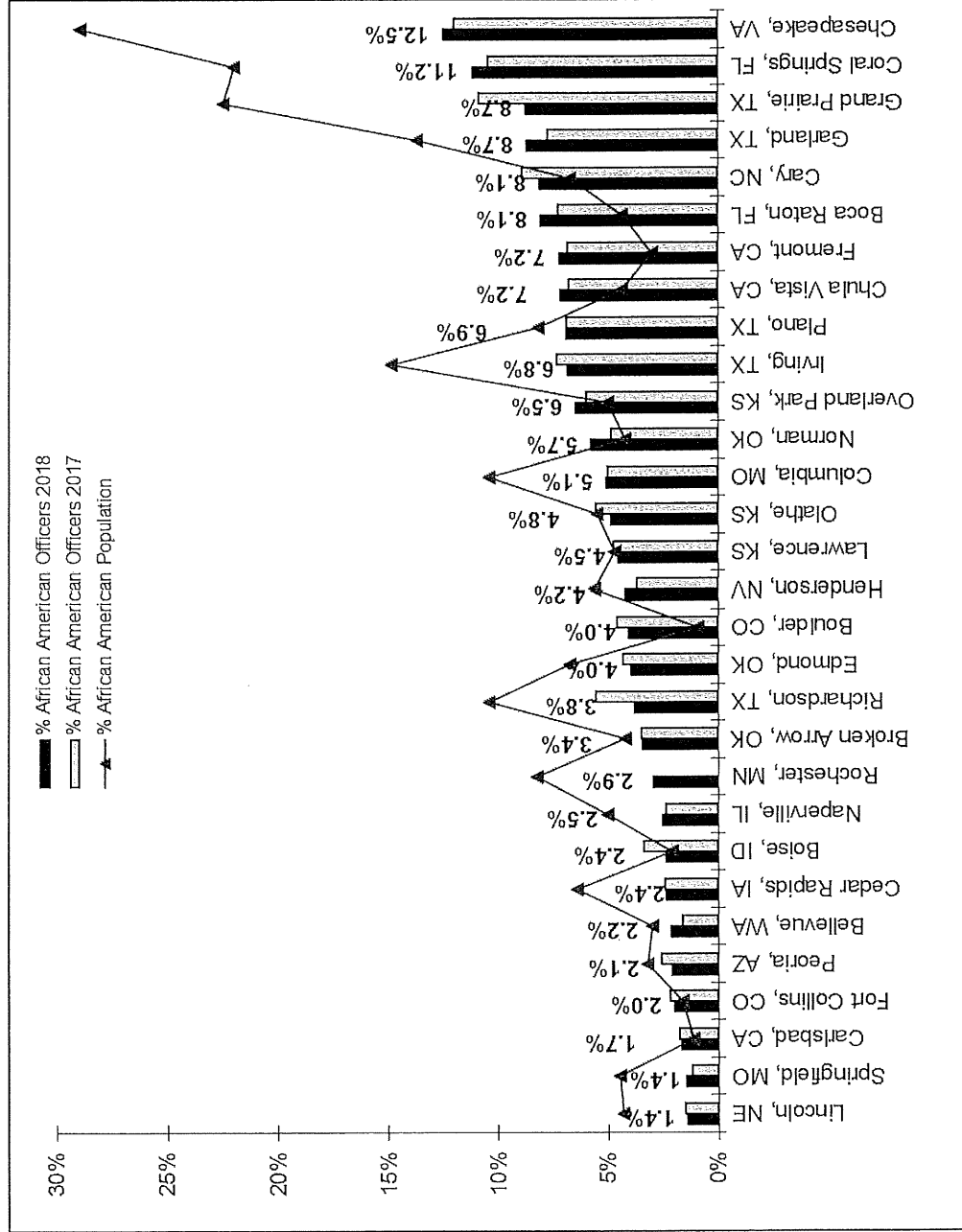
City Name	Assigned Officers	Female Officers	2018	2017	2016	2015	2014
Bellevue, WA	185	25	13.5%	14.1%	15.2%	16.1%	14.0%
Boca Raton, FL	186	34	18.3%	18.4%	16.1%	16.7%	16.7%
Boise, ID	295	32	10.8%	11.1%	11.3%	10.9%	8.6%
Boulder, CO	173	35	20.2%	20.6%	19.3%	19.6%	19.7%
Broken Arrow, OK	146	18	12.3%	10.3%	8.5%	8.9%	7.7%
Carlsbad, CA	120	12	10.0%	9.7%	8.0%	10.4%	
Cary, NC	197	24	12.2%	12.0%	9.7%		
Cedar Rapids, IA	211	33	15.6%	14.9%	15.0%	15.5%	15.0%
Chesapeake, VA	392	72	18.4%	18.1%	19.0%	18.2%	18.9%
Chula Vista, CA	223	35	15.7%	13.5%	12.8%	12.4%	11.4%
Columbia, MO	158	24	15.2%	14.5%	11.0%	13.3%	14.7%
Coral Springs, FL	206	35	17.0%	17.1%	14.8%	13.9%	14.9%
Edmond, OK	126	11	8.7%	7.8%	7.5%	7.3%	5.0%
Fort Collins, CO	204	28	13.7%	15.4%	15.8%	15.8%	15.2%
Fremont, CA	180	19	10.6%	9.1%	8.3%	8.9%	10.1%
Garland, TX	357	28	7.8%	6.5%	6.2%	6.3%	5.6%
Grand Prairie, TX	275	27	9.8%	10.1%	9.3%	7.7%	6.9%
Henderson, NV	357	40	11.2%	11.1%	10.3%	8.0%	7.5%
Irving, TX	351	29	8.3%	7.9%	7.9%	7.2%	7.2%
Lawrence, KS	133	21	15.8%	14.2%	11.1%	11.0%	11.0%
Lincoln, NE	358	59	16.5%	15.8%	15.5%	16.7%	15.9%
Naperville, IL	160	18	11.3%	11.2%	10.7%	11.3%	12.5%
Norman, OK	174	13	7.5%	7.3%	6.7%	6.1%	6.3%
Olathe, KS	186	19	10.2%	8.8%	8.5%	8.1%	6.9%
Overland Park, KS	248	36	14.5%	14.4%	15.1%	16.0%	15.6%
Peoria, AZ	193	25	13.0%	14.0%	11.7%	12.3%	10.5%
Plano, TX	407	55	13.5%	14.0%	10.7%	11.3%	11.6%
Richardson, TX	159	16	10.1%	8.6%	8.1%	8.3%	8.6%
Rochester, MN	137	12	8.8%				
Springfield, MO	346	34	9.8%	9.3%	8.8%	7.7%	6.9%
Average	228	29	12.7%	12.4%	11.5%	11.6%	11.3%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of African American Officers, 2-Year Comparison

2018 Average is 5.1% African American Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of African American Officers, 5-Year Comparison

2018 Average is 5.1% African American Officers

City Name	Assigned Officers	African American Officers	2018	2017	2016	2015	2014	% African American Population 2018
Bellevue, WA	185	4	2.2%	1.6%	2.2%	2.2%	2.8%	3.0%
Boca Raton, FL	186	15	8.1%	7.3%	6.6%	7.4%	6.6%	4.4%
Boise, ID	295	7	2.4%	3.4%	2.8%	3.1%	3.7%	2.1%
Boulder, CO	173	7	4.0%	4.6%	5.0%	5.0%	5.1%	0.9%
Broken Arrow, OK	146	5	3.4%	3.4%	2.8%	3.0%	2.3%	4.2%
Carlsbad, CA	120	2	1.7%	1.8%	1.8%	2.6%		1.1%
Cary, NC	197	16	8.1%	8.9%	7.2%			6.7%
Cedar Rapids, IA	211	5	2.4%	2.4%	1.9%	1.4%	1.5%	6.4%
Chesapeake, VA	392	49	12.5%	12.0%	12.0%	12.5%	12.4%	29.0%
Chula Vista, CA	223	16	7.2%	6.8%	5.7%	5.3%	3.4%	4.4%
Columbia, MO	158	8	5.1%	5.0%	3.5%	4.8%	3.1%	10.4%
Coral Springs, FL	206	23	11.2%	10.5%	10.0%	8.2%	8.7%	22.0%
Edmond, OK	126	5	4.0%	4.3%	4.2%	4.1%	3.3%	6.7%
Fort Collins, CO	204	4	2.0%	2.2%	2.4%	2.0%	1.5%	1.6%
Fremont, CA	180	13	7.2%	6.8%	5.7%	5.2%	4.3%	3.0%
Garland, TX	357	31	8.7%	7.7%	8.3%	8.1%	7.1%	13.7%
Grand Prairie, TX	275	24	8.7%	10.9%	10.4%	10.0%	8.9%	22.5%
Henderson, NV	357	15	4.2%	3.7%	3.6%	4.1%	3.3%	5.6%
Irving, TX	351	24	6.8%	7.3%	5.9%	5.5%	6.1%	14.9%
Lawrence, KS	133	6	4.5%	4.7%	5.2%	5.2%	5.2%	4.7%
Lincoln, NE	358	5	1.4%	1.5%	1.8%	1.9%	1.9%	4.3%
Naperville, IL	160	4	2.5%	2.4%	2.4%	2.4%	2.4%	5.0%
Norman, OK	174	10	5.7%	4.8%	4.5%	4.6%	3.4%	4.2%
Olathe, KS	186	9	4.8%	5.5%	4.0%	4.0%	4.0%	5.5%
Overland Park, KS	248	16	6.5%	6.0%	5.2%	5.2%	4.4%	5.0%
Peoria, AZ	193	4	2.1%	2.6%	3.1%	3.6%	2.6%	3.2%
Piano, TX	407	28	6.9%	6.9%	6.1%	6.9%	7.0%	8.1%
Richardson, TX	159	6	3.8%	5.6%	5.0%	4.5%	5.3%	10.4%
Rochester, MN	137	4	2.9%					8.2%
Springfield, MO	346	5	1.4%	1.2%	1.1%	0.9%	0.6%	4.5%
Average	228	12	5.1%	5.2%	4.8%	4.8%	4.5%	7.5%

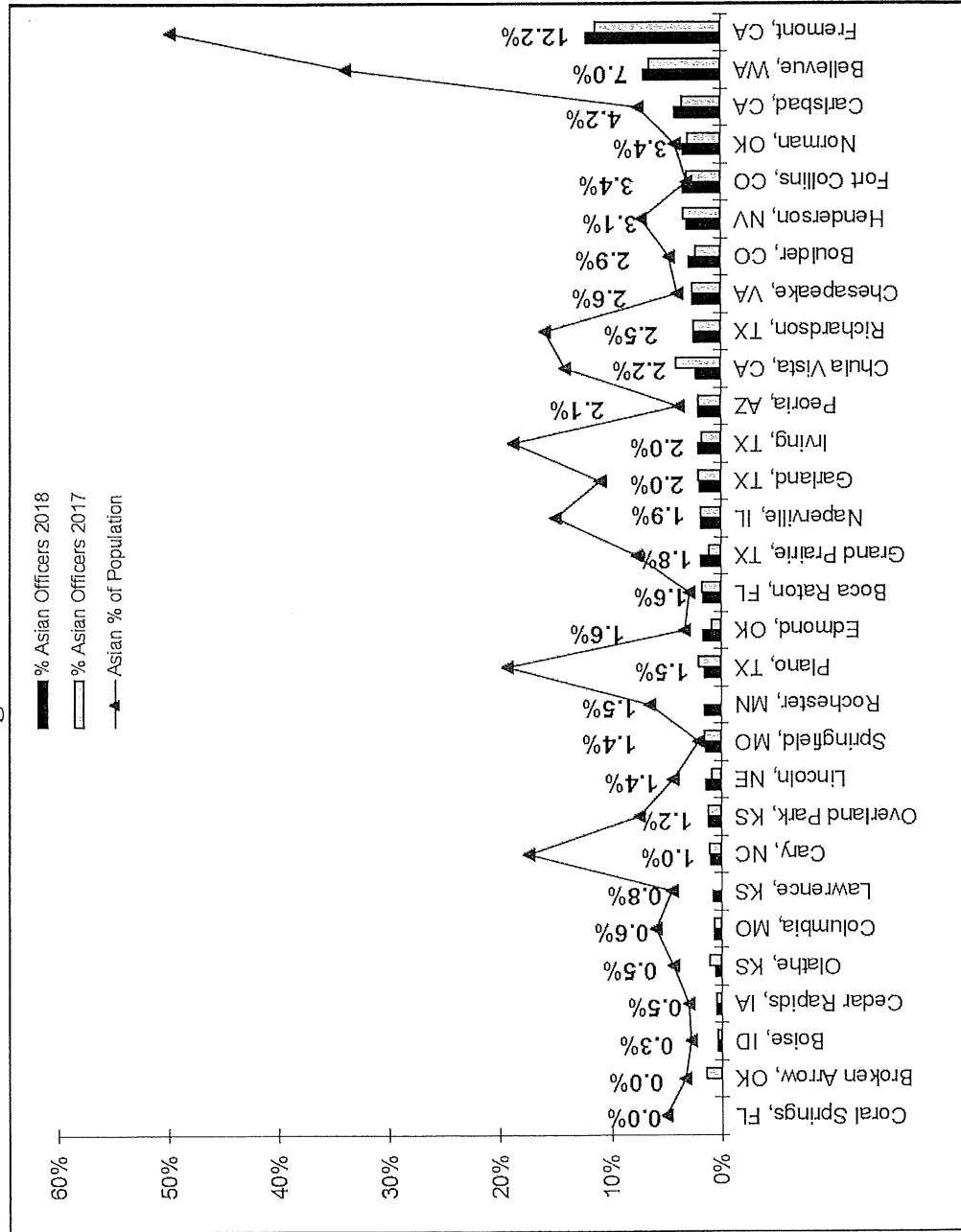


A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Asian Officers, 2-Year Comparison

2018 Average is 2.2% Asian Officers



A Coalition for Mutual Support
Benchmark City Survey - 2018 Data
Percent of Asian Officers, 5-Year Comparison

2018 Average is 2.2% Asian Officers

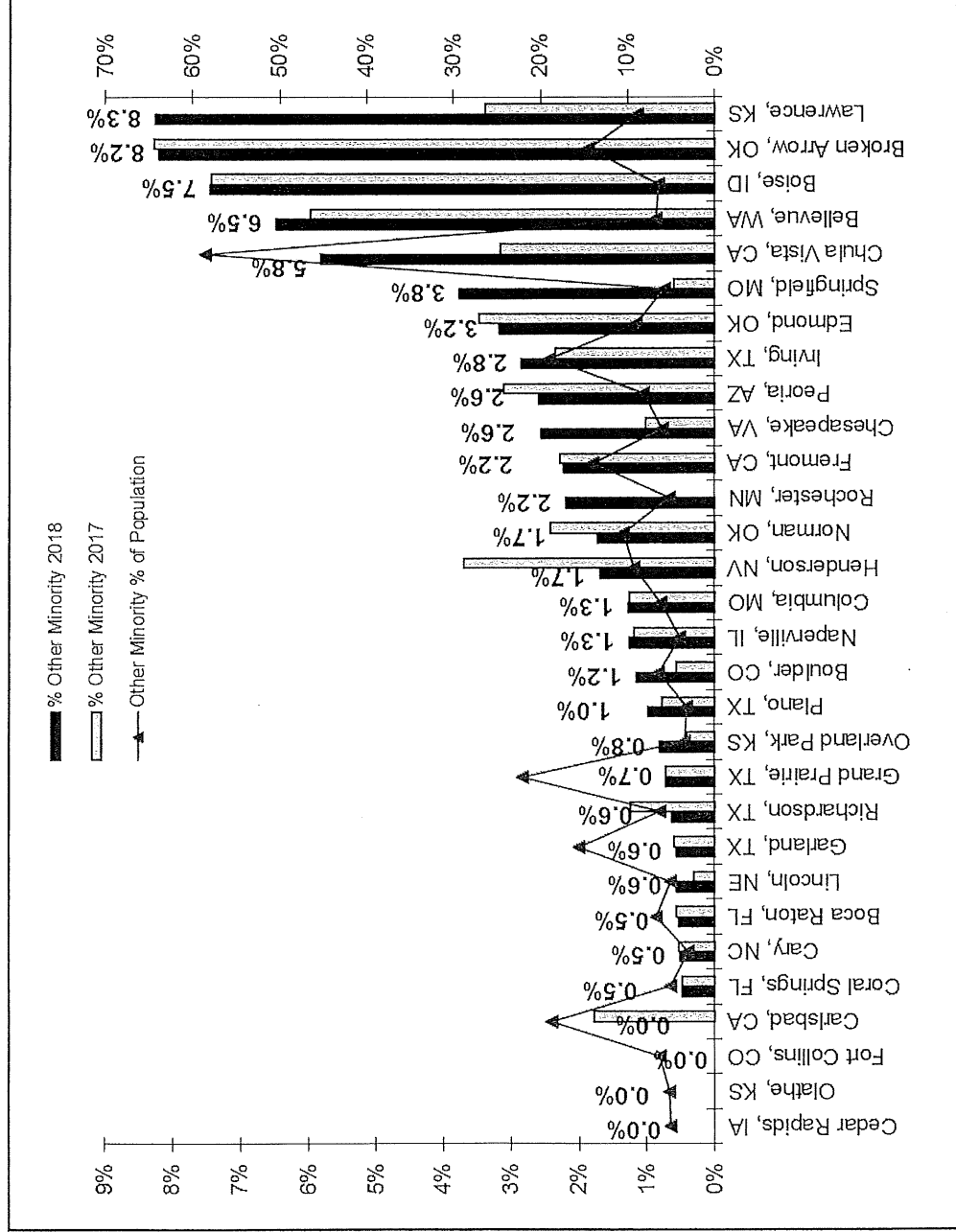
City Name	Assigned Officers	Asian Officers	2018	2017	2016	2015	2014	Asian % of Population
Bellevue, WA	185	13	7.0%	6.5%	7.1%	7.8%	8.4%	34.0%
Boca Raton, FL	186	3	1.6%	1.7%	1.4%	0.0%	0.0%	2.9%
Boise, ID	295	1	0.3%	0.3%	0.4%	0.3%	1.0%	2.8%
Boulder, CO	173	5	2.9%	2.3%	2.2%	1.7%	1.7%	4.7%
Broken Arrow, OK	146	0	0.0%	1.4%	0.0%	0.7%	0.0%	3.4%
Carlsbad, CA	120	5	4.2%	3.5%	2.7%	3.5%		7.6%
Cary, NC	197	2	1.0%	1.0%	0.0%			17.4%
Cedar Rapids, IA	211	1	0.5%	0.5%	0.5%	0.5%	1.0%	3.0%
Chesapeake, VA	392	10	2.6%	2.6%	2.3%	2.3%	2.8%	4.0%
Chula Vista, CA	223	5	2.2%	4.1%	3.5%	2.7%	5.5%	14.2%
Columbia, MO	158	1	0.6%	0.6%	0.6%	0.6%	0.6%	6.0%
Coral Springs, FL	206	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
Edmond, OK	126	2	1.6%	0.9%	0.8%	0.8%	0.0%	3.3%
Fort Collins, CO	204	7	3.4%	3.1%	2.4%	2.5%	2.0%	3.1%
Fremont, CA	180	22	12.2%	11.4%	10.4%	10.4%	10.6%	50.0%
Garland, TX	357	7	2.0%	2.1%	2.1%	1.8%	0.9%	11.0%
Grand Prairie, TX	275	5	1.8%	1.1%	1.5%	1.2%	0.8%	7.7%
Henderson, NV	357	11	3.1%	3.4%	3.0%	4.1%	2.6%	7.2%
Irving, TX	351	7	2.0%	1.8%	1.7%	2.0%	2.0%	18.8%
Lawrence, KS	133	1	0.8%	0.0%	0.0%	1.3%	1.3%	4.5%
Lincoln, NE	358	5	1.4%	0.9%	0.9%	1.2%	1.3%	4.4%
Naperville, IL	160	3	1.9%	1.8%	1.8%	1.8%	1.8%	15.0%
Norman, OK	174	6	3.4%	3.0%	2.8%	1.7%	1.7%	4.2%
Olathe, KS	186	1	0.5%	1.1%	1.1%	1.2%	1.2%	4.4%
Overland Park, KS	248	3	1.2%	1.2%	2.0%	1.2%	1.2%	7.5%
Peoria, AZ	193	4	2.1%	2.1%	3.6%	2.6%	2.1%	3.8%
Plano, TX	407	6	1.5%	2.0%	1.6%	1.6%	1.1%	19.4%
Richardson, TX	159	4	2.5%	2.5%	3.1%	3.2%	3.3%	16.0%
Rochester, MN	137	2	1.5%					6.5%
Springfield, MO	346	5	1.4%	1.5%	1.1%	1.1%	1.2%	2.0%
Average	228	4.9	2.2%	2.2%	2.1%	2.1%	2.1%	9.8%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Other Minority Officers, 2-Year Comparison

2018 Average is 2.3% Other Minority Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Other Minority Officers, 5-Year Comparison

2018 Average is 2.3% Other Minority Officers

City Name	Assigned Officers	Other Minority Officers	2018	2017	2016	2015	2014	Other Minority % of Population
Bellevue, WA	185	12	6.5%	6.0%	4.9%	3.3%	3.9%	6.7%
Boca Raton, FL	186	1	0.5%	0.6%	0.5%	2.0%	1.5%	6.7%
Boise, ID	295	22	7.5%	7.4%	4.6%	4.8%	0.3%	6.4%
Boulder, CO	173	2	1.2%	0.6%	0.6%	0.6%	0.0%	6.4%
Broken Arrow, OK	146	12	8.2%	8.3%	7.1%	5.2%	6.9%	14.5%
Carlsbad, CA	120	0	0.0%	1.8%	1.8%	1.7%		18.7%
Cary, NC	197	1	0.5%	0.5%	0.5%			3.0%
Cedar Rapids, IA	211	0	0.0%	0.0%	0.0%	0.5%	0.5%	5.0%
Chesapeake, VA	392	10	2.6%	1.0%	0.3%	0.3%	0.8%	6.0%
Chula Vista, CA	223	13	5.8%	3.2%	3.1%	7.6%	5.1%	58.5%
Columbia, MO	158	2	1.3%	1.3%	0.6%	0.6%	2.5%	6.2%
Coral Springs, FL	206	1	0.5%	0.5%	0.5%	0.5%	0.5%	5.0%
Edmond, OK	126	4	3.2%	3.5%	3.3%	3.3%	2.5%	9.0%
Fort Collins, CO	204	0	0.0%	0.0%	0.0%	0.0%	0.5%	6.3%
Fremont, CA	180	4	2.2%	2.3%	1.0%	2.6%	1.6%	14.0%
Garland, TX	357	2	0.6%	0.6%	0.6%	0.6%	0.3%	15.5%
Grand Prairie, TX	275	2	0.7%	0.7%	0.0%	0.0%	0.0%	22.0%
Henderson, NV	357	6	1.7%	3.7%	0.3%	0.5%	0.3%	9.2%
Irving, TX	351	10	2.8%	2.3%	0.6%	0.6%	0.6%	18.9%
Lawrence, KS	133	11	8.3%	3.4%	3.3%	2.6%	2.6%	8.8%
Lincoln, NE	358	2	0.6%	0.3%	0.9%	0.6%	0.6%	5.0%
Naperville, IL	160	2	1.3%	1.2%	1.2%	0.6%	0.0%	4.0%
Norman, OK	174	3	1.7%	2.4%	2.8%	2.8%	2.9%	10.5%
Olathe, KS	186	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Overland Park, KS	248	2	0.8%	0.4%	0.4%	0.4%	0.0%	3.5%
Peoria, AZ	193	5	2.6%	3.1%	1.0%	1.5%	1.6%	8.1%
Plano, TX	407	4	1.0%	0.8%	0.8%	0.8%	1.1%	3.2%
Richardson, TX	159	1	0.6%	1.2%				6.3%
Rochester, MN	137	3	2.2%					5.2%
Springfield, MO	346	13	3.8%	0.6%	0.6%	0.6%	0.6%	5.7%
Average	228	5.0	2.3%	2.0%	1.4%	1.6%	1.4%	10.1%

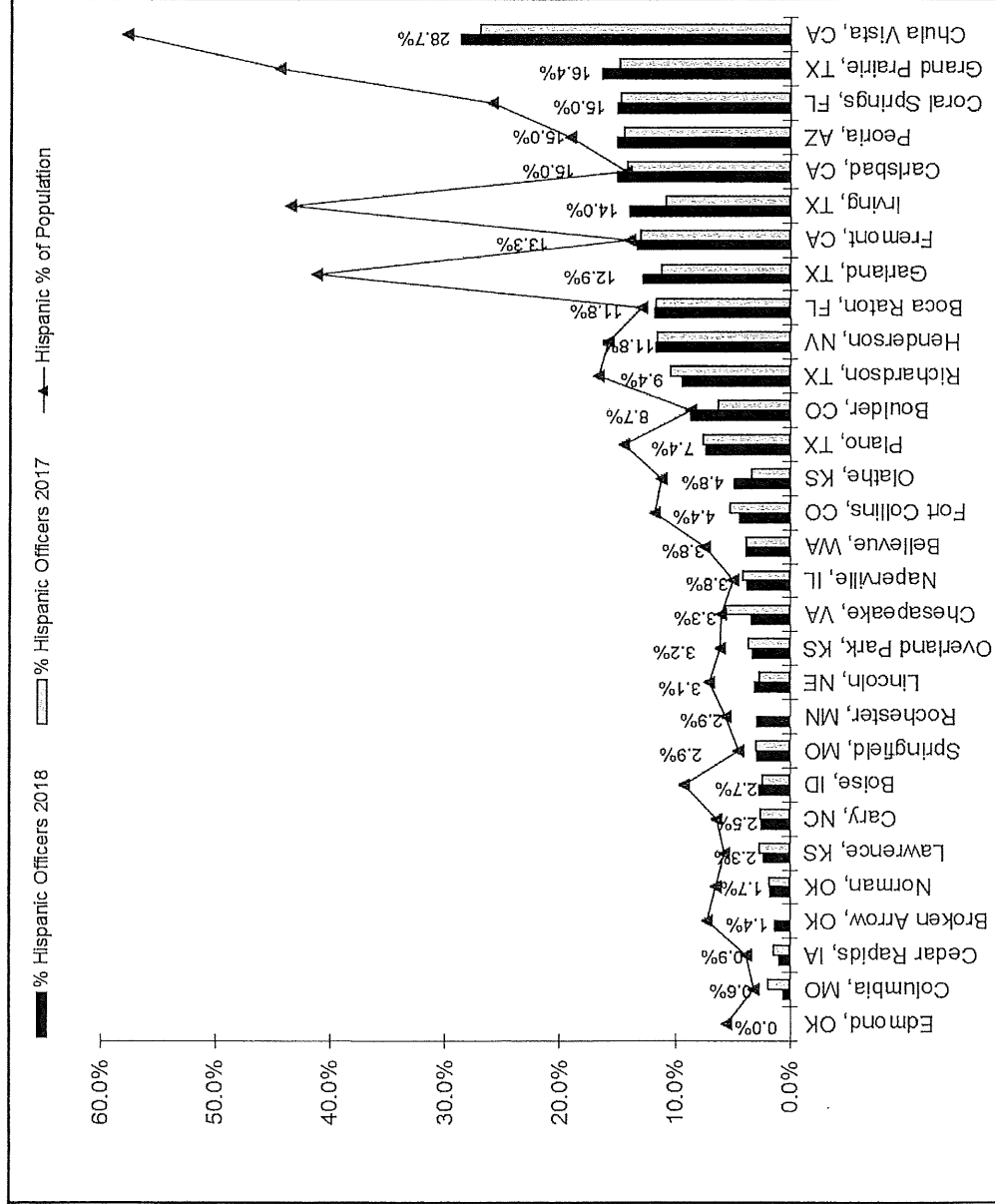


A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Hispanic Officers, 2- Year Comparison

2018 Average is 7.5% Hispanic Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data Percent of Hispanic Officers, 5-Year Comparison

2018 Average is 7.5% Hispanic Officers

City Name	Assigned Officers	Hispanic Officers	2018	2017	2016	2015	2014	Hispanic % of Population
Bellevue, WA	185	7	3.8%	3.8%	3.8%	3.9%	2.2%	7.4%
Boca Raton, FL	186	22	11.8%	11.7%	9.0%	8.9%	8.1%	13.0%
Boise, ID	295	8	2.7%	2.4%	2.5%	2.4%	3.7%	9.2%
Boulder, CO	173	15	8.7%	6.3%	6.1%	6.1%	5.6%	8.7%
Broken Arrow, OK	146	2	1.4%	0.0%	0.7%	0.7%	0.8%	7.3%
Carlsbad, CA	120	18	15.0%	14.2%	11.5%	11.3%		14.3%
Cary, NC	197	5	2.5%	2.6%	2.6%			6.4%
Cedar Rapids, IA	211	2	0.9%	1.4%	0.9%	0.9%	1.5%	3.8%
Chesapeake, VA	392	13	3.3%	5.6%	5.3%	5.4%	4.4%	6.0%
Chula Vista, CA	223	64	28.7%	27.0%	26.9%	25.3%	24.5%	57.8%
Columbia, MO	158	1	0.6%	1.9%	2.3%	3.0%	0.6%	3.2%
Coral Springs, FL	206	31	15.0%	14.8%	12.4%	13.0%	12.5%	26.0%
Edmond, OK	126	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%
Fort Collins, CO	204	9	4.4%	5.3%	5.7%	5.9%	5.6%	11.8%
Fremont, CA	180	24	13.3%	13.1%	12.5%	12.0%	13.3%	14.0%
Garland, TX	357	46	12.9%	11.3%	12.2%	9.6%	9.0%	41.3%
Grand Prairie, TX	275	45	16.4%	14.9%	14.1%	13.9%	12.0%	44.5%
Henderson, NV	357	42	11.8%	11.6%	9.4%	8.0%	5.4%	15.8%
Irving, TX	351	49	14.0%	10.9%	9.6%	9.0%	7.8%	43.6%
Lawrence, KS	133	3	2.3%	2.7%	2.0%	1.9%	1.9%	5.7%
Lincoln, NE	358	11	3.1%	2.7%	2.4%	1.9%	1.9%	7.1%
Naperville, IL	160	6	3.8%	4.1%	4.2%	3.6%	3.6%	5.0%
Norman, OK	174	3	1.7%	1.8%	1.7%	2.8%	2.3%	6.5%
Olathe, KS	186	9	4.8%	3.3%	2.8%	2.9%	4.0%	11.2%
Overland Park, KS	248	8	3.2%	3.6%	3.6%	4.4%	4.4%	6.1%
Peoria, AZ	193	29	15.0%	14.5%	11.2%	10.3%	7.3%	19.1%
Plano, TX	407	30	7.4%	7.7%	7.2%	7.4%	7.6%	14.5%
Richardson, TX	159	15	9.4%	10.5%	8.1%	9.0%	9.3%	16.7%
Rochester, MN	137	4	2.9%					5.6%
Springfield, MO	346	10	2.9%	3.0%	2.8%	2.6%	2.7%	4.5%
Average	228	18	7.5%	7.3%	6.7%	6.6%	6.0%	14.7%