



Travis County Sheriff's Office

2021 Racial Profiling Report

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February 14, 2022



"Releasing our annual racial profiling report is one of a great many things we at your Travis County Sheriff's Office do in keeping with our Mission and Values.



Whether it be a deputy on the street, a corrections officer in the jail, a victim services volunteer in someone's home, a nurse on our medical team, or any number of other employees providing vital services in locations throughout the entire county, we strive to be known for our kindness and integrity. I believe the data contained in this report is indicative of our efforts to foster trust, build community, offer security and maintain open communication."

-Sheriff Sally Hernandez

MISSION

"TCSO is a family of highly trained professionals whose mission is to provide innovative law enforcement and correctional services in a holistic manner through collaborative partnerships.

VISION

"The vision of the TCSO is a strong bond with our diverse community; that they be confident in our compassion, approachability, competence and trustworthiness.

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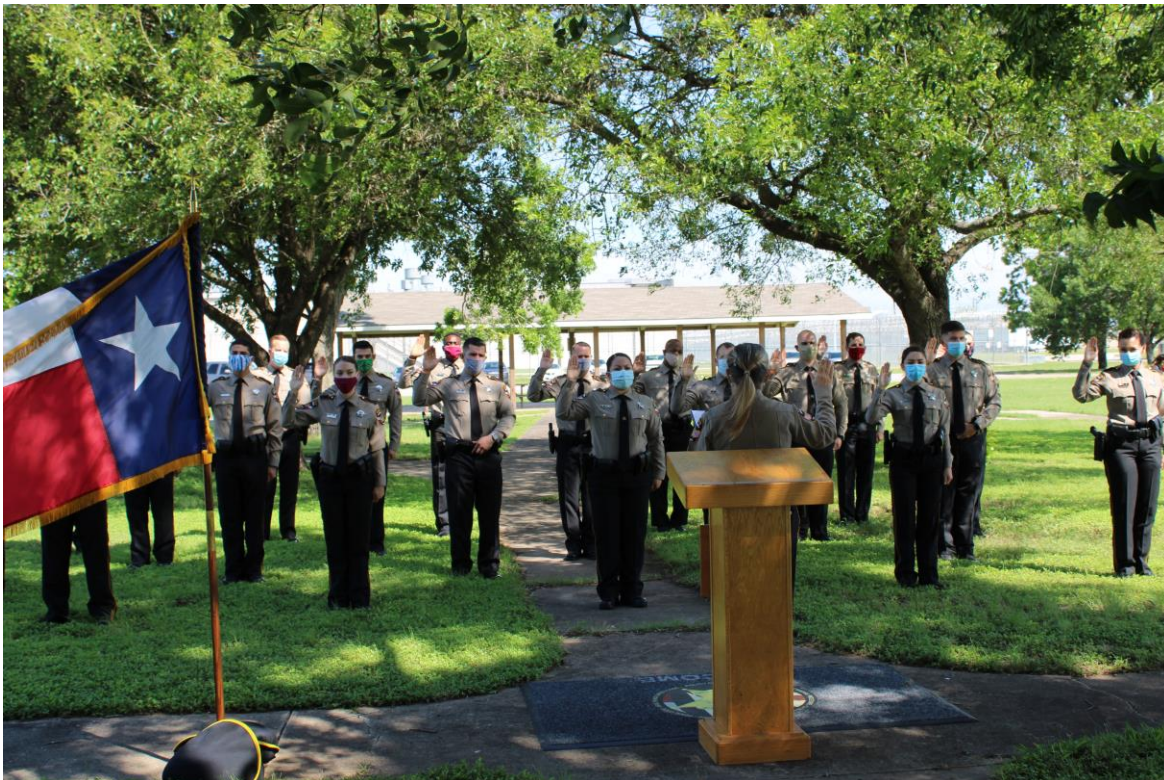
BACKGROUND

During the 77th Legislative Session the Texas Congress passed [Senate Bill 1074](#), *PROHIBITION OF RACIAL PROFILING BY PEACE OFFICERS*. The Act amended the Code of Criminal Procedures to include the following articles:

- [2.132](#) Requiring law enforcement agencies to develop a detailed written policy on racial profiling
- [2.133](#) Requiring law enforcement agencies to collect reports on traffic and pedestrian stops
- [2.134](#) Requiring law enforcement agencies to analyze the data collected and report the data to their respective governing bodies (Commissioners Court).

DEFINITION

“Racial Profiling as the law enforcement practice of using race, ethnicity, national origin, or religious appearance as one factor; among others, when police decide which people are suspicious enough to warrant police stops, questioning, frisks, searches, and other routine police practices.”¹



¹ https://www.americanbar.org/groups/criminal_justice/publications/criminal-justice-magazine/2020/winter/racial-profiling-past-present-and-future/

BIAS BASED PROFILING POLICY 1.8.11

PURPOSE: To provide officers with guidelines and standard operating procedures to gather data to comply with bias-based profiling legislation.

POLICY: It is the policy of the Sheriff's Office that bias based profiling or any other discriminatory practice by agency personnel is strictly prohibited.

PROCEDURE:

I. Racial Profiling means a law enforcement-initiated action based on an individual's race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.

II. All sworn peace officers are required to attend state-mandated training in bias-based profiling issues including legal aspects. The TCSO Training Academy will incorporate training in bias-based profiling in all aspects of training that include public contacts.

a. Public Education - This Office will provide public education relating to the agency's complaint process. This may be done via the Internet, media, and printed material, or by other means.

b. Citizen Complaint Process - A personnel complaint related to bias-based profiling may be presented to the Office in person, by telephone, or by letter. Every effort is made to facilitate the filing of the complaint by ensuring that the process is convenient, courteous, and prompt. No complaint other than violations of criminal law will be considered credible if older than thirty (30) days, except under extenuating circumstances.

c. Corrective Measures - After investigation, an officer found in violation of this policy will be subject to disciplinary action. The disciplinary action will be consistent with Agency policies and procedures.

d. Administrative Review - Annually, the Sheriff or his/her designee will conduct an administrative review of agency practices including citizen concerns.

III. Agency personnel will annotate the required information consistent with TCSO Racial Profiling Standard Operating Procedure. An Annual Report, in compliance with the reference, will be compiled, analyzed, and submitted to both the Texas Commission on Law Enforcement and our governing body, Commissioners Court, no later than March 1st of each year.

RACIAL PROFILING COMPLIMENTS AND COMPLAINTS

The Texas Racial Profiling Law requires police agencies to provide information to the public regarding ways to report compliments or complaints regarding racial profiling. Each citation or warning issued by the Travis County Sheriff's Office details how to report a compliment or complaint. This information includes a physical address and phone number for our Internal Affairs Division, which is manned by personnel Monday through Friday.

Complaints or compliments can also be made online via TCSO's website:
<https://tcsheriff.org/services/public-resources/file-a-compliment-complaint>

The Travis County Sheriff's Office has a full time Internal Affairs Division supervised by a sergeant and staffed with three detectives. The Internal Affairs Division reports directly to the Chief Deputy.

During 2021, the Travis County Sheriff's Office Internal Affairs section received one complaint regarding racial profiling. As with all complaints, a complete investigation was conducted by an Internal Affairs Detective, then reviewed by the Internal Affairs Sergeant. The investigation was then reviewed by supervisors of the employee who received the complaint, and the Bureau Major. The allegation in this incident was not sustained.



Compliments from the community are a high honor. All compliments received are shared with the chain of command so the complimented staff member may be commended. A copy of the compliment is placed in the employee's personnel file for consideration during times of promotion or assignment change.

TRAINING

The Travis County Sheriff's Office recognizes the importance of addressing racial profiling. With the assistance of internal policies and state regulations, specialized training guides officers. In 2021, all deputies within the Law Enforcement Bureau attended a minimum of 40 hours of continuing education training. One of the topics was Implicit Bias, which placed an emphasis on multi-culturalism and sensitivity. The training was discussion-based, allowing everyone to present different perspectives, which helped clarify bias and viewpoints from individuals of different age groups, ethnic backgrounds, and experience levels. Other mandated topics included, decision-based use of force scenario training that encouraged de-escalation communication, first responder medical, and personal leadership development.

In 2020 and 2021, TCSO began certifying all deputies as Mental Health Officers, as outlined by the Texas Commission on Law Enforcement. The training educates deputies to better recognize, evaluate, de-escalate, and properly assist those in mental health crisis. This training lessens the need for deputies to use force and increases their ability to effectively communicate with all members of our community.

Supervisors also received training in leadership, with an emphasis on community-oriented policing.

Training outside of TCSO is valued and whenever possible, employees are permitted to attend training provided by various subject matter experts. TCSO recognizes the current challenge of law enforcement staffing across the country and seeks out ways to stand out amongst other agencies.

BODY WORN CAMERAS

In 2021, TCSO began the procurement process to implement body worn cameras, and as of March 1, 2022, is very close to the initial deployment of these cameras. Full deployment of 210 body worn cameras is projected for March or early April of 2022. TCSO values the increased transparency afforded by body worn cameras and is developing innovative ways to introduce them into procedures.

TIER 2 DATA

The Travis County Sheriff's Office currently does not have cameras in all vehicles; therefore, is required to complete the Tier 2 Report. This data is for January 1 - December 31, 2021, and the report was generated on January 26, 2022.

TOTAL STOPS 19,232

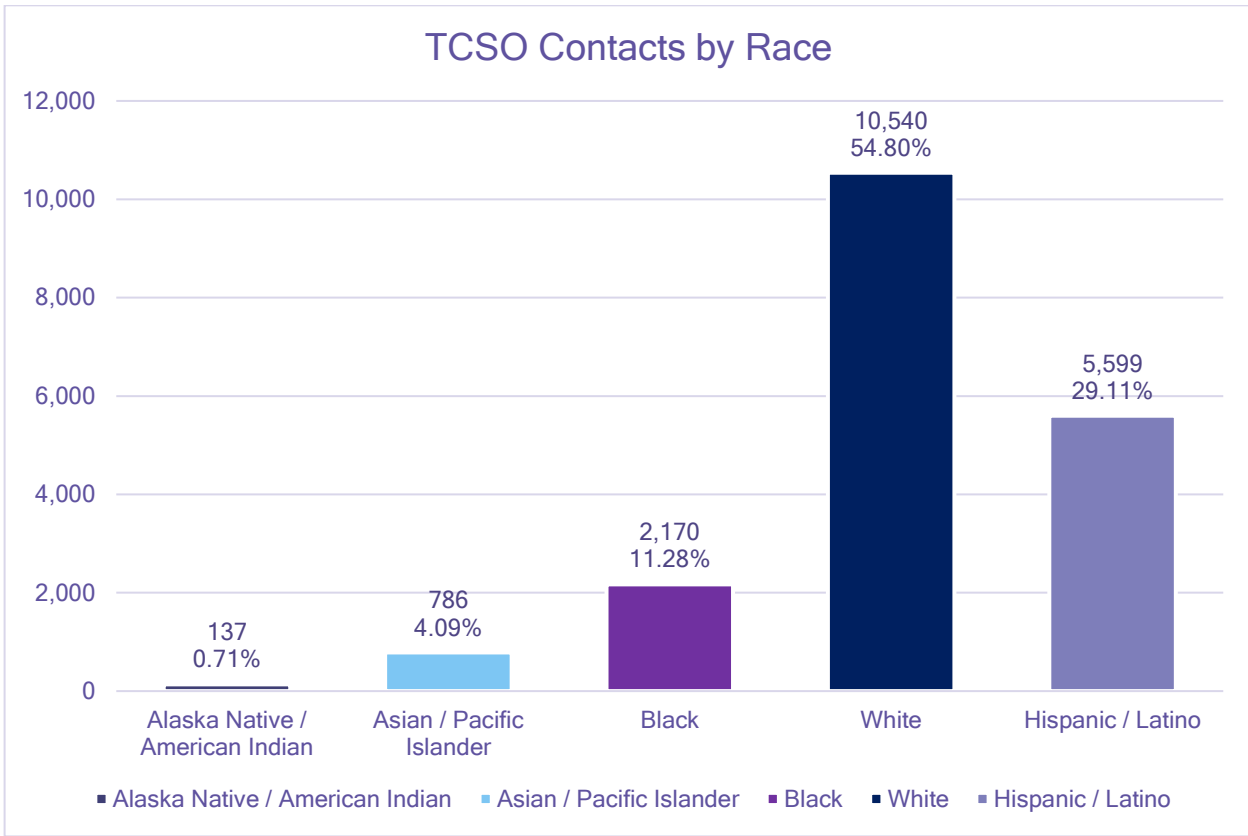
Street Address or Approximate Location of Stop	
City Street	4,679
US Highway	1,640
County Road	9,607
State Highway	2,819
Private Property	487

Race or Ethnicity	
Alaska Native / American Indian	137
Asian / Pacific Islander	786
Black	2,170
White	10,540
Hispanic / Latino	5,599

Was Race or Ethnicity Known Prior to Stop	
Yes	380
No	18,852

Female	
Alaska Native / American Indian	39
Asian / Pacific Islander	287
Black	750
White	3,704
Hispanic / Latino	1,616
TOTAL	6,396

Male	
Alaska Native / American Indian	98
Asian / Pacific Islander	499
Black	1,420
White	6,836
Hispanic / Latino	3,983
TOTAL	12,836



SEARCHES

The US Constitution protects against unreasonable searches which is why this component of racial profiling data is reviewed. There are various types of searches. The data provided includes all searches conducted during a detention. In 2021, 165 (0.86%) of contacts resulted in a search being conducted. The following tables will look at the breakdown of searches and contraband discovered.

Was a Search Conducted?	Yes	No
Alaska Native / American Indian	0	137
Asian / Pacific Islander	5	781
Black	25	2,145
White	82	10,458
Hispanic / Latino	53	5,546
TOTAL	165	19,067

Was Contraband Discovered?	Yes	No
Alaska Native / American Indian	0	0
Asian / Pacific Islander	3	2
Black	17	8
White	47	35
Hispanic / Latino	11	42
TOTAL	78	87

While numbers, in and of themselves, do not give the entire picture of what was happening during a detention, looking at the reason for the stop is important data to further understand what is happening within the agency.

Reason for Search					
Race / Ethnicity	Consent	Contraband	Probable Cause	Inventory	Incident to Arrest
Alaska Native / American Indian	0	0	0	0	0
Asian / Pacific Islander	1	1	2	0	1
Black	1	8	11	2	3
White	10	21	38	3	10
Hispanic / Latino	9	2	30	3	9
TOTAL	21	32	81	8	23

Description of Contraband					
Race / Ethnicity	Drugs	Alcohol	Weapons	Property	Other
Alaska Native / American Indian	0	0	0	0	0
Asian / Pacific Islander	3	0	0	0	0
Black	7	1	1	1	1
White	33	6	2	1	5
Hispanic / Latino	15	1	1	0	0
TOTAL	58	8	4	2	6

CITATIONS AND WARNINGS

The Travis County Sheriff's Office allows the deputy discretion when submitting violation(s) as a written warning or a citation. Due to continued COVID protocols in 2021, deputies were not able to be as proactive with traffic stops as in previous years. Below you will find the breakdown for detentions.

Result of the Stop				
Race / Ethnicity	Written Warning	Citation	Written Warning & Arrest	Citation & Arrest
Alaska Native / American Indian	120	17	0	0
Asian / Pacific Islander	662	123	0	1
Black	1,811	352	6	1
White	8,888	1,638	8	6
Hispanic / Latino	3,993	1,597	4	5
TOTAL	15,474	3,727	18	13

Arrest based on				
Race / Ethnicity	Violation of Penal Code	Violation Traffic Law	Outstanding Warrant	Violation City Ord
Alaska Native / American Indian	0	0	0	0
Asian / Pacific Islander	1	0	0	0
Black	0	1	5	0
White	9	1	3	0
Hispanic / Latino	7	0	2	0
TOTAL	17	2	10	0

USE OF FORCE

In 2017, the Sandra Bland Act was passed and signed into law, requiring agencies to include whether or not physical force was used during the traffic stop or detention.

Was Physical Force Used?	Yes	No
Alaska Native / American Indian	0	137
Asian / Pacific Islander	0	786
Black	0	2,170
White	0	10,540
Hispanic / Latino	0	5,599
TOTAL	0	19,232

Number of Complaints of Racial Profiling	
Resulted in Disciplinary Action	0
Did not result in Disciplinary Action	1
TOTAL	1



RACIAL PERCENTAGES & CENSUS INFORMATION

Race / Ethnicity	Total of Traffic Stops or Detentions		Citations		Warnings	
	Total	%	Total	%	Total	%
Alaska Native / American Indian	137	0.71%	17	0.09%	120	0.62%
Asian / Pacific Islander	786	4.08%	124	0.64%	662	3.44%
Black	2,170	11.29%	353	1.84%	1,817	9.45%
White	10,540	54.81%	1,644	8.55%	8,896	46.26%
Hispanic / Latino	5,599	29.11%	1,602	8.33%	3,997	20.78%
TOTAL	19,232	100.00%	3,740	19.45%	15,492	80.55%

The Metropolitan Statistical Area (SMSA) includes Bastrop, Caldwell, Hays, Williamson, and Travis Counties combined.

Census Data	Travis County ²	SMSA ³
Alaska Native / American Indian	1.20%	1.38%
Asian / Pacific Islander	7.40%	3.80%
Black	8.90%	6.96%
White	48.90%	49.74%
Hispanic / Latino	33.60%	38.40%

TCSO employee racial breakdown as of January 2022

Race / Ethnicity	TCSO all employees	LE civilian & sworn	LE sworn
Alaska Native / American Indian	0.3%	0.2%	0.3%
Asian or Pacific Islander	1.9%	1.6%	1.5%
Black/Not Hispanic origin	12.6%	8.7%	7.6%
Hispanic	32.1%	27.7%	26.4%
White/Not Hispanic origin	53.2%	61.7%	64.2%

² <https://www.census.gov/quickfacts/traviscountytexas>

³ <https://www.census.gov/quickfacts/fact/table/caldwellcountytexas,bastropcountytexas,hayscountytexas,williamsoncountytexas,traviscountytexas/PST045221>

AUDITS

Two audits were completed during the year to ensure processes were accurate and information was being submitted in a timely manner. The data for these audits was randomly pulled by Research and Planning staff and reviewed in depth by the Law Enforcement Major. This allows for a review of potential delayed submissions by deputies, and/or potential racial profiling indicators. Each audit included all data concerning how many deputies. The number of audits conducted in 2022 will be increased to three or possibly four.

Date of Audit	Outcome of Audit
April 26, 2021	Data was reviewed and proved to be valid
October 18, 2021	Data was reviewed and proved to be valid

HISTORICAL DATA

The following tables give historical numbers related to overall contacts for 2015 through 2021. Historical numbers are broken down by gender in the first table and race / ethnicity in the second table. It is important to note the direct correlation of overall numbers to the COVID-19 Pandemic. In 2020, agency protocols implemented to protect public health reduced proactive traffic stops. COVID-19 protocols continued into 2021 but relaxed over time. This is indicated by the sharp decrease in overall numbers seen in 2020, then a slight increase in 2021.

Gender	2015	2016	2017	2018	2019	2020	2021
Female	16,043	11,325	14,967	12,218	14,438	5,742	6,396
Male	26,001	19,736	24,762	22,319	25,310	11,497	12,836
TOTAL	42,044	31,061	39,729	34,537	39,748	17,239	19,232

Race / Ethnicity	2015	2016	2017	2018	2019	2020	2021
Alaska Native / American Indian	19	92	25	33	274	93	137
Asian / Pacific Islander	1,379	935	1,258	1,376	1,694	707	786
Black	4,878	3,198	4,402	4,128	4,592	2,190	2,170
White	22,573	17,207	22,364	19,253	22,789	9,226	10,540
Hispanic / Latino	12,572	9,276	11,304	9,747	10,309	5,023	5,599
Middle Eastern*	583	353	376	NA*	NA*	NA*	NA*
TOTAL	42,004	31,061	39,729	34,537	39,658	17,239	19,232

NA*- no longer separated for the report

TRAVIS COUNTY PARK RANGER DATA

From 1994 through 2021, the Travis County Sheriff's Office held the TCOLE Peace Officer Licenses for Travis County Park Rangers. Park Rangers followed TCSO policies and procedures, therefore, their racial profiling data was represented within the TCSO report. On September 1, 2021, Travis County Park Rangers ceased to be part of the Travis County Sheriff's Office. This report includes the Park Ranger's data from January 1, 2021, through August 31, 2021.