



DATA & TRANSPARENCY FRAMEWORK FOR POLICING AGENCIES

Transparency is a cornerstone of democratic governance. For policing agencies, transparency means that what police are doing and how they are doing it is open and accessible to the public. Transparency between policing agencies and the communities they serve builds mutual trust and facilitates accountability.

This framework is intended to provide a robust form of transparency. It goes beyond current practice and may prove challenging to implement, depending on state and local records laws, union contracts, records management systems, analytical capabilities, and the like. But it is imperative that cities and policing agencies do the best they can. In bold text, we have indicated particularly important information—which we believe is both reasonable and critical to provide—to serve as a jumping-off point. All information indicated in this framework should be published on the official agency or city website so that it is easily accessible to the public.

TO BE POSTED ON POLICING AGENCY WEBSITE

01. Data on crime counts and rates. Access to statistics on crime empowers community members to understand the safety of their neighborhood, evaluate the efficacy of their policing agency within context, and develop community initiatives to address specific areas and problems.

02. Data on calls for service. Calls for service are valuable indicators as to who in the community trusts the policing agency. Identifying who calls the police, and for what reasons, is the first step to ensuring that police services are equitably and effectively distributed.

03. Data on traffic and pedestrian stops, searches, citations, and arrests. Data on stops and searches allows community members to understand police practices, identify any disparate impacts, and hold agencies accountable for equitable practices.

04. Data on use of force. Data on use of force incidents allows community members to understand police practices, consider level of force used in relation to the preceding factors, and identify any apparent biases or disparate impacts.

RECOMMENDED PRACTICE

- **Update and release crime statistics quarterly at minimum.**
- **Publish anonymized incident-level and aggregate data.**
- **Publish crime counts and rates for violent crimes, property crimes, weapons crimes, and other crimes about which your community is concerned.**
 - Publish breakdown by geographic area.
 - Publish breakdown by time of day and day of week.
 - Release standardized, machine-readable data.

- **Publish de-identified incident-level and aggregate data.**
 - Publish breakdown of calls by geographic area.

- **Publish de-identified incident level and aggregate data.**
- **Publish demographic data.**
 - Publish breakdown by geographic area.

- **Publish the level/type of force used, with clear definitions.**
- **Publish de-identified incident level and aggregate data.**
- **Publish demographic data.**
 - Publish injury data.
 - Publish breakdown by geographic area of where incidents occurred.
 - Publish the type of incident that resulted in use of force.

05. Data on officer injuries and fatalities.

Information on officer safety is important for communities to have a comprehensive understanding of policing in their jurisdiction, including inherent risks and the extent to which the agency ensures officer safety and wellness.

06. Data on pre-arrest diversion and station adjustments.

Efforts to divert individuals from the criminal justice system generally are discretionary. Data and information about who is referred help communities understand who is receiving these alternatives and whether these programs are functioning as intended.

07. To the greatest extent permitted by law, data on citizen complaints, including adjudication statuses.

Individual complaints should be made public to inform the community about allegations against officers. Publishing complaints and their adjudication statuses holds the agency accountable for addressing them and allows the public to recognize demographic or geographic patterns in complaint data.

08. To greatest extent permitted by law, data on officer misconduct and discipline.

Trust between police and the public requires transparency around allegations of misconduct, the investigation that followed, and the resulting disciplinary measures, if any.

09. A clear, publicly available protocol for the timely release of relevant video, such as body-worn camera or dashboard footage.

Publishing policies before an incident occurs helps the public know what to expect. Releasing footage related to an incident in a timely manner helps the public understand the nuances of the incident and the police response.

10. Current annual budget. Budgets are filled with value judgments; sharing an agency's budget provides the public with necessary insight into how the agency prioritizes resource allocations, and helps the public understand the extent to which priority initiatives are funded.

- **Publish de-identified incident level and aggregate data.**
- **Publish demographic data.**
- **Publish breakdown by injury type.**
- **Publish the type of incident that resulted in the injury or fatality.**
- Publish geographic breakdown of where injury was sustained.

- **Publish criteria that must be met for individual to be referred.**
- **Publish data and information on services or programs to which people are referred.**
- Publish demographic data of people referred.
- Publish breakdown of incidents that resulted in the referral.

- **Publish clear instructions on filing complaints and tracking adjudication statuses.**
- Publish incident level and aggregate data, including identifying officer(s) involved.
- Publish demographic data of officer and individual.
- Publish details on resolution of the incident.

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- Publish demographic data.
- Publish details on resolution of the incident.

- **Ensure the policy is public, accessible, and accounts for specific types of incidents, such as those involving potential criminal investigation of officers.**
- Release footage in a timely manner, in accordance with agency policy. If timely release is not possible, communicate clearly with the public and set expectations.
- Redact footage to protect individual privacy of witnesses and others, especially if the video is taken in a private residence.

- **Publish budget breakdowns by division-level and programmatic funding.**
- Include information on funding sources beyond municipal appropriations (e.g., federal and state grants, public/private partnerships).
- Include changes from previous fiscal year.

11. The complete, up-to-date agency policy manual. For policing to be a shared endeavor between communities and police, the public needs access to the agency's manual to understand policies and evaluate how their community is being policed.

12. Information on technology. Agencies must be transparent about the technologies they use, particularly surveillance technologies. For the public to determine whether the use of the technology is legal, ethical and appropriate, they must know about the technology's capabilities, how the department is using it, and how the department restricts and monitors its use.

13. Officer training requirements. The community should know what officers are trained on and for what scenarios and interactions they are prepared. In some ways, training requirements reflect the agency's understanding of community needs and priorities.

14. Up-to-date information about major agency strategies and initiatives. Annual strategic plans allow an agency to share its rationale and decision-making strategy with its community. The community should be informed about policy decisions and new developments so that they can monitor the direction and intent behind these changes.

15. Information on officer employment and recruitment. Communities deserve to know who their police are, who the agency targets for recruiting, what the agency values in promotion decisions, and the extent to which the agency reflects the community it serves. This information should be available to anyone interested in joining the agency and to all persons interested in understanding the standards and qualifications for employment.

16. All applicable collective bargaining agreements. Publishing the collective bargaining agreements and other union information enables public oversight and scrutiny of these processes. Union contracts may also dictate aspects of agency policy and therefore should be made available to the public.

- **Ensure policies are dated, especially as to their most recent version.**
 - Make the manual searchable.
 - Include a clear navigational framework, such as a table of contents and index.
 - Ensure the manual text is machine-readable.
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- **Include information on all technology the department uses or is considering using, including its capabilities.**
 - **Ensure agency manual includes policies describing how the technology may be used, under what circumstances, and by whom.**
 - Include information on oversight and accountability measures the department uses to ensure use of technology is appropriate/lawful.
 - Include information on why the department is using each technology and what problems it is meant to address.
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- **Include information on academy training, in-service training, and training required for assignment to specialized units.**
 - Include information on any training evaluation and/or assessment of skill retention.
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- **Publish updated strategic plans annually.**
 - **Publish information on specific policing strategies used.**
 - Publish milestones achieved under these plans and strategies and other impact and outcome information.
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- **Publish and regularly update data on officer demographics, including rank.**
 - **Publish information on hiring and promotion standards.**
 - Publish information on recruitment strategies, including skills sought and populations targeted.
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- **Ensure contracts are dated, especially as to their most recent version.**
 - **Summarize changes as contracts are updated.**
 - Make the contract searchable.
 - Include a clear navigational framework.
 - Ensure the contract text is machine-readable.
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