

## **GENERAL**

The New Mexico Human Rights Coalition (NMHRC) conducted a survey to obtain information from the community on racial and ethnic bias policing in Albuquerque. Although the size of the survey was limited and the intended purpose was to provide some feedback to the Mayor's (eventual) Racial Profiling Task Force, it is believed to be the first such effort to obtain information from people in the community on racial and ethnic bias policing and racial and ethnic profiling in Albuquerque.

The Coalition sought input from individuals of various racial and ethnic backgrounds and from organizations representing racial and ethnic groups regarding their perceptions, opinions, experiences, and beliefs relative to racial and ethnic bias policing in the city of Albuquerque. Comments and suggestions relative to racial and ethnic bias policing were also sought.

A questionnaire was sent to approximately 200 individuals and organizations on the Coalition's email network and postal mailing list, the majority of who are not affiliated with the Coalition, and to individuals on two non-Coalition email lists.

The individuals and organizations were informed that several members of the Coalition have been serving on a racial/ethnic profiling committee, with staff of the Albuquerque Human Rights Office, which has been collecting information and data concerning the issue of racial and ethnic policing and profiling nationally and in Albuquerque. They were also told that the Coalition needed their assistance in obtaining information on the community's perspective of racial/ethnic policing/profiling in Albuquerque, and that the Albuquerque city government has three agencies that perform public safety law enforcement functions: the Albuquerque Police Department, the Open Space Rangers, of the Open Space Division of the Albuquerque's Parks and Recreation Department, and the Aviation Department (Airport) Police.

The individuals and organizations were told that their input and perspective (community input and perspective) was very important and they were asked to provide their opinions on racial and ethnic policing/profiling in the city of Albuquerque.

Sixty questionnaire responses were received. The information from three of the sixty was not included as they were received after the tabulations and analysis was completed.

The survey results are in four sections: narrative of the survey results; comments included with responses; comments on how the Albuquerque city government should address the problem; and additional comments or suggestions regarding racial and ethnic bias policing and profiling.

## **I NARRATIVE OF THE SURVEY RESULTS**

More than ninety-four percent of the respondents to the New Mexico Human Rights Coalition's Questionnaire reported that they believe that racial and/or ethnic bias exists in policing and/or that racial and ethnic profiling exists in the city of Albuquerque.

More than one-third cited racial or ethnic comments or slurs, verbal abuse, physical abuse, and various types of citizen stops solely or primarily because of race or ethnicity as the types of abuse encountered. Almost 16 percent of the respondents narrowed the types of racial or ethnic abuse to racial or ethnic comments or slurs, and stops. More than half of the respondents cited traffic stops, stops on the street and stops in a park as the most prevalent types of stops based on a person's race or ethnicity.

When asked which racial groups are the primary victims of racial or ethnic policing and/or profiling, respondents reported repeatedly that Blacks/African Americans as well as Hispanics and Native Americans and several other racial minority groups are the most frequent victims. The other racial groups cited included Arabs and Middle Easterners.

Respondents cited Hispanics and Mexicans most often as ethnic groups that are primary victims of racial and ethnic bias in policing and/or profiling.

Almost 60 percent of those surveyed reported that racial and/or ethnic bias in policing is a serious problem in the Albuquerque Police Department. Almost 23 percent indicated it was a serious problem in the Open Space Rangers Division of the City's Parks and Recreation Department. Just over 28 percent reported a serious problem in the Aviation Department (Airport) Police.

More than 35 percent of the respondents stated that the Passenger Security Checkers at the Airport have a serious problem with racial and/or ethnic profiling. Although not listed on the questionnaire, the Bernalillo County Sheriff's Department and the New Mexico State Police were identified by several respondents' as law enforcement agencies with a serious problem with racial and/or ethnic profiling.

When asked what entity within the city government is most concerned about the problem of racial and ethnic profiling, respondents indicated that the Police Oversight Commission and the Mayor were the most concerned while the City Council and the Chief of the Albuquerque Police Department (APD) were less concerned. They found that the Chief of the Aviation Department Police and the Chief Ranger of the Open Space Ranges were also less concerned about racial and ethnic bias/profiling; however, more respondents had no opinion on these two Chiefs than all others.

## **I NARRATIVE OF THE SURVEY RESULTS (continued)**

Respondents similarly indicated that the Mayor and the Police Oversight Commission were doing the most to eliminate the problem of racial and ethnic bias policing/profiling. They did not find that the City Council, the APD Police Chief, Chief of the Open Space Rangers, or Aviation Department Police Chief was making an effort to eliminate racial and ethnic bias policing/profiling.

Three-quarters of those surveyed made written suggestions as to how Albuquerque city government should address the problem of racial and ethnic bias and/or profiling (see Section II below).

Thirty-five percent of those surveyed indicated that they had been victims of racial and ethnic bias policing/profiling by a member of one of Albuquerque's law enforcement agencies. Of those who stated they were victims, more than 10 percent were Black, almost two percent were Hispanic and over three percent were Native American. The ethnicity of the victims included Hispanic, African American, Chicano, Spanish and Tewa and Semitic. The Albuquerque Police Department was the law enforcement agency cited most often as perpetrating the racial and ethnic bias policing/profiling. Those responding cited racial/ethnic profiling far more often than racial/ethnic bias.

Types of racial/ethnic bias cited included stopping, comments, slurs, and verbal and physical abuse. Types of citizen stops included traffic stops and on the street stops.

Over 80 percent of those surveyed stated that they are aware of others who they believe have been victims of racial and ethnic bias policing/profiling by law enforcement agencies in Albuquerque.

Race, identity, and ethnicity were the most common reasons given for this racial and ethnic bias policing/profiling, though homelessness or the appearance of being low income was also mentioned. The race of the others facing racial and ethnic bias and/or profiling was most often Black. Asians, Hispanics and Native Americans, Arabs, Blacks and Native Americans and Blacks and Middle Easterners were also cited. The ethnicity of such persons included Hispanic, the most often indicated, as well as Amerasian, African American, Mexican, Latino, and Middle Easterners. Racial/ethnic profiling was again cited by far as the most common form of racial and ethnic bias in policing.

Respondents indicated that stops, racial/ethnic comments, slurs, and verbal and physical abuse were the most prevalent racial/ethnic bias of others. In terms of citizen stops, they cited traffic stops as the most common type of stop.

**I NARRATIVE OF THE SURVEY RESULTS (continued)**

More than one-third of the respondents made additional written comments and/or suggestions along with the survey responses (see Section IV below).

More than 80 percent were responding as individuals while just over 15 percent were responding as representatives of organizations. Albuquerque's community organizations represented include those serving Asians, Blacks, Hispanics, Native Americans, and Vietnamese.

## II COMMENTS INCLUDED WITH RESPONSES

**a. Do you believe that racial and/or ethnic bias policing/ profiling exists in the city of Albuquerque:**

**1. What type of racial or ethnic bias:**

In addition to experienced/observed racial and/or ethnic bias policing/profiling in the city of Albuquerque, some respondents have come up against or observed gay, lesbian, and gender bias, economic profiling, and a general attitude of low regard. They've seen services denied, lack of communication because of language barrier (accent), and have heard directly from Albuquerque Police Department officers that bias occurs.

One citizen feels he was stopped in an automobile based on his race/ethnicity. One replied that young minorities, gathered together in malls or at schools, are commonly scrutinized or stopped for questioning to a greater extent than whites. Minority residents are more likely to be viewed as potential shoplifters and, in court, minorities are judged more harshly with less benefit of the doubt extended to them than "Anglos."

**2. Members of what group (s) are the primary victims of (or most affected by) racial or ethnic policing/profiling:**

Groups most often victims of racial/ethnic policing/profiling, according to respondents, are Asians (mostly Chinese and Southeast Asians), blacks/African Americans, often young men, Hispanics, Native Americans, specifically Navajo, gays and lesbians, and people of color.

In identifying ethnic groups, Mexicans, Cubans, Iraqis, darker skinned Hispanics, Chicanos, and young Hispanics were mentioned.

**b. If you believe that racial or ethnic bias policing (profiling) exists in the city of Albuquerque, in which law enforcement agency is it a problem:**

A respondent states that, especially in the areas of employment and job qualifications, "locals" of Hispanic or Native American background are perceived to be less qualified. Bias and discrimination exist in hiring practices.

## II COMMENTS INCLUDED WITH RESPONSES (continued)

**If you believe that racial or ethnic bias policing (profiling) exists in the city of Albuquerque, in which law enforcement agency is it a problem (continued)**

Another respondent says profiling is serious in the Police Department based on the Sadoun Hussein case.

Also mentioned are other government agencies, the Downtown Action Team, the court system, and in buildings and stores.

**c. Within the Albuquerque City government, who do you believe is concerned about the problem of racial and ethnic profiling:**

People have a variety of opinions on the topic of who actually is concerned about the problem of racial and ethnic profiling:

- The Mayor is “except when it comes to Native Americans.”
- Only certain members of City Council are concerned.
- While the Police Oversight Commission needs more power, we’ll know where it stands on the topic once a ruling is handed down in the Hussein case.
- The Chief and APD “generally are concerned” only if it looks like racial profiling to them - which would mean some extreme case of discrimination; don’t think they get it otherwise.
- The Downtown Action Team is NOT concerned
- First Native Nations is very concerned.

**d. Within the Albuquerque City government, who do you believe is trying to eliminate the problem, and what is he/she/it doing to address it:**

**Mayor:**

What is the Mayor doing to combat or address the problem?

Two persons, of all the respondents, said, “Nothing,” while another feels the Mayor is poorly informed about the status of “40,000 Native Americans living in Albuquerque.”

## II COMMENTS INCLUDED WITH RESPONSES (continued)

**Within the Albuquerque city government, who do you believe is trying to eliminate the problem, and what is he/she/it doing to address it (continued)**

Positive commentators recall statements the Mayor has made; meetings he has attended, his stated views that racial and ethnic profiling are not acceptable, the task force he has created, and an Executive Order he signed.

One respondent is not sure what the Mayor is doing but feels strongly that he is concerned and needs good advice.

### **City Council:**

How about the City Council?

Two respondents feel the council is divided, some being more concerned than others. Others say the council is doing nothing but talking (“rhetoric”).

Positive commentators refer to the bill that declared Albuquerque as an immigrant friendly city, introduction of a bill to reaffirm commitment to uphold the Bill of Rights, and talking about the issue at City Council meetings.

### **Police Oversight Commission:**

The Police Oversight Commission, says one, definitely needs help solving the problem.

The Commission is perceived that, while it follows up on complaints, it can be overruled by the Chief (of police).

The Commission, it is thought, needs more power and an open process.

It tries to eliminate the problem by reviewing questionable activities and taking the time to report findings that bring public attention to the issue in the open and not behind the closed doors of a specific agency.

### **Chief, Albuquerque Police Department:**

One respondent wonders if the Chief even knows that profiling exists.

## II COMMENTS INCLUDED WITH RESPONSES (continued)

**Within the Albuquerque city government, who do you believe is trying to eliminate the problem, and what is he/she/it doing to address it (continued)**

When he overrules disciplinary actions of the former Chief, claims one, the problem is encouraged.

A respondent stated that the Chief has responded properly to citizens concerns in certain instances that the respondent is aware of. Another commended the Chief for attending a Vietnamese New Year celebration.

**Chief Ranger, Open Space, and the Chief, Aviation (Airport)**

**Department:**

One respondent is unaware of anything going on to eliminate the problem in the open space and airport areas.

**Other:**

One respondent mentioned Jay Rowland, Independent Review Officer, in a positive light (as doing something about the problem. The City's Human Rights Office was also mentioned in a positive light several times.

In addition, a respondent is aware that City departments have sponsored diversity sessions.

One respondent feels that many of the (City) department leaders verbalize it, but what they actually do never reaches the community in terms of reports.

A respondent wonders if the "the people in those positions" fully comprehend what racial and ethnic profiling is and what impact it has on our population.

- e. **Do you believe you have ever been a victim of racial or ethnic bias policing/profiling by a member of one of Albuquerque's law enforcement agencies:**

In response, one person claims she was stopped and verbally abused, called a "squaw" and "a hot tamale." Her brother was called "chief." Another has never been a victim, and to that says, "Thank God!" Another who believed

## II COMMENTS INCLUDED WITH RESPONSES (continued)

### **Do you believe you have ever been a victim of racial or ethnic bias policing/profiling by a member of one of Albuquerque’s law enforcement agencies (continued):**

he/she was a victim and added “of course” to the survey question “Do you believe that you have ever been a victim of racial or ethnic bias policing/profiling....”

#### **1. By which law enforcement agency:**

Several people added to their response by adding: APD – Rambo, APD & BCSD, always police, airport security, police, or the Mayor.

#### **2. For what reason:**

The reasons for the victimization were perceived by one as sex and age: “I was stopped a lot in my 20s for no reason, I was not issued tickets but was asked for dates, etc.,” another was: “Driving while Black, the police pulled in back of his/her car, and it was clear that they were running rags for offenses or stolen vehicle.” Others said they were victims because of looking like someone else, bias regarding physical description/dress, gender, driving a car that is perceived to be a low rider.

#### **3. What was it:**

One person added: because the majority of “low rider” car owners are minority.

#### **4. Please specify what type of racial/ethnic bias:**

One person stated the racial/ethnic bias was all of the categories listed on the survey, except physical abuse. Another wanted to know why being poor, age and gender, and sexual orientation were not included on the list.

Racial or ethnic comments or slurs included being called a Mexican, or stuna (sic) and trash, being called wild Indians, drunken Indians, Asians, and a statement that: “the only good Indian is a dead Indian.”

## II COMMENTS INCLUDED WITH RESPONSES (continued)

### **Do you believe you have ever been a victim of racial or ethnic bias policing/profiling by a member of one of Albuquerque’s law enforcement agencies (continued)**

Other verbal abuse included the terms, “squaw” and “wina (sic).”

In the area of physical abuse, a respondent said he/she was handcuffed when it was totally unnecessary, precipitated by the officer’s refusal to listen, relying only on his power of position, asked why he/she was in an affluent neighborhood, and a gun was held to his/her head, thrown to the ground, kicked, and jumped upon; the respondent called it “a bit too aggressive.” One respondent mentioned being “roughed up” at arrest. Another claimed that dogs are allowed to bite (over and over) suspected offenders.

#### **4. Please specify what type of racial/ethnic bias (continued)**

Other types of abuse or bias claimed by respondents included an officer calling for female backup when he realized he had gone “too far,” yet he refused to make any apology for his behavior. Another was stopped on the claim of checking for auto theft and outstanding tickets, and one person said enforcement officers entered his/her backyard to tell the person’s family that he/she was a gang member.

At the airport, one victim was delayed in travel, wanded, and made to empty the entire contents of her purse for inspection while traveling with a light haired Caucasian woman who was not detained at all.

One person was stopped for being in an affluent neighborhood.

#### **f. Are you aware of others who believe they were victims of racial or ethnic bias policing/profiling by a member of Albuquerque’s law enforcement agencies:**

##### **1. For what reason:**

Respondents observed or know of cases where others were singled out for homeless appearance or being low income, color and type of car, racial and the way one is dressed, that and teenagers are harassed.

## II COMMENTS INCLUDED WITH RESPONSES (continued)

### Are you aware of others who believe they were victims of racial or ethnic bias policing/profiling by a member of Albuquerque's law enforcement agencies (continued)

#### 2. What was it:

No respondent added additional comments to their response.

#### 3. Please specify what type of racial/ethnic bias:

One person states that a car full of African-American males was stopped, supposedly on suspicion of car theft, when the description of the perpetrators or the description of the car did not match those stopped.

Racial or ethnic comments or slurs included being called Mexican/beaner, damn nigger, junkies, crack head, "you people," niggers, Mexican, mojo, use of the "N" word and use of the term "wetback."

DWB or "driving while black" was mentioned more than once. One person stated a driver was pulled over for being Black in a white neighborhood and several others were questioned as to what they were doing in an affluent area of town or what they were doing in a certain place.

A respondent stated that it was "not really racial bias, but a few years ago Amerasian young men were picked up by police and given a rough time because the police thought the young men were Americans and could speak English and were just playing a game with police; the Amerasians spoke no English."

A person was profiled for no reason other than being Hispanic; he/she was stopped and told the light on his/her license plate wasn't working. When checked after arriving home, the light worked fine. Several respondents observed victims being stopped by police just because of ethnicity or car type.

**II COMMENTS INCLUDED WITH RESPONSES (continued)**

**3. Please specify what type of racial/ethnic bias (continued)**

Victims have been told to go back to Mexico; there were questions about why “these people” were in a particular park at a certain time of the evening. Also, police failed to file a report, said one, when Middle Easterners had been beaten up.

Another commented that a type of racial or ethnic bias was “the abuse of being stopped, held, forced to get out of the car with multiple police cars in evidence, the total disregard with the accompanying feeling of having the entitlement and privilege to practice such blatant disregard.”

Some observed that racist slurs and derogatory remarks were made to individuals and some individuals were talked down to and/or harassed, people were pushed around, roughed up and arrested, and beaten with nightsticks.

Several respondents observed that there were unnecessary stops and questioning, illegal actions such as confiscation of ID’s and property, a car was followed to check for stolen vehicle and outstanding tickets. Stops were made because the officer thought the individual was Hispanic and wanted to know if he spoke English.

One respondent made reference to institutional bias at UNM towards Latinos seeking admissions, as well as procurement/contracting bias, hiring, promotion and wage bias.

### **III HOW SHOULD THE CITY GOVERNMENT ADDRESS THE PROBLEM**

The majority of the respondents provided comments and/or suggestions as to how the problem should be addressed. While many of the comments and suggestions related to policy and legislation, a task force and studies, traffic stops and data collection, arrests, complaints, discipline, the Police Oversight Commission and community policing, the majority of them suggested that training and education for police and community members are necessary. Other general comments and suggestions also were made:

#### **Training and Education**

- Training is needed to realize that persons of certain color or background are not all what the media portrays them to be. Keep educating the employees; 99.99 percent of all people are honest, hard-working folks.
- Conduct workshops and trainings about these issues.
- Lead by example.
- Incorporate widespread education and awareness of local cultures into police training and continuing education.
- There were more than a dozen additional comments that incorporated the idea that law enforcement officers should be trained in the areas of tolerance, diversity, and sensitivity.
- Officials, city employees, plus police officers, should undergo anti-racism training at the Anti Racism Training Center run by Vicki Plevin

#### **Policy and Legislation**

In the area of policies and legislation, respondents suggested ordinances that would require police to gather racial data v. encounters with citizenry, and ordinances that totally prohibit racial/ethnic bias and profiling. Also suggested was that City officials such as the Mayor, City Council members, and the Chief of Police make public commitments of their intention to rid the city of racial profiling.

#### **Task Force and Studies**

One person who answered these questions intimated that the same folks are appointed to task forces, and probably because of their names not necessarily their “closeness or experience” to or with natives. He/she recommended a broad based group with a very short specific task and “just get busy, quick with a focused agenda -- tasks.” No hype, just roll up shirtsleeves and create a plan and campaign and *GO FOR IT!* ... NEW faces, new blood. This is not sexy or something for someone to put on their resume -- it is serious business about the disenfranchisement and injustice to certain people of color and "different" groups

### III HOW SHOULD THE CITY GOVERNMENT ADDRESS THE PROBLEM (continued)

#### **Task Force and Studies (continued)**

of people and oftentimes the segment of our poorer populations. This injustice is promulgated upon people, who have the most to lose.

Another suggested that the task force should conduct a study, and if members determine it's a problem, they need to recommend training for all law enforcement, while someone else said, “ If the City is serious about community oriented policing, they would address the issue, provide training to all enforcement officers, and collect data on traffic stops etc., to ensure that it does not occur.”

#### **Traffic Stops and Data Collection**

Traffic and airport stops should be done on an equal opportunity basis, i.e., every fourth person or car should be stopped. Color and ethnicity should not enter into the strategy. Suggestions also included that “we should study the profiling issues in our community - identify the problems through data collection;” collecting race/ethnic and gender data on police traffic stops and other police encounters with citizens.

#### **Arrests**

If a crime is committed, the law enforcement should be as certain as possible that they are arresting someone who closely matches the perpetrator...not just because he's (or she's) a certain color.

#### **Complaints**

Suggestions about complaints varied, but many stated that bias and profiling should in no way be allowed.

- Make notations of citizens' complaints identifying officers mentioned and keep running track of all situations and make officers accountable for their actions.
- All alleged abuse cases should be investigated by a proven non-bias committee, and claims should be taken seriously while offending officers should be threatened with termination.
- Investigations that allege the misconduct should be followed up.
- Immediate strong response to any incidents involving profiling.

### III HOW SHOULD THE CITY GOVERNMENT ADDRESS THE PROBLEM (continued)

#### **Complaints (continued)**

- Enforce stricter rules and repercussions for racial and/or ethnic bias with an easier way for victims to report incidents.
- People don't report instances because there is a feeling that nothing will be done.
- Take allegations seriously rather than dismiss them or automatically find for the law enforcement agency.
- Change citizen complaint procedures to focus on racial disparities.

#### **Discipline**

Citizens were adamant about this area. They suggested that any police officer that abuses his/her position should be fired. Several said that those who exercise racial/profiling should be penalized. Fire all the police officers that abuse their jobs. Another said, "Make it clear to law enforcement officers that stopping is not to hassle. Stops, arrests, etc., are to be made because of violation, not because of profiling."

#### **Others recorded these comments:**

- Harsher penalties for officers who are convicted of profiling.
- Make police accountable.
- Discipline bad cops.
- Severely discipline offenders when identified and enforce policy on non-discrimination.
- Seek and enforce legal remedies when outcomes of misconduct occur.
- Penalize for racial profiling.
- Impose sanctions, strong ones, when officers are found guilty of racial profiling.

#### **Police Oversight Commission**

In this area, folks suggested that the Mayor and Police Chief must respect and act on findings of the Police Oversight Commission, while giving the commission real disciplinary power and independence. "It should be a strong arm to combat profiling." Also, the Mayor, City Council, and the Police Chief need to make public commitments that they intend to rid the city of racial profiling. In addition, a respondent said that names of officers found to engage in such conduct should be made public.

### **III HOW SHOULD THE CITY GOVERNMENT ADDRESS THE PROBLEM (continued)**

#### **Community Policing**

Community meetings and input are essential if this problem is to be properly addressed. Respondents asked for more open forums and town hall meetings with police where community is involved. Get concerned individuals together, suggested one, on a regular basis with the purpose of gathering data, correcting data, and working on coming up with a solution. This could be done on a volunteer basis. Community centers could be put to better use in these matters, especially in those communities that are over profiled by law enforcement agencies. Practice public outreach for more public input.

#### **Other Comments**

- First of all be honest about the reality; before you can fix a problem you have to be willing to acknowledge its existence.
- New Police Chief, one clearly committed to ending profiling.
- The City government pool of employees should reflect the population of Albuquerque.
- Keep racial ethnic data on all traffic stops and prepare reports on the data with analysis.
- Address (the problem) with Mayor.
- Employees should be aware of different ethnic cultures.
- Award laurels to those who practice fair and equal treatment.
- Establish an Office of Latino Affairs for the State of New Mexico to work closely with Commission on the Status of Women, the Office of Indian Affairs and the newly established Office of African American Affairs at resolving this statewide problem with bias. The City of Albuquerque could call upon this office to support it in its own efforts to address/remedy the problem within the City itself. This is a statewide problem that requires statewide involvement and support. For the City of Albuquerque to attempt to resolve this on its own would be analogous to the City attempting to control the drug trafficking problem without statewide support or involvement.
- Remember we're a free society.
- Test agencies and their staff through the use of experimental groups to test whether problem exists and where.
- Human Rights Department, City of Albuquerque - City commission investigate all police and arrest the people that need to be arrested.
- Deal with language barriers by having Vietnamese and Spanish speaking police in certain areas.

**III HOW SHOULD THE CITY GOVERNMENT ADDRESS THE PROBLEM**  
**(continued)**

**Other Comments (continued)**

- Intense surveys, interviews and observations of applicants pertaining to their racial and ethnic biases.
- Treat them like they are human.
- They should report back to the community and they should tell us what is being done.
- Communication is the best way. Regularly get people from all cultures, ethnicity, income etc., to meet and come up with ways to promote a healthy climate for everyone.
- Get serious: don't just talk about inclusion and eliminating bias from the landscape, do it! Use the Office of Latino Affairs to gather the relevant data and perform the appropriate statistical analysis that community leaders can use to leverage programs and changes in, or enforcement of laws that will produce meaningful results and promote meaningful accountability.
- Treat low income and homeless people as valuable neighbors and community members rather than people to be feared and locked up.
- More accountability for having effective City endorsed youth programs in areas where there is high dropout and poor attendance in school and high amount of illegal drugs and other activity among the youth. The City should be accountable for having adequate and effective intervention programs not just law enforcement,
- Re-evaluate intervention efforts to determine if progress is being made to correct this problem.
- Don't assume police are always telling the truth in a specific situation.
- Listening carefully when answering telephone of (people with) different language's accents.

**IV ADDITIONAL COMMENTS OR SUGGESTIONS REGARDING  
RACIAL/ETHNIC BIAS POLICING**

**a. Please add any other comments or suggestions regarding racial/ethnic  
policing/profiling:**

- I strongly believe that our country, state and city are getting more and more divided by income, and that increases the profiling by race and ethnicity. We, as citizens, are ignoring the elephant in the middle of the room until we acknowledge that in our city people are constantly being treated as second-class citizens due to poverty, race, ethnicity, sexual orientation and gender identity.
- I have lived here always and went through it on the street, in department stores, and other public places. I believe that it only changed for me, as I grew older, when I became better off financially, drove a better vehicle, and gained public recognition in community.
- These days it's difficult to tell who sincerely cares about this issue. Racial bias in our community is a topic too few public/elected officials appear inclined to discuss openly, much less address. It is a topic that politicians largely shy away from for fear of losing votes, and for fear of being labeled by political opposition as being an "instigator/trouble-maker" versus a "community builder." Conservative media in the area, like KKOB, is a big part of the problem. They are notorious for targeting Latino leaders who dare raise concerns about bias in our community, and so the problem(s) goes largely ignored/unchallenged until an advocacy group, like the Hispano Round Table of New Mexico steps in to create public awareness and/or otherwise challenge a specific issue and/or institution. Even then, it's often difficult to garner political support for addressing/resolving the issue.
- I have completed this survey as an individual. My responses are based on experience working with the Native American community.
- I believe this administration targets young people as well. They subject them to a double standard when it comes to getting justice or even equal treatment from the police and other city officials.
- There is a very serious but often overlooked and under-reported issue with "economic profiling" in the city, at the hands of all law enforcement representatives, as well as the Downtown Action Team. Persons who

**IV ADDITIONAL COMMENTS OR SUGGESTIONS REGARDING  
RACIAL/ETHNIC BIAS POLICING (continued)**

**Please add any other comments or suggestions regarding racial/ethnic  
policing/profiling (continued)**

appear to be homeless are consistently illegally stopped, questioned, and have not actually committed (e.g. panhandling); have their property illegally confiscated and disposed of; and are the victims of police brutality.

- Racial profiling is linked to other disparities: housing discrimination, employment discrimination, etc. What kinds of laws, locally, contribute to the problem? Zoning, etc.
- The African American community needs more proactive organizations to document abuse and demand action. This abuse is deeply bedded (sic) in Albuquerque and goes beyond the living to the dead. There have been numerous murders of young African-Americans in the city where no one was ever prosecuted for the crime and the investigations keep one wondering if their lives had any regard at all. The Albuquerque Public School system is another entity that is complicit in the destruction of African Americans, especially males. They know the dropout rate for our males borders on 85 percent (Office of Diversity, Joycelyn Jackson), and yet I see no intervention programs at APS to address this. Also African-American males are more likely to be suspended from APS on lesser infractions of school policy, more racial profiling. The problem in Albuquerque is at crisis proportion. Thank you for allowing some input on this issue. I hope your office has some strategy for addressing this crisis.
- City Council should pass an ordinance prohibiting racial and ethnic bias and profiling. Ordinance should require data collection on traffic stops & other police/citizen encounters.
- Age is a consideration in racial/ethnic policing/profiling. Youth of color are at high risk of victimization.
- Please give the necessary time and resources needed to evaluate and intervene in this important issue. People need to know that racial/ethnic policing/profiling is a serious problem in Albuquerque.

**IV ADDITIONAL COMMENTS OR SUGGESTIONS REGARDING  
RACIAL/ETHNIC BIAS POLICING (continued)**

**Please add any other comments or suggestions regarding racial/ethnic  
policing/profiling (continued)**

- I feel that in the present political climate, racial/ethnic bias and profiling are on the increase. On a national level, the Homeland Security Program & the new Patriot Acts have promoted racial/ethnic and other types of biases and profiling. Albuquerque should recognize these, and work toward training our law enforcement to recognize the issues & take action.
- I believe that there is a general bias against younger people meaning teenagers and young adults.
- We need to have accountability based on personal action when determined guilty. City has a process whereby the officer is protected from personal liability regardless of individual action.
- It seems as if more than just racial/ethnic characteristics are being considered. Cultural characteristics need to be addressed. Many biases are afforded to an individual not only because of the color of their skin, but their clothing/vehicle, form of speech and personal presentation.
- What about gender or age? Are you considering this issue?
- My family and I experienced racial bias by Open Space Rangers at Elephant Butte. The abuse was physical and verbal.
- I had this white officer do stuff that is illegal and unfair to the public. I got a lawyer and he knew all about “Rambo of Albuquerque.” He’s been doing this for a long time and gets away with it. Just go to some of the courts and see for yourself what people are there. There will be more Hispanics than anything.
- My being thoroughly searched at the Albuquerque Airport appeared to be profiling as I was traveling with a light haired Caucasian woman who was not detained at all. This is a subjective feeling, of course. Profiling is such a pervasive part of police work that it is very hard to draw lines between legitimate and unlawful police activity.

**IV ADDITIONAL COMMENTS OR SUGGESTIONS REGARDING  
RACIAL/ETHNIC BIAS POLICING (continued)**

**Please add any other comments or suggestions regarding racial/ethnic  
policing/profiling (continued)**

- I have not followed any of these issues and am completely unfamiliar with this problem in Albuquerque. Of all the places I have lived in the US, this seems the most racially tolerant (that is why I am here). I work closely with law enforcement and many know me. Perhaps my status in the community shields me personally from some of these issues. Obviously minorities are disproportionately arrested, but it being a multi-factorial problem, it is difficult to say that it is all from profiling per se (I am sounding pretty Republican right about now).
- We have lived in Albuquerque a little over two years, and have had no problem racially.