



Madison Township Police Department

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FROM THE OFFICE OF THE CHIEF

Re: 2022 Review of Madison Township Police Department (MTPD) Bias-Free Policing Agency Practices

Effective community service policing practices depend heavily on public trust. Building that relationship with the communities we serve requires that our residents are assured our policing services are applied with the same level of integrity, honor, respect, and professionalism in every call for service. Without these standards, if police action is perceived as unfair or biased, public confidence crumbles, and legitimacy of law enforcement suffers as a result.

The purpose of an annual review of my agency's practices is not to scrutinize the individual actions of the dedicated law enforcement professionals that make up the ranks of Madison Township Police Department, but to be proactive in identifying potential shortcomings, and make appropriate adjustments in an effort to foster public confidence and strengthen our bond to the residents of Madison Township.

Madison Township Police Department bias-free policing policy was most recently updated in January of this year with nationally-recognized best practices. Currently, MTPD Constables undergo recurring annual training, most recently, on November 5, 2022 with a four hour class entitled Cultural Humility, Diversity, Inclusion and Equity. An additional two hour training for supervisors to address their roles and responsibilities in upholding a bias-free police force was conducted on October 5, 2022.

Data collection is another powerful tool for analyzation and transparency in our efforts to provide fair and unbiased law enforcement services. Each month, township-wide statistics are gathered, analyzed by my office, and made available to administration, elected trustees, and to the public via the township website. Traffic stops, for example, are quantified, both for actual citations issued, but also warnings given. The motorists' age, gender, and race are all gathered and reported, promoting agency transparency. This data becomes vital in law enforcement management to critically analyze, be proactive in making positive adjustments if necessary, and be ardent in our pursuit of addressing citizen concerns with an empathetic mind while maintaining our oath to uphold law and promote peace. This department boasts first-class law enforcement professionals with distinguished characters who strive for excellence in policing services in every interaction. The results speak for themselves: no formal complaint has been filed against any of my officers for biased behavior or action in 2022.

But, we still have work to do. Over the last two years, MTPD promoted a female to the rank of Sergeant, a first for in the agency's 50-year history, hired two Black officers, and a military veteran. Currently, we are exploring new ideas for officer recruitment with a goal to continue upon this expanding diversity within our ranks. Despite the challenges, we work tirelessly to overcome a shrinking applicant pool and seek out the best candidates who will best represent and serve the communities of Madison Township, Groveport, and Canal Winchester. I have every confidence for the future of this department.

"Community Service...Together we can make a difference"