

KENDALL COUNTY  
SHERIFF'S OFFICE

BIAS-BASED POLICING  
REPORT

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CALENDAR YEAR 2023/2024 REPORT

REPORT PREPARED BY:  
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The Kendall County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural, or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively, and without discrimination against any individual or group. This report provides an analysis of the efforts of the Kendall County Sheriff's Office to provide fair and objective policing services to those that live, work, and travel in Kendall County.

### **Policy and Directive**

The Kendall County Sheriff's Office previously (2021) adopted the "10 Shared Principles" in conjunction with the NAACP and the Illinois Association of Chiefs of Police to emphasize our efforts to ensure all members of this office deliver law enforcement services aimed at providing: "...equality of all persons and to eliminate racial hatred and racial discrimination..." Additionally, agency policy 401, Bias-Based Policing, provides all members with direction and expectations related to the prohibition of any form of bias-based policing. "Every member of this office shall perform their duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member." Supervisors are required to monitor anyone under their command and control for compliance with policy or law and shall initiate an investigation of any actual or alleged violations of policy or law.

### **Training**

To reinforce the importance of preventing bias-based policing, the Kendall County Sheriff's Office conducts a review of the Bias-Based Policing policy and provides members with supplemental training related to procedural justice and avoiding bias-based policing. In 2023 and 2024 the Bias-Based Policing policy was part of a supervisor conducted in-service training requiring review of the policy and acknowledgment of understanding. Beyond policy review, members completed daily training bulletins related to the Bias-Based Policing policy 3 times in 2023 and 3 times in 2024. Online training that addressed topics related to prevention of bias-based policing included: civil rights, procedural justice, cultural competency, and human rights. In 2023 9.5 hours of training was spent on these topics. In 2024, 7 hours of training was spent on these topics.

### **Public Concerns and Complaints**

#### **2023**

No complaints or public concerns related to bias-based policing were reported in 2023.

#### **2024**

One complaint was received in 2024 related to bias-based policing. A thorough review of the complaint and associated allegations was conducted resulting in a findings of not sustained and unfounded.

## Conclusion & Recommendations

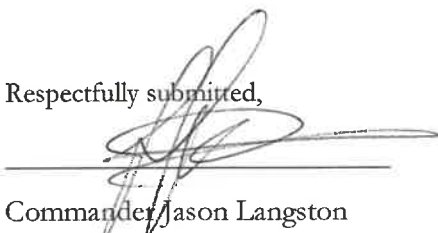
Upon review of policy, procedure, training, and community concerns and complaints, I find no data or indications of any bias-based policing within the Kendall County Sheriff's Office. It is apparent through policy and training the importance of preventing and holding staff accountable for any bias-based policing. I have no recommendations for further training beyond our current curriculum or necessary actions either in policy or procedure to be taken.

Additional analysis and review of static data generated from traffic and pedestrian stop cards compared to the most recent census was also conducted. Raw data analysis indicates that deputies are stopping black drivers at or below 2 standard deviations above statistical census data, however, it does not account for transient drivers compared to residential drivers. Generally, this is not considered statistically significant but warrants continued analysis and regular monitoring. The results of this analysis are shown below:

<b>2023 Stop Data</b> Total Stops – 6,663							
<b>Demographic Group</b>	<b>White</b>	<b>All Minority</b>	<b>Black</b>	<b>American Indian</b>	<b>Hispanic</b>	<b>Asian</b>	<b>NW Pacific Islander</b>
Division Wide %'s of Stops	61%	39%	16%	0.3%	22%	1%	0.0%
<a href="#">2020 US Census Data - Kendall</a>	62%	38%	9%	0.7%	23%	4%	0.1%
<b>2024 Stop Data</b> Total stops – 6,425							
Division Wide %'s of Stops	64%	36%	15%	0.5%	19%	1%	0.1%
<a href="#">2020 US Census Data - Kendall</a>	62%	38%	9%	0.7%	23%	4%	0.1%

It is recommended that quarterly analysis of this same data be conducted in conjunction with the division commander, the Inspector General, and operations sergeants to continually monitor the enforcement efforts of our deputies and ensure early detection of any bias-based policing actions.

Respectfully submitted,

  
Commander Jason Langston

Approved By:

  
Undersheriff Bobby Richardson

  
Sheriff Dwight Baird

  
Inspector General Burgner