Police Transparency Documentation (Version 1.0)

Introduction to Police Transparency

Police Transparency can be used to share authoritative information and communicate engagement efforts that build trust with the public and community stakeholders.

In some communities, inequitable policing practices have eroded the public's trust and challenged the legitimacy of local law enforcement agencies. As a result, many agencies are seeking new ways to improve their relationship with the communities they serve. The larger reform efforts are helping law enforcement agencies improve transparency and demonstrate accountable police policies. At the same time, agencies are also engaging the community more deeply and using their feedback to drive policing priorities and enforcement policies. Police Transparency is typically implemented by law enforcement agencies that want to increase transparency, grow public trust, and improve relationships with the communities they serve.

The Police Transparency solution delivers a set of capabilities that help you share information openly with the public, promote your agency's work, demonstrate accountability when force is used, illustrate how workforce recruiting reflects the diversity of the community, and engage the public to improve policing services and solve problems.

Requirements

Police Transparency requires the following:

- ArcGIS Online
- ArcGIS Hub Premium (optional)

Information products

Police Transparency includes the following information products:

| Item | Description | Minimum user type |
|----------------------------|---|----------------------|
| Police Transparency | An ArcGIS Hub site used by the public to understand community crime conditions, explore patterns of police use of force, learn about the diversity of their police force, access open data, and discover opportunities for police-community engagement. | Not required |
| Crime Summary Dashboard | An ArcGIS Dashboards app used by the public to understand historical statistical trends across major crime categories and individual crime types. | Not required |

| Crime Trends Dashboard | An ArcGIS Dashboards app used by the public to explore statistical trends and hot spots across individual crime types. | Not required |
|---|--|---|
| Public Crime Map | An ArcGIS Web AppBuilder app used by the public to explore recent crime conditions in their community and create reports for an area of interest. | Not required |
| Use of Force by Race and Ethnicity | An ArcGIS Dashboards app used by the public to explore patterns in the race and ethnicity of officers and subjects involved in use of force incidents in relation to the composition of the community. | Not required |
| Use of Force by Race and Ethnicity Mobile Dashboard | An ArcGIS Dashboards app used by the public on mobile devices to explore patterns in the race and ethnicity of officers and subjects involved in use of force incidents in relation to the composition of the community. | Not required |
| Use of Force by Neighborhood | An ArcGIS Dashboards app used by the public to explore characteristics of use of force incidents by community policing area. | Not required |
| Use of Force by Subject | An ArcGIS Dashboards app used by the public to explore characteristics of the subjects of use of force incidents. | Not required |
| Use of Force by Officer | An ArcGIS Dashboards app used by the public to explore characteristics of the officers involved in use of force incidents. | Not required |
| Police Interaction Survey | An ArcGIS Survey123 form used by the public to provide feedback about their interactions with police personnel. | Not required |
| My Community Officer | A Zone Lookup app used by the public to learn about the community policing officer responsible for an area of interest and how to contact them. | Not required |
| Community Safety and Policing Satisfaction Survey | An ArcGIS Survey123 form used by the public to report their perceptions of community safety and holistic performance of their police agency. | Not required |
| Community Crime Problem Reporter | A Crowdsource Reporter app used by the public to submit information about crime problems in their community. | Not required (Optional Community Identity) |

| Community Crime Problem Manager | An ArcGIS Dashboards app used by community policing officers to capture data on a community crime problem-solving project as it proceeds through the SARA problem-solving model. | Editor |
|--|---|--------------|
| Community Crime Problem Dashboard | An ArcGIS Dashboards app used by the public to monitor the status and outcomes of community crime problem-solving projects. | Not required |
| Law Enforcement Diversity Dashboard | An ArcGIS Dashboards app used by the public to understand the racial, ethnic, and gender diversity of their police force in relation to the composition of the community. | Not required |
| Law Enforcement Diversity Mobile Dashboard | An ArcGIS Dashboards app used by the public on mobile devices to understand the racial, ethnic, and gender diversity of their police force in relation to the composition of the community. | Not required |

When you deploy this solution in your ArcGIS organization, you also get an ArcGIS Solution item that organizes the key information products and summarizes all the ArcGIS items (applications, forms, projects, maps, feature layers, feature layer views, and so on) included with the solution. The ArcGIS Solution item also illustrates any dependencies items have on each other.

Configure Police Transparency

In this topic, you will learn how to configure the Police Transparency solution to meet specific needs in your organization.

Load your data

Police Transparency can be used by law enforcement agencies to share crime, use of force, police personnel, and community policing boundary information. In some cases, you may already have this information in ArcGIS Online or another business system.

Review the layers provided with the solution and determine what source data you want to load. Then, load your existing data into the layers provided with the ArcGIS Solution before sharing the maps or apps.

Once you have determined what source data must be loaded, complete one, or more, of the data-loading workflows below.

Load police personnel roster

Police Transparency can be used by law enforcement agencies to share data about the diversity of their agency personnel. The Police Transparency solution includes the Law Enforcement Diversity Dashboard that can be used to display this information by race, ethnicity, and gender in relation to community proportions.

To load your agency personnel roster into the Law Enforcement Diversity Dashboard from a spreadsheet, complete the following steps:

- 1. Sign in to your ArcGIS organization and browse to the Police Personnel Microsoft Excel item.
- 2. On the item details page, click **Download**.
- 3. Once downloaded, open the Police_Personnel.csv file and enter your personnel roster information.

Tip:

Many fields have existing domain values that are used for filters and charts in the Law Enforcement Diversity Dashboard. If the values in your data are not identical to the values in each domain, you can either change the values in your data to match the values already in each field's domain list to update the domain list of each field in the Police_Personnel table to reflect the values in your data. Then follow the steps in the Modify apps section to update the Law Enforcement Diversity Dashboard to reflect your values.

- 4. Ensure the name of the spreadsheet is **Police_Personnel** and do not change any field names.
- 5. Click **Save** to save your changes.

- In your ArcGIS organization, browse to the Police Personnel hosted feature table.
- 7. On the item details page, click **Update Data**, then click **Append Data to Layer**.
- 8. Under **Filename**, choose your .csv file.
- Click Upload and Continue.
- 10. Uncheck Update existing features.
- 11. Click Show field matching.
- 12. Confirm that all fields listed in the **Fields** column have a corresponding field listed in the **Match Field** column.
- 13. If no field is listed in the **Match Field** column, click the drop-down box for that field, and select the field name from the spreadsheet that reflects the value shown in the **Fields** column.
- 14. Click Apply Updates.

Load community policing areas

To load your data into the CommunityPolicingAreas layer, complete the following steps:

- In your ArcGIS organization, browse to the feature layer you want to populate.
- 2. Create a .zip file of a shapefile or file geodatabase of your Community Policing Areas.
- 3. On the item details page, click **Update Data**, then click **Append Data to Layer**.
- 4. Under **Filename**, choose your .zip file.
- Click Upload and Continue.
- 6. From **Choose the layer to update**, select the CommunityPolicingAreas layer.
- 7. Uncheck **Update existing features**.
- 8. Click **Show field matching** to map the fields.
- 9. Click **Apply Updates**.

Load use of force data

Police Transparency can be used by law enforcement agencies to share use of force information. The solution includes several charts and dashboards that can be used to display characteristics of use of force incidents by race and ethnicity, neighborhood, subject of the force, and the officer involved.

To load your agency use of force data from a spreadsheet into the UseOfForce feature layer, complete the following steps:

1. Sign in to your ArcGIS organization and browse to the UseOfForce Microsoft Excel item.

- 2. On the item details page, click Download.
- 3. Once downloaded, open the **UseOfForce** Excel workbook.

Note:

The workbook contains three spreadsheet tabs—one for **Incidents**, one for **Subjects**, and one for **Officers**. Enter your personnel roster information.

4. Ensure the name of the spreadsheet is **UseOfForce** and do not change any field names.

Note:

Review the fields in the UseOfForce feature layer. This layer is comprised of an Incidents layer, an Officers related table, and a Subjects related table—you will need to be familiar with the fields and domain values of all three.

Tip:

Many fields have existing domain values that are used in filters and charts on the ArcGIS Hub page and in the use of force dashboard. If the values in your data are not identical to the values in each domain, you can either change the values in your data to match the values already in each field's domain list, or follow the steps in the **Modify data** section to update the domain list of each field in the UseOfForce feature layer to reflect the values in your data. Then follow the steps in the **Modify apps** section to update the ArcGIS Hub charts, Use of Force by Race and Ethnicity, Use of Force by Neighborhood, Use of Force by Officer, and Use of Force by Subject dashboards to reflect your values.

- 5. Click **Save** to save your changes.
- 6. In your ArcGIS organization, browse to the UseOfForce feature layer.
- 7. On the item details page, click **Update Data**, then click **Append Data to Layer**.

Note:

Ensure that the data in your Excel workbook already has valid latitude and longitude coordinates. If your data has only addresses and no coordinates, you can geocode it using a local address locator and ArcGIS Pro, or the Publish an Excel file workflow in your ArcGIS organizational portal. Export the resulting layer as a CSV file or Excel spreadsheet and add the Latitude and Longitude values to the UseOfForce worksheet in the Incidents layer.

- 8. Under Filename, choose your Excel workbook file.
- 9. Click **Upload** and **Continue**.

- 10. Select **Incidents** from the drop-down list and choose the layer into which you want to append data.
- 11. Select **Incidents** from the drop-down list and choose the layer from UseOfForce.xlsx that contains the updated data.
- 12. Uncheck **Update existing features**.
- 13. Click **Show field matching**.
- 14. Confirm that all fields listed in the **Fields** column have a corresponding field listed in the **Match Field** column.

If no field is listed in the **Match Field** column, click the drop-down box for that field, and select the field name from the spreadsheet that reflects the value shown in the **Fields** column.

- 15. Click Apply Updates.
- 16. Repeat steps 7 through 15 twice, appending the data from the **Officers** and **Subjects** tabs of your spreadsheet into the **Officers** and **Subjects** feature tables.

Note:

If you want to automate the process of appending new Use of Force data from a local Excel workbook into the UseOfForce feature layer, see the Automate data updates section.

Load crime data

Police Transparency can be used by law enforcement agencies to share crime data. The solution includes web mapping apps and dashboards that can be used to display current and historical crime conditions in a community.

To load your agency crime data from a spreadsheet into the Crime feature layer, complete the steps below.

Tip:

Ensure that the data in your Excel workbook already has valid latitude and longitude coordinates. If your data has only addresses and no coordinates, you can geocode it using a local address locator and ArcGIS Pro, or the Publish an Excel file workflow in your ArcGIS organizational portal. Export the resulting layer as a CSV file or Excel spreadsheet and add the Latitude and Longitude values to the Crimes worksheet along with the rest of your features.

- 1. Sign in to your ArcGIS organization and browse to the Crimes feature layer.
- 2. On the item details page, click **Update Data**, then click **Append Data to Layer**.
- Under Filename, choose your Excel workbook file.
- 4. Click **Upload** and click **Continue**.

Tip:

You will need to be familiar with the fields and domain values. Many fields have existing domain values that are used for filters and charts in the Crime Summary Dashboard, Crime Trends Dashboard, and Public Crime Map. If the values in your data are not identical to the values in each domain, you can either change the values in your data to match the values already in each field's domain list, or follow the steps in the Modify data section to update the domain list of each field in the Crime feature layer to reflect the values in your data. When complete, you will update the Crime Summary Dashboard, Crime Trends Dashboard, and Public Crime Map to reflect your data values.

- 5. Uncheck **Update existing features**.
- 6. Click **Show field matching**.

The **Field** column contains all of the fields in the Crimes feature layer. The **Match Field** column displays the names of all fields in your source Excel workbook.

If no field is listed in the **Match Field** column, click the drop-down box for that field, and select the field name from your spreadsheet that reflects the value shown in the **Fields** column.

7. Click Apply Updates.

Note:

If you want to automate the process of appending new Use of Force data from a local Excel workbook into the Crimes feature layer, see the **Automate record import** section.

Load data for use of force context chart

- Sign in to your ArcGIS organization and browse to the ContextOfUseOfForce CSV item.
- On the item details page, click **Download**.
- 3. Click **Edit** on the CSV file and enter a single year's worth of summary totals for the following datasets: Calls For Service, Arrests, Total Use of Force, Serious Injury Force, and Deadly Force. Click **Save** to save the CSV file when complete.
- 4. In your ArcGIS organization, browse to the **ContextOfUseOfForce** feature table.
- On the item details page, Click Update Data, then click Append Data to layer.
- 6. Under **Filename**, choose your CSV file.
- 7. Click **Upload and Continue**.
- 8. Uncheck **Update existing features**.

- 9. Click Show field matching. Confirm that all fields listed in the Fields column have a corresponding field listed in the Match Field column. If no field is listed in the Match Field column, click the drop-down box for that field, and select the field name from the CSV file that reflects the value shown in the Fields column.
- 10. Click Apply Updates.

Tip:

To modify the data in this table after the initial load, browse to the data section of the ContextOfUseOfForce item, and double-click a value in the table to change it.

Remove outdated personnel records (optional)

At some point, you may want to delete all data in a feature layer to load new information. For example, your organization may update the personnel roster information used in the Law Enforcement Diversity Dashboard semi-annually. To avoid duplicate or incorrect records, the existing records must first be deleted before a current roster can be appended into the solution's **Police Personnel** table.

Delete features

To delete features from a hosted feature layer or table, complete the following steps:

- 1. Sign in to your ArcGIS organization.
- 2. Go to the **Overview** tab of the **Police_Personnel** hosted feature table.

Note:

The **Police_Personnel** hosted feature table must have **Editing enabled** with the **Delete** setting turned on. See <u>Settings that control editing access</u>.

- 3. In the lower right corner, in the URL category, click **View**.
 - The **ArcGIS REST Services Directory** for this page appears.
- 4. Click the link of the layer or table from which you want to delete records.
- 5. In Supported Operations, click Delete Features.
 - This option is only available when editing has been enabled on the service
- 6. In the **Where** parameter, type the following: ObjectID>0.
- 7. In the **Async** parameter, set the value to: TRUE.
- 8. Click **Delete Features**.

This process can take several minutes when many features are present.

Update a layer with a join view

The Police Transparency solution includes a series of feature layer join views that are used to display information in the Use Of Force page and in a series of use of force dashboards. Join views are created using the Join Features analysis tool by joining two sources together based on a matching field. The benefit of the join view is that it remains up to date as the source data changes. However, when new fields are added to the source layers or when field domain values are changed, the join views must be recreated with the same name and URL for the charts and dashboards to continue working properly.

To add a field to a layer and update the join views, complete the following steps:

- 1. Browse to the join view in your contents.
- 2. On the item's Overview page, scroll to the URL section. Click the **Copy** button.
- 3. Paste the copied URL into Microsoft Notepad or another text editor for reference.

Note:

The feature layer's service name will be used below when re-creating the join. The name can be found after services in the URL structure and may also contain a unique GUID, for example, UseOfForce_Incidents_Subjects_joina45f71a48587425c9b90ee5527cd26d1.

- 4. Delete the existing join view.
- Using Map Viewer Classic, add the source hosted feature layer to a new web map (for example, UseOfForce).
- 6. Click Analysis, Summarize Data, Join Features.
- 7. Configure the join using the table below.

| Name of join | UseOfForce_Incidents_Subjects_join | UseOfForce_Incidents_Officers_join |
|-----------------------------------|---------------------------------------|---------------------------------------|
| Target layer | Incidents (UseOfForce) | Incidents (UseOfForce) |
| Layer to join to the target layer | Subjects (UseOfForce) | Officers (UseOfForce) |
| Fields to match | agency_case_number=agency_case_number | agency_case_number=agency_case_number |
| Join operation | Join one to many | Join one to many |

Tip:

Ensure each new join view uses the names defined in the table above. If you use the same names, the layers in the map and the existing dashboard widgets will not have to be reconfigured. If your join view contained a unique GUID, the new join view must be named with the unique GUID.

- 8. If necessary, uncheck **Use current map extent**. Check **Create results as hosted feature layer view**.
- 9. Update the web map and app configurations of Use of Force by Race and Ethnicity, Use of Force by Neighborhood, Use of Force by Subject, and Use of Force by Officer Dashboard to account for the new fields or domain values you added.

Automate record import

Some organizations may want to automate the importing of data from their record systems into the layers in the Police Transparency solution. In particular, users may want to perform daily or weekly updates of their Crimes or Use of Force data to ensure that residents have timely access to information.

The layers in the Police Transparency solution can be updated using the <u>Record Import Tools</u> toolbox. These tools can be executed from ArcGIS Pro manually or automated on a schedule using Windows Task Scheduler. The Toolbox supports the use of database tables from your Computer Aided Dispatch (CAD) or Records Management System (RMS) as well as Microsoft Excel spreadsheets (.xls) or commaseparated values (.csv) files.

Modify ArcGIS Hub pages

The Police Transparency solution includes an ArcGIS Hub site and pages that your organization can configure with your own branding and share your organization's story with the public.

Update with organizational information

After deploying the Police Transparency solution, the site and pages require a few updates to fit your local context. Consider what information you already have and what you can most easily find.

To update the Police Transparency site, complete the following steps:

- 1. From the Customize window of the Site Home, select **Header** and **Branding**.
- 2. Update the header to include your organizational icon.
- 3. Change the name and short name of the site (Police Transparency) to a name that better reflects your specific organization.
- 4. Browse to the Social Icons group and enter in the URLs for your agency's Facebook, Twitter, and Instagram accounts, or disable if you don't want them displayed.
- 5. Click **Apply**, then click **Save** to save the page, and click **Publish Draft**.
- 6. From the Customize window of the Site Home, select **Footer**.
- 7. Click the expand button in the right corner of the HTML section.
- 8. Replace the default icon URL, department name, email address, and street address with the correct values for your organization.
- 9. Enter the URLs for your agency's Facebook, Twitter, LinkedIn, Instagram, and YouTube accounts.
- 10. Delete any icons from the HTML that are not required, then click **Apply**.
- 11. Click Save to save the page.
- 12. Click Publish Draft.
- 13. Update the main header image on each page to an image from your organization. For best results, this image should be 96 dpi and 1920 x 400.
- 14. Update the other stock images in the site with images from your organization.

For best results, these images should be 600 x 400 and 96 dpi.

- 15. On the main page, click **Configure** on the Facebook and Twitter Social Media Cards to update the Timeline Link URL to your organization's Facebook and Twitter pages.
- 16. Review all text on each page for consistency with your organizational messaging.

Tip:

Consider working with your Public Information Officer to refine this content to reflect your organizational needs.

17. Browse to the **Frequently Asked Questions** section of the main page and click **Configure** to update the questions and answers.

18. Browse to the **Workforce Resources** section of the Workforce Diversity page and click **Configure** to update the images, text, and buttons to reflect your organizational initiatives.

Remove ArcGIS Hub Premium content

The Police Transparency solution comes with features that require ArcGIS Hub Premium; if you are using ArcGIS Hub Basic, you will want to remove the features that require ArcGIS Hub Premium. Organizations using this solution with ArcGIS Hub Basic should perform the following steps to remove the ArcGIS Hub Premium content from their site.

To remove ArcGIS Hub premium content, complete the following steps:

- 1. Browse to your app launcher and click **Hub** and click Police Transparency to begin editing the site.
- Scroll to the section titled **Get Involved** on the main site page.
- 3. Click the delete button for the row card containing the section title, not just the section title.
- Click Save, then click Publish Draft.
- 5. Repeat steps 1 through 3 for the **Community Engagement**, **Workforce Diversity**, **Crime Stats**, and **Use of Forces** pages in the site.
- 6. Go to the **Community Engagement** page and scroll to the **Scheduled Events** section.
- 7. Click the delete button for the row card containing the event calendar, not just the event calendar itself.
- 8. Click **Save**, then click **Publish Draft**.

Modify custom use of force charts

Several charts on the Use of Force page of the Police Transparency solution make use of custom queries from solution layers that use preexisting values from domain lists. For your data to display properly in these charts, the values in your data must exactly match the values in the field domain list of the field in the feature layer. If your data contains different values, you must modify the custom JSON of the Hub charts to reflect your field values.

To modify the JSON of the custom use of force charts, complete the following steps:

- 1. Sign in to your ArcGIS organization.
- 2. Click your app launcher and select **Hub**.
- Click the Police Transparency site.
- 4. On the **Customize** accordion, click the number of associated pages button.
- 5. Click the **Use of Force** page.

- 6. Find the chart labeled **Serious Injury Use of Force Incidents** and click the configure button (shaped like a gear).
- 7. In the JSON Chart Definition section, find the section of the JSON that looks like the following:

```
"where": "forcelevel='Level 3- Serious Injury'"
```

- 8. Replace the value Level 3- Serious Injury with the value in your data that represents incidents involving serious injury.
- 9. Click **Apply**.
- 10. Click **Save** and click the drop-down list and select **Publish Draft**.
- Repeat steps 6 through 10 with the Fatal Use Of Force Incidents chart, replacing the
 value Deadly Force-Fatality with the value in your data that represents fatal use of
 force incidents.

Modify apps

The Police Transparency solution includes many apps that are used by law enforcement agencies to help residents and stakeholders explore crime conditions, use of force patterns, and departmental diversity. Apps in the Police Transparency solution can be modified to meet the needs of individual organizations. This section covers several app modification workflows organizations commonly require.

Modify dashboards

The Use of Force by Race and Ethnicity and Law Enforcement Diversity Dashboard require an organization to manually enter your jurisdiction's population percentage values for each race/ethnicity group represented on the dashboards. This information helps to contextualize proportions of force and personnel data relative to the composition of the community.

To update the dashboards with population percentages by race and ethnicity for your jurisdiction, complete the following steps:

1. Obtain information about population percentages by race and ethnicity for your jurisdiction.

Tip:

This data is most typically obtained from the U.S. Census Bureau's Quick Facts web page, where you can type the name of your jurisdiction to get population percentages by race and ethnicity. Consult your planning department for more information.

- 2. Sign in to your ArcGIS organization.
- 3. Browse to and click to open the item page of the dashboard you want to edit.
- 4. Click Edit Dashboard.

- 5. Find the first indicator element where the language Community Makeup: X% appears and click the configure (gear) button.
- 6. Click the **General** options category, then click **Edit** in the Description section.
- 7. Switch the default value with the appropriate value for your jurisdiction.
- 8. Repeat for all indicator elements with the Community Makeup: X% text.
- Click Save.

Update dashboard charts to reflect new field values

Dashboards in the Police Transparency solution have been preconfigured to use layer fields that are powered by default domain values. If your data does not match the preexisting values, your data may not display or may display as a gray other value in dashboard charts.

To update dashboards to reflect new field values, complete the following workflow:

- 1. Sign in to your ArcGIS organization.
- 2. Browse to and click to open the item page of the dashboard you want to edit.
- Click Edit Dashboard.
- 4. Review your dashboard and identify all chart elements that require updating.
- 5. For each chart element that needs an update, click the configure button.
- If the chart is a pie chart, click the Slices options category, delete the existing values, then click Load Categories. Style the categories with colors appropriate for the dashboard.
- 7. If the chart is a serial chart, click the **Series** options category, delete the existing values, then click **Load Series**. Style the categories with colors appropriate for the dashboard.
- 8. Click Save.

Update dashboard filters to reflect new field values

The Use of Force by Race and Ethnicity and Law Enforcement Diversity Dashboard both use field values (that are preset by a domain) to filter by specific demographic groups. If the values in your data differ from the domains present in the default fields of the Police_Personnel, UseOfForce-Subjects, and UseOfForce-Officers tables, these dashboards may not properly display. For example, if your data contains coded values for race/ethnicity (A, B, W, I, H, and so on) instead of complete values such as the domain for these fields, you will need to modify the element filters of these dashboards to reflect your values.

To update dashboard elements in Law Enforcement Diversity Dashboard or Use of Force by Race and Ethnicity to use your field values, complete the following steps:

1. Sign in to your ArcGIS organization.

- 2. Browse to and click to open the item page of the dashboard you want to edit.
- 3. Click Edit Dashboard.
- 4. Review your dashboard and identify all chart elements that require updating.
- 5. For each indicator element that needs an update, click the configure button.
- 6. In the **Value** drop-down list of the **Filter** section, replace the default value with the appropriate value from your data that represents the information conveyed by the element.
- 7. Click **Done**.
- 8. Repeat for all other indicator elements in the dashboard that require updating.
- 9. Click the **Save** button.

Change the crime summary dashboard from NIBRS to UCR

Some organizations may want to provide public crime data according to the Federal Bureau of Investigation's old Uniform Crime Reporting Summary Reporting System (SRS) standards rather than the new National Incident-Based Reporting System (NIBRS). The Crime Summary Dashboard is configured using the NIBRS standard, but can be updated to reflect the older UCR SRS standard if required by an organization.

To update the Crime Summary Dashboard from NIBRS reporting standards to UCR SRS standards, complete the following workflow.

Note:

Before you begin this workflow, ensure that you have valid values populated in the **UCR Offense Description** and **UCR Offense Category** fields of the **Crimes** layer.

- 1. Sign in to your ArcGIS organization.
- 2. Browse to your content and click the **Crime Summary Dashboard**.
- Click Edit Dashboard.
- 4. Click the configure button in the upper left corner of the Rich Text element containing the text **Crimes Against Persons**.
- 5. In the text box, change the text to **Violent Crime**, then click **Done**.
- 6. In the indicator element immediately below, click the configure button.
- In the Value section and Filter subsection, change the drop-down selection from NIBRS Crime Against Category to UCR Category, then change the value from Crimes Against Persons to Violent Crime (or the equivalent value in your data).
- 8. Scroll down to the **Reference** section and **Filter** subsection, change the drop-down selection from **NIBRS** Crime Against Category to **UCR** Category, then change the

value from **Crimes Against Persons** to **Violent Crime** (or the equivalent value in your data).

- 9. Click **Done**.
- 10. Click the configure button on the **Crimes Against Persons By Year** chart element to the right of the last two elements you modified.
- 11. In the Filter section, change the drop-down selection from NIBRS Crime Against Category to UCR Category, then change the value from Crimes Against Persons to Violent Crime (or the equivalent value in your data).
- 12. Click Done.
- 13. Click the configure button on the **Crimes Against Persons By Month** chart element to the right of the last element you modified.
- 14. In the Filter section, change the drop-down selection from NIBRS Crime Against Category to UCR Category, then change the value from Crimes Against Persons to Violent Crime (or the equivalent value in your data).
- 15. Click Done.
- 16. Repeat steps 4 through 15 for the remaining two rows of elements, replacing Crimes Against Property with Property Crime (or the equivalent value in your data), then replacing Crimes Against Society with Part II crimes (or the equivalent value in your data).
- 17. Click the **Save** button.

Change the crime trends dashboard from NIBRS to UCR

Some organizations may want to provide public crime data according to the Federal Bureau of Investigation's old Uniform Crime Reporting Summary Reporting System (SRS) standards rather than the new National Incident-Based Reporting System (NIBRS). The Crime Trends Dashboard is configured using the NIBRS standard, but can be updated to reflect the older UCR SRS standard if required by an organization.

To update the Crime Trends Dashboard from NIBRS reporting standards to UCR SRS standards, complete the following workflow.

Note:

Before you begin this workflow, ensure that you have valid values populated in the **UCR Offense Description** and **UCR Offense Category** fields of the **Crimes** layer.

- 1. Sign in to your ArcGIS organization.
- 2. Browse to your content and click the **Crime Summary Dashboard**.
- 3. Click **Edit Dashboard**.

- 4. Click the configure button along the right side of the **Crime Type** filter.
- 5. In the **Category Field**, change the drop-down selection from **NIBRS Description** to **UCR Description**.
- 6. Click the **Actions** options tab.
- In the Target Field drop-down list for the Crime Hotspots layer, select UCR Description.
- 8. Click **Done**.
- 9. Click the **Save** button.

Change the public crime map from NIBRS to UCR SRS

Some organizations may want to provide public crime data according to the Federal Bureau of Investigation's old Uniform Crime Reporting Summary Reporting System (SRS) standards rather than the new National Incident-Based Reporting System (NIBRS). The Public Crime Map app is configured using the NIBRS standard, but can be updated to reflect the older UCR SRS standard if required by an organization.

To update the Public Crime Map app from NIBRS reporting standards to UCR SRS standards, complete the following workflow.

Note:

Before you begin this workflow, ensure that you have valid values populated in the **UCR Offense Description** and **UCR Offense Category** fields of the **Crimes** layer.

- 1. Sign in to your ArcGIS organization.
- 2. Browse to your content and click the **Public Crime Map** Web Mapping app.
- 3. Click **Edit Application**.
- 4. Click the **Widget** button at the top of the configuration section of Web AppBuilder.
- 5. Click the **Header Control- Set the widgets in this controller** button.
- 6. Click the **Configure this widget** edit button on the **Summary** widget.
- 7. Click the edit button under **Display Options** for the Crimes layer.
- 8. Click the **Panel** tab.
- In the Layer Options section, change the drop-down selection from NIBRS Description to UCR Description.
- 10. In the **Group Options** section, change the drop-down selection from **NIBRS Offense Category** to **UCR Category**.
- 11. Click **OK** twice to save the reconfigured Summary widget.

- 12. Click the Configure this widget edit button on the Filter widget.
- 13. Click the **NIBRS Offense Category** filter.
- 14. On the **Info** tab, change the label of the filter from **NIBRS Offense Category** to **UCR Category**.
- 15. On the Expressions tab, change the drop-down selection from NIBRS Offense Category to UCR Category.
- 16. Change operator to **is any of**.
- 17. Check the Ask for values check box.
- 18. Click the **NIBRS Offense Description** filter.
- 19. On the **Info** tab, change the label of the filter from **NIBRS Offense Description** to **UCR Description**.
- 20. On the **Expressions** tab, change the drop-down selection from **NIBRS Offense Description** to **UCR Description**.
- 21. Change operator to is any of.
- 22. Check the **Ask for values** check box.
- 23. Click **OK** to save the reconfigured Filter widget.
- 24. Click the **Configure this widget** edit button on the **Report** widget.
- 25. Click the edit button under **Actions** for the Crimes layer.
- 26. Change the drop-down selection from NIBRS Description to UCR Description.
- 27. Click **OK** twice to save the reconfigured **Report** widget.
- 28. Click **Save** at the bottom of the configuration window of Web AppBuilder.

Modify Police Transparency surveys

To modify any survey in the Police Transparency solution, including the Police Interaction Survey or theCommunity Safety and Policing Satisfaction Survey, complete the following steps:

- Install ArcGIS Survey123 Connect.
- 2. Start ArcGIS Survey123 Connect and sign in to your ArcGIS organization.
- 3. Click to download the survey you want to edit.
- 4. Click again to open the survey.
- 5. In the left pane, click **Open XLSForm Spreadsheet**.
- 6. In the Microsoft Excel spreadsheet, click the **choices** tab. This tab comprises all the selectable options for survey questions.

- 7. Revise the survey to reflect your organizational needs.
- 8. Save the Microsoft Excel spreadsheet and preview your changes in ArcGIS Survey123 Connect.
- 9. In ArcGIS Survey123 Connect, click **Publish** in the left pane to publish your changes.

Share items with the public

In order to make the Police Transparency solution visible to the public, the sharing level of the site item and its associated apps, maps, and layers must be configured to allow public access.

- 1. Sign into your ArcGIS Organization and browse to the Police Transparency Hub Site Application.
- 2. Open the item page and click **Share**.
- 3. In the **Share** window, click **Everyone** (public) and click **Save**.
- 4. Repeat steps 1 through 3 to share the following items with everyone:

| • | , |
|------------------------------|---|
| Item | Name |
| Feature Layer (hosted) | Community Safety and Police Satisfaction Survey |
| Feature Layer (hosted, view) | CommunityCrimeProblems_public |
| Feature Layer (hosted, view) | CommunityPolicingAreas_public |
| Feature Layer (hosted, view) | Crimes_public |
| Feature Layer (hosted, view) | Police Interaction Survey_fieldworker |
| Feature Layer (hosted, view) | UseOfForce |
| Feature Layer (hosted, view) | UseOfForce_Incidents_Officers_join |
| Feature Layer (hosted, view) | UseOfForce_Incidents_Subjects_join |
| Table (hosted) | ContextOfUseOfForce |
| Table (hosted) | Police_Personnel |
| Web Map | Community Crime Problem Dashboard |
| Web Map | Community Crime Problem Manager- Analysis |
| Web Map | Community Crime Problem Manager- Assessment |
| Web Map | Community Crime Problem Manager- Community Review |
| Web Map | Community Crime Problem Manager- New Problems |
| Web Map | Community Crime Problem Manager- Overview |
| Web Map | Community Crime Problem Manager- Response |
| | |

| Web Map | Community Crime Problem Reporter |
|-------------------------|---|
| Web Map | Crime Summary and Trends |
| Web Map | My Community Officer |
| Web Map | Public Crime Map |
| Web Map | Use of Force By Neighborhood |
| Web Map | Use of Force By Officer |
| Web Map | Use of Force By Subject |
| Dashboard | Community Crime Problem Dashboard |
| Dashboard | Community Crime Problem Manager |
| Dashboard | Crime Summary Dashboard |
| Dashboard | Crime Summary Mobile Dashboard |
| Dashboard | Crime Trends Dashboard |
| Dashboard | Law Enforcement Diversity Dashboard |
| Dashboard | Law Enforcement Diversity Mobile Dashboard |
| Dashboard | Use of Force by Neighborhood |
| Dashboard | Use of Force by Officer |
| Dashboard | Use of Force by Race and Ethnicity |
| Dashboard | Use of Force by Race and Ethnicity Mobile Dashboard |
| Dashboard | Use of Force by Subject |
| Pages | Community Engagement |
| Pages | Crime Stats |
| Pages | Use of Force |
| Pages | Workforce Diversity |
| Web Mapping Application | Public Crime Map |
| Web Mapping Application | Community Crime Problem Reporter |
| Web Mapping Application | My Community Officer |
| Form | Community Crime Problem Editor |
| Form | Community Safety and Police Satisfaction Survey |
| Form | Police Interaction Survey |

Use Police Transparency

The Police Transparency solution delivers a set of capabilities that help you share information openly with the public, promote your agency's work, demonstrate accountability when force is used, illustrate how workforce recruiting reflects the diversity of the community, and engage the public to improve policing services and solve problems.

In this topic, you will learn how to use the Police Transparency solution by assuming various roles and using the solution to answer questions about policing topics of general interest, including understanding crime conditions in your community, learning about law enforcement use of force, discovering police-community engagement opportunities, and exploring the workforce diversity of the law enforcement agency.

Note:

Use your organization's data or configured apps to follow these workflows.

Understand crime statistics

You will assume the role of a resident in the community. You are interested in learning more about overall trends of crime in your community, and specifically about trends in burglary. You are concerned that burglaries are increasing around your home, so you'd like to be able to learn about recent burglaries in your area and print a report to take to the upcoming neighborhood meeting to ask your community policing officer what is going on and how to address the problem.

Examine statistical crime trends

Complete the following steps to learn more about overall crime trends, specifically burglary, in your community:

- 1. In a browser, open the Police Transparency site, and click the **Crime Stats** page.
- 2. Scroll down the page to view the Crime Summary Dashboard. The dashboard displays the three main categories of crimes according to the National Incident-Based Reporting System (NIBRS). These categories are shown as 365-day percent change statistics, counts by year, and counts by month.

Note:

In January 2021, the Federal Bureau of Investigation (FBI) changed to NIBRS from the previous Uniform Crime Reporting (UCR) Summary Reporting System. Links to additional details about NIBRS can be found in the resources section of the **Crime Stats** page.

- 3. To understand burglary trends specifically, scroll to the **Crime Mapping Apps** section and click the **Crime Trends Dashboard**.
- 4. Click the **Crime Type** filter and select **Burglary/Breaking & Entering**, then click the **Filter Results** tab.

- You can now view 28-day, year-to-date, and last 365-day percent change statistics, burglary counts by year, by month, and a map of burglary hot spots.
- 5. To filter for only the current year of burglaries, select **This Year** from the **Report Date** filter.
 - The **Crime By Year** and **Crime By Month** charts will be updated. Additionally, the burglary hot spots will change to reflect the current year only.
- 6. Zoom in on the map. As you zoom in, individual burglaries appear. Click the burglary to learn more about the incident.

Explore recent crime activity

The Public Crime Map app can be used to explore recent burglary activity and create a printed report to take to your neighborhood meeting.

Complete the following steps to learn about recent burglaries in your area and print a report to take to the upcoming neighborhood meeting:

- On the Crime Stats page, scroll to the Crime Mapping Apps section, and click Public Crime Map.
 - This mapping app displays the last 28 days of crime by default and shows a list of all crimes in the community, grouped by type of crime.
- 2. To view all burglaries this year, click the **Filter** widget. In the NIBRS Offense Description filter, select **Burglary/Breaking & Entering**, then click the option to activate the filter.
- 3. In the **Date of Crime** filter, in the first drop-down box, select January 1 of this year.
- 4. In the second drop-down box, select **today**, then click the option to activate the filter. You can now view year-to-date burglaries citywide.
- 5. To view the burglaries near your home, go to the address search bar and enter your address. Click each burglary to learn more about the incident.
 - You would like to discuss these burglaries with your neighbors and community policing officer at an upcoming community meeting.
- 6. Click the **Report** widget, then select the **Point** draw mode.
- 7. Click your home address. In the buffer distance (optional) parameter, enter a buffer distance of .25 miles, then click **Report**.
- 8. Click the add button to see a list of all burglaries within the 0.25-mile radius around your house.
- 9. To download these records as a CSV file, click the **Download** button or click the **Print** button to create a printable report.

A report will be generated containing a map of your app's current map extent and a list of the records within the search area. You can change the report title or any header text to meet your needs. You can also choose to enter additional comments in the comments box.

10. To filter for only the current year of burglaries, select **This Year** from the **Date of Crime Report** filter.

The **Crime By Year** and **Crime By Month** charts will be updated. Additionally, the burglary hot spots will change to reflect the current year only.

- 11. Zoom in on the map to see individual burglaries.
- 12. Click a burglary to learn more about the incident.

Share your perceptions of community safety and police performance

Complete the following steps to provide feedback on your interactions with law enforcement in your community:

- 1. In a browser, open the Police Transparency site and click the **Crime Stats** menu tab.
- 2. Scroll down to the **Tell Us What You Think** section and click the **Take the Survey** button.
- 3. Fill in the Community Safety and Policing Satisfaction Survey to provide your feedback.
- 4. Click Submit.

Learn about use of force

Now you will assume the role of a community leader. You have recently been appointed to a police oversight board responsible for reviewing use of force incidents in the community. To perform this role, you need to first gain a basic understanding of how and why force is used by law enforcement, racial equity implications of its use, and then dig deeper to understand patterns in the use of force by the subjects of force, officers involved, and by neighborhood.

Gain a basic understanding of use of force

Complete the following steps to learn more about use of force in your community:

- 1. In a browser, open the Police Transparency site, and click the **Use Of Force** page.
- Scroll down to view the Key Use of Force Metrics.

These three charts show total use of force incidents, use of force incidents involving a serious injury requiring medical care or hospitalization, and fatal use of force incidents.

3. Scroll to the How Often Do We Use Force? section.

This section displays charts illustrating the infrequency of use of force relative to the total scope of police interactions with citizens, and how few are determined to be inconsistent with policy.

4. Scroll down to the Why Do Officers Use Force? section.

This section helps you understand what types of incidents are most likely to result in force, the type of resistance officers are encountering that require use of force, and the type of force applied.

5. Scroll down to the **Racial Equity** section.

This section displays a dashboard that examines the distribution of subject of force and officers involved by race and ethnicity, compared to the racial and ethnic composition of the community overall.

- 6. Click the **Force Level** or **Date** drop-down filters to further refine these metrics.
- 7. Click the **Officers Involved** tab to visualize the distribution of officers involved in use of force incidents by race and ethnicity relative to community composition.

Explore characteristics of subjects of force

The Use of Force by Subject dashboard helps the public explore the characteristics of use of force in your neighborhood and compare through the perspectives of demographics, context of the incident, condition of the subjects, and location. Use the filters to set criteria, then click any bar in the charts to refine the results. For example, you may want to know more about the characteristics of subjects of electric force through conducted electrical devices such as Tasers or stun guns.

Complete the following steps to dig deeper into the topic of use of force by exploring the characteristics of the persons subjected to force:

- 1. In a browser, open the Police Transparency site, and click the **Use Of Force** page.
- 2. Scroll down to view the Gain a Deeper Understanding section.
- 3. Click **Use of Force by Subject**.
- 4. In the **Force Type** drop-down filter, select a type of force.
- 5. Click the **Incident Context** tab to see the proportion of incidents that were found to be inconsistent with policy.
- 6. Click the **Out of Policy** slice of the **Result of Internal Review** pie chart.
- 7. Click the **Map** tab to view the selected incidents symbolized by color according to the race and ethnicity of the subject of force.
 - The colors correspond to another layer in the map, the Predominant Race and Ethnicity by Census Tract, an ArcGIS Living Atlas of the World layer based on data from the U.S. Census Bureau's American Community Survey.
- 8. Click the **Legend** tool in the map to understand how color corresponds to race and ethnic group.
 - The presence of both layers on the map allows us to understand the relationship between the race and ethnicity of the residents of an area and who is subjected to force there, and to recognize patterns in which force is being applied to a particular group disproportionately to its community composition.
- 9. Click a polygon in the **Predominant Race by Tract** layer.

The pop-up displays which race or ethnic group is predominant in that tract as well as the resident counts of all other race and ethnic groups within the tract.

Explore characteristics of officers applying force

The **Use of Force by Officer** dashboard helps the public explore the characteristics of officers applying force through the perspectives of demographics, context of the incident, and location. Use the filters to set criteria, then click any bar in the charts to refine the results. For example, you may want to know more about the characteristics of officers who apply force resulting in serious injury or death.

Complete the following steps to dig deeper into the topic of use of force by exploring the characteristics of the persons subjected to force:

- 1. In a browser, open the Police Transparency site, and click the **Use Of Force** page.
- 2. Scroll down to view the **Gain a Deeper Understanding** section.
- 3. Click **Use of Force by Officer**.
- 4. In the **Force Level** drop-down filter, select a force level.
- 5. Click the **Incident Context** tab to view the incident contexts most frequently associated with the level of force you selected.
- Click a category on the **Call Type** bar chart. This further filters the dashboard, allowing you to explore the characteristics of officers involved specifically in the force level and call type you have selected.
- 7. Click back on the **Demographics** tab.
- 8. Follow steps 6 through 8 of the **Explore characteristics of subjects of force** section in this topic to learn about the spatial distribution of race and ethnicity and community composition.

Explore use of force incidents by neighborhood

The Use of Force by Neighborhood dashboard helps the public explore the characteristics of use of force in their neighborhood and to compare it to other neighborhoods and the community overall. Use the filters to set criteria, then click any bar in the charts to refine the results. For example, you may want to know more about the characteristics of use of force incidents in your neighborhood and how they compare to nearby neighborhoods.

Complete the following steps to explore the characteristics of use of force incidents in your neighborhood and compare them to other neighborhoods and the community overall.

- In a browser, open the Police Transparency site, and click the Use Of Force page.
- 2. Scroll down to view the **Gain a Deeper Understanding** section. Click **Use of Force by Neighborhood**.
- 3. In the **Neighborhood** drop-down filter, select a neighborhood.

The map zooms to your neighborhood boundaries and filters the content. The charts automatically adjust to your filter selection. You can see from the filtered charts use of force incidents the trend in use of force incidents overall, and the frequency of serious injury or fatal incidents.

- 4. In the **Neighborhood** drop-down filter, select a different neighborhood.
 - You can now compare the overall, serious injury, and fatal trends in use of force incidents between the two neighborhoods.
- Click the **Details** tab to review and contrast demographic characteristics of subjects of use of force, the type of force applied, and the type of calls in which force most frequently occurs.
- 6. Follow steps 6 through 8 of the Explore characteristics of subjects of force section in this topic to learn about the spatial distribution of race and ethnicity and community composition.

Discover community engagement opportunities

Now you will assume the role of a concerned business owner. Your business has recently been victimized. You believe the crime to be part of a larger problem, and you want to become more active in working with your department to solve this problem and prevent future crimes. To perform this role, you'll need to learn how to get connected to police by finding your community officer, report your crime problem, provide feedback on your experience as a victim, and get information on upcoming police community events in which you can participate.

Find your community officer

Complete the following steps to learn more about the men and women that work with your neighborhood to solve safety concerns:

- 1. In a browser, open the Police Transparency site, and click the **Community Engagement** page.
- 2. Scroll down to the **Find Your Community Officer** section.
- 3. In the **My Community Officer** app, you have the following options: **enter your address** or **click a map location**.

The app will show a name and picture of your community officer, contact information, duty hours, the community policing area the location belongs to, and information about when meetings are held for this area.

Report community crime problems

Complete the following steps to view existing crime problems reported by the public and to submit a new **non-emergency** problem you have observed in the community.

- 1. In a browser, open the Police Transparency site, and click the **Community Engagement** page.
- 2. Scroll down to the **Engaging the Community** section and under **Report a Crime Problem**, click **Submit a Problem**.
- 3. Click Proceed as Guest.

Note:

If your organization uses ArcGIS Hub Premium, a user may elect to sign in with a community identity. This allows the organization to automatically associate community members with problems they submit for improved service.

- 4. Click Submit a Problem.
- 5. Complete the form, providing a name for the problem, describing the nature of the problem and where it is occurring, and, optionally, your contact information.
- 6. Click the map to start drawing a polygon that defines the extent of the problem area. Keep clicking to define the edges of the polygon, then double-click to complete.
- 7. Click Report It.
- 8. Now you can view your crime problem and others recently submitted by residents. Click another crime problem.
- 9. Click the like button to like the report.
- To add your comments, click the comment button. When complete, click Submit Comment.

Manage community crime problems

Once a crime problem report has been submitted, Community Policing Officers (CPOs) work with community members to validate, prioritize, and solve these concerns. The Community Crime Problem Manager enables CPOs to manage the crime problems through a collaborative, community-oriented problem-solving process based on the Problem-Oriented Policing SARA model (Scan, Analyze, Respond, Assess). In this section, you will take the role of a CPO. Complete the following steps to learn how to manage citizen-reported crime problems through a problem-solving process:

- 1. From your content, open the Community Crime Problem Manager.
 - The overview tab displays a list of all crime problems with charts displaying their project approval status and problem-solving phase.
- 2. Click a bar in the chart to filter the crime problem list. You may also use the neighborhood filter to select crime problems occurring in a specific neighborhood.
- 3. Click a problem from the list to zoom to the location of the problem.
- 4. Click the problem on the map to activate a pop-up to learn more about the problem.

Each tab in the Community Crime Problem Manager displays a step in the problem-solving process, with instructions on the actions to be taken and data to be edited for that step.

5. Click **Create Report**.

This opens the **Data** tab of ArcGIS Survey123, where you can click the **Print** button to create a printable PDF file of the crime problem record.

- 6. Review the list of crime problems and click the one you want to edit. The map will zoom to the problem, and the left-side ArcGIS Survey123 form will display the record you have selected.
- 7. Follow the instructions to update the form with the data required for the step. Click the **Submit** button at the bottom of the ArcGIS Survey123 form to submit your edits.
- 8. As your crime problem proceeds through the problem-solving steps in the real world, follow the instructions on each tab to advance the problem through the process in the app.

Explore community crime problems

As CPOs and community members work together to solve crime problems, the public can exercise oversight on the status of active and completed projects using the Community Crime Problem Dashboard. In this section, you will resume your role of a concerned business owner. Complete the following steps to explore previous crime problem-solving successes and other active problem-solving projects that are underway:

- 1. In a browser, open the Police Transparency site, and click the **Community Engagement** page.
- Scroll down to the Engaging the Community section and under Monitor Problem-Solving Projects, click Monitor Projects to open the Community Crime Problem Dashboard.
- 3. Use the filters to set criteria, then click any chart or list to refine the results.
- 4. Click a project in the list to review a specific project.
 - The map will zoom to the location of the problem.
- 5. Click the **Details** tab to view complete details for that project.

Submit feedback on a police interaction

Complete the following steps to provide feedback to the department on your recent experience as a crime victim:

- 1. In a browser, open the Police Transparency site and click the **Community Engagement** menu tab.
- Scroll down to the Engaging the Community section and under How Did We Do?, click Complete Survey.

- 3. Fill in the Police Interaction Survey to provide your feedback.
- 4. Click Submit.

Learn about upcoming events

Complete the following steps to discover community policing activities in which you can participate:

- 1. In a browser, open the Police Transparency site, and click the **Community Engagement** page.
- 2. Scroll down to view the **Scheduled Events** calendar. You can see upcoming events or click a specific date to learn about events for that date.
- 3. Click an event. You can indicate you plan to attend the event, get details and directions for the event, follow the Hub Initiative the event is a part of, and share the event on social media.

Note:

The Event Calendar is functionality available only to organizations with Hub Premium. Learn more.

Explore law enforcement workforce diversity

You will assume the role of a local media reporter. You are writing a story about representation of women and communities of color in policing. You want to learn more about the composition of the workforce of the local law enforcement agency and how that compares to the community overall.

- 1. In a browser, open the Police Transparency site and click the **Workforce Diversity** menu tab.
- 2. Scroll down to the Law Enforcement Diversity Dashboard.

The summary tab of the dashboard displays the percentage of employees in each demographic group listed.

Note:

Under each demographic group, a text box indicates the percentage that group represents in the community overall. This information allows you to quickly identify which demographic groups are overrepresented in the police workforce relative to the composition of the community.

- 3. To view civilian employees only, go to the **Rank** drop-down filter and select **Civilian**.
 - The demographic percentages will adjust to your selection. This will allow you to compare representation of sworn employees versus civilian employees.
- 4. To view all sworn employees, deselect **Civilian** in the drop-down filter and select all other ranks.

5. Click the **Details** tab.

The **Details** tab allows you to visualize and interact with various diversity metrics of the workforce.

6. Click the **Black Female** section of the **Race and Gender** bar chart to learn more about representation of Black females in the department.

The charts and metrics automatically adjust based on your selection.

7. Click the **Black Female** section of the **Race and Gender** bar chart to turn off the selection.