

#### UNIVERSITY POLICE DEPARTMENT

One University Way, San Antonio Texas, 78224 Phone: (210) 784-1900 | www.tamusa.edu/upd

February 27, 2024

To:

**Interim Chief Roger Stearns** 

From: James Snow

Office of Professional Standards

Re:

2023 Biased Based Profiling Report

Encl:

Appendix A - Racial Profiling Statues and Laws

Appendix B - A&M SA PD General Order 100.11 Biased Based Profiling

Appendix C - PowerDMS test Summary Report

Appendix D - Detailed Composition of Texas A&M San Antonio Student Body, Faculty and Staff

### **Executive Summary**

Article 2.132(7) of the Texas Code of Criminal Procedure requires the annual reporting to the local governing body of data collected on the race or ethnicity of individuals stopped. The report shall include whether individuals were issued verbal warnings, written warnings, citations and/or arrested for resulting from a traffic stop; to include information related to whether or not those individuals were searched.

The analysis of the material and data from the Texas A&M University-San Antonio Police Department (A&M-SA PD) revealed the following:

- A review of the Texas A&M-San Antonio Police Department General Orders, specifically Biased Based Profiling GO 100.11 outlining the department's policy concerning racial profiling, shows that the Texas A&M-San Antonio Police Department is in compliance with Texas law on training and education regarding racial profiling.
- A review of the information presented and supporting documentation reveals that the A&M-SA PD is in compliance with applicable Texas law on training and education regarding racial profiling.
- A review of the documentation produced by the Department in both print and electronic form reveals that the department is in compliance with applicable Texas law on racial profiling compliant process and public education about the complaint process.
- Analysis of the data reveals that the department is in compliance with applicable Texas law on the collection of racial profiling data:

- Analysis of statistical information from A&M-SA PD indicates white drivers stopped by A&M-SA PD Police Officers constituted the majority of all drivers stopped. These stops totaled 51.66%. Hispanics constitute 67.98% of the campus population and 91.0% of San Antonio's 78224 zip code, (http://www.city-data.com/zips/78224.html). African-Americans comprise 5.69% of the campus population and less than 1% of San Antonio's 78224 zip code, and 9.63% of total stops.
- A&M-SA PD is in compliance with applicable Texas law concerning the prohibition of racial profiling.
- A&M-SA PD is in compliance with applicable Texas law concerning the reporting of information to Texas Commission on Law Enforcement (TCOLE).

#### Introduction

This report details an analysis of the A&M-SA PD's policies, training, and statistical information on racial profiling for the year 2023. This report has been prepared to specifically comply with Article 2.132 of the Texas Code of Criminal Procedure (CCP) regarding the compilation and analysis of racial profiling data. Specifically, the analysis will address Articles 2.131 – 2.135 of the CCP and make a determination of the level of compliance with those articles by the A&M-SA PD in 2023. The full copies of the applicable laws and General Orders pertaining to this report are contained in Appendices A & B.

This report is divided into five sections:

- 1. A&M-SA PD policy on racial profiling
- 2. A&M-SA PD training and education on racial profiling
- 3. A&M-SA PD complaint process and public education on racial profiling
- 4. Analysis of statistical data on racial profiling
- 5. Analysis of A&M-SA PD's compliance with applicable laws on racial profiling

For purposes of this report and analysis, the following definition of racial profiling is used:

Article 3.05 of the Texas Code of Criminal Procedure defines Racial Profiling as "A law enforcement-initiated action based on the individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity."

#### Texas A&M-SA Police Department Policy on Racial Profiling

A review of A&M-SA PD General Order; Biased Based Profiling GO 100.11 revealed that the Department has adopted policies to be in compliance with Article 2.132 of the Texas CCP, (see Appendix B). There are seven specific requirements mandated by Article 2.132 that a law enforcement agency must address. All seven are covered in the General Order. A&M-SA PD General Order provides clear direction that any form of racial profiling is prohibited and that officers found engaging in inappropriate profiling may be disciplined up to and including termination. The General Order also provides a clear statement of the agency's philosophy regarding equal treatment of all persons regardless of race or ethnicity.

## Texas A&M-SA Police Department Training and Education on racial Profiling

Documentation reveals that racial profiling and certification is current and was provided to all officers requiring such training, (Appendix C).

## Texas A&M-SA Police Department Complaint Process and Public Education on Racial Profiling

Article 2.132 (b) 3-4 of the Texas Code of Criminal Procedure requires that law enforcement agencies implement a complaint process on racial profiling and that the agency provide public education on the complaint process. A&M-SA PD General Order; Biased Based Profiling GO 100.11 covers this requirement. Specifically, the department has information regarding racial profiling and the complaint process on its website, http://www.tamusa.edu/upd/, and posted at the lobby of the Police Department.

### Texas A&M-SA Police Department Statistical Data on Racial Profiling

Article 2.132(b)6 requires that law enforcement agencies collect statistical information on traffic stops in which a verbal warning, written warning, or citation is issued and arrests with specific information on the race of the person charged. In addition, information concerning searches of persons and whether or not the search was based on consent is also required to be collected. Additional information required for collection and reporting includes the location of the stop, the reason for the stop and whether the peace officer used physical force that resulted in bodily injury, as that term is defined by section 1.07, Penal Code, during the stop. A&M-SA PD submitted statistical information on all traffic stops in 2023 and accompanying information on the race of the person cited. Accompanying this data was the relevant information on searches, location, and physical force. Analysis of the data reveals that the department is in compliance with applicable Texas law on the collection of racial profiling data.

## Analysis of data on drivers stopped by Texas A&M-SA Police Officers

White drivers stopped by A&M-SA PD Police Officers constituted the majority of all drivers stopped. These stops totaled 51.66%. Hispanics constitute 67.98% of the campus population and 91.0% of San Antonio's 78224 zip code, (<a href="http://www.city-data.com/zips/78224.html">http://www.city-data.com/zips/78224.html</a>) and, 35.24% of total stops. African-Americans comprise 5.69% of the campus population and less than 1% of San Antonio's 78224 zip code, and 9.63% of total stops.

#### Percentages of Persons Stopped in 2023

Race/Ethnicity	Contacts	%	Citations	Warnings	Searches	Arrests
Alaska Native or American Indian	11	1.66%	3	8	0	0
Asian or Pacific Islander	12	1.81%	0	12	0	0
Black	64	9.63%	7	57	0	0
White	343	51.66%	49	294	0	0
Hispanic/Latino	234	35.24%	37	197	1	0
TOTALS	664		96	568	1	0

The chart shows that drivers are stopped at rates comparable to the percentages of the Campus Population. A small number of traffic stops, one (0.15%), resulted in searches.

Detailed composition of Texas A&M University-San Antonio Student Body, Faculty and Staff as provided is the most recently available data from the A&M-San Antonio Office of Institutional Research and Analytics, (Appendix D).

The University maintains 24/7 student housing on campus with a capacity of 382 residents, demographic data for the residential population is unavailable for consideration in the comparative analysis.

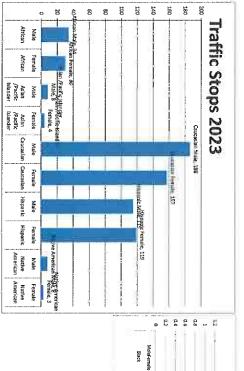
During 2023, A&M-SA PD received no complaints regarding inappropriate profiling or bias.

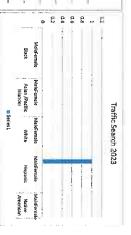
## Analysis of Racial Profiling Compliance by Texas A&M-San Antonio Police Department

The foregoing analysis shows that Texas A&M University-San Antonio Police Department is fully in compliance with all relevant Texas laws concerning racial profiling. Including the existence of a formal policy prohibiting racial profiling by its officers, officer training and educational programs, a formalized complaint process, and the collection of data in compliance with the law.

	Native American	Hispanic	White	Asian	African	City Citations			Native American	Hispanic	White	Asian	African	Traffic Warnings	
44	0	4	0	0	13			111	0			1	22	State	January.
2	0	4	0	9	#			#	o		44	9	1	Female	
2	0	2	0	0	0			E	0	=	in	14	1000	Mate	February
+				0	0			#		14		-	1	Female	
ω	0	1		o	-	1		18	12	11.	- 1	141	2	M	March
C)		,	L	**	*		Į.	1	a	T.I.	12	H	4	cem like	
u	*	1	0	0	0			20		10		0	0	Male	April
ω		1		a	I	er W		H	0	Ħ	+	0		Female	
2	- 90	12.	3-0	e	D			12		-		0	THE PERSON NAMED IN	Male	May
2		_	-			i		25	0		±		T.	Female	
5	0	tas	24	0	0			20	0		ti.	0	1	Make	June
12		1	0 11		0	11,	1	12		15	16	0		Female	
1	0	ė	344	a	0		į Į	5	0	+		0	0	Male	July
0	0	9	60-	0	0	-			•	144	0	0	The party	emale	
11	.0	1	+	0	0			45	0.00	(Test)	30 A 21	2	200	Malu	August
4	0	1	10	0	0			17	90	38	#	0	T.	Female	
9	0	20	.,	0	0		900	59				**************************************	**	Mal.	September
7	ø	0	3	0	7		100	¥	0	Ħ	#	1	11000	Female	
ın	n	57	,,,	0	1/1		Š.	24	Section.	П	11.	17	1	- Major	October
5		2	#	ø	0		W.	107	0	Ŧ	H	*	0	*emale	
5	0	2	1	0	1			20	es	3	8	**	3	Mais	November
Us	•	17	-	9	4		ir	- 77	a		200	0	40	Fer ale	D
œ	0000		40	0	0			49	200	Sold I	33	+1)	*	Mal	December
Ø	0	2	-	0	0		No.	22	0		77.	1	-	Female	
96	ે 3%	E.W.	<b>⊘5</b> 0	0.00	elen,		Sin L	568	8	≈197%	293	125	0.52		

Male Female Total	Native Americ	Total	Female	Male	Hispanic	Total	Female	Maje	White	Total	Female	Male	Asian /Pacific Isla	Total	Female	Male	African		Female	Male	Total
la) pin dir	g	15	4	3	ğ	50	강	36	Ş	0	0	a	410	~	ě.	4	Ω₽	10	A	13	City
	Campus	胡	101	#	Campu	153	M.	156	Changus	12	n	h	Campu	57	14	=	Campus	析	171	796	University
000	W W	a	0	,	Verba	10	45	64	Verbal	61	0	**	Verbal	68	0	0	Verbal	4	*	0	Verbul
E = =	Totals	ŧ	Ħ	Ħ	Totals	E	107	Ħ	Tetals	ŧ			Totals	E	Ħ	¥	Totals	ı	E	1100	Total
																		Tetal Stoom			





# Texas A&M University- San Antonio Campus Police Dept.

01. Total Traffic Stops:	664	
02. Location of Stop:	TO SOURCE CONTRACTOR AND	
a. City Street	664	100.00%
b. US Highway	0	0.00%
c. County Road	CONTRACTOR	0.00%
d. State Highway	C	0.00%
e. Private Property or Other		0.00%
03. Was Race known prior to Stop:		THE STATE OF THE S
a. NO	664	100.00%
b. YES	0	0.00%
04. Race or Ethnicity:		
a. Alaska/ Native American/ Indian	11	1.66%
b. Asian/ Pacific Islander	12	1.81%
c. Black	64	9.64%
d. White	343	51.66%
e. Hispanic/ Latino	234	35,24%
05. Gender:		
a. Female	318	47.89%
i. Alaska/ Native American/ Indian	5	0.75%
ii. Asian/ Pacific Islander	4	0.60%
iii. Black	30	4.52%
iv. White	160	24.10%
v. Hispanic/ Latino	119	17.92%
b. Male	346	52.11%
i. Alaska/ Native American/ Indian	6	0.90%
ii. Asian/ Pacific Islander	8	1.20%
iii. Black	34	5.12%
iv, White	183	27.56%
v. Hispanic/ Latino	115	17.32%
06. Reason for Stop:		
a. Violation of Law	2	0.30%
i. Alaska/ Native American/ Indian	O	0.00%
ii. Asian/ Pacific Islander	0	0.00%

O	0.00%
O	0.00%
2	100.00%
0	0.00%
0	
0	
0	
0	
0	
650	97.89%
10	1.54%
11	1.69%
63	9.69%
337	51.85%
229	35.23%
12	1.81%
1	8.33%
1	8.33%
**************************************	8.33%
6	50.00%
3	25.00%
haki kihashi midani daga atau kihaba da da kihaba 19619 haki "MARKANI MATSANI MATSANI MATSANI MATSANI MATSANI M	
663	99.85%
11	1.66%
12	1.81%
64	9.65%
343	51.73%
233	35.14%
1	0.15%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
1	100.00%
1	0.15%
	0 2 0 0 0 0 0 0 10 11 11 63 337 229 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

i. Alaska/ Native American/ Indian	0	0.00%
ii. Asian/ Pacific Islander	0	0.00%
iii. Black	0	0.00%
iv. White	0	0.00%
v. Hispanic/ Latino	1	100.00%
b. Contraband in Plain View	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	
iii. Black	0	
iv. White	0	
v. Hispanic/ Latino	Conservation and Conservation of the Conservat	
c. Probable Cause	О	0.00%
ii. Alaska/ Native American/ Indian	0	erica de la companio
i. Asian/ Pacific Islander	0	00000000000000000000000000000000000000
iii. Black	0	**************************************
iv. White	0	TO RECOVER TO THE PROPERTY OF
v. Hispanic/ Latino	CONTRACTOR AND	enternance de la company d
d. Inventory	0	0.00%
i. Alaska/ Native American/ Indian	O	
ii. Asian/ Pacific Islander	O	arratti — valtotetiti (A. 1969-lyrin ) — elegislandik isti (Miseeratik) (L. 1969-lyrin) (Color, L. 1969)
iii. Black	0	
iv. White	0	882 / 2004 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 - 1900 -
v. Hispanic/ Latino	0	
e. Incident to Arrest	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	ng agus a sang ng pang ng kalanggan ng a ri gi sanggan pang pang pang pang pang pang ng ang ang ang ang ang an
iii. Black	O CONTRACTOR CONTRACTO	gggggggggggggggggggggggggggggggggggggg
iv. White	e i i i i i i i i i i i i i i i i i i i	E 1994 A for the second section of the first field of the section of the second section of the s
v. Hispanic/ Latino		
09. Was Contraband Discovered:		
YES	0	0.00%
i. Alaska/ Native American/ Indian	0	
Finding resulted in arrest - YES		
Finding resulted in arrest - NO	na consecución de del consecución con consecución con consecución con consecución de la consecución de del consecución de la consecución del la consecución del la consecución de la consecución de la consecución del la consecución de la consecución del la con	and the second s
ii. Asian/ Pacific Islander	0	
Finding resulted in arrest - YES	0	
Finding resulted in arrest - NO	0	AMERICAN PROPERTY OF THE STATE
iii. Black	O	

Finding resulted in arrest - NO	0
iv. White	O
Finding resulted in arrest - YES	0
Finding resulted in arrest - NO	0
v. Hispanic/ Latino	0
Finding resulted in arrest - YES	0
Finding resulted in arrest - NO	0
b. NO	1 0.15%
i. Alaska/ Native American/ Indian	0 0.00%
i. Asian/ Pacific Islander	0 0.00%
iii. Black	0 0.00%
iv. White	0 0.00%
v. Hispanic/ Latino	1 100.00%
A CONTROL OF THE CONT	
0. Description of Contraband:	
a. Drugs	0 0.00%
i. Alaska/ Native American/ Indian	0
ii. Asian/ Pacific Islander	0
iii. Black	0
iv. White	0
v. Hispanic/ Latino	0
b. Currency	0 0.00%
i. Alaska/ Native American/ Indian	0
ii. Asian/ Pacific Islander	0
iii. Black	0
iv. White	0
v. Hispanic/ Latino	0
c. Weapons	0 0.00%
i, Alaska/ Native American/ Indian	0
ii. Asian/ Pacific Islander	0
iii. Black	0
iv. White	0
v. Hispanic/ Latino	0
d. Alcohol	0 0.00%
i. Alaska/ Native American/ Indian	0
ii. Asian/ Pacific Islander	0
iii. Black	0
iv. White	O

v. Hispanic/ Latino		CONTROL OF THE PROPERTY OF THE
e. Stolen Property	0	0.00%
i. Alaska/ Native American/ Indian	0	SOM KANTA KANTANINYA AMIN'ANI KANTANINI ANI KANTANI KANTANI KANTANI KANTANI KANTANI KANTANI KANTANI KANTANI KA
ii. Asian/ Pacific Islander	O	
iii. Black	0	
iv. White	O	
v. Hispanic/ Latino	0	en a companya na managa na managa a Adhin et a minina na anna da companya na managa na managa a sa managa a comp
f. Other	0	0.00%
i. Alaska/ Native American/ Indian	0	
i. Asian/ Pacific Islander	0	autoroem arake ar in skup in ingakik di hini hinga ci behindi hagikun kesen - mangabigan in
iii. Black	0	
iv. White	0	
v. Hispanic/ Latino	O	rosso, varias emeste fectivos terralistikas por a filologicada de fest, et comercianistica tidad a escribir so
11. Result of Stop:		
a. Verbal Warning	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	
iii. Black	0	
iv. White	0	
v. Hispanic/Latino	0	и до упо в е деста в 2046 годи. И 2000 год но 460 констано А. У Сест пове потоворова досто но общега годо об в
b. Written Warning	568	85.54%
i. Alaska/ Native American/ Indian	8	1.41%
ii. Asian/ Pacific Islander	12	2.11%
iii. Black	57	10.04%
iv. White	294	51.76%
v. Hispanic/Latino	197	34.68%
c. Citation	96	14.46%
i. Alaska/ Native American/ Indian	3	3.13%
ii. Asian/ Pacific Islander		0.00%
iii. Black	T	7.29%
iv. White	49	51.04%
v. Hispanic/ Latino	37	38.54%
d. Written Warning and Arrest	0	0.00%
i. Alaska/ Native American/ Indian		o para mang separah sertama yang menganggan kang kang seri seri seri seri seri seri seri seri
ii. Asian/ Pacific Islander	Contractive contractives are the contractive in the contractive contractive contractive and a second contractive c	approximate the activities and activities the second of the adjustment of the adjust
iii. Black	vanamentania variativa anti anti anti anti anti anti anti ant	ica y chon a danimica antica antique se estima en a dany e mera proprieta y en monta de este en el este en en
iv. White	от постоя — меня и постоя на постоя	
v. Hispanic/ Latino	0	KKI MANDER MANDATOR POR KOOLON ON TAN TAN ARIAN ON ON ANTONIO CONTINUE LAN MINISTER AND MINISTER NAMED IN TAN HAVE

e. Citation and Arrest	O	0.00%
i. Alaska/ Native American/ Indian	O	egyanis oleh kahikansa kendula didilalah A., kalenda yen a hada Lannenya di badansa esta abidanen
ii. Asian/ Pacific Islander	O	and water to water to the second of the seco
iii. Black	0	
iv. White	O	
v. Hispanic/ Latino	0	er er er er er egen ein <mark>e, dyskysky synthesky k</mark> ritisky synthesky synthesky synthesky synthesky synthesky synthesky
f. Arrest	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	ар компенентик байра бүттөрүү түт егі күмпен бай. Компенен у тарым бұрасын үсі көмпенен байра жайын айын айын а
iii. Black	0	
iv. White	0	
v. Hispanic/ Latino	0	
12. Arrest Based On:		
a. Violation of Penal Code	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	
iii. Black	0	
iv. White	0	
v. Hispanic/ Latino	0	
b. Violation of Traffic Law	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	
iii. Black	0	
iv. White	0	SANACAN DANA MUSICA PROPERTY OF THE SANACAN PROPERTY O
v. Hispanic/ Latino	0	4 1 4 1 5 1 4 1 5 1 1 1 1 1 1 1 1 1 1 1
c. Violation of City Ordinance	0	0.00%
i. Alaska/ Native American/ Indian	0	
ii. Asian/ Pacific Islander	0	
iii. Black	0	
iv. White	0	
v. Hispanic/ Latino	0	
d. Outstanding Warrant	0	0.00%
i. Alaska/ Native American/ Indian	O	
ii. Asian/ Pacific Islander	0	
iii. Black	C	Page 1 Comment of the
iv. White	0	
v. Hispanic/ Latino	0	THE RESERVE OF THE PROPERTY OF

13. Was Physical Force Used:

11 12 64 343 234	1.66% 1.81% 9.64%	
64 343	9.64%	tte - samtification and a
343	and the same of th	
TO THE RESIDENCE OF THE PARTY O	F1 CE9/	
224	51.66%	
234	35.24%	
0	0.00%	
0		
0		
0		
0		
0		
0		
0	y to a more after the proposed of the control of th	AND THE REAL PROPERTY AND THE PROPERTY A
Cut repropriet many or simulative many on the plate many and the property many of the plate many of th		W-14/2012 WASHINGTON TO TO THE TO
0		

# Racial Profiling Report | Full

Agency Name: Texas A&M University- San Antonio Campus Police Dept.

Reporting Date: 02/27/2024 TCOLE Agency Number: 029001

Chief Administrator: ROGER L. STEARNS

Agency Contact Information:

Phone: (210) 784-1900 Email: rstearns@tamusa.edu

Mailing Address:

One University Way San Antonio, TX 78224

This Agency filed a full report

<u>Texas A&M University- San Antonio Campus Police Dept.</u> has adopted a detailed written policy on racial profiling. Our policy:

- 1) clearly defines acts constituting racial profiling;
- 2) strictly prohibits peace officers employed by the <u>Texas A&M University- San Antonio Campus Police Dept.</u> from engaging in racial profiling;
- 3) implements a process by which an individual may file a complaint with the <u>Texas A&M University-San Antonio Campus Police Dept.</u> if the individual believes that a peace officer employed by the <u>Texas A&M University-San Antonio Campus Police Dept.</u> has engaged in racial profiling with respect to the individual;
- 4) provides public education relating to the agency's complaint process;
- 5) requires appropriate corrective action to be taken against a peace officer employed by the <u>Texas A&M University- San Antonio Campus Police Dept.</u> who, after an investigation, is shown to have engaged in racial profiling in violation of the <u>Texas A&M University- San Antonio Campus Police Dept.</u> policy;
- 6) requires collection of information relating to motor vehicle stops in which a warning or citation is issued and to arrests made as a result of those stops, including information relating to:
  - a. the race or ethnicity of the individual detained;
  - b. whether a search was conducted and, if so, whether the individual detained consented to the search;
  - c. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
  - d. whether the peace officer used physical force that resulted in bodily injury during the stop;
  - e. the location of the stop;
  - f. the reason for the stop.
- 7) requires the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:
  - a, the Commission on Law Enforcement; and
  - b. the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

The <u>Texas A&M University- San Antonio Campus Police Dept</u> has satisfied the statutory data audit requirements as prescribed in Article 2.133(c), Code of Criminal Procedure during the reporting period.

Executed by: ROGER L. STEARNS Interim Chief of Police

Date: 02/27/2024

# Total stops: 664

Street address or approximate location of	the stop
City street	664
US highway	0
County road	0
State highway	0
Private property or other	0
Was race or ethnicity known prior to stop?	
Yes	0
No	664
Race / Ethnicity	
Alaska Native / American Indian	11
Asian / Pacific Islander	12
Black	64
White	343
Hispanic / Latino	234
Gender	
Female	318
Alaska Native / American Indian	5
Asian / Pacific Islander	4
Black	30
White	160
Hispanic / Latino	119
Male	346
Alaska Native / American Indian	6
Asian / Pacific Islander	8
Black	34
White	183
Hispanic / Latino	115
Reason for stop?	
Violation of law	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0

	Hispanic / Latino	2
Pres	existing knowledge	0
	Alaska Native / American Indian	0
	Asian / Pacific Islander	0
	Black	0
	White	0
	Hispanic / Latino	0
Mov	ing traffic violation	650
	Alaska Native / American Indian	10
	Asian / Pacific Islander	11
	Black	63
	White	337
	Hispanic / Latino	229
Vehi	cle traffic violation	12
	Alaska Native / American Indian	1
	Asian / Pacific Islander	1
	Black	1
	White	6
	Hispanic / Latino	3
Was a	search conducted?	
Yes		1
	Alaska Native / American Indian	0
	Asian / Pacific Islander	0
	Black	0
	White	0
		1
No	Hispanic / Latino	663
NO	Alaska Native / American Indian	11
	Asian / Pacific Islander	12
	Black	64
	White	343
	Hispanic / Latino	233
Reason	n for Search?	
Con	sent	1
	Alaska Native / American Indian	0
	Asian / Pacific Islander	0
	Black	0
	White	0

	Hispanic / Latino	1				
Conti	raband	0				
	Alaska Native / American Indian	0				
	Asian / Pacific Islander	0				
	Black	0				
	White	0				
	Hispanic / Latino	0				
Proba	able	0				
	Alaska Native / American Indian	0				
	Asian / Pacific Islander	0				
	Black	0				
	White	0				
	Hispanic / Latino	0				
Inven	ntory	0				
	Alaska Native / American Indian	0				
	Asian / Pacific Islander	0				
	Black	0				
	White	0				
	Hispanic / Latino	0				
Incident to arrest		0				
	Alaska Native / American Indian	0				
	Asian / Pacific Islander	0				
	Black	0				
	White	0				
	Hispanic / Latino	0				
Was Co	ntraband discovered?					
Yes		0	Did th	e findir	ng result in	arrest?
			(total :	should e	equal previou	us column)
	Alaska Native / American Indian	0	Yes	0	No	0
	Asian / Pacific Islander	0	Yes	0	No	0
	Black	0	Yes	0	No	0
	White	0	Yes	0	No	0
	Hispanic / Latino	0	Yes	0	No	0
No		1				
	Alaska Native / American Indian	0				
	Asian / Pacific Islander	0				
	Black	0				
	White	0				
	Hispanic / Latino	1				

#### **Description of contraband** 0 **Drugs** 0 Alaska Native / American Indian 0 Asian / Pacific Islander 0 Black White 0 0 Hispanic / Latino 0 Weapons Alaska Native / American Indian 0 Asian / Pacific Islander 0 0 Black 0 White 0 Hispanic / Latino 0 Currency 0 Alaska Native / American Indian 0 Asian / Pacific Islander 0 Black 0 White 0 Hispanic / Latino 0 Alcohol Alaska Native / American Indian 0 Asian / Pacific Islander 0 0 Black 0 White Hispanic / Latino 0 0 Stolen property Alaska Native / American Indian 0 0 Asian / Pacific Islander 0 Black White 0 0 Hispanic / Latino 0 Other 0 Alaska Native / American Indian Asian / Pacific Islander 0 0 Black 0 White 0 Hispanic / Latino Result of the stop 0 Verbal warning

Alaska Native / American Indian	0			
Asian / Pacific Islander	0			
Black	0			
White	0			
Hispanic / Latino	0			
Written warning	568			
Alaska Native / American Indian	8			
Asian / Pacific Islander	12			
Black	57			
White	294			
Hispanic / Latino	197			
Citation	96			
Alaska Native / American Indian	3			
Asian / Pacific Islander	0			
Black	7			
White	49			
Hispanic / Latino	37			
Written warning and arrest	0			
Alaska Native / American Indian	0			
Asian / Pacific Islander	0			
Black	0			
White	0			
Hispanic / Latino	0			
Citation and arrest				
Alaska Native / American Indian	0			
Asian / Pacific Islander	0			
Black	0			
White	0			
Hispanic / Latino	0			
Arrest	0			
Alaska Native / American Indian	0			
Asian / Pacific Islander	0			
Black	0			
White	0			
Hispanic / Latino	0			
Arrest based on				
Violation of Penal Code				
Alaska Native / American Indian	0			
Asian / Pacific Islander	0			

Black	0
White	0
Hispanic / Latino	0
Violation of Traffic Law	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Violation of City Ordinance	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Outstanding Warrant	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0

## Was physical force resulting in bodily injury used during stop?

	,	
Yes		0
	Alaska Native / American Indian	0
	Asian / Pacific Islander	0
	Black	0
	White	0
	Hispanic / Latino	0
	Resulting in Bodily Injury To:	
	Suspect	0
	Officer	0
	Both	0
No		664
	Alaska Native / American Indian	11
	Asian / Pacific Islander	12
	Black	64
	White	343
	Hispanic / Latino	234

# Number of complaints of racial profiling Total 0 Resulted in disciplinary action 0 Did not result in disciplinary action 0 Comparative Analysis Use TCOLE's auto generated analysis Use Department's submitted analysis □ Optional Narrative N/A

Submitted electronically to the



The Texas Commission on Law Enforcement

# **APPENDIX A**

RACIAL PROFILING STATUTES AND LAWS

Text of article effective until January 01, 2025

Art. 2.131. RACIAL PROFILING PROHIBITED. A peace officer may not engage in racial profiling.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B.  $\underline{4504}$ ), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

Art. 2.132. LAW ENFORCEMENT POLICY ON RACIAL PROFILING.

## (a) In this article:

(3)

- (1) "Law enforcement agency" means an agency of the state, or of a county, municipality, or other political subdivision of the state, that employs peace officers who make motor vehicle stops in the routine performance of the officers' official duties.
- (2) "Motor vehicle stop" means an occasion in which a peace officer stops a motor vehicle for an alleged violation of a law or ordinance.
  - "Race or ethnicity" means the following categories:
    - (A) Alaska native or American Indian;
    - (B) Asian or Pacific Islander;
    - (C) black;
    - (D) white; and
    - (E) Hispanic or Latino.
- (b) Each law enforcement agency in this state shall adopt a detailed written policy on racial profiling. The policy must:
- (1) clearly define acts constituting racial profiling;
- (2) strictly prohibit peace officers employed by the agency from engaging in racial profiling;

- (3) implement a process by which an individual may file a complaint with the agency if the individual believes that a peace officer employed by the agency has engaged in racial profiling with respect to the individual;
- (4) provide public education relating to the agency's compliment and complaint process, including providing the telephone number, mailing address, and e-mail address to make a compliment or complaint with respect to each ticket, citation, or warning issued by a peace officer;
- (5) require appropriate corrective action to be taken against a peace officer employed by the agency who, after an investigation, is shown to have engaged in racial profiling in violation of the agency's policy adopted under this article;
- (6) require collection of information relating to motor vehicle stops in which a ticket, citation, or warning is issued and to arrests made as a result of those stops, including information relating to:
- (A) the race or ethnicity of the individual detained;
- (B) whether a search was conducted and, if so, whether the individual detained consented to the search;
- $({\tt C}) \qquad \text{whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;}$
- (D) whether the peace officer used physical force that resulted in bodily injury, as that term is defined by Section 1.07, Penal Code, during the stop;
  - (E) the location of the stop; and
  - (F) the reason for the stop; and
- (7) require the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:
  - (A) the Texas Commission on Law Enforcement; and
- (B) the governing body of each county or municipality served by the agency, if the agency is an agency of

a county, municipality, or other political subdivision of the state.

- (c) The data collected as a result of the reporting requirements of this article shall not constitute prima facie evidence of racial profiling.
- examine the feasibility of installing video camera and transmitter-activated equipment in each agency law enforcement motor vehicle regularly used to make motor vehicle stops and transmitter-activated equipment in each agency law enforcement motorcycle regularly used to make motor vehicle stops. The agency also shall examine the feasibility of equipping each peace officer who regularly detains or stops motor vehicles with a body worn camera, as that term is defined by Section 1701.651, Occupations Code. If a law enforcement agency installs video or audio equipment or equips peace officers with body worn cameras as provided by this subsection, the policy adopted by the agency under Subsection (b) must include standards for reviewing video and audio documentation.
- (e) A report required under Subsection (b)(7) may not include identifying information about a peace officer who makes a motor vehicle stop or about an individual who is stopped or arrested by a peace officer. This subsection does not affect the collection of information as required by a policy under Subsection (b)(6).
- (f) On the commencement of an investigation by a law enforcement agency of a complaint described by Subsection (b)(3) in which a video or audio recording of the occurrence on which the complaint is based was made, the agency shall promptly provide a copy of the recording to the peace officer who is the subject of the complaint on written request by the officer.
- (g) On a finding by the Texas Commission on Law Enforcement that the chief administrator of a law enforcement agency intentionally failed to submit a report required under Subsection (b)(7), the commission shall begin disciplinary procedures against the chief administrator.

(h) A law enforcement agency shall review the data collected under Subsection
 (b)(6) to identify any improvements the agency could make in its practices and policies
 regarding motor vehicle stops.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

## Amended by:

Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. <u>3389</u>), Sec. 25, eff. September 1, 2009.

Acts 2013, 83rd Leg., R.S., Ch. 93 (S.B. <u>686</u>), Sec. 2.05, eff. May 18, 2013.

Acts 2017, 85th Leg., R.S., Ch. 173 (H.B. 3051), Sec. 1, eff. September 1, 2017.

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. <u>1849</u>), Sec. <u>5.01</u>, eff. September 1, 2017.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B. 4504), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

- Art. 2.133. REPORTS REQUIRED FOR MOTOR VEHICLE STOPS. (a) In this article, "race or ethnicity" has the meaning assigned by Article 2.132(a).
- (b) A peace officer who stops a motor vehicle for an alleged violation of a law or ordinance shall report to the law enforcement agency that employs the officer information relating to the stop, including:
- (1) a physical description of any person operating the motor vehicle who is detained as a result of the stop, including:
  - (A) the person's gender; and
- (B) the person's race or ethnicity, as stated by the person or, if the person does not state the person's race or

ethnicity, as determined by the officer to the best of the officer's ability;

- (2) the initial reason for the stop;
- (3) whether the officer conducted a search as a result of the stop and, if so, whether the person detained consented to the search;
- (4) whether any contraband or other evidence was discovered in the course of the search and a description of the contraband or evidence;
  - (5) the reason for the search, including whether:
- $\mbox{(A)} \qquad \mbox{any contraband or other evidence was in} \\ \mbox{plain view;} \\$
- (B) any probable cause or reasonable suspicion existed to perform the search; or
- (C) the search was performed as a result of the towing of the motor vehicle or the arrest of any person in the motor vehicle;
- (6) whether the officer made an arrest as a result of the stop or the search, including a statement of whether the arrest was based on a violation of the Penal Code, a violation of a traffic law or ordinance, or an outstanding warrant and a statement of the offense charged;
- (7) the street address or approximate location of the stop;
- (8) whether the officer issued a verbal or written warning or a ticket or citation as a result of the stop; and
- (9) whether the officer used physical force that resulted in bodily injury, as that term is defined by Section <u>1.07</u>, Penal Code, during the stop.
- (c) The chief administrator of a law enforcement agency, regardless of whether the administrator is elected, employed, or appointed, is responsible for auditing reports under Subsection
- (b) to ensure that the race or ethnicity of the person operating the motor vehicle is being reported.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Amended by:

Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. 3389), Sec. 26, eff. September 1, 2009.

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. <u>1849</u>), Sec. <u>5.02</u>, eff. September 1, 2017.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B. 4504), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

Art. 2.136. LIABILITY. A peace officer is not liable for damages arising from an act relating to the collection or reporting of information as required by Article 2.133 or under a policy adopted under Article 2.132.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B. <u>4504</u>), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

Art. 2.137. PROVISION OF FUNDING OR EQUIPMENT. (a) The Department of Public Safety shall adopt rules for providing funds or video and audio equipment to law enforcement agencies for the purpose of installing video and audio equipment in law enforcement motor vehicles and motorcycles or equipping peace officers with body worn cameras, including specifying criteria to prioritize funding or equipment provided to law enforcement agencies. The criteria may include consideration of tax effort, financial hardship, available revenue, and budget surpluses. The criteria must give priority to:

- (1) law enforcement agencies that employ peace officers whose primary duty is traffic enforcement;
  - (2) smaller jurisdictions; and
  - (3) municipal and county law enforcement agencies.
- (b) The Department of Public Safety shall collaborate with an institution of higher education to identify law enforcement agencies that need funds or video and audio equipment for the purpose of installing video and audio equipment in law enforcement motor vehicles and motorcycles or equipping peace officers with body worn cameras. The collaboration may include the use of a survey to assist in developing criteria to prioritize funding or equipment provided to law enforcement agencies.
- (c) To receive funds or video and audio equipment from the state for the purpose of installing video and audio equipment in law enforcement motor vehicles and motorcycles or equipping peace officers with body worn cameras, the governing body of a county or municipality, in conjunction with the law enforcement agency serving the county or municipality, shall certify to the Department of Public Safety that the law enforcement agency needs funds or video and audio equipment for that purpose.
- (d) On receipt of funds or video and audio equipment from the state for the purpose of installing video and audio equipment in law enforcement motor vehicles and motorcycles or equipping peace officers with body worn cameras, the governing body of a county or municipality, in conjunction with the law enforcement agency serving the county or municipality, shall certify to the Department of Public Safety that the law enforcement agency has taken the necessary actions to use and is using video and audio equipment and body worn cameras for those purposes.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Amended by:

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. <u>1849</u>), Sec. <u>5.04</u>, eff. September 1, 2017.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B.  $\underline{4504}$ ), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

Art. 2.138. RULES. The Department of Public Safety may adopt rules to implement Articles 2.131-2.137.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B. <u>4504</u>), Sec. 3.001(1), eff. January 1, 2025.

Text of article effective until January 01, 2025

Art. 2.1385. CIVIL PENALTY. (a) If the chief administrator of a local law enforcement agency intentionally fails to submit the incident-based data as required by Article 2.134, the agency is liable to the state for a civil penalty in an amount not to exceed \$5,000 for each violation. The attorney general may sue to collect a civil penalty under this subsection.

- (b) From money appropriated to the agency for the administration of the agency, the executive director of a state law enforcement agency that intentionally fails to submit the incident-based data as required by Article 2.134 shall remit to the comptroller the amount of \$1,000 for each violation.
- (c) Money collected under this article shall be deposited in the state treasury to the credit of the general revenue fund.

Added by Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. <u>3389</u>), Sec. 29, eff. September 1, 2009.

Amended by: Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. <u>1849</u>), Sec. <u>5.05</u>, eff. September 1, 2017.

Repealed by Acts 2023, 88th Leg., R.S., Ch. 765 (H.B. 4504), Sec. 3.001(1), eff. January 1, 2025.

# **APPENDIX B**

A&M-SA PD General Order 100.11 Biased Based Profiling

# TEXAS A&M UNIVERSITY - SAN ANTONIO POLICE DEPARTMENT



General Order 100.11 Biased Based Profiling

Effective Date: February 22, 2019

Replaces: July 14, 2014

Last Review: December 2022

Next Review: October 2024

Approved:

Chief of Police

Reference: TBP 2.01, Texas Code of Criminal Procedure,

Chapter 2, Articles 2.131 - 2.138 and 3.05

## I. Policy Statement

- A. It is the policy of this department to police in a proactive manner and, to aggressively investigate suspected violations of law. Officers shall actively enforce state and federal laws in a responsible and professional manner, without regard to race, ethnicity or national origin. Officers are strictly prohibited from engaging in bias based profiling as defined in this policy. This policy shall be applicable to all persons, whether drivers, passengers or pedestrians.
- B. This department prohibits any profiling based on ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group. (TBP 2.01)
- C. Officers shall conduct themselves in a dignified and respectful manner at all times when dealing with the public. Two of the fundamental rights guaranteed by both the United States and Texas constitutions are equal protection under the law and freedom from unreasonable searches and seizures by government agents. The right of all persons to be treated equally and to be free from unreasonable searches and seizures must be respected. Bias based profiling is an unacceptable patrol tactic and will not be condoned.
- D. This policy shall not preclude officers from offering assistance, such as upon observing a substance leaking from a vehicle, a flat tire, or someone who appears to be ill, lost or confused. Nor does this policy prohibit stopping someone suspected of a crime based upon observed actions and/or information received about the person.

## II. Purpose

The purpose of this policy is to reaffirm the Texas A&M University-San Antonio Police Department's commitment to unbiased policing in all its encounters between officer and any person; to reinforce procedures that serve to ensure public confidence and mutual trust through the provision of services in a fair and equitable fashion; and to protect our officers from unwarranted accusations of misconduct when they act within the dictates of departmental policy and the law.

- III. Definitions For the purpose of this policy, the following definitions apply:
  - A. Racial Profiling A law enforcement-initiated action based on an individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.
  - B. Racial profiling pertains to persons who are viewed as suspects or potential suspects of criminal behavior. The term is not relevant as it pertains to witnesses, complainants or other citizen contacts. The prohibition against racial profiling does not preclude the use of race, ethnicity or national origin as factors in a detention decision. Race, ethnicity or national origin may be legitimate factors in a detention decision when used as part of an actual description of a specific suspect for whom an officer is searching. Detaining an individual and conducting an inquiry into that person's activities simply because of that individual's race, ethnicity or national origin is racial profiling.
    - 1. Examples of racial profiling include but are not limited to the following:
      - a. Citing a driver who is speeding in a stream of traffic where most other drivers are speeding because of the cited driver's race, ethnicity or national origin.
      - b. Detaining the driver of a vehicle based on the determination that a person of that race, ethnicity or national origin is unlikely to own or possesses that specific make or model of vehicle.
      - c. Detaining an individual based upon the determination that a person of that race, ethnicity or national origin does not belong in a specific part of town or a specific place.
    - 2. A law enforcement agency can derive at two principles from the adoption of this definition of racial profiling:
      - a. Police may not use racial or ethnic stereotypes as factors in selecting whom to stop and search, while police may use race in conjunction with other known factors of the suspect.
      - Law enforcement officers may not use racial or ethnic stereotypes as factors in selecting whom to stop and search. Racial profiling is not relevant as it pertains to witnesses, etc.
  - C. Biased policing stopping, detaining, searching, or attempting to search, or using force against a person based upon his or her race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.

- D. Race or Ethnicity Of a particular decent, including Alaska native or American Indian; Asian or Pacific Islander; black, white; and Hispanic or Latino.
- E. Traffic Stop A peace officer who stops a motor vehicle for an alleged violation of a law or ordinance regulating traffic.

## IV. Training

- A. Officers are responsible to adhere to all Texas Commission on Law Enforcement (TCOLE) training and the Law Enforcement Management Institute of Texas (LEMIT) requirements as mandated by law.
- B. All officers shall complete TCOLE training and education program on racial profiling not later than the second anniversary of the date the officer is licensed under Chapter 1701 of the Texas Occupations Code or the date the officer applies for an intermediate proficiency certificate, whichever date is earlier.
- C. The chief of police, as part of the initial training and continued education for such appointment, will be required to attend the LEMIT program on racial profiling.
- D. An individual appointed or elected as a police chief before the effective date of this Act shall complete the program on racial profiling established under Subsection (j), Section 96.641, Education Code, as added by this Act.

## V. Complaint Investigations

- A. The department shall accept complaints from any person who believes he or she has been stopped or searched based on ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group. No person shall be discouraged, intimidated or coerced from filing a complaint, nor discriminated against because he or she filed such a complaint.
- B. Any employee who receives an allegation of bias based profiling, including the officer who initiated the stop, shall record the person's name, address and telephone number, and forward the complaint through the appropriate channel or direct the individual(s) how to do so in accordance with General Order 100.13 Internal Investigations.
- C. Investigation of a complaint shall be conducted in a thorough and timely manner. All complaints will be acknowledged in writing to the initiator who will receive disposition regarding said complaint within a reasonable period of time. The investigation shall be reduced to writing and any reviewer's comments or conclusions shall be filed with the chief. When applicable, findings and/or suggestions for disciplinary action, retraining, or changes in policy shall be filed with the chief.
- D. If a bias based profiling complaint is sustained against an officer, it will result in appropriate corrective and/or disciplinary action, up to and including termination.

E. If there is a departmental video or audio recording of the events upon which a complaint of biased based profiling is based, upon commencement of an investigation by this department into the complaint and written request of the officer made the subject of the complaint, this department shall promptly provide a copy of the recording to that officer.

#### VI. PUBLIC EDUCATION

This department will inform the public of its policy against biased based profiling and the complaint process. Methods that may be utilized to inform the public are the news media, service or civic presentations, the Internet, department website as well as governing board meetings. Department citations and warnings issued by a peace officer shall include the telephone number, mailing address, and email address to make a compliment or complaint.

#### VII. COLLECTION OF DATA AND REPORTING

- A. In accordance with department General Order 300.10 Traffic Enforcement, it is the policy of this department that officers may not provide a violator with a mere verbal warning, but instead provide a written notice of violation where "Warning" is indicated on the citation.
- B. An officer is required to collect information relating to all traffic stops.. resulting in a warning, citation, or arrest, including:
  - 1. the gender of the individual detained;
  - 2. the race or ethnicity of the individual detained;
  - 3. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
  - 4. Reason for the stop;
  - 5. The location of the stop;
  - 6. whether a search was conducted and, if so, whether the individual detained consented to the search; reason for the search, and if contraband was discovered;
  - whether the officer used physical force that resulted bodily injury, as that term is defined by Section 1.07, Texas Penal Code, during the stop. A use of force report in accordance with department General Order 200.10 Use of Force shall be completed.
- C. By March of each year, the department shall submit a report to our Executive Team and TCOLE of the information collected under the subdivision VII. A for traffic stops from the preceding calendar year as required by law.

# **APPENDIX C**

**PowerDMS Test Summary Report** 

Score	Username	First Name	Last Name	Start Time	Assigned Through
100%	gduran	Gerry	Duran	7/17/2023 10:22:17 AM	Direct Assignment
100%	sgonzales	Susan	Gonzales	7/3/2023 9:27:15 PM	Direct Assignment
100%	rdavidson	Ronald	Davidson	7/11/2023 10:05:43 AM	Direct Assignment
100%	ktucker	Karen	Tucker-Engel	8/21/2023 5:28:51 PM	Direct Assignment
100%	ajuarez	Andrea	Juarez	10/2/2023 2:15:43 AM	Direct Assignment
100%	cnanez	Catrina	Nanez	10/11/2023 6:38:58 AM	Direct Assignment
100%	dlaboy	Dennis	La Boy	8/26/2023 2:25:34 PM	Direct Assignment
100%	rstearns	Roger	Steams	11/1/2023 12:51:15 PM	Direct Assignment
100%	jworley	James	Worley	6/29/2023 12:01:56 AM	Direct Assignment
100%	jsnow	James	Snow	7/3/2023 10:17:20 AM	Direct Assignment
100%	clint.ratilff	Clint	Ratliff	7/16/2023 12:13:25 AM	Direct Assignment
100%	brian.vera	Brian	Vera	6/29/2023 8:31:35 AM	Direct Assignment
100%	edward,garcia1	Edward	Garcia	7/24/2023 4:13:42 AM	Direct Assignment
100%	efrain.guzman	Efrain	Guzman	8/8/2023 1:15:01 PM	Direct Assignment
100%	daniel.stoddard	Daniel	Stoddard	7/7/2023 9:09:10 PM	Direct Assignment

This report has been generated using PowerDMS™

# APPENDIX D

# Detailed Composition of Student Body, Faculty and Staff

# **Staff**

Row Labels	Count of Race/Ethnicity		Row Labels	Count of Race/Ethnicity
American Indian or Alaska Native		3	American Indian or Alaska Native	0.72%
Asian		15	Asian	3.62%
Black or African American		23	Black or African American	5.56%
Declined to Specify		5	Declined to Specify	1.21%
Hispanic or Latino		254	Hispanic or Latino	61.35%
No Response		13	No Response	3.14%
Two or More Races		4	Two or More Races	0.97%
White		97	White	23.43%
(blank)			(blank)	0.00%
Grand Total		414	Grand Total	100.00%

# **Faculty**

Row Labels	Count of Race/Ethnicity	Row Labels	Count of Race/Ethnicity
American Indian or Alaska Native	2	American Indian or Alaska Native	0.54%
Asian	54	Asian	14.67%
Black or African American	21	Black or African American	5.71%
Declined to Specify	6	Declined to Specify	1.63%
Hispanic or Latino	102	Hispanic or Latino	27.72%
No Response	12	No Response	3.26%
Two or More Races	2	Two or More Races	0.54%
White	169	White	45.92%
(blank)		(blank)	0.00%
Grand Total	368	Grand Total	100.00%

Texas A&M San Antonio: Student Profile (Fall 2023)

Prepared by Adam Sullivan – Senior Research Analyst, Institutional Research and Analytics

Fall 2023 Student headcount and Percent by Race/Ethnicity					
Race/Ethnicity	Headcount	Percent			
American Indian/Alaskan Native	26	0.34%			
Asian	112	1.47%			
Black or African American	433	5.70%			
Hispanic	5344	70.29%			
Multiracial	156	2.05%			
Native Hawaiian/Pacific Islander	8	0.11%			
Non-Resident Aliens/Foreign Nationals	79	1.04%			
Not Reported	110	1.45%			
White/Non-Hispanic	1335	17.56%			
Grand Total	7603	100.00%			

