

Defining the Field: The Crime Analyst Census Survey

Mindy: [00:00:00] Welcome to Analyst Talk with Jason Elder. It's like coffee with an analyst, or it could be whiskey with an analyst reading a spreadsheet, linking crime events, identifying a series, and getting the latest scoop on association news and training. So please don't beat that analyst and join us as we define the law enforcement analysis profession.

One episode at a time.

Jason: How we doing? Analyst, Jason Elder here with another LEApodcasts Deep Dive,, A special presentation talking about the crime analyst census survey and with me are two of the creators, Cody Gabbard and Elianna Carr.

Those that might been with the podcast for a while might recognize Cody. He's a former guest. But I'll, let ladies go first. Eliann you want to introduce yourself for the audience?

Eliann: No problem. I'm Dr. Eliann Carr. I'm a social scientist assigned to the Ellensburg Police Department.

Central Washington

Jason: and Cody.

Cody: I'm Cody Gabbard. I'm a crime data analyst in Portland, Oregon for the Portland police Bureau. And then also the [00:01:00] president of the Northwest Regional Crime Analyst Network.

Jason: So who, came up with this idea first?

Cody: So this is something that I, came up with gosh, well over a year ago.

I'll try to, I'll try to make it a short story, but I'm also on the mentoring committee for IACA International association, a crime analyst. I noticed when I was in the beginning, a lot of the people I was working with were new to the field within that mentor program. And I was also speaking directly with a lot of students that were getting ready to go into the field.

I'd give them advice and expectations and we even put together a guide for perspective crime analysts and. As I was making that I realized that a lot of assumptions and things that I had are probably really outta date. I said, well usually you need this, about this experience, you need this background.

And I realized that is completely different for every department as completely different for every state. And not only that, but, but globally. And I, and I was like, well if I'm actually going to [00:02:00] speak to these sorts of things, I need to know what the actual. Nature and basically the census and the makeup of the, the field is today.

I mean, I graduated from undergrad in 2006 and then my master's in 2009. A lot of stuff has changed. I mean, a lot of stuff's changed even the last five years. So I was batting around the idea of wanting to do a survey. And then I got I was kicking around with some people and then some folks were like, oh, you need mark Han actually did one.

And I was like, oh, cool. They did one. We we're probably fine. And I, and I hooked up with Kyle Stoker. Who did that? Who's also a, a partner of Ellie and I is on this as well as Dr. Stoddard. And we were like, well, maybe, maybe we should update this fast forward. I attended a nor biannual meeting, Ellie gave a presentation on a survey that she was doing.

We're gonna speak on this a lot, but it was very academically rigorous. And I was like, oh, if we're gonna do this, let's do it. Right. I immediately talked to her afterwards. Thankfully she acquiesced and was like, yeah, I'll be a part of [00:03:00] this. And, and it went from there with Ellie hooked us up with Central Washington University.

Jason: So Ellie, you, must have put on a pretty impressive. Presentation , to get Cody's attention.

Eliann: It's easy to be passionate about what you do. So talking about surveys and being a voice for data, it just, I, the enthusiasm was definitely there.

And Cody sitting in the audience, you could see that, oh my gosh, this. This is gonna be a thing. So it definitely, it was quick to make happen.

Jason: All right,, let's just start from the beginning. 'cause I do want to cover the who, what, when, where, why of the survey.

The first question is going to be who is this survey for? Who's the target audience? 'cause you, I've been doing this PO podcast long enough that I realized that. That there are as many different titles for analysts as there are probably police departments in the us and that there's a whole, a wide array of tasks that analysts [00:04:00] do.

Even getting into the private sector. Public sector, yeah. Military. And so, let's just start there.

Cody: So, yeah. So I'll give you the canned answer and then, and then I'm sure you're gonna have follow up. And then El Ellie can give you a more eloquent answer.

We are fairly vague in seeing crime males because again, we know that across the country it is going to be different and, and different interpretations. Right. But when you look at, say there, for example, there's the organization, the International Association, a crime analyst, right?

Pr pretty vague. But there's also some people do investigations, some people do. More general stuff, operational, but it all centers around crime. So as long as it is kind of law enforcement related or the analysts that you're, you're at the analysis that you're doing has some sort of crime nexus.

That's what it is. Again, we had to pick some sort of term. We also didn't want it to be four lines long. Right. But I will say the, the big thing is we want to emphasize that this is for private sector. This is for public sector, your city, state, [00:05:00] federal. If you are working if as a crime analyst for a private company like like say flock or Axon or something like that if you're working non-profit and you're doing crime analysis or you're like a crime analyst, researcher.

So like I said, we want to be fairly broad. In that perspective is if you consider yourself a crime analyst, regardless of your specific title, whether it's investigative analyst or it's police analyst. If you consider yourself a crime analyst, you should take the survey.

Eliann: As far as the target for who is the survey for? I could see three different. Venues to be able to look at. First and foremost is obviously those who are under the umbrella of crime analysts, whether it's crime intelligence, law enforcement, intelligence, and even extending out to even military intelligence analysts that could fall under that purview, that support either counter drug or any type of military police type support.

So it's definitely for us to [00:06:00] understand who we are makeup, just like any other census data so we can be able to grow and develop within those fields. Second is for the organizations that house the analysts. So it's like to be able to provide, and not just resources, but in necessary manpower. What's the comparative to actually give them that evidence-based practice on protocols for human resources on where to place, position, and develop analysts in that.

And third is for the academic, is to be able to do any type of associated research you have. To understand the audience and the people within those fields to do that comparison. Crime analysts are making a huge mark across the board, whether it's crime prevention or crime response, to be able to build that up.

So the academics to be able to speak clearly to that may too also need to be able to understand who comprises that field.

Cody: And one of the questions that we ask is, what, what is your actual job type? So we will be able to kind of slice and dice that. So if someone [00:07:00] is like kind of fence, like, I don't know, I do, if you, if you're doing analysis and it has to do with crime, take it.

And we, can dig into those details , and be able to make those comparisons. And again, , that's a good indication. One of the other things is, is talk about your, your specialty. Are you a generalist? Are you a specialist? So again, that.

That is part of the factors that go into that itself.

Jason: , As you mentioned, you want to try to find out who the analysts are. Is there particular questions that you're really looking to answer? Like you're looking to better describe the analyst position, but is there certain pillars that you're really making sure you wanted to make sure that get answered?

Cody: I think, and Nelly can probably speak to this, but like that's kind of subsequent. Mm-hmm. I think either surveys or whatever that can inform we're, we're trying to start with a census first. Like, what exactly is the makeup of an analyst? And then we can kind of go into things from there.

Right. So benchmark, that's kind of the main, the, the, the, the [00:08:00] term that comes to mind. For me, like this is the, what it takes to be an analyst, to be hired an analyst, and this is basically what the makeup of an analyst is. Now we can take some of that information and, and we can maybe inform training.

This is the certifications that most analysts have or this is, maybe the, the training that analysts in one part of the country have, but other ones don't. So maybe you get to highlight those gaps. As well as professional development what is the, the average analyst has this many years of experience, but maybe an analyst in another field has X amount of like, say a statistical analyst for a research company or whatever.

So it helps us identify those gaps and it helps us benchmark against other industries and also helps you benchmark within industry itself. So that's, that's kind of the crux of it. But really we just wanna get that snapshot, like this is what an analyst is right now so that we can speak to it better and also identify the differences.

Eliann: I think the one thing that's gonna be most interest, because it's been a point of discussion at not just the [00:09:00] international association conferences, but also local, is not just the education and background of the analysts, which are part of the questions we asked, but also the pay bracket to have that comparison.

It's gonna be necessary. Not just for people to look at development within their current position, but even in the analysts that have like management opportunities that they could grow into, they can see how they could further develop themselves in a means to make them basically make themselves more competitive.

If you have individuals that are focused more in the academic where they have degrees and or even certifications or is it more based off of experience or a combination with the two that comprise more of the management. So, and also looking at commissioned versus non-commission, those who are actually law enforcement officers or those, the more of the supportive element that is important to law enforcement, but don't actually have or hold an actual commission.

So it's [00:10:00] important to have those talking points when going into discussions. As far as developing. Actual analytical positions within departments or to further grow the ones that are preexisting.

Jason: Yeah. And I know from time to time you'll see chatter about whether a master's degree is required for analysts, and I've certainly had a variety on this podcast.

And even folks that just have a high school degree, right? They just worked their way up at the police department and then found their home and analysis. So it's definitely a variety of paths that that analysts go through.

Cody: And that's actually a really good point. And I think people have very, like, I have very strong opinions about some of those things.

But I think this by having an empirical. Study that, that shows this. We can either, we can speak to those and we can dissuade people from certain, certain biases they may have about what is needed or what is not needed. But you can also to me this is a tool that could be used [00:11:00] to go to say IACP and talk to a chief.

Say, Hey, you think you can pay someone part-time in 35 grand a year, but hey, the reality is if you actually want to be among the industry standard or you actually want to get. So you gotta you gotta pay for it. To me folks the, they're gonna pay \$85,000 to get a car and rig it out for a cop.

But I, I personally think crime males are more valuable than a vehicle. So we, we want to be able to make those, those things. At least that's what I, if, if I got this, this information, that's how I would use it, you know?

Eliann: Interesting. 'cause one of my personal hypotheses for this study is not so much whether or not an analyst has a degree certification or specific type of experience.

It's , how they use the degree, how they use the certification, and how they use that experience. That really forms them as a more formidable analyst field.

Jason: And this isn't just for US analyst, right? The scopes going all [00:12:00] international, correct.

Cody: Man. And that's what, that's what took forever.

Like I, I remember I've been probably annoying the hell out of Ellie. 'cause we start, gosh, we, man, I don't know. We started this maybe in the, the summer, maybe the spring, I can't remember. And one of the big things was we get, we had to get the translation and we have six languages, I think. So that took forever because again, really cool stuff.

I learned. Again, I have never been part of an academic study related to surveys. Just done surveys off the cuff. Right? And the way that, the process that you go

about that is you have to get it someone a native speaker, translate it and then have another data translate. Later take that and translate it back.

And we have to make sure that it makes sense, you know? 'cause like that old game you used to do back before ai, when you would put something in Google Translate and then you translate back and it was just nonsense. That's basically what we're doing, but with humans. So that took us months and months and months and months.

But that, that's what that's way to do. To, get at , the IRB. But that is my long way saying [00:13:00] yes, this is global. I'll, I'll tell you right now. Spanish, French, German, Portuguese, Italian, Ukrainian, and then obviously English.

Jason: Ellie, this might be a good time just to back up a second, because I, I'm just curious in terms of the, the survey process themselves.

He just mentioned IRB talked about doing it right, talking about doing it through certain standards. So I take a moment and break that down a little bit for our listeners on what all this survey has in it that may, A typical survey doesn't.

Eliann: No problem. I'll use an example that will speak to not just our audience, but also all the other social scientists out there.

The scientific process for research is just like the intelligence cycle we have. Have specific steps that gates that are necessary to get through in order to make sure that the actual product is something that is generalizable, but that is valid and reliable. Very key words in social science. [00:14:00] So in order to create that survey, you have to be able to create the specific questions tailored towards an intent.

And the intent for all this is to be able to look specifically at what Cody envisioned, but also the necessity within the field. We cultivated those questions, we went over them kind of looking at the verbiage, was it gonna list the response we needed? How could it be misinterpreted? So we developed those and working towards that.

Now, the importance of having an i rrb is out of ethical practice. So in order to work towards individuals to be able to be complete, that we have to have that protections in place. So if anybody's gonna share information with us, they need to know that not only is it voluntary, but that. Their information is gonna be kept in a closed hold.

So that's where my partnership with Central Washington University and the law justice program there with Cody Stoddard was brought on board. So we have very very responsive, very interactive, where I have [00:15:00] six interns from their programs that work under me in my department. And just to be able to clarify, this is a town of 20,000.

We have 20 commissioned officers and I have six interns and I could not be more ecstatic with them. So with Central Washington University, they have their institutional review board there. So that's where Cody and Kyle were the, the gates to get through necessary to make sure that the data was maintained and protected, that we had very specific language as far as soliciting for the survey.

We had that. Appropriate translation to and fro and be able to consolidate that into one full application. That's where, because of my partnership, I was able to put that through and Dr. OD was able to support and submit to their IRB. It is something that sounds extremely laborious. It is very daunting to many people, but once you learn the process, just like the intel cycle, it's something that it becomes intuitive and you see the [00:16:00] necessity for it.

So it's important to be able to follow through. And it's one that really delineates between surveys for general practice that could be potentially biased where it's, you also have that rigor. It's more time consuming, but yet you have that validity and reliability that's generated by having those protocols in place and that oversight.

Jason: Right. So it, do you have in mind a certain number of responses that you're hoping for? Is there that. Threshold there that, oh, we, need so many responses in order to make better conclusions.

Eliann: There is a scientific measure that's called g Power of generalizability, and it depends on the total population of crime analysts, which is the importance of doing a baseline study like this because nobody can definitively say how many crime analysts, because of how loosely it's defined, we wanna be all encompassing so it becomes [00:17:00] broader and broader and the numbers get bigger.

There is a magic number of, and it's played around with this 115 for a hundred thousand, but that is, it's very dependent on your justifiable. Thresholds. I would hope that we get as many as possible. I mean, I don't expect a hundred percent in, nor am I delusional to think that we will get that, but I think the need for this information is enough out there that we will get enough.

And so it, it's not just important within each individual languages that we have, but also the areas that they come from, whatever information we pull from it will be utilized. It's like even if we just get one person from one area, it's important to know that that gives us a. Kind of don't even wanna say bird's eye view because there's more boots on ground, but just one window within that house perspective to of what is out there and whether or not we need to go more in depth.

So even though this specific survey is, is went [00:18:00] international this time, if there is an area that shows the potential for. Facilitation. That's where we can do an individual replication study in that specific area and work with the, like more individuals that are specifically assigned there. And I could think that Jamaica would be a fantastic opportunity to do a replication study specific to that area because they have some amazing analysts there that I've had the opportunity to work with.

Jason: Yeah. Now I noticed that I went through the survey and noticed the questions that you would normally see on a survey. You have some multiple choice, but you also have some open-ended questions in there, wanting to elicit unique responses from the analyst. Talk a little bit about that.

'cause , I think that the struggle is you want as much. Information as you can gather, but at the same time, you probably want to keep it to like 15 minutes to fill out. Correct.

Eliann: The timed response. People will support a survey [00:19:00] if they see the purpose of it.

But you also wanna time, you don't want something. I have been a part of research projects before where the surveys took three hours and I was not a fan, but I had a huge incentive of being able to get to the end of it. I think it was a \$10 gift card. So that's what my times were. But something that was simple to just get that general baseline.

When it comes to the type of questions, it's pretty much comes to what you're willing to look at. And for me, since I'm a mixed methodology, I do both quantitative and qualitative combination analysis where it's not just one and then the other. It actually. We're exploratory and explanatory when it comes to the multiple choice or even the scale or the binary.

Yes, no questions that it allows for that breadth. You have a large sum collection, and that's where you need the numbers to have that generalizability.

But the great thing about qualitative questions is that that's the depth. You don't [00:20:00] need as many respondents for them. Those in qualitative research, it takes five to 20 participants to exaggeration.

But I am passionate about data and I love seeing opinions and perspective because the psychology background I have. And so being able to pull it together like this and have those opinions, it can allow us to look further into it. So say for instance, somebody says that they're a manager, and yet when it comes to the what type of education background or expectations they had, it's gonna be very different from an entry level analyst.

So it's important to be able to break that apart and then have them explain some of the things that qualitative questions allow for is because there could be so many more. If you remember the one question when it comes to what type of programs do you use within your field, it's like, it's white.

Extensive because we try to include quite a bit, but that is never gonna cover at all. So having the open ended option allows us to [00:21:00] see what else is out there that may be common or may be interesting as far as the associations use as training opportunities to bring people into train on those programs to make the feel better.

Cody: Like she said, this is Ellie mentioned like the replication studies. It's like, again, this is to our understanding as far as like a formal survey, the first of its kind. Obviously people have done it informal things in the past, but this one is pretty general that way in the future.

So when we go through those more open-ended responses well I'm sure there's gonna be some panic patterns there, there's gonna be some things that we learn, but for the most part, I. Be willing to guess that we can think of the things that people have what gripes they have or what things they like or what are those sorts of things.

And we can categorize those pretty broadly. Now we have some very specific questions in there that, that we know just from our own experience, having, having worked, been in the professional for a while and representing different parts of the country and different, different aspects. So we do have ones that we, that we [00:22:00] felt that were shared amongst most analysts of those we went in there that way.

That would be, but again, knowing that we don't know everything, but we left that open ended. So, hey, maybe in, in a year or if you're, or whatever, or what a

particular group wants to take that. And do their own stuff. Just like, that's why we're doing it as an academic study, right. To, so that other people can also build off of it.

So someone may reference this and say, Hey, this said that folks in the Northeastern us aren't, don't have as much access to their data or so, so we did our own study focused in New York and New Hampshire, you know what I mean? So, so it, it allows people to actually do that. So again, we'll, so we'll see.

I think all Ellie also wanted Kyle and I to have a hard time . I was hoping we would have no opening questions, but I was very I wish I thought for that. So, but you know what I'm gonna be doing the next four months.

Jason: , Back to the questions and back to the 15 minutes filling out, I, I was cruising.

I, everything seemed to [00:23:00] be what I expected and there was two questions that I came across that, I paused on, and I'll have to admit, I think I even had to read 'em out loud to make sure that I understood what they were asking. So I wanted to ask you about these two questions. The two questions are, what percentage of your official job description is comprised of crime analysis?

And then the follow up to that is what percentage of your actual activity is comprised of crime analysis? And so again, to me, I, to me there was various ways I could have answered that question. And I think that's where I was started to spin my tires a little bit.

Cody: That one's, that one's pretty I'll let Ellie actually be go into the specifics.

'cause she, can provide a really good example. I mean, literally in the pre-show she was just talking about having to wash graffiti out of her hair, right? Like most, I'm, I'm pretty sure that that's not in most. People's job description, right. But as analysts, we get asked, tasked with a whole bunch of other things that aren't [00:24:00] related to crime analysis and, and, and vice versa.

So we get used as kind of a Swiss Army knife. And to some degree that's cool because we get to do, or unique things. But at the same time, it also can stretch you think 'cause you're, you're not actually getting to do those things 'cause they're so it's, it is a little bit of kind of for lack of a return to exploitation.

So Ellie can actually expand on that a little bit more. But that's kind of the, kinda at the crux of it,

Eliann: it's definitely being able to focus in on the fact that all analysts are not equal. Even individuals in the field will look at each other and go, wow, you are. Totally different than what I do, but it goes back to every analyst makes of their position and role how they can with what they have and where we are looking very specifically in, some individuals are in, for instance, like a federal agency, they have very specific rules of what they can do and expectations that are in their job description and the performance expectations.

So, and that is, they're beholden to that. [00:25:00] Sometimes they'll be asked to step beyond that, but more often it is specifically just that if there's individuals that are under a union, obviously they are very specific and beholden to what is on paper as far as their job expectations. Whereas you have other individuals and where you, I noticed this more in the smaller departments, the more geographic.

Practically dispersed away from the metropolitan areas where you do have to be that do all and end all and be all of analysts where you do, being able to include that. So being able to describe that in a percentage allows us to have that comparative. Again, it's a hypothesis right now, I'm assuming that federal agencies are.

Are strictly set to that. But having been federal in my past, I know that's the opportunity to earn awards and promotions by stepping beyond that involuntary and willingness is answering the call to service. When it comes to local, it's also the [00:26:00] opportunity for analysts, not just to provide that product with an analysis on it of what to do, but also see it to fruition.

And that's where I have the opportunity in my area where I have very much of a visionary police chief who sees the need for community oriented policing. And so the survey that Cody was brought in on when I presented was our community survey and it had very specific talking points to develop our strategic focus.

And from there I developed an analysis based off of different programs and resources that would benefit those. Strategies and then it was my responsibility to build and bring those to fruition. So it's kind of that tiered down effect of that strategic to operational, to tactical analysis to see the cradle to grave and see the.

Benefit it has to the community. And yes, I was out covering up graffiti. Luckily it was not gang graffiti, but we did have an incident where a [00:27:00]

tagger tagged about four blocks in our downtown. And because it was my responsibility to foster and develop the graffiti abatement program, I took my interns out there and our first sunny day, we've had it in quite some time.

So brisk. We were trying to help out the community so that way victims of a crime didn't have to be rigg victimized by having to pay the cost to have it covered up. So that's just an example of an extension beyond people asked me, well, that's not really crime analysis. And I'm like, how much more do you want to be involved than to see that before and after effect?

I get to see the community. Looking at me as a representative of the police department and bolstering that legitimacy and trust that is so apparent and so necessary to be able to have that ability to see your community as more safe, which is something that is starting to emerge in research.

Jason: Yeah.

, Advice that I hear from my guests all the time is for analysts to get [00:28:00] out from the desk and go out to the, real world.

Cody: Yeah.

Jason: It just pays dividends to do that, whether you're just out there talking or cleaning graffiti. So it's it that's, it's admirable. I appreciate,

Cody: and that reminds me of something else, and this isn't even something I even thought about, but the, the kind of the beauty of this is I, I see also that question can also answer kind of stratification within your own, say, like, classification.

Right Now, my, city of Portland is going through, they're doing a a, so like a class and compensation study, like an external thing is coming in to see whether job titles are appropriate for what you do. Right. It's like an kind of like an equity initiative. And I even look at my own bureau.

We've got I think nine like crime analysts and then we've got five investigative analysts. And then I have two supervisors now, me and the other folks in my group, we are not really Strat stratified. We've got people that we've had in the bureau for a year. We've got people like me that have been for eight [00:29:00] years.

We have people above me that have been here for like 10 years. And our salaries are kind of the same. We have merit and, and, and another type, type of of increases and that sort of stuff. But even though we're generalists, I've been there for eight years, so the stuff that I do is very different than the person that's been here for a year.

That doesn't mean I'm better, it doesn't mean I'm smarter. It just means that I have kind of done enough where, where, where I get maybe. I don't wanna see a little bit more free reign, but, but I, for example, I'm, I'm on three research projects right now including , this census survey. The ones that are coming in aren't really doing as many of those.

So it helps you also to satisfy and, and show the differences even within your own group or within your own thing, so that again, maybe you can even lobby and say, Hey, look, I am a crime analyst. Yes, but I'm also I'm doing very different things. I have the same qualifications.

So people can make that argument does that mean you should be compensated differently? Does that mean that you have different maybe it, it requires a different job title. Like, we're, we're trying to make [00:30:00] arguments that maybe we should have steps within our pay, or maybe we should have junior analysts or senior analysts, or maybe it needs to be more like research data, you know?

So it, it kind of get it, it helps with that too. So in the broad sense, but now I'm thinking, I'm like, oh, damn, I, maybe I can even use this for like in the more narrow sense. Depending on what we see. But again, that's, that's, that's really what's cool about we get to learn all these, things that maybe we didn't know before.

Jason: So, analysts filling this out, what should they expect next? , Hopefully everybody listening to this today takes the 15 minutes, fills out the survey, but what's next and also , when should we, we hear something next?

Cody: I would say. Within the next few weeks however that, that's only because I want to pivot.

I'm, totally being like, extremely hyperberic because Ellie, every time I ask for something, she's like, slow down my dude. So I'm gonna let Ellie answer that. Otherwise, I'm gonna, I'm gonna promise [00:31:00] something. Way over promise.

Jason: Like St. Patrick's Day. So,

Cody: yeah. Yeah.

Eliann: No Twitch. So I'm going to pull something that I learned from my time in the Air Force is when I went, had the opportunity to fly in F 15 was we had to go through egress training, and there was a sequence that we had to do of, you had to push this button, pull that switch, and then pull that lever.

And the faster you did it, obviously. Your life depended on it. Well, the problem was people who start out super fast trying to go through the motions, they screw it up, they do this before that, and that's where he hit the canopy, where the pilot taught me this is slow down to speed up and I'm teaching coding this.

And he's been extremely receptive to it. That's why I love working with him is like you're going through the motions. Because this is not just us doing the survey, but it's also teaching analysts the scientific methodology so he and Kyle can immerse themselves into the [00:32:00] experience and then to be able to go out there and become practitioners themselves.

So does it mean that we're gonna get a response by St. Patrick's Day? I love you all and I love everybody in this world to be able to do that. But I'm also beholden to my chief to finish my current community survey, which is all piled up right behind me, right here. And it is, spicy in the responses, but that's the priority.

So it's that balance. So with that said, the expectations for anybody who completes the survey. Definitely to have an expectation. This is one thing that I'm a huge proponent for is that a survey is not a one and done. It is a means of communication with your audience.

And like I mentioned before, we have those three different variants of audiences here and they're all willing to be able to support, not just push the survey out, but complete the survey and then utilize the data we find it's necessary to, that we do it right and in order to go through it, we can do a quick [00:33:00] summation of the quantitative data.

Even though that we're gonna have a lot of that, it's the qualitative data that has to go through very specific thematic coding. And that thematic coding is what allows us to the lessons learned from those experiences of the participants. And that's what's most tedious now. And that's what most people kind of steer clear of using open-end questions because what do you do with that?

Do you just choose one? Do you choose some? Well, there is actual methodology on how to use all of it in a way that's meaningful to speak the data without reading every single person's response. So I presume that as we complete the data collection, we're going through all the way to the beginning of April.

So it's very much to allow that opportunity for it to be pushed out, people to complete. We are probably gonna see the most respondents in the initial part, but there's always that possibility when we do that final just touch base to collect more. So [00:34:00] we're leaving it open for that timeframe. So that gives us about that April may time to go through, develop that and create a product that is, can be shared.

So the expectation is will you see something by summer? More than likely. I, I know my team, I know Kyle, I know Cody, and I know my, my ability we're definitely, it is important to us to get the information out there, but it's because it's that conversation we ask, you answer, we respond, and it's necessary to keep that dialogue going.

So it kind of goes to, even though this is the first of its kind first ever in its kind, it's not the last. And that is definitely something that is important out there. So not only expecting that they'll be able to see the results, but also they can expect that this is not gonna be the last time that they see this survey pushed out.

Cody: And, and to expand on that even more, like the way I envision is, is this is gonna be in multiple formats. Like, again, this is gonna be empirically [00:35:00] rigorous. So our group. One, one goal is to publish in potential academic outlets, right? We know that our chiefs of police ain't gonna read those, right?

Maybe some of them are. But to, to be honest, we want to, we also want some more user friendly stuff. So we expect, based on the results to tailor some of these things that, so that an analyst could take this to a, a chief. We also fully intend on presenting conferences that we are gonna target.

And those will be obviously tailored. So if we can speak at say IE or, or i a, like it it will be more analyst focused. Whereas if we go to, to IACP we can have a little bit more tailored to, to that particular audience. So we'd like to have it in different formats.

I'm a big. Proponent of pracademic have your academic stuff out there, but also have it so it's, so it's readable. So that it's actually actionable. 'cause that's what

our, our our smart friends in this, in this industry, they, they want actionable. And I [00:36:00] get that and I respect that.

So multiple formats. But as Ellie said, once we get everything this will run through the end of April. And then yeah, through the end of April, we have to go through those qualitative responses, code them. And then obviously working. And again we're, we're four people's schedules. El Ellie is our only analyst in, in Ellensburg.

And we've all got our own stuff. And then obviously we're working on the schedule of Dr. Stoddard. Not to say that's gonna take a while. Like I said, , we're all in the ball, but some stuff by summer is gonna be freaking awesome. And that's when when you see the conferences coming up.

So I think there will be some form , of stuff coming out. But the full blown stuff will be like I said, is has to go through all those processes.

Jason: All right, so we're looking at a couple of different stages then in terms of what gets released some analysts filling out the survey may have concerns with privacy or staying anonymous.

So , what information is going to be released and what kind of [00:37:00] protections are gonna be put in place?

Eliann: So to ensure the anonymity of all the participants, there is a requirement of the scientist behind the research to actually scrub the data of anything that can be aggregated together to identify, and I'll use myself as an example.

I'm the only analyst in Ellensburg, Washington. So if I say, what department do I work for? Ellensburg Police Department. And I, I say that yes, there's only one of me, then it's gonna be really easy to look at some my, especially the open-ended. Questions. It's important to have that anonymity because we hope that people could be open, honest, and transparent in those.

And so I'll be going through and looking at that. A lot of the data is gonna be not just I'm not gonna redact unless absolutely necessary. So if somebody says their name in their open-ended commentary, that's obviously something that I hereby Dr. Carr do this. The name would be redacted to and it would be pulled out.

No data can [00:38:00] actually be assessed or analyzed unless it goes through that kind of clearing house, if you will, in the redaction phase. And that's a purposeful to ensure that people can have that comfort level. So I'm gonna be looking at not just the comments themselves to see if, as we go through, if there's anything in there that is identifiable, but also the aggregation of the quantitative to the qualitative or just the quantitative itself.

If you work in one country and there's only one person and you are that person and your responsiveness to the questions, it's important to be able to say that. So there is a couple of gates that are necessary before even Cody can go through and look at the data. It's like he's gonna help me with that scrubbing, but I, as that scientist is required to do that initial scrub before we can do anything that builds up to a publication.

Jason: You mentioned this is the first of its kind. Survey, from here. Do you have ideas of what the version [00:39:00] 2.0 would be or how often this census should be taken?

Cody: I mean, me personally, I may, I, I'm a very much, I'm not a what do you wanna do in five years kind of person, so I'm just, I'm just so laser focused on.

Establishing the benchmark and what we can do from that. But even as you saw, even as we discussed, we even thought of different, different specific ideas. Like, oh, we can apply it to this, we can apply it to that. So I think that's the kind of stuff we'll learn once, once we, once we get through it. And actually that was one of the questions I asked, we, Kyle and I asked earlier, like, oh, do we do this every five years or 10 years, like the US census?

So if this is successful and, and gets us in some stuff, what we do, I would love to, to continue to, redo it as a, again, a true census. But Ellie can probably speak to the more of the, specifics around that how, that's done in the academic world.

Eliann: So it falls into two parts here.

One. I am a firm believer in Lean Six Sigma strategic planning and management. So I am a 1 3 5 believer. So [00:40:00] what Cody Stoddard and I have looked at from Central Washington University is that being able to apply this on a sequence, we're looking at about every five years of the possibility of revamping this, even if it's just doing a localized one, just Washington or just United States.

But be able to pull that information and have that comparative is gonna be important. This baseline allows the opportunity for anybody, any country that is involved in this initial baseline to be able to have that individual replication study. But for us here, it's gonna be necessary to be able to continue that on so we have viable, relevant.

Data to be able to apply for the purposes. The other one is that right now Central Washington University is under the discussion of possibly looking at a crime analyst pathway with their law and justice program. It's gonna be quite some time in the making to be able to get there. There's a lot of things that have to be looked at, but the first and foremost thing is to understand the [00:41:00] field itself is to be able to help graduates who come through the program be see this as an option.

Most people who enter into law justice programs of criminal justice programs typically look at becoming a commissioned officer in some respect, but not many people see it as the possibility of becoming a crime analyst. So be able to broaden the perspective of students to offer. More opportunity for them to be able to look into other applications.

So if they're not necessarily wanting to be a police officer, they could still follow that pursuit and use the degree in education that they've accumulated over time, but be able to apply in a way that is more intuitive to something that they're, we're comfortable with. So it is definitely going to be replicated how we do it, what that looks like.

That's something that is really dependent on the results of this first survey, but it is something that we are having the beginning discussions of what that will look like in the future as we go down the line with the other projects that we're working together.

Jason: Very [00:42:00] good.

All right. For the listeners, this is where you come in, number one. Fill out the survey.

You can find the survey in the show notes. You can find it on, on social media. For the, the podcast, obviously we'll put contact information for Cody and Ellie, if, should you have specific questions. There's also emails for questions in the beginning of the survey, if you can also use those email addresses as well.

Cody: Yeah, Kyle and I Kyle Stoker and myself, Cody Gabbard, C-O-D-Y-G-A-B-B-A-R-D. If you go on LinkedIn, we've, both posted a, a link to it as well. So yeah, another, another, another easy way. Oh, one thing we noticed. So some people, if you're doing it on your laptop at work there's some firewall issues.

So this is also mobile compatible. One thing to mention, so if you use the QR code or you click on the link, you can fill it on your, your mobile phone or your personal computer. But if for some reason you come across an issue, that's, it's probably a, a, a firewall [00:43:00] thing, especially if you're on a super secret.

Don't, use the, computer you use to, review child assaults or whatever. , Use your personal computer.

Jason: Yeah, old man elder does not like to type with his thumbs too much. So those are the questions I'm definitely doing on a keyboard, not my thumbs.

Cody: Use your, use your laptop at home. Yeah.

Jason: Yeah. So so that's number one. Number one, fill out the survey.

Number two, help get the word out. So spread, The word on this survey, it's, they're trying to have a global response. Get as many analysts as possible. And so take the link, share it on social media. Send it through email, your email chains, your text groups, whatever it may be to try to get the word out.

As they mentioned, the survey is going to run till the end of April, so you got a couple months here to, to fill this out. And it's really an opportunity to just take the temperature of the profession. , This [00:44:00] is exciting stuff. I'm looking forward to finding out what you all find out.

Cody: Yeah, appreciate it.

Jason: Alright, just to finish up, I always like to give my guests the last word, so I'm gonna go in reverse order.

I'll let Cody go first and then I'll let Ellie have the last word. Go ahead, Cody.

Cody: The, the way that I will describe this survey the most is if you care about your, the profession and you want to have a voice, I think the one thing that we have noticed that is you relying on empirical undisputable data is the best way to put your case forward.

That's why we're doing this. So the more people you can take it in your state, the more you can actually speak to your, or your city or your country or whatever. So this. Can only help us, I think by having more transparency about what is actually going on. So that is my elevator speech.

Please take it. And yeah, we, we appreciate it.

Eliann: As analysts, we are responsible to work [00:45:00] with and finesse multitudes of data and not often do we get the opportunity to have our voice be part of that data. And so it is very interesting to be able to see the. General sentiment that people have towards crime analysts, and I know that the findings of the survey are just gonna be able to bolster that, help enhance the communication between law enforcement and non-commissioned officers, and be able to look at the different ways that we can improve our development.

Not just training, but certification and whatever is necessary to be able to. Build to the next level. So there is many things that are opportunistic of the outcomes of the survey, but most importantly, to have your voice heard in this is just as important as the outcome. So Jason, thank you for the opportunity to be on this podcast.

It is an absolute honor and I look forward to listening more and hearing more and learning more.

Jason: Very good. Happy to help. Thank you both. [00:46:00] Best of luck with the survey. Again, for the listeners, please take 15 minutes to fill this out for the profession and let us find out who we are. Until next time, this has been a special presentation with LEA podcast on the crime analysis census survey.

Thank you and be safe.

Cody: Thanks, Jason.