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| FROM | NAME & TITLE | Robert Cenname, Budget Director <i>BaltAC</i> | CITY of BALTIMORE MEMO |  |
| | AGENCY NAME & ADDRESS | Bureau of the Budget and Management Research Room 432, City Hall (410) 396-4774 | | |
| | SUBJECT | City Council Bill 21-0104 – Baltimore City Workgroup on Women in Public Safety | | |

DATE:

TO

The Honorable President and
Members of the City Council
City Hall, Room 400

September 14, 2021

The Department of Finance is herein reporting on City Council Bill 21-0104, Baltimore City Workgroup on Women in Public Safety, the purpose of which is to establish a Workgroup to evaluate and report on matters related to the recruitment, hiring, training, retention, mentorship, and promotions of women in City public safety agencies.

Research shows women in the public safety workforce offer great benefits to their departments and residents they interact with¹. Across public safety agencies, women often possess better communication skills and are better able to display warmth, patience, and empathy that aids in facilitating cooperation and trust with residents and communities. Data demonstrates that women police officers use excessive force less frequently, interact more effectively with diverse communities, achieve better outcomes for crime victims, and appear in fewer complaints and lawsuits than officers who are men¹. In addition, approximately two-thirds of calls nationwide to fire departments are requests for medical assistance, which require medical training and social-emotional skills as those outlined above.

The Department of Finance defers to Baltimore City Police Department and the Baltimore City Fire Department to provide available hiring and gender data, and the specific efforts currently underway within both agencies regarding recruitment, retention, mentoring, and promotion of women public safety officers. Finance will be available to respond to any fiscal inquiries.

cc: Henry Raymond
Natasha Mehu
Nina Themelis

¹U.S. Dept. of Justice, Office of Justice Programs, Bureau of Justice Assistance, "[Recruiting & Retaining Women: A Self-Assessment Guide for Law Enforcement](#)" (2001). Washington, DC.