

**CITY OF BALTIMORE
COUNCIL BILL 12-0035R
(Resolution)**

Introduced by: Councilmembers Holton, Henry, Branch, Middleton, Mosby, Spector, Clarke,
Cole, Reisinger, President Young, Councilmembers Welch, Curran, Kraft

Introduced and read first time: March 19, 2012

Assigned to: Public Safety Committee

REFERRED TO THE FOLLOWING AGENCIES: Police Commissioner

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Informational Hearing – Diversity Recruitment Efforts –**
3 **Women, Minorities, and Military Veterans in the Baltimore Police Department**

4 FOR the purpose of requesting the Baltimore Police Commissioner to report on the number and
5 percentage of women, minorities, and military veterans in the Baltimore Police Department;
6 the number and percentage of those serving in supervisory or high-ranking positions;
7 opportunities for promotions and career advancement; specific training to address gender,
8 race, and returning veteran issues, and; recruitment efforts to attract more women, minority,
9 and military veteran Baltimore City residents to the Department.

10 **Recitals**

11 The introduction to the *Law Enforcement Recruitment Toolkit*, a June 2009 publication of the
12 U.S. Department of Justice Office of Community Oriented Policing Services and the
13 International Association of Chiefs of Police states that “recruiting and staffing shortfalls
14 continue to plague law enforcement agencies across the United States. New challenges in the 21st
15 century, including military call-ups, a greater number of retirements, homeland security
16 obligations, and increased competition, have combined to make the problem more acute.”

17 The report states that “the goal of police recruitment is, and always has been, to hire not
18 merely enough people but the right people. But police executives’ notion of what constitutes the
19 right people is changing. They now are more likely to seek to increase the diversity of their
20 departments across the spectrum of race, ethnicity, gender, age, and sexual orientation. For an
21 earlier generation of law enforcement executives, hiring officers and civilian employees who
22 reflect the community they serve simply meant recruiting more women, Blacks, or Hispanics. For
23 today’s executives, it may also mean recruiting employees who can speak Spanish, Hmong, Cape
24 Verdean Creole, or a variety of other languages or dialects.”

25 A Resolution adopted by the Council in 2008 calling for an informational hearing on the
26 status of women in the Baltimore Police Department showed that some four years ago the female
27 workforce demographics of the force comprised 488 sworn female officers, or 16.4% of the total
28 force, and 942 female civilians. Of sworn officers there was 1 Deputy Commissioner; 1 Major; 2
29 Directors; 1 Deputy Major; 13 Lieutenants; 39 Sergeants, and; 431 Police Officers.” At that time,
30 the National Association of Women Law Enforcement Executives reported that 300 women were
31 serving as chief executive officers in municipal, county, state, and federal entities.

EXPLANATION: Underlining indicates matter added by amendment.
~~Strike out~~ indicates matter deleted by amendment.

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1 In 2010, a Police Department hearing before the Budget and Appropriations Committee
2 provided a platform for insight into the racial make-up of the force, eliciting information that:

- 3 • since 2007, minority staffing has increased from 40% to nearly 50%;
- 4 • 50% of the sworn command staff are minorities;
- 5 • no minority sworn command has been terminated since 2008;
- 6 • due to budgetary constraints, the Department has eliminated or left unfilled 7 command
7 staff positions – 4 of those 7 positions were held by minorities;
- 8 • the racial and gender breakdown for all sworn members of the Department is 56.2%
9 minority and 16.7% female, and;
- 10 • costly lawsuits settled by the city over allegations of discrimination in the department
11 include a payout of \$2.5 million to 14 black officers in a federal lawsuit and a \$200,000
12 settlement to a black officer falsely accused of rape.

13 Maryland is home to about 484,000 veterans, according to the Baltimore Regional Office of
14 the Veterans Administration. Realizing that the hundreds of troops returning from the Middle
15 East and other world hot spots have been well trained in discipline as well as weaponry, skills
16 needed to be effective officers, the Police Department's *Operation Homefront* "is pleased to
17 offer transitioning military members with an opportunity to explore a career in law
18 enforcement...BPD is currently recruiting applicants who are in the military and looking for a
19 career opportunity. No prior law enforcement experience is necessary. If you have six months or
20 less remaining on your enlistment, you may begin processing."

21 The Department's special recruitment drive to attract more women, *A Career Opportunity*,
22 advises that nearly 500 women currently serve as Baltimore Police Officers. Female police
23 officers serve as detectives, sergeants, lieutenants, and members of command staff. The unique
24 skill of women police to utilize a style of policing that relies less on physical force and more on
25 communication skills that defuse potentially violent situations is universally recognized by local,
26 state, and federal agencies.

27 While there is not currently a special recruitment drive for minorities, the Mayor and the
28 Commissioner launched the *Hometown Heroes Project* in April, 2011, an effort to recruit
29 community members to find people who want to become officers. The goal of the campaign isn
30 to train participants in the recruiting process and procedures so that they, in turn, can inform
31 more city residents of the benefits of becoming a Baltimore Police Officer.

32 The introduction to the *Baltimore Police Department Annual Report 2008* states: "The
33 mission of the Baltimore Police Department, in partnership with the Baltimore community, is to
34 protect and preserve life and protect property, to understand and serve the needs of the city's
35 neighborhoods, and to improve the quality of life by building capacities to maintain order,
36 recognize and resolve problems, and apprehend criminals in a manner consistent with the law
37 and reflective of shared community values."

38 To best achieve this shared mission it is imperative that Baltimore City communities are
39 served by a force that most closely reflects their diverse values, mores, and heritages.

40 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the
41 Baltimore Police Commissioner is requested to report on the number and percentage of women,
42 minorities, and military veterans in the Baltimore Police Department; the number and percentage

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1 of those serving in supervisory or high-ranking positions; opportunities for promotions and
2 career advancement; specific training to address gender, race, and returning veteran issues, and;
3 recruitment efforts to attract more women, minority, and military veteran Baltimore City
4 residents to the Department.

5 **AND BE IT FURTHER RESOLVED**, That the report include, but not be limited to:

- 6 • a discussion of diversity recruitment efforts for women, minorities, and returning
7 veterans;
- 8 • a plan for an expanded community recruitment partnership campaign, and;
- 9 • a presentation of the challenges particular to the Baltimore Police Department and
10 innovative techniques that have been employed in other police departments of similar
11 makeup to successfully overcome similar challenges.

12 **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the Mayor, the
13 Baltimore Police Commissioner, the Community Associations of the Planning Department
14 Directory, and the Mayor’s Legislative Liaison to the City Council.