



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

September 15, 2021

Honorable President and Members of the Baltimore City Council
Room 400, City Hall
100 N. Holliday Street
Baltimore, Maryland 21202

RE: City Council Bill #21-0104
Baltimore City Workgroup on Women in Public Safety

Dear Council President Mosby and Members of the City Council:

The Baltimore Police Department (BPD) has reviewed Council Bill 21-0104 for the purpose of establishing the Baltimore City Workgroup on Women in Public Safety; providing for the composition and staffing of the Workgroup; requiring the Workgroup to study certain matters related to the recruitment, hiring, training, retention, mentorship, and promotions of women in Baltimore City public safety agencies; requiring the Workgroup to report its findings and recommendations to the Mayor and City Council on or before a certain date; providing for a special effective date; providing for the termination of this Ordinance; and generally relating to the advancement of women in public safety professions.

Thank you for allowing BPD to respond to this important piece of legislation. The Department appreciates and shares Councilwoman McCray's commitment to increasing the amount of women employed by the Baltimore Police Department. As is noted in the bill, nationally, women currently make up only 12% of sworn officers and 3% of police leadership in the United States. While BPD is leading the national average with female sworn officers at BPD representing 16% of the department, those numbers are especially poignant when looked at in light of new research which has shown that typically female officers use less force; are perceived more favorably by the communities they serve; and tend to see better outcomes for crime victims, especially in sexual assault cases.

Understanding that BPD needs to increase the amount of women at every rank, Commissioner Harrison has signed on to the 30x30 Pledge to send a clear message that he intends to have every recruit class be comprised of 30 percent of women by 2030. Meeting this goal will ensure that women in law enforcement will continue to have a significant impact on the culture of policing and contributions made to the profession.

While the Pledge represents an important aspirational goal for the Department, we look forward to participating in the Baltimore City Workgroup on Women in Public Safety to report out on and receive feedback on the work that has been done by the Department to meet this important goal. For instance, we will share the efforts of our Equity Officer to identify disparities and unfair outcomes in any of BPD's activities, including hiring, promotions, discipline, budgeting, etc. We also look forward to sharing some of the marketing efforts targeted specifically at women such as the following videos: <https://www.youtube.com/watch?v=bxoJuanc-x8>, <https://www.youtube.com/watch?v=bxoJuanc-x8> and this post that was shared in honor of National Police Woman Day: <https://www.facebook.com/58771761955/posts/10157942732751956/?d=n>.

Again, we look forward to working with the Baltimore City Workgroup on Women in Public Safety to further collaborate and share ideas on how best to increase the amount of women at every rank in the Department.

Sincerely,



Michelle Wirzberger, Esq.
Director of Government Affairs

cc: Natwana Austin, Executive Secretary of the Baltimore City Council
Natasha Mehu, Director of Mayor's Office of Government Relations
Nina Themalis, Special Assistant and Legislative Liaison, MOGR
Eric Melancon, BPD Chief of Staff
Andrew Smullian, BPD Deputy Chief of Staff