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FROM	NAME & TITLE	Robert Cename, Budget Director	CITY of BALTIMORE <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall (410) 396-4774		
	SUBJECT	City Council Bill 21-0033R – Women in Public Safety: Leveling the Playing Field		

DATE:

TO

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

April 16, 2021

The Department of Finance is herein reporting on City Council Bill 21-0033R, Investigative Hearing – Women in Public Safety: Leveling the Playing Field, the purpose of which is to increase the number of women in leadership positions in the Baltimore City Police Department (BPD) and the Baltimore City Fire Department (BCFD). The bill requests that the BCFD Chief, the BPD Commissioner, and the Director of the Department of Human Resources provide information about their agencies’ strategies to recruit, retain, mentor, and promote more women.

Research shows women in the public safety workforce offer great benefits to their departments and residents they interact with. 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 men. 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 BPD and BCFD on specific efforts currently underway within both agencies in regards to recruitment, retention, mentoring, and promotion of women public safety officers. Finance will attend the hearing for this Resolution and respond to any fiscal inquiries.

cc: Henry Raymond  
Natasha Mehu  
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