

**CITY OF BALTIMORE  
COUNCIL BILL 08-0034R  
(Resolution)**

---

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

Introduced and read first time: April 7, 2008

Assigned to: Public Safety and Health Committee

---

Committee Report: Favorable

Adopted: December 4, 2008

---

**A COUNCIL RESOLUTION CONCERNING**

**Informational Hearing – Baltimore City Police Department –  
Women in Law Enforcement**

1  
2  
3 FOR the purpose of requesting the Baltimore Police Commissioner to report to the City Council  
4 on the status of women in the Baltimore City Police Department; the number and percentage  
5 of women in supervisory or high-ranking positions; promotional opportunities for career  
6 advancement; gender specific training to address issues that might arise among officers  
7 within the Department and in interaction with the general public; and recruitment efforts to  
8 attract more women to law enforcement.

**Recitals**

9  
10 The National Center for Women and Policing has been working, since 1995, to educate  
11 criminal justice policy makers, the media, and the public about the impact of increasing the  
12 number of women in law enforcement. Despite the positive impact women have had on  
13 policing, nationwide statistics show that women remain severely under-represented in police  
14 departments, accounting for only 13% of police officers across the country.

15 Female workforce demographics of the Baltimore Police Department comprise 488 sworn  
16 female officers, or 16.4% of the total force, and 942 female civilians. Of the sworn officers,  
17 there is 1 Deputy Commissioner - one of 2 in the Department; 1 Major; 2 Directors; 1 Deputy  
18 Major, 13 Lieutenants; 39 Sergeants, and 431 Police Officers. These female officers, according  
19 to 20 years of Center research on the contributions of females in policing, utilize a style of  
20 policing that relies less on physical force and more on communication skills that defuse  
21 potentially violent situations.

22 The President of the National Association of Women Law Enforcement Executives, an  
23 organization dedicated to supporting the goals and interests and the mentoring of women law  
24 enforcement executives, notes that promotional opportunities in law enforcement, corrections,  
25 and criminal justice careers are expanding. Public safety organizations across the nation are  
26 acknowledging the value of having women serve in executive positions. A recent count shows  
27 that currently 300 women serve as chief executive officers in municipal, county, state, and  
28 federal entities.

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

**Council Bill 08-0034R**

1        *The Future of Women in Policing: Mandates for Action*, a 1998 publication that still retains  
2 its relevancy, of the International Association of Chiefs of Police Ad Hoc Committee on Women  
3 in Policing, included a survey that found that while the number of women in law enforcement is  
4 growing and progressing through the ranks:

- 5        • There are few women in policing, compared to their male counterparts.
- 6        • Women officers still face bias from male officers.
- 7        • Many departments lack strategies for recruiting women.
- 8        • Women officers may face gender discrimination and a “glass ceiling” that inhibits  
9 promotion.
- 10       • Sexual harassment still occurs in many departments.
- 11       • While the need is great, there are few mentoring programs for women officers.

12       We owe it to our mother, our wives, our sisters, our daughters, and, more importantly, the  
13 citizens of Baltimore who stand to gain the most by a more integrated force to ensure that the  
14 Baltimore Police Department is doing all that can be done to recruit, hire, retain, promote,  
15 appreciate, and validate women who make the selfless choice to dedicate themselves to a career  
16 in law enforcement.

17       **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the  
18 Baltimore Police Commissioner is requested to report to the City Council on the status of women  
19 in the Baltimore City Police Department; the number and percentage of women in supervisory or  
20 high-ranking positions; promotional opportunities for career advancement; gender specific  
21 training to address issues that might arise among officers within the Department and in  
22 interaction with the general public; and recruitment efforts to attract more women to law  
23 enforcement.

24       **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the  
25 Baltimore Police Commissioner, the Director of Human Resources, and the Mayor’s Legislative  
26 Liaison to the City Council.