


FROM	NAME & TITLE	Dana P. Moore, Chief Equity Officer and Director	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Office of Equity and Civil Rights		
	SUBJECT	City Council Bill 21-0060		

DATE: May 11, 2021

TO

Honorable President and Council Members

The Office of Equity and Civil Rights (OECR) supports Bill 21-0060. As the Labor Committee’s Comprehensive report states, “disparities in recruitment, hiring, promotions, and retention is an issue plaguing para military organization nationwide.” The same disparities exist in Baltimore City Fire Department (BCFD). Bill 21-0060 will serve as another step towards advancing and operationalizing diversity, equity, and inclusion in BCFD.

Advancing internal equity requires creating a workforce that closely reflects the community and ensuring that all employees have the opportunity for professional development. Bill 21-0060 will require BCFD to generate a report that shows a thoughtful analysis of its promotional practices and procedures. In addition, BCFD will be required to conduct research, collect, and evaluate data. Quantitative and qualitative data points are critical to advancing equity work. Disaggregated data pinpoints distinctions in outcomes for different groups. The data shows how people are treated. This will give the BCFD the tools needed to provide for equity in its hiring practices.

OECR agrees that the report should contain segments that detail BCFD’s commitment to creating results-driven strategies focused on the desired outcomes. OECR suggests that BCFD consider separating examinations for promotional opportunities into specialty areas. OECR also suggests that consideration be given to empowering the proposed Promotional Committee to provide guidance on promotion prospects, with the final decision being made by the agency head. OECR also supports this bill and emphasis on:

1. Formalizing a written commitment to internal equity
2. Collecting and analyzing data
3. Setting outcomes and results
4. Strategizing and planning new policies
5. Creating a plan for implementation.

Thank you for the opportunity to provide research on this crucial initiative. Please let me know if you have any questions or concerns regarding this report.



Dana P. Moore
Chief Equity Officer and Director