

**CITY OF BALTIMORE  
COUNCIL BILL 21-0033R  
(Resolution)**

---

Introduced by: Councilmembers McCray, Middleton, Ramos, Porter, Burnett, Bullock, Torrence,  
Stokes, Glover, Cohen

Introduced and read first time: March 8, 2021

Assigned to: Public Safety and Government Operations Committee

---

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Department of  
Human Resources, Baltimore City Fire Department, Baltimore Police Department

---

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Investigative Hearing – Women in Public Safety:**  
3 **Leveling the Playing Field**

4 FOR the purpose of requesting that the Chief of the Baltimore City Fire Department, the  
5 Commissioner of the Baltimore Police Department, and the Director of the Department of  
6 Human Resources come before the Baltimore City Council to provide information about their  
7 agencies' strategy to recruit, retain, mentor, and promote more women.

8 **Recitals**

9 Female representation in the nation's approximately 18,000 law enforcement agencies has  
10 remained stagnant around 12% for more than 25 years. That number gets smaller when evaluated  
11 in the promotional process, as women make up just 3% of police executive leadership positions.  
12 Statistics from the organization Women in Fire show that females in fire and emergency medical  
13 service organizations face the same plight, as they make up just 3.7% of their industries  
14 workforce in the United States, with women of color accounting for 1 in 5 females in the  
15 profession.

16 When it comes to the Baltimore Police Department and the Baltimore City Fire Department  
17 their statistics are on par with national averages. It has been reported that of the Police  
18 Department's nearly 2,500 sworn officers, less than 400, or 16%, are women. Similarly, the Fire  
19 Department has approximately 1,700 uniformed personnel, but fewer than 250, or 14%, are  
20 women.

21 The low numbers faced by women in these professions are a problem that stems from  
22 disproportionate barriers in recruitment, retention, mentorship, and the promotion of experienced  
23 women. Historically, both our local agencies have dealt with issues of equity in their promotional  
24 practices, more specifically as it relates to women. In the Baltimore Police Department, it was not  
25 until 1978 when the first woman was promoted through the ranks and held the command-level  
26 position of Major. More recently, in 2020, the Baltimore City Fire Department promoted the first  
27 woman to rise through the ranks to the command-level position of Deputy Chief.

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

**Council Bill 21-0033R**

1 Baltimore City has never had a woman lead our Fire or Police Departments. Yet, at this very  
2 moment in time, the City lags behind its neighbors in Anne Arundel County, Baltimore County,  
3 Howard County and Prince George's County, all of whom have or have had a woman serve as  
4 their jurisdictions Fire Chief or Police Chief. Public-safety professionals serving in the  
5 community are often times the most visible manifestation of government to the public. Because  
6 of this, it is critical that the selection process that we use to recruit, hire and promote employees  
7 in public safety agencies represents the diversity of our communities.

8 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the  
9 Council requests that the Chief of the Baltimore City Fire Department, the Commissioner of the  
10 Baltimore Police Department, and the Director of the Department of Human Resources come  
11 before the Baltimore City Council to provide information about their agencies' strategy to recruit,  
12 retain, mentor, and promote more women.

13 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the  
14 Chief of the Baltimore City Fire Department, the Commissioner of the Baltimore Police  
15 Department, the Director of the Department of Human Resources, and the Mayor's Legislative  
16 Liaison to the City Council.