

BALTIMORE CITY PUBLIC SCHOOLS

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City Council Ordinance 21-0104 Baltimore City Workgroup on Women in Public Safety

September 15, 2021

Baltimore City Public Schools (City Schools) supports Council Ordinance 21-0104, which seeks to establish the Baltimore City Workgroup on Women in Public Safety. The workgroup will be tasked with studying issues related to the low numbers of women within law enforcement and fire safety in order to ultimately develop a comprehensive strategy for how to increase and retain female representation in the City's public safety agencies.

The workgroup will be tasked with examining and evaluating the total number of uniformed female employees disaggregated by race and position classification; the total number of uniformed female employees who applied, were hired, and have been retained over the previous seven years; the promotional process over the previous seven years with an emphasis on female participation, testing outcomes, and selection; and the pre-employment screening process over the previous seven years with a special focus on physical agility requirements and female pass/fail rates. The workgroup will also analyze barriers women face in pre-employment screening processes; the internal and external complaint systems in place for women to report instances of discrimination, bias, or sexual harassment; and how City public safety agencies are working to ensure that women have the appropriate equipment they need and that the City is providing women with equal facilities to their male counterparts.

At the time of the writing of this agency report, female representation within City Schools Police Force staff is as follows:

| | Females | Males | Total | Percent Female |
|--|----------------|--------------|--------------|-----------------------|
| Sworn Police Officers | 23 | 61 | 84 | 27% |
| Civilian Employees (Dispatchers & Guards) | 8 | 5 | 13 | 61% |

City Schools is committed to working with the Mayor and Baltimore City Council as the workgroup is established and goals are determined. We appreciate the City Council's attention to Council Ordinance 21-0104 and look forward to participating in further discussions.