

RESPONSE TO HOUSE BILL 771 BALTIMORE  
POLICE DEPARTMENT – REPORT ON  
COMMUNITY POLICING



POLICE COMMISSIONER DARRYL DE SOUSA  
BALTIMORE POLICE DEPARTMENT

This report is submitted in response to House Bill 771 (Chapter 133 of the 2015 Legislative Session) – Baltimore Police Department – Reporting on Community Policing.

**As of December 31<sup>st</sup> of the previous year:**

I. The total number of sworn police officers in the Department:

*As of December 31, 2017, there were 2526 sworn police officers in the BPD.*

II. The number of sworn African American police officers in the Department:

*As of December 31, 2017, there were 1018 sworn African American police officers, representing 40% of the Department.*

III. The number of sworn female police officers in the Department:

*As of December 31, 2017, there were 398 sworn female police officers, representing 16% of the Department.*

IV. The number of sworn police officers in the Department who are residents of Baltimore City:

*As of December 31, 2017, there were 414 sworn police officers who are residents of Baltimore City, representing 16.5% of the Department.<sup>1</sup>*

**In the previous calendar year:**

I. The number of recruiting events the Department sponsored or participated in in Baltimore City:

*Between December 31, 2016 and December 31, 2017, the Department sponsored or participated in 45 recruiting events in Baltimore City. This is a 55% increase over the previous year.*

II. The number of instances of use of force that resulted in the transport of a civilian to a hospital by an emergency vehicle, when the injury occurred as a direct result of an officer's actions:

*Between December 31, 2016 and December 31, 2017, there were a total of 242 instances where the use of force by a member of the department resulted in a civilian being transported to a hospital.*

*The Department's Office of Professional Responsibility carefully reviews every serious use of force by an officer to ensure that policies and procedures were followed and initiates disciplinary action whenever such use of force is revealed to have been unnecessary.*

III. The number of civilian complaints about the use of force by an officer:

*Between December 31, 2016 and December 31, 2017 the Department received 44 Excessive Force Complaints. This is a 54% decrease over the previous year.*

*Every Excessive Force Complaint received by the Department is assigned to an investigative unit within the Office of Professional Responsibility.*

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<sup>1</sup> Last year's report stated that 494 officers lived in Baltimore City. Last year's report should have stated that 424 officers lived in Baltimore City. The over reporting was due to the fact that "city" and "locality" filters were not properly applied when tabulating the data for the report.

IV. The number officers who were suspended with pay:

*As of December 31, 2017, there were 39 officers suspended with pay in the BPD. This is a 15% decrease over the previous year.*

V. The number of officers who were suspended without pay:

*As of December 31, 2017, there were 9 officers suspended without pay in the BPD. This is a 200% increase over the previous year.*

VI. The percentage of patrol officers who were assigned to neighborhood patrols:

*As of December 31, 2017, 941 of the 1239 officers assigned to the Patrol Division are assigned to Sector Patrol, representing 76% of the total number of officers assigned to the Patrol Bureau. The remaining 24% of officers are assigned to functions such as district actions teams, foot patrols, bike patrols, and administrative functions.*

VII. The number of youth under the age of 18 years referred to intervention programs by officers:

*Between December 31, 2016 and December 31, 2017, there were 227 young people under the age of 18 referred to intervention programs by the Department in conjunction with the Department of Juvenile Services. This is a 2% increase over the previous year.*

VIII. A description of the Department's community policing efforts, including community policing programs, participation in town hall meetings, and efforts to engage with schools, recreations centers, community centers, and senior centers.

*Commissioner De Sousa and the members of the Baltimore Police Department believe that community engagement and building trust is essential to reducing crime and improving neighborhoods.*

*BPD's Community Collaboration Division (CCD) is primarily responsible for the Department's regular, day-to-day, community policing policies and strategies. CCD, currently under the command of Colonel Melvin Russell, helps establish and maintain partnerships between BPD and the communities it serves, as well as other government agencies, non-profits, private businesses, schools, and media. CCD utilizes a data-driven approach to target its resources on communities experiencing both quality of life issues and problems stemming from violence.*

*CCD is organized around 4 pillars: Community Policing, the Faith Community, Re-entry, and Explorers and Youth Matters.*

- 1. Community Policing: This pillar attempts to galvanize community stakeholders citywide. Community Collaboration Division occasionally attends community meetings to build strong working relationships with community members.*
- 2. CCD coordinated and/or participated in over 400 community events. These events included the Good Neighbor Walk, Coco with a COP, Movie Nights, Read and Greet with a COP, Halloween Trunk or Treat, as well as many others. Additionally, CCD officers attended under 50 community meetings.*

*CCD also engaged in three major, pre-planned, annual events: "The Day of Hope East," "The Day of Hope West" and its first "The Day of Hope South." The Days of Hope are designed as one-day, special community events that meet both the human and spiritual needs of residents. The Days of Hope bring police and civilian volunteers together to serve the Community. The*

volunteers are from local churches, community associations, BPD, mission teams from around the country, local businesses, and multiple service providers from across the region. These volunteers are people who want to demonstrate that there is hope and they send a simple yet fundamental message that somebody cares about the community.

This year, CCD has coordinated and partnered to give away over 1,400 coats during the winter months, given away approximately 250 Thanksgiving and Christmas baskets, and gave approximately 500 families with toys. CCD also provides care packages for the homeless and safety tips for senior citizens.

3. Faith Community: Under this pillar, CCD establishes partnerships between the police and all faith-based organizations and faith leaders throughout the City. Specifically, CCD has three faith-based initiatives: the chaplaincy program, the faith-based collaborative outreach program, and the prayer alter program.

In 2017, the Chaplaincy Program expanded to include 157 Chaplains. The Chaplain's role is 3-fold through their presence: Get In The Cars With Officers (to serve the officer by helping them become more confident, compassionate, effective and a peaceful officer), Get Out Of The Car Into The Community (to serve the community, provide resources and educate them on the officer's and their own role in creating safe neighborhoods) AND To Connect The Officer And Community Together (nurturing a police community relationship that works well together to resolve community issues). Chaplains go through a 25 hour intense Chaplaincy Academy to become that servant that provides a vital role of providing fundamental support to individual officers and city residents while bridging the trust gap between the police and the communities they serve. The Chaplain also provides fundamental support to the Department as a whole.

4. Re-Entry: The CCD works with commanders in each district to identify non-violent individuals who have recently been released from prison or have an impending date of release. A re-entry officer then works with the State's Division of Parole and Probation, the State Department of Public Safety and Correctional Services, the Baltimore City State's Attorney's Office, the Judiciary, and within the BPD to develop a strategy for successful re-entry into the community and a set of expectations for the released individual.

In 2017, the Re-Entry Program held two Call-Ins, which brings publicly known inmates serving life sentences together with newly released ex-offenders. Those serving sentences were skyped in and spoke with newly released ex-offenders about stopping the violence within their community.

*At the same event, service providers, such as social services, health services, and child support services, were introduced to the returning citizens to help them with the demands of re-entry.*

*To date, resources have been provided to over 400 ex-offenders with the goal of stopping young adults from continuing down a path toward re-incarceration and helping them become productive, self-fulfilling members of society.*

5. *Police Explorers and Youth Matters: The Police Explorers Program is a program designed to introduce Baltimore high school students to law enforcement and public safety. The Explorers program provides positive exposure to police and law enforcement in hopes that Baltimore's youth will choose a career as a BPD police officer.*

*Officers assigned to this function are tasked with establishing and fostering relationships with young people, as well as the creation of programs to create opportunities for positive interactions between young people and the police. The establishment and expansion of the Baltimore Police Explorers Program is a major function of this unit.*

*CCD is currently partnering with four schools: St. Francis Academy, NAFT (National Academy Foundation School), Frederick Douglas High School and Patterson Park High School. Each of the schools have entered into full course curriculums - teaching the History of Baltimore, Community Policing and Homeland Security.*

*Also in 2017, CCD continues the "Officer Friendly" program in Baltimore City Public Schools. The Officer Friendly program is directed towards creating positive interactions and opportunities for mentorship between police officers and Baltimore City youth in a "friendly" and non-confrontational setting. In 2017 CCD formed additional partnerships to serve the youth, like foundations Diamond Baseball (founded by former Orioles players) and H.I.P. Football (founded by a former Raven player).*

*Additionally, BPD, under the leadership of the Community Collaboration Division (CCD), hosted its second annual "Love U 2Life Youth leadership Summit, with approximately 50 at-risk youth at Indian Lake Christian Campsite, an overnight camp, where officers (as well as chaplains, city agency and community partners) were able to engage in various team building activities such as swimming, arts and crafts, and team game nights. On the last night of camp, it was revealed to the youth that the camp was ran by and most of the camp counselors were comprised of police officers. This revelation taught participants that friendships and strong bonds formed without labels were what really mattered, and the goal of fostering trust based on shared experiences was achieved. Officers were able to make valuable connections, transform every youth to become more positive with the goal of developing young leaders of tomorrow.*

*CCD also fostered 35 inner-city children during a two-month long Police Commissioner's Summer Day Camp where kids were picked up and dropped off each day, given breakfast, lunch, and a snack. Again, meaningful relationships were established fostering the invaluable and necessary trust between police and the communities they serve.*

*The Police Commissioner's Basketball League was again held in 2017. It continues to serve as an opportunity to promote recreation, sportsmanship, and mentorship with Baltimore's youth.*

*Building off the success of the Youth Basketball League, have started a mentorship program called “the Bridge Program.” This program will create relationships between police officers and students through after-school mentorship. The program continues to place particular focus on mentoring high-risk students that are struggling with behavioral and/or emotional issues.*

*And in 2017, BPD again partnered with Reading Partners, a program in which community volunteers partner with local schools to help kids master basic reading skills. This partnership creates a positive interaction between young students and uniformed police officers inside of the City’s public schools.*

*A fundamental rule for effective community policing is having a visible and tangible presence in the community. Having uniformed officers on the street in the same neighborhoods makes the community feel safe while reinforcing mutual trust between police and ordinary citizens. In other words, assigned post officers and foot patrols are the bedrock of community policing.*

*Historically, the Department had moved away from officers being assigned to specific posts. In 2016, BPD reinstated a post staffing model for patrol officers. As a result, specific officers have again been assigned to defined geographic “posts” within their respective police districts. The post system ensures patrol officers and the residents and businesses within a post gain familiarity and maximize the development of mutual trust and respect.*

*The transition back to posts has been done in conjunction with a renewed focus on foot patrols. In 2016, all new and sworn personnel went through a “Foot Patrol and Community Policing” Curriculum at the Police Training Academy. This continued in 2017. This block of instruction provides an education on the history of policing. Trainees learn about the different eras of policing and the lessons learned from significant historical events, such as the riots that occurred in Baltimore in 1968. During this course, there is discussion on social dynamics, experimental programs, and crime fighting as being secondary to normal interactions with the community. This course reinforces how officers are expected and should act with ordinary citizens during times of peace and times of turmoil.*

*Building on this curriculum taught at the Training Academy, the last three graduating classes have spent up to their first ninety (90) days exclusively on foot. This has given new officers the opportunity to begin building the necessary relationships with ordinary citizens that is so critical to an effective community policing strategy.*

*Commissioner De Sousa and the leadership at BPD recognize that a truly effective community policing strategy cannot be one that is reactionary in nature. All aspects of the communities BPD serves, from plain language to value systems to historical perspectives, are part of core curriculum taught at the Police Training Academy to all trainees, as well as to sworn personnel during in- service training days. In addition to the “Foot Patrol and Community Policing” course referenced above, every entry-level trainee must successfully complete the following courses:*

- 1. Cultural Diversity: This course requires trainees to recognize and analyze stereotypes for cultural groups that are attributed to different racial, ethnic, and religious communities. This course teaches students methods and intercultural competencies to develop a two-sided trust between BPD and the communities it serves. The course is broken down into blocks of instruction based on religious, ethnic, and sexual orientation.*

2. Community Service Project: Trainees are required to work within the community they will serve on a building project. This is usually done in conjunction with our partners at Rebuilding Baltimore. This fosters a sense of commitment by the trainee to the community they will police, and the project is a tangible showing of care/respect by the trainee.
3. Tactical Spanish: Key law enforcement terms are taught in this course in order for officers to have a basic ability to communicate with Spanish-speaking members of the public.
4. Fair and Impartial Policing: This course teaches trainees and sworn personnel to recognize implicit biases they may have. On the personal micro level, Trainees learn how implicit biases impact what they perceive/see and how it may impact not only how they act, but how those actions might impact officer safety and police legitimacy. They are taught that fair and impartial policing can lead to effective policing. Trainees and sworn personnel receive tools to help them recognize implicit biases and implement controlled behavioral responses. The class also addresses the macro-level role of bias in the overall context of Baltimore and how this may impact the thinking and role of the police. Baltimore's history of racism, segregation, and inequity are addressed so that officers may examine the contextual impact of bias. Explicit bias often shown to Baltimore's LGBTQ population is a pivotal piece of this course, as it helps illustrate the contrast between implicit and explicit bias.
5. History of Baltimore Presentations: Four hour presentations by historians and other subject matter experts about the history of Baltimore are given to each Academy class. Presentations on the History of Baltimore, Mobtown, the Civil War, Immigration, Housing and Segregation, and the LGBTQ Community have been given this year to both trainees and sworn officers.

The Police Training Academy also coordinates various community policing programs to ensure that an officer's education continues beyond the Academy. Veteran officers and trainees are involved in the following projects:

1. Police Youth Challenge/Outward Bound: BPD currently partners with the Baltimore Chesapeake Bay Outward Bound School to coordinate the effective interaction of officers and school-aged youth from Baltimore City schools. Children attend as part of a field trip to Outward Bound, while officers attend as part of their in-service or entry-level training.

All participants, children and officers alike, share their perceptions of each other with each other, communicate stories with one another during group workshops, and then work on team projects to build mutual trust. The overall goal is to create lasting relationships, build trust, and change negative and incorrect perceptions of each other.

2. Project PNEUMA: BPD partners with Project PNEUMA during the school year in order for all male school-aged youth to interact with both sworn officers and trainees. Students work

*on developing methods to build positive communication skills, while officers learn the value of establishing and maintaining critical relationships with the students. Officers and civilian mentors from the community work together with the students on academic enrichment and physical conditioning. BPD personnel take an active role in improving the academic prowess and intellectual discipline of Baltimore City youth. They also take a broadening the students' understanding of personal health, and self-care.*

3. Community Mediation, "Youth & Police Dialogue": BPD provides a confidential and safe space for open discussion between youth and police officers. During these discussions, both youth and police officers have the opportunity to share personal experiences, hear new perspectives, exercise empathy for the experiences of one another and consider how to make their interactions with each other more positive.

*Additionally, the Police Training Academy has created a Citizens Police Academy, which includes "Critical Decision Making" seminars, where citizens role play and must decide whether or not to use deadly force. The purpose of the seminars is for City residents to learn about BPD methodologies and police officer training so that real- life interactions on the street remain peaceful and calm.*

*And in the upcoming year, the Police Training Academy will be teaching an in-service training class, "Procedural Justice." In this course, officers will learn how to promote police legitimacy through fair and respectful interactions with citizens. There are four basic principles that trainees learn: Allow the person you are interacting with the opportunity to explain their side of the situation; Make decisions based on facts only and not opinions; Explain to the person you are interacting with what you will be doing and be transparent with them, and; Be trustworthy by being honest and respectful.*

*BPD strives to achieve an effective community policing strategy in all interactions between the Department and citizens. In October of 2016, the Department established the Homeless Outreach Team (HOT), which specifically targets citizens who are living on the streets with the goal of providing resources and support in an effort to bring these individuals back into meaningful and fulfilling roles in the community where they live.*

*Also in November of 2017, BPD hosted the third Annual "Unity Bowl," a flag football game during the Thanksgiving holiday that brings members of the Department together with members of the community. Community and police play under the banner of "One City One Purpose," which epitomizes the common goal shared by both police and ordinary citizens as both work together to make Baltimore a better place.*

*The role of effective community policing has never been more important than at this critical juncture in our City's history. The Baltimore Police Department is committed to utilizing every resource available to foster trust and build mutual understanding and respect between its members and the communities it serves. BPD recognizes that long-lasting, meaningful relationships between police and ordinary citizens are the key to making our great City a safer place to live, work, and raise a family.*

*March, 2018*