

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



February 1, 2019

This report is submitted in response to House Bill 771 (Chapter 133 of the 2015 Legislative Session) – Baltimore Police Department – Reporting on Community Policing. The information requested by the report is listed below exactly as it appeared in House Bill 771, and the Department’s responses are in italics.

As of December 31st of the previous year:

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

As of December 31, 2018, there were 2496 sworn police officers in the BPD.

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

As of December 31, 2018, there were 1012 sworn African American police officers, representing 41% of the Department.

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

As of December 31, 2018, there were 394 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, 2018, there were 400 sworn police officers who are residents of Baltimore City, representing 16% of the Department.

In the previous calendar year:

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

Between December 31, 2017 and December 31, 2018, the Department sponsored or participated in 24 recruiting events in Baltimore City. This is a 46% decrease compared to the previous year.

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

Between December 31, 2017 and December 31, 2018, there were a total of 1 instance where the use of force by a member of the department resulted in a civilian being admitted to a hospital. This is a 50% decrease over the previous year.

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

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

Between December 31, 2017 and December 31, 2018 the Department received 45 Excessive Force Complaints. This is a 2% 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. The Civilian Review Board is informed of the complaint, and pursuant to the statute, the Department forwards all CRB complaints to the CRB.

IV. The number officers who were suspended with pay:

As of December 31, 2018, there were 59 officers suspended with pay in the BPD. This is a 51% decrease over the previous year.

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

As of December 31, 2018, there were 4 officers suspended without pay in the BPD. This is a 56% decrease over the previous year.

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

As of December 31, 2018, 950 of the 1231 officers assigned to the Patrol Division are assigned to Sector Patrol, representing 77% of the total number of officers assigned to the Patrol Bureau. The remaining 23% 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, 2017 and December 31, 2018, there were 279 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 23% 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.

The Baltimore Police Commissioner and the members of the Baltimore Police Department believe that community engagement and building trust is essential to reducing crime, building relational equity 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 A/DC Melvin Russell helps to 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 and relational approach to focus its resources on communities experiencing both quality of life issues and problems stemming from violence.

CCD primarily operates through 4 pillars: Community Policing, Faith Based, Re-Entry, and Youth.

Community Policing: This pillar attempts to galvanize community stakeholders citywide. The Community Collaboration Division occasionally attends community meetings to build strong working relationships with community members.

CCD coordinated and/or participated in over 500 community events. These events included The Good Neighbor Walks, Cocoa with a COP, Movie Nights, Read and Greet with a COP, Halloween Trunk or Treat, as well as many others. Additionally, CCD officers attended 64 community meetings.

CCD also engaged in two major, annual events: "The Day of Hope East" and "The Day of Hope South or

West." The Days of Hope are designed as one-day, special community events that meet both the human and spiritual needs of residents in traumatized neighborhoods of the city. The Days of Hope connect police and over 600 civilian volunteers together to serve their 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. These events collectively serviced over three thousand three hundred (3300) individuals and families. The services provided included, but weren't limited to, grocery care packages for every family, employment education and opportunities, and back to school supplies for all attendees. Additionally CCD coordinated and partnered to give away approximately 200 Thanksgiving and Christmas baskets, 1600 families with toys through Toys for Tots, care packages for the homeless and safety tips for senior citizens.

Again last year, a Unity Bowl was held. The game is designed to defuse tensions between the Baltimore Police Department and residents of the Penn-North/Sandtown-Winchester communities during a critical time for Baltimore. Now in its fourth year, anxiety and exuberance describe the feelings of all participants as the game draws near. It was held once again at Frederick Douglass High School on November 17th.

The Unity Bowl pits two teams, Police and Community, against one another. The prize is bragging rights and the Unity Bowl Trophy. Each team historically has had a minimum of 18 players and several coaches. Since 2015 these numbers have remained consistent. Community attendance, including local activists, youth related vendors and sponsors, have increased each year. The success of this model has attracted the attention of other local police agencies, who in turn have begun their own "Unity Bowl" series. Research has shown a reduction of violence in the areas surrounding the Unity Bowl before, during and after each event.

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 2018, the Chaplaincy Program expanded to 203 Chaplains. The Chaplain's role is 3-fold through their presence: Get In Cars With Officers (to serve the officer by helping them become more engaging, confident, compassionate, effective and a peaceful officer), Get Out Of Cars 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 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 the 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. Chaplains also provide fundamental support to the Department as a whole. In 2018, Chaplains and other faith based partners conducted 48 prayer walks throughout Baltimore City, primarily in high crime and VRI Zones. During the calendar years 2015-2018 Chaplains logged over 35,600 hours conducting Ride-A-Longs. As the Chaplaincy Program continues to grow, the expectation of increased Ride-A-Longs, prayer walks and faith based initiatives will increase.

Re-Entry: CCD works with CID to identify non-violent individuals who have recently been released from prison or have an impending date of release. A re-entry team member then works with the Maryland Department of Public Safety and Correction Division of Parole and Probation, the Baltimore City State's Attorney's Office, and the Judiciary, to develop a strategy for successful re-entry into the community.

In 2018, the Re-Entry Program held two Call-Ins, which connected individuals under supervision with returned citizens who serve as mentors. Select volunteer lifers also spoke to the supervisees through a video Skype feed with the message of ending the violence within their communities. 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.

At the conclusion of 2018, resources were provided to over 400 individuals with the goal of preventing participants in the program and their associates from continuing down a path of violence, recidivism and providing the necessary tools to become productive, self-fulfilling members of society. As part of community engagement and outreach CCD's reentry team conducted 12 reentry pop ups in high crime areas and areas experiencing real time violent incidents, homicides and shootings. CCD hosted and/or participated in 6 reentry fairs, conducted 165 hours of reentry programming "Behind the Walls", established 7 home plans for returning citizens, established partnerships with 15 community partners outside of the aforementioned governmental agencies and successfully engaged over 100 at risk individuals at the two reentry calls ins.

Youth Programming is comprised of several components Explorers, Bridge, Sports Leagues and At Risk Youth Initiatives.

The Police Explorers Program

Is a program designed to introduce Baltimore middle/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. There are over 120 youth in this program throughout the city enrolled in in/after school programs. Bi-annually a select group of Explorers travel to participate in the National Explorers Competition, with 2019 being the next competition.

Officers assigned to this pillar are tasked with establishing and fostering relationships with youth, as well as creating programs with the purpose of developing relational equity between youth and law enforcement. The expansion of the Baltimore Police Explorers Program is a major function of this unit, with a strong, continuing push for recruitment.

The Explorers Program has partnered with three schools: St. Francis Academy, NAF (National Academy Foundation School), and Patterson Park High School. Each of the schools utilize the daily in school curriculum (the only one of its kind in the state of MD and one of the few in the country), Introduction to Policing.

Bridge Program

*Building off the success of a Youth Basketball League, BPD created a mentorship program called "The Bridge Program." The mission of the Bridge Program Collaborative in partnership with the community of Baltimore City is to improve self-esteem, attitudes, academic performance, social skills and the work habits of our young people by utilizing police and community mentoring, sports and the arts as a means of engagement. Although sports and physical fitness will be a caveat to lure in our youth, the primary focus of the BPD Bridge Program Collaborative will be to instill the Six Pillars of Good Character traits which will ultimately morph them socially and behaviorally. These Six Pillars of Good Character are as follows: **Respect, Responsibility, Caring, Trustworthiness, Fairness, and Citizenship***

There are approximately 35-40 youth registered in this afterschool program. The schools are James McHenry, Harlem Park, Franklin Square, Rosemont, and William Pinder-Hughes. This is a 5 day per week program, during the months of October-June, with weekend engagement that exposes the youth to activities outside of the Baltimore Metro area. In total the Bride Program provided mentorship to over 100 youth during 2018.

BPD Commissioners Summer Basketball League

During the summer of 2016, BPD established and operated the Police Commissioner's Youth Basketball League. The Police Commissioner's Basketball League continued through 2017 and 2018. This league is comprised of youth between the ages 7-19 and is held at various recreation centers throughout Baltimore City from July-August annually. The purpose of the BPD Commissioner's League will be to afford the

community an opportunity to engage in positive behaviors through the competition of sport. Athletic competition when utilized for the purpose of social development has historically proven to bring about positive change. Sports can be used as a tool for peace and social development. Sports refers to the physical activity exerted during athletic competition and when properly utilized, can foster improved health, social development and attitudes. Overall, the BPD Commissioner's Summer Basketball League will give the youth of Baltimore City an opportunity to interact with BPD members and establish positive relationships. These positive interactions exhibit the members' attributes as caring adults instead of oppressors.

The league continues to serve as an opportunity to promote recreation, sportsmanship, and mentorship with Baltimore's youth. As a result of the success, the league grew to 540 youth participants in total, from each of the 9 Police Districts.

B.O.L.O. League

In partnership, the Baltimore City Police Department and the Baltimore City Department of Recs and Parks sought a way to engage at risk youth who are not otherwise involved in high school sports but want to be involved in some type of athletic sport competing amongst their peers. Collectively we formed the B.O.L.O. Flag Football League in 2017 and decided to engage these youth on Friday nights between the hours 6pm to 10pm. This time frame was selected due to historical data that tells us that this is when our youth commit most of their delinquent acts. The B.O.L.O League affords each participant a safe haven to play in a controlled and safe environment without risk of harm during those hours.

The teams are coached by the Neighborhood Coordinating Officer who selects each player from his/her respective district. The teams are co-ed and have a minimum of 12 players

At Risk Youth Initiatives

The Community Collaboration Division (CCD), hosted its third annual "Love U 2Life Youth leadership Summit, with approximately 38 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. Additionally, officers were able to make valuable connections, transform each youth to become more positive with the goal of developing young leaders of tomorrow.

CCD, in collaboration with Our Legacy Inc., Baltimore City Youth Works, nurtured 40 inner-city children during a two-month long Police Commissioner's Summer Day Camp. Youth participants were met at various locations throughout Baltimore City and transported each day to and from Walter P. Carter Elementary/Middle School. As part of the social interaction each youth was provided breakfast, lunch and a snack. Baltimore City Youth Works provided youth counselors to further bridge the gap between youth and law enforcement. As a result of this camp, meaningful relationships were established fostering the invaluable and necessary trust between police and the youth of communities they serve. Lastly CCD Officers visited 10 summer camps and PAL sites once a week from June – Aug and interacted with over 600 youth.

And in 2018, 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.

Police Training Academy

Beginning in 2016 and continuing through 2018, all new and sworn personnel went through a "Foot Patrol and Community Policing" Curriculum at the Police Training Academy. 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, 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.

The BPD recognized that a truly effective community policing strategy cannot be one that is reactionary in nature. All aspects of the communities the BPD serve, 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. In addition to the "Foot Patrol and Community Policing" course referenced above, every entry-level trainee must successfully complete the following courses:

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.*

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.*

Tactical Spanish: *Key law enforcement terms are taught in this course for officers to have a basic ability to communicate with Spanish-speaking members of the public.*

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.*

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:

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, communicate stories with one another during group workshops, and then work together on team projects to build mutual trust. The overall goal is to create lasting relationships, build trust, and change negative and incorrect perceptions of one another.*

Project PNEUMA: *BPD continued its partnership with Project PNEUMA throughout 2018. During the school year, male school-aged youth 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 help to broaden the students' understanding of personal health, and self-care.*

Community Mediation, "Youth & Police Dialogue": *In 2018, BPD continued to provide a confidential and safe space for open discussion between Baltimore City youth and police officers. During these discussions, both youth and police can 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.*

In 2018, BPD hosted two sessions of its Citizens Police Academy, which includes "Critical Decision-Making" seminars, where citizens role-play various interactive simulations, deciding whether to use deadly force, or other means of de-escalation. The purpose of the seminars is for City residents to learn about BPD methodologies, policies, and procedures, while gaining understanding of police training so that real-life interactions with police in their communities 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.

In addition to regularly scheduled In-Service Training in 2019, the Police Training Academy will be implementing two additional special focus In-Service Training courses, "Use of Force", and "Stops, Searches, and Arrests". Infused in each of these courses are related discussions on police legitimacy as well as fair and impartial policing. Officers will learn how to promote police legitimacy through fair and respectful interactions with citizens, as well as how their actions, relating to uses of force, stops, searches, and arrests, impact that legitimacy.

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 to bring these individuals back into meaningful and fulfilling roles in the community where they live.

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.