

2020 REPORT ON COMMUNITY POLICING



**RESPONSE TO
HOUSE BILL 771**



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, 2019, there were 2453 sworn police officers in the BPD.

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

As of December 31, 2019, there were 983 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, 2019, there were 391 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, 2019, there were 460 sworn police officers who are residents of Baltimore City, representing 19% of the Department.

IN THE PREVIOUS CALENDAR YEAR:

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

Between January 1, 2019 and December 31, 2019, the Department sponsored or participated in 28 recruiting events in Baltimore City. This is a 17% increase 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 January 1, 2019 and December 31, 2019, there were a total of 6 instances where the use of force by a member of the department resulted in a civilian being admitted to a hospital.

The Department's Public Integrity Bureau carefully reviews every level 3 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 January 1, 2019 and December 31, 2019 the Department received 75 Excessive Force Complaints.

Every Excessive Force Complaint received by the Department is assigned to an investigative unit within the Public Integrity Bureau. 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:

During 2019, there were 55 additional officers suspended with pay in the BPD. This is a 7% decrease over the previous year.

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

During 2019, there were 3 additional officers suspended without pay in the BPD. This is a 25% decrease over the previous year.

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

*As of January 2, 2020 874 of the 1259 officers assigned to the Patrol Division are assigned to Sector Patrol, representing 69% of the total number of officers assigned to the Patrol Division. The remaining 31% of officers are assigned to functions such as district actions teams, foot patrols, bike patrols, investigation section (DDU) and administrative functions.**

****Please note:** The Patrol Division staffing has increased in 2019, however the data does not correctly reflect the increase. In the third quarter of 2019, the Medical Section expanded and created a Limited Duty Unit which temporarily reassigns members to the medical section while they are on light duty status. This reassignment of officers thus reduces the increase in the patrol numbers for this reporting, as they are no longer assigned to the patrol division.*

Currently, the Limited Duty Unit has 126 members assigned to it, and 408 has 97 members assigned to it. The majority of them coming from the Patrol Division.

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.

Community Engagement is one of the many building blocks of the Commissioner's Community Policing strategy. Community engagement works best when there is an open and honest pipeline for communication, where Baltimore City residents can express their concerns in their neighborhoods. While it is crucial for members of the BPD to be accessible and present within their districts, Commissioner Harrison has lead by example. Throughout the calendar year of 2019, Commissioner Harrison has attended over 36 Community Association meetings, hosted 35

Safety/Violence Reduction Initiative (VRI) walks and attended services at over 14 different religious institutions. The Commissioner also hosted six City Council District Meetings, where he met with over 100 Community Association Leaders to discuss his crime plan, while also listening to issues and concerns.

In August 2019, the department hired a new Community Outreach Coordinator that serves in the Police Commissioner's Office. The Coordinator, oversees the coordination and implementation of outreach strategies for the Commission's Office. Additionally, they work closely with the Patrol Services Division in creating and cultivating relationships stakeholders throughout the City. This includes our anchor institutions, community partners, faith institutions, government agencies, non-profits and business partners.

On January 13, 2020, BPD released its proposed **Community Policing Plan**, in accordance with the Consent Decree. The Plan allows for public feedback and all comments received will be considered in working to finalize the department's Community Policing Policies.

BPD's Patrol Services Division (PSD) is primarily responsible for the Department's regular, day-to-day, community policing policies and strategies. PSD currently under the command of Lt. Col. Monique Brown helps to establish and maintain partnerships between BPD and the communities it serves. PSD utilizes a data and relational approach to focus its resources on communities experiencing both quality of life issues and problems stemming from violence.

The Community Policing Plan builds upon the Department's **Crime Reduction & Departmental Transformation Plan** to provide specific guidance on implementing Community Policing. The Transformation Plan details foundational department-wide initiatives to support the implementation of Community Policing, from building capacity through recruitment, retention, and technology modernization to supporting officer wellness. This plan provides additional specific guidance regarding the strategic framework and roles and responsibilities for implementing Community Policing.

The Baltimore Police Department (BPD) developed this draft Community Policing Plan based on national best practices and feedback from community members and officers, through surveys, focus groups, and conversations. The strategies and actions outlined in this document represent the building block towards institutionalizing the philosophy of Community Policing through organizational design, policy and training development, community partnerships, and problem-solving. Through implementing this plan, the Baltimore Police Department will strive every day to build a safer community in partnership with the community.

BPD's Community and Youth Services Section, under the direction of the Patrol Support Services Division, works in developing citywide partnerships, with an emphasis on vulnerable populations, such as youth, the LGBTQ community, Hispanic communities and our seniors.

PSD coordinated and/or participated in over 1,000 community meetings and events. These events included The Good Neighbor Walks, Cocoa/Coffee with a COP, Movie Nights, Read and Greet with a COP, Halloween Trunk or Treat, Toys for Tots, as well as many others. Additionally, PSD officers attended 64 community meetings.

PSD also engaged in three major events: “The Day of Hope East”, “The Day of Hope West” and the Joel Gamble Foundation Holiday Event. 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, back to school supplies for all attendees. Additionally PSD coordinated and partnered to give away approximately 200 Thanksgiving and Christmas baskets, 1600 families with toys through Joel Gamble Foundation Holiday Event, care packages for the homeless and safety tips for senior citizens.

Last year, Unity Bowl 2019 was held. This was the fifth year that the event 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 fifth 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 16th, with special guest Torrey Smith.

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, PSD establishes partnerships between the police and many faith-based organizations and faith leaders throughout the City. Specifically, PSD has three faith-based initiatives: the chaplaincy program, the faith-based collaborative outreach program, and the prayer alter program.

In 2019, the Chaplaincy Program was configured with over a 140 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 2019 Chaplains initiated 1,500 targeted

community events. As the Chaplaincy Program continues to grow, the expectation of increased Ride-A-Longs, prayer walks and faith based initiatives will increase.

Re-Entry: PSD 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 2019, 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 2019, resources were provided to over 380 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 PSD's reentry team conducted 18 reentry pop ups in high crime areas and areas experiencing real time violent incidents, homicides and shootings. PSD hosted and/or participated in 4 reentry fairs, conducted reentry programming "Behind the Walls", established home plans for returning citizens, established partnerships with community partners outside of the aforementioned governmental agencies and successfully engaged over 25 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 71 youth in this program throughout the city enrolled in in/after school programs. We are currently working to revamp our Explorers Program to engage with more youth across all nine police districts.

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 youth registered in this afterschool program. The schools are James McHenry, Harlem Park, Franklin Square, Rosemont, and Sandtown-Winchester Elementary/Middle. 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 2019.

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 2019. 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 Youth and Community Services, hosted its third annual “Love U 2Life Youth leadership Summit, with approximately 30 at-risk youth at Boy Scouts Camp Maryland at Broad Creek, 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.

PSD, in collaboration with Baltimore City Youth Works, nurtured 35 inner-city children during a two-month long Police Commissioner’s Summer Day Camp. Youth participated in the camp located at the Public Safety and Training Academy. 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 PSD Officers PAL locations once a week from June – Aug and interacted with over 100 youth.

And in 2019, 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

During 2019, a Community Training Review Committee was established to provide the Training Academy and Police Department with input and advice. CTRC community members come from all nine police districts as well as stakeholder groups. The committee meets quarterly, previews training being developed, and provides suggestions and recommendations.

Training for Current Police Officers: *During 2019 all 2,400+ sworn members of the Baltimore*

Police Department completed a 2-day course Use of Force and Fair & Impartial Policing. This course was mandated by the Consent Decree. The curriculum was approved by the Consent Decree Monitoring Team and U.S. Department of Justice and delivery of the course was monitored by those parties.

During 2019, BPD continued to partner 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 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.

During 2019 BPD, continued to provide a confidential and safe space for open discussion between Baltimore City youth and police officers through the Youth & Police Dialogue program. 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.

During 2020, all sworn BPD personnel will receive additional training in Fair & Impartial Policing as well as training on Mental Health First Aid.

Training for New Police Officers (Recruits): During 2019 the 38-week entry-level police academy curriculum included the following courses related to community policing:

Procedural Justice – Understanding the importance of voice, neutrality, transparency, and trustworthiness in police interactions with citizens, public trust, and legitimacy.

Fair & Impartial Policing – Recognizing implicit bias and avoiding biased decision making in police interactions with the public

Cultural Diversity – Recognizing stereotypes and developing cultural competency related to race, ethnicity, religion, and sexual orientation.

Outward Bound – Building mutual understanding and trust between police and youth (also includes in-service officers as noted above).

Baltimore History – Understanding the city's history including immigration, segregation, and civil unrest.

Hate Crimes – Recognizing the impact of hate groups and hate crimes and the police role in prevention and investigation.

Behavioral Health – Recognizing and understanding mental illness, developmental differences, substance abuse, and other behavioral health challenges as they relate to police actions and decisions.

Neighborhood Project – As part of their post-academy field training, new officers are required to identify a neighborhood problem in their assigned area and develop a plan to address the problem.

During 2020, additional modules being added to the entry-level (recruit) curriculum include Community Policing, Problem Solving, the Charm City Documentary, and the Reginald F. Lewis Museum of Maryland African-American History & Culture.

