

# 2021 REPORT ON COMMUNITY POLICING



**RESPONSE TO  
HOUSE BILL 771**



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

February 1, 2021:

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, 2020, there were 2,448 sworn police officers in the BPD.*

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

*As of December 31, 2020, there were 992 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, 2020, there were 383 sworn female police officers, representing 15.6% of the Department.*

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

*As of December 31, 2020, there were 711 sworn police officers who are residents of Baltimore City, representing 29% 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, 2020 and December 31, 2020, the Department attended 7 (virtual and live) recruiting events and 6 were canceled due to COVID-19.*

### **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, 2020 and December 31, 2020, there were a total of 2 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, 2020 and December 31, 2020 the Department received 49 Excessive Force Complaints. Every Excessive Force Complaint received by the Department is assigned to an investigative unit within the Public Integrity Bureau. Pursuant to statute and the newly created Intake manual, the Department promptly forwards all Civilian Review Board-eligible complaints to the Civilian Review Board.*



#### **IV. The number officers who were suspended with pay:**

*During 2020, there were 112 officers suspended with pay in the BPD.*

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

*During 2020, there were 7 officers suspended without pay in the BPD.*

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

*As of December 31, 2020, 926 of the 1292 officers assigned to the Patrol Division are assigned to Sector Patrol, representing 72% of the total number of officers assigned to the Patrol Division. The remaining 28% of officers are assigned to functions such as district actions teams, foot patrols, bike patrols, investigation section (DDU) and administrative functions.*

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

*114 juveniles were referred to the diversion program in 2020.*

#### **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:**

*In 2020, the Baltimore Police Department continued its efforts to engage with its communities through a wide variety of events, programs, interactions and virtual meetings. All of this was done in a concerted way to continue to build trust, better communicate with residents and to reinforce our goal of becoming a community-oriented police department. The department understands that community engagement works best when it is ongoing, authentic and intentional.*

*Due to dangers inherent in the COVID-19 environment, the Department had to be creative and strategic in how it engaged with residents. Although we were not able to host the traditional community engagement programs such as the B.O.L.O. Flag Football League; BPD Commissioner's Summer Basketball League; or the BPD Bridge Program Collaborative; we adapted and were involved in serving marginalized communities. We helped address true needs in the community by assisting with food deliveries, food distribution, COVID education, PPE Distribution, etc.*

*In the pages to follow, you will see a snapshot of the thoughtful and creative ways in which each District Commander worked to connect in meaningful ways with their residents. Each district worked with community partners to distribute supplies, food, Halloween candy, coats and Christmas presents. 2020 was a unique year that challenged everyone. We are proud of the ways in which our members connected with our residents to inspire hope and demonstrate true compassion for those suffering.*

## **DISTRICT OUTREACH**

## NORTHWESTERN DISTRICT HIGHLIGHTS:

**40+**  
**VIRTUAL MEETINGS**

**NW**  
**NEIGHBORHOOD**  
**CLEAN UP**

**KINDERTIME**  
**TOY DRIVE**

### Community Partnerships

*In an effort to continuously engage with its residents, the Northwestern District participated in over 40 community meetings held over Zoom to provide information and insight on crime and other happenings within the district. They also engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: weekly food giveaways at Langston Hughes Elementary School; neighborhood prayer walks; a Black Lives Matter parade; National Night Out; Trunk or Treat events; they distributed Thanksgiving food baskets to residents; Shop with a Cop; toy drives and giveaways.*

## CENTRAL DISTRICT HIGHLIGHTS:

**25+**  
**VIRTUAL MEETINGS**

**YMCA**  
**FOOD GIVEAWAY**

**MCCULLOH**  
**HOMES**  
**TOY DRIVE**

### Community Partnerships

*In an effort to continuously engage with its residents, the Central District participated in over 25 community meetings held over Zoom to meet with residents and respond to questions and concerns related to public safety and other related concerns. They also engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: weekly food giveaways at the YMCA; National Night Out; Trunk or Treat events; they distributed Thanksgiving food baskets to residents at the Upton Boxing Center; they held several coat drives and giveaways; participated in Shop with a Cop; held toy drives and giveaways.*

## NORTHERN DISTRICT HIGHLIGHTS:

**25**  
**BUSINESS CHECKS**  
**PER SHIFT**

**2 HOURS**  
**OF FOOT PATROLS**  
**PER SHIFT**

**SENIOR CENTER**  
**COFFEE**  
**WITH A COP**

### Community Partnerships

*In an effort to continuously engage with its residents, the Northern District officers conducted 25 business checks and engaged in 2 hours of foot patrol per shift; utilized social media platforms such as Facebook to provide crime statistics and safety tips to their 7,500 followers; they hosted Mo Gaba for an honorary induction ceremony. When Mo Gaba tragically passed away after his struggle with cancer, the Northern District facilitated the BPD Chaplain's outreach efforts to his family, and provided an honor guard for his funeral. Northern District command has reached out to several nonprofit organizations that provide services to the victims of domestic violence to enhance the District's ability to react to and even prevent domestic incidents. They also engaged in various community led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District such as weekly food giveaways; Shop with a Cop; and Thanksgiving basket giveaways.*

## SOUTHEASTERN DISTRICT HIGHLIGHTS:

**3 SCHOOLS**  
**ADOPTED FOR**  
**WEEKLY MENTORING**

**200+**  
**THANKSGIVING**  
**FOOD BASKETS**

**JANET ARCE**  
**FOUNDATION**  
**FOOD GIVEAWAY**

### Community Partnerships

*In an effort to continuously engage with its residents, the Southeastern District engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: periodic food giveaways including a Thanksgiving basket giveaway for approximately 200 SED residents; weekly mentoring at John Ruhrah Elementary School, Highlandtown Elementary/Middle, Patterson High School; joined Hermanos Mios to pray for police in the city and state; the development of a "Gang and Anti-Bullying Task Force" at Patterson High School; hosted a Valentine's dinner for the SED Explorers; conducted home visits to keep in touch with at risk students after the Pandemic started; coordinated a "Graduation Drive-By" for a Patterson High Graduate; assisted in the HOLEA/3 Kings Organization's caravan and toy giveaway; participated in a Father/Daughter Dance for a young lady in the Community who didn't have a father in her life.*

## SOUTHERN DISTRICT HIGHLIGHTS:

**WEEKLY  
MENTAL HEALTH  
SERVICES**

**SENIOR  
FOOD DELIVERY**

**THANKSGIVING  
FOOD & COAT  
GIVEAWAY**

### Community Partnerships

*In an effort to continuously engage with its residents, the Southern District engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: prayer gatherings in response to homicides within the Southern District; worked with Kingdom Life Church to deliver food and other items to senior citizens and others unable to visit the food pantry; worked with the Bradley & Nikki Bozeman Foundation to place a community food pantry in the Southern District; created a members-only Baltimore Crime & Safety Coalition on Facebook that allows members of the SD and invested community members to discuss crime, post crime stats, and other issues in the community; referred residents to programs offered by the Transformation Center of Brooklyn such as mental health services and programs geared toward the homeless population and children; coordinated with the Greater Baybrook Alliance and the Anne Arundel County Police Department to develop a Violence Reduction Initiative; and partnered with The City of Refuge Baltimore which offers many essential services such as housing, homeless drop in, transitional housing, and street outreach.*

## NORTHEASTERN DISTRICT HIGHLIGHTS:

**40+  
VIRTUAL MEETINGS**

**SHOP  
WITH A COP**

**SENIOR  
FOOD DELIVERY**

### Community Partnerships

*In an effort to continuously engage with its residents, the Northeastern District participated in over 40 community meetings held over Zoom and 6 outdoor community meetings. Following the change of leadership at the district, the new Major and Captain hosted a virtual meet and greet, with other 50 community members and partners. They also engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: multiple food giveaways and delivered food to elderly residents; a Black Lives Matter parade; they distributed Thanksgiving food baskets to residents; Shop with a Cop; monthly Chaplains meetings; a Santa parade in Hamilton and Lauraville; several toy drives and giveaways.*

## EASTERN DISTRICT HIGHLIGHTS:

**10+**  
**FOOD GIVEAWAY  
EVENTS**

**OPERATION PULSE  
SCHOOL SUPPLY &  
TABLET GIVEAWAY**

**TOYS FOR TOTS  
CHRISTMAS EVENT**

### Community Partnerships

*In an effort to continuously engage with its residents, the Eastern District engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: a ground-breaking at Chase and Rutland streets; classroom time with Kindergarteners at Tench Tilgman Elementary; several bookbag give-a-ways; multiple food and clothing drives and give-aways including a food drive organized by students at Fortworthington Elementary/Middle Student and one organized by Shiloh Church of God; a shoe Drive; a socially distant block party at The Clubhouse; Halloween candy distribution; Toys for Tots and Shop with a Cop.*

## WESTERN DISTRICT HIGHLIGHTS:

**161**  
**ABANDONED CARS  
TOWED**

**182**  
**FOOD DISTRIBUTION  
EVENTS**

**10+**  
**VIRTUAL MEETINGS**

### Community Partnerships

*In an effort to continuously engage with its residents, the Western District engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with: over 46 conference calls and over 10 zoom calls with community members; coordinated the removal of over 161 abandoned vehicles; addressed almost 100 service requests made by residents; identified 57 illegal dumping sites; participated in multiple food and toy giveaways with the First Mount Calvary Baptist Church; engaged in an active Shooter prevention training at The Mount Zion United Church of GOD; organized a Winter coat give-away and participated in the Underground Railroad Christmas gift wrapping event and Shop with a Cop.*



## SOUTHWESTERN DISTRICT HIGHLIGHTS:



### Community Partnerships

*In an effort to continuously engage with its residents, the Southwestern District engaged in various community-led events and fully participated in many efforts designed to meet the needs of our most vulnerable residents of the District. For instance, while observing COVID safety protocols they participated in and assisted with the following: helped distribute over 40,000 pounds of food to feed approximately 600 families; addressed environmental concerns raised by residents such as the removal of abandoned vehicles, removal of bulk trash and boarded up vacant dwellings; community safety walks; attended a meet and greet with students in grades 3-5 at Belmont Elementary school; worked with partners to distribute supplies such as sanitizer, and food in Irvington, Carrollton Ridge, Morrell Park, Edmonson Village, Mill Hill and Rognel Heights; drove in graduation drive-by parades for the graduates of the Violetville and Allendale communities; distributed over 30 fans to the elderly living throughout the southwest district; attended the Thou Shalt Not Kill community march in the Caton and St Joseph's community; participated in the Children of Promise and the Allendale community book bag giveaway event; multiple neighborhood cleanups; National Night Out; and Shop with a Cop.*

## TRAINING FOR CURRENT POLICE OFFICERS:

*During 2020 all 2,400+ sworn members of the Baltimore Police Department completed the following trainings:*

### Fair and Impartial Stops, Searches, Arrests and Voluntary Police-Community Interactions

*16-hour in-class training on the updated suite of policies governing how the department engages in fair and impartial stops, searches and arrests and voluntary police-community interactions. Before members were permitted to attend the in-person training, they were required to complete six (6) eLearning Modules that prepared the learners for the in-class curriculum. The eLearnings were designed to present updates to BPD policy and establish a baseline of understanding so that BPD members could engage with the in-class material, which included scenarios, case studies, and activities that are specifically designed for the adult learner. The revised policies discussed at the trainings are reflective of the BPD's commitment to Constitutional, community-oriented policing and emphasized that officers must provide the least intrusive response given the circumstances and be consistent with the goal of public safety.*

*The course was mandated by the Consent Decree and was developed through a collaborative process with the US Department of Justice (DOJ), the court-appointed Monitoring Team, and the Baltimore community. The curriculum was approved by the Consent Decree Monitoring Team and U.S. Department of Justice and the delivery of the course was monitored by those parties.*

## Ethical Policing is Courageous (EPIC)

*Ethical Policing Is Courageous (EPIC) is a peer intervention program that teaches officers how to intervene to stop a wrongful action or mistakes before they occur. EPIC encourages active participation in the conduct and well-being of our coworkers for the benefit of everyone in our department and our community. EPIC is based heavily in the history and science of active bystandership and supported by years of research in other demanding fields. Over the course of the 8 hour class, officers learned about the power bystanders have to help a situation, how to recognize and overcome the inhibitors or barriers to intervening, and the Department's commitment to supporting active bystandership throughout all commands and units. Fundamentally, EPIC is an officer wellness program and a safety program. It could involve intervention on a colleague who is committing misconduct, but the purpose is to prevent misconduct from occurring or to mitigate its severity when it does occur. As a reminder, misconduct is defined as an action, inaction, and/or failure to act committed by any member of BPD, that violates BPD policy, or the law. The goal is to help each other avoid misconduct and really any kind of mistake. In doing so, EPIC is not only helpful for officers' personal and professional lives but it is essential to building trust with the community.*

## Training for New Police Officers (Recruits)

*During 2020 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.*

