

2022 REPORT ON COMMUNITY POLICING



**RESPONSE TO
HOUSE BILL 771**



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

February 2022:

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, 2021, there were 2,327 sworn police officers in the BPD.

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

As of December 31, 2021, there were 951 sworn African American police officers.

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

As of December 31, 2021, there were 373 sworn female police officers.

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

As of December 31, 2021, there were 570 sworn police officers who are residents of Baltimore City.

IN THE PREVIOUS CALENDAR YEAR:

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

Between January 1, 2021 and December 31, 2021, the Department attended 49 (virtual and in person) recruiting events.

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, 2021 and December 31, 2021, there were a total of 5 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, 2021 and December 31, 2021 the Department received 65 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 2021, there were 81 officers suspended with pay in the BPD.

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

During 2021, there were 8 officers suspended without pay in the BPD.

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

As of December 31, 2021, 843 of the 1188 members assigned to the Patrol Division are assigned to Sector Patrol, representing 71% of the total number of officers assigned to the Patrol Division. The remaining 29% of members are assigned to functions such as district actions teams, BCIC, investigation section (DDU) and administrative functions.

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

49 juveniles were referred to the diversion program in 2021.

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 2021, 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.

Additionally, the Department's Consent Decree Implementation Unit (CDIU) attended over 50 community meetings to educate the public on the reform progress being made. CDIU also hosted four policy and training workshops to get direct feedback from community members on topics including behavioral health and community policing.

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.

DISTRICT OUTREACH:

Northwestern District Highlights:

**NATIONAL
NIGHT OUT**

**SPORTS
WITH COPS**

**50
THANKSGIVING
TURKEY BASKETS**

Community Partnerships

The Northwestern District simultaneously addressed the needs of youth and families, acknowledged urgency in the crime fight, and assisted the community while adhering to COVID-19 safety guidelines. In 2021, officers assisted with National Night Out; 10 Food/Toy Drives; several neighborhood prayer walks; Toys for Tots; multiple community cleanups; and attended close to 40 virtual community meetings to address issues residents face on a day-to-day basis and discuss the state of the district. They participated in an Adopt-A-School program, a neighborhood walk with Mayor Scott, distributed turkey baskets for 50 families, and hosted a Christmas Dinner for residents.

Central District Highlights:

**HEAD START
TOY DRIVE**

**JUNETEENTH
FATHER AND SON
BASKETBALL GAME**

**BACK TO SCHOOL
SUPPLY GIVEAWAY**

Community Partnerships

In an effort to engage continuously with its residents and build positive relationships, the Central District engaged in a wide array of community-led events and participated in activities conducive to the overall needs of the communities in which they serve. For instance, while adhering to COVID-19 safety protocols they participated in and assisted with Shop with a Cop; Juneteenth Father and Son Community Basketball game; Halloween Bike Ride in St. Mary's Park; Turkey Giveaway; Pennsylvania Market Back to School Drive; and a neighborhood celebration in Heritage Crossing's Gateway Community. Central District officers also attended monthly and quarterly virtual community meetings to address drug activity, high volume foot traffic in neighborhoods, crime prevention, and the uptick in violent crimes. In addition to the aforementioned events, they conducted a security risk meeting at Mother Mary Lange Catholic School, developed strategies that directly address Micro Zone conditions and quality of life problems and solutions, led neighborhood workshop groups, identified at-risk youth through school visits and made appropriate referrals to community-based prevention programs.

Northern District Highlights:

**30+
VIRTUAL MEETINGS**

**YOUTH
FOOTBALL
LEAGUE**

**KINDERTIME
TOY DRIVE**

Community Partnerships

To maintain positive relationships in the neighborhoods they serve, Northern District Officers engaged in a multitude of community activities. While adhering to COVID-19 safety protocols they took part in the Sigma Fraternity Food Giveaway; Buddies Night Out at Orioles' Stadium; Turnaround Tuesday and an interview panel with Safe Streets. They also implemented a youth football league for boys ages 14-17 where they hosted weekly practices and football games with the Ace Demons. With the intention of deterring crime while also following COVID-19 safety protocols, they participated in over 30 virtual meetings to answer residents' questions in real time, and address ongoing issues such as noise complaints, bulk trash collection, illegal dumping, sewer issues, etc. In addition, officers placed break-in prevention flyers on vehicles, shared flyers on social media and via text messages, informed residents of the 311 app, and educated residents on when to call 311 versus 911.

Southeastern District Highlights:

TEEN
MENTORING PROGRAM

DAILY
FOOT PATROLS

BUSINESS & BANK
CHECKS

Community Partnerships

While fostering relationships with residents and building community bonds, the Southeastern District engaged in several events designed to meet community needs and enhance a sense of connectedness. Keeping COVID-19 health precautions in mind, Southeast District officers assisted with National Night Out; Career Day; Turkey Giveaway; Explorers program for ESOL Students; Chat and Chew; Back to School Night at Patterson Park High School; and Badges for Sports. Officers also conducted multiple business and bank checks, distributed crime prevention flyers, mentored teens at the Boys and Girls Club, participated in over 20 safety walks throughout the district, assisted with school dismissal, and engaged in 1-2 hours of foot patrol daily in an effort to increase visibility and community safety.

Southern District Highlights:

80+
VIRTUAL MEETINGS

BICYCLE
PATROLS

BROOKLYN
TOY DRIVE

Community Partnerships

Building positive relationships with the communities it serves was a priority for the Southern District. For instance, while adhering to COVID safety protocols they participated in and assisted with Toys for Tots; Brooklyn Toy Drive; National Night Out; Riverside Community Christmas Parade; Thanksgiving Giveaway at Union Square; Chat and Chew; and the Summer Fun Festival at Carroll Park. As a means to reduce and prevent crime throughout the district, they conducted over 30 parole and probation home visits, distributed sync boxes to students, participated in a Toy Giveaway at the Brooklyn O'Malley Boys & Girls Club; and provided its residents with information on crime prevention and crime stats. They also participated in an Easter Egg Hunt in Garrett Park, and attended over 80 community meetings both in person and via Zoom to address issues such as stolen autos, vacant properties, and the uptick in drug-related crimes. In addition to their participation in aforementioned community-driven events, Bicycle Patrol Units focused on 13 posts in order to better interact with residents and provide additional enforcement in hot spot areas.

Northeastern District Highlights:

**WEEKLY
SENIOR FOOD
DISTRIBUTION**

**COPS VS KIDS
SOFTBALL GAME**

**40+
VIRTUAL MEETINGS**

Community Partnerships

Baltimore is made up of many generations with a variety of differing needs. During this unprecedented pandemic, our youth need attention and positive role models, our families need resources, and our seniors need assistance so that they can age peacefully. Keeping this in mind, the Northeastern District assisted with National Night Out; Trunk or Treat; Hamilton Street Festival; Coffee with a Cop at Bertha's Soul Food; Distribution of Christmas Baskets; Cops VS Kids softball game; adopted five families for Thanksgiving; and hosted Shop with a Cop. With the objective of maintaining community trust and preventing crime, they observed COVID-19 safety guidelines and participated in more than 40 virtual community meetings, attended a Chat & Chew hosted by the States Attorney's Office, distributed food to seniors weekly, and passed out Crime Watch Information Packets while door knocking. They also participated in the Community Action Partnership Walk in the Perring Loch Community.

Eastern District Highlights:

**NEIGHBORHOOD
TRAUMA
TRAINING**

**COFFEE
WITH A COP**

**ADOPT A BLOCK
CELEBRATION**

Community Partnerships

The health of our neighborhoods can be greatly impacted by trauma, blight, and lack of communication between residents and resource providers. Eastern District officers kept that in mind when they took part in Coffee with a Cop, the Mayor's Fall-Cleanup, and frequently visited the Club at Collington Square—an after school and summer program, to provide safety tips for teachers and students, discuss issues surrounding local gang members, and assist students with their homework. They also conducted a trauma training in order to educate residents on how to assist individuals impacted by trauma. Additionally, officers attended an Adopt a Block celebration, participated in and assisted with National Night Out, Toys for Tots, the 50th Annual Monument Lighting, the Back to School Giveaway at Collington Square Elementary, Annual Restaurant Day, Mac Lewis Church Revival, the ribbon cutting ceremony at The New Johnston Square Apartments; and participated in several community and prayer walks. All events were conducted with special attention given to social distancing and COVID-19 safety protocols.

Western District Highlights:

170+
VIRTUAL MEETINGS

230+
ABANDONED
VEHICLES TOWED

**HARLEM PARK
CLEAN UP DAY**

Community Partnerships

In an effort to communicate effectively with its residents while building positive relationships, the Western District engaged in a wide array of community-led events and activities. While adhering to COVID-19 safety protocols they attended virtual monthly meetings with community chaplains, and 177 virtual meetings in which they were able to address residents' concerns and day to day issues. In an effort to tackle the plague of abandoned vehicles and properties throughout the city, they towed 233 abandoned vehicles and identified 3,974 abandoned properties. They also identified 201 illegal dumping sites, resolved 14 C.O.P. complaints, and assisted with 275 service requests.

Southwestern District Highlights:

40+
VIRTUAL MEETINGS

**SHOP
WITH A COP**

**TURKEY
GIVEAWAY**

Community Partnerships

Southwestern District placed focus on families, safety and communication while safely social distancing during the ongoing COVID-19 pandemic. Officers participated in and assisted with Toys for Tots; Shop with a Cop; attended a community Prayer Vigil; Beechfield Fall Festival; Trunk or Treat; Stop the Violence Prayer Rally; Unity in the Community; Books and Barbecue back to school event; National Night Out; and multiple community cleanups. They also held more than 40 virtual meetings to discuss crime in the district, participated in National Prescription Drug Take Back Day, participated in a Cease Fire Rally in Edmondson Village, and joined community leaders for the Guardian Angels missing person event with the Sheriff's Department. Additionally, they participated in a Meet and Greet with students at Baltimore International Academy and distributed food at several giveaways led by Allendale Community Association and Edmondson-Westside High School.

TRAINING FOR CURRENT POLICE OFFICERS:

During 2021, current sworn members of the Baltimore Police Department completed the following training modules:

Community Policing

16-hour in-class training on community policing. The course reviewed “how we got here,” including some history of policing in America and specifically in Baltimore, in the context of slavery, segregation, redlining, and civil rights. A main focus was on BPD’s Community Policing Plan, which identifies specific roles and responsibilities for patrol officers, patrol supervisors, neighborhood coordination officers, and members in other ranks and assignments. The course also emphasized utilizing community policing and problem solving to address so-called lesser offenses, employing the principle of using most effective/least intrusive options.

All sworn members completed the course during 2021. The course was mandated by the Consent Decree and was developed through a collaborative process involving a variety of community stakeholders as well as the US Department of Justice (DOJ) and the court-appointed Monitoring Team. In addition, several community members participated in delivering segments of the training.

Ethical Policing is Courageous (EPIC)

8-hour in-class training 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. 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.

This course began in late 2020. All sworn members completed the course by May 2021.

Fair & Impartial Police III, Use of Force, and 1st Amendment

16-hour in-class training that included BPD’s third iteration of Fair & Impartial Policing (FIP), as well as refresher training on use of force and the 1st Amendment. The one-day FIP curriculum was modeled after training developed by the Center for Policing Equity. The use-of-force refresher included policy review, baton recertification, handcuffing persons in three different positions, and decision-making scenarios using the TI simulator. The 1st Amendment refresher included policy review and a live role-player scenario involving a person exercising their free speech rights.

This course began in Fall 2021. About half of BPD’s sworn members completed the course during 2021 while the remainder will complete it by March 2022. The course was developed in collaboration with DOJ and the Consent Decree Monitoring Team.

Additional In-Service Training

Besides the three courses listed above, in 2021 BPD sworn members completed a refresher course on CBRNE (Chemical, Biological, Radiological, Nuclear, and Explosive) Incidents as well as 25 modules of e-learning on various topics. Specialized training was also completed by sexual assault and internal affairs investigators.

TRAINING FOR NEW POLICE OFFICERS (RECRUITS)

During 2021 the 30-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.

Community Policing – Strategies, tactics, and everyday actions police can use to work in partnership with the community.

Problem Solving – Daily problem-solving methods, such as conflict resolution, mediation, referral, and using 311, as well as more in-depth techniques used in problem-oriented policing.

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

Outward Bound – Experiential learning to build mutual understanding and trust between police and youth.

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

Black History – Educational experience at the Reginald F. Lewis Museum of Maryland African American History & Culture.

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.

