



2023 REPORT ON COMMUNITY POLICING

RESPONSE TO HOUSE BILL 771

RESPONSE TO HOUSE BILL 771 BALTIMORE POLICE DEPARTMENT

REPORT ON COMMUNITY POLICING

February 2023:

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, 2022, there were 2,152 sworn police officers in the BPD.

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

As of December 31, 2022, there were 895 sworn African American police officers.

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

As of December 31, 2022, there were 347 sworn female police officers.

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

As of December 31, 2022, there were 394 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, 2022 and December 31, 2022, the Recruitment Section hosted/participated 87 events, 40 of which were in the City.

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, 2022 and December 31, 2022, there was 1 instance where the use of force by a member of the department resulted in a civilian being admitted to a hospital.

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

Between January 1, 2022 and December 31, 2022 the Department received 18 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 2022, there were 106 officers suspended with pay in the BPD.

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

During 2022, there were 13 officers suspended without pay in the BPD.

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

As of December 31, 2022, 704 of the 954 members assigned to the Patrol Division are assigned to Sector Patrol, representing 74% of the total number of officers assigned to the Patrol Division.

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

The Western District was the first to adopt the pilot program called SIDESTEP. Since its inception in January 2022, the district arrested 83 youth and enrolled 13 youth into the program.

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 the pages to follow, you will see a snapshot of the thoughtful and creative ways in which each district and various sections/units within BPD worked to connect in meaningful ways with the Baltimore community.



DISTRICT OUTREACH:

Each district worked with community partners to distribute supplies, food, Halloween candy, coats and Christmas presents.

Northwestern District Highlights:

The Northwest District provided ongoing communication for neighborhood groups while also assisting with various holiday and religious events. In 2022, Officers attended monthly community association meetings; weekly meetings with 4 schools; several holiday events to celebrate Chanukah, Yom Kippur, and Rash Hashanah; and staffed their National Night Out event which included tables of resource providers, music, and dancing. In addition to these events, Northwest District also participated in the Ner Tamid Vaccination Event, Lag Bo Amer Festival and Parade and held multiple bicycle safety sessions.

Central District Highlights:

While balancing outreach, holiday fun, and serving the public, Central District Officers took part in community meetings and held 10 events specific to public safety. In an effort to promote non-violence and maintain the wellbeing of neighborhoods, the Central District held multiple “Gun to Garden” events encouraging residents to turn over illegal guns; a public safety town hall, resident safety presentations, and a pizza party to promote public safety in Madison Park. Officers enthusiastically took part in 3 Halloween Events; 3 community walks; 3 Back to School Events across the district; and 3 Toy Giveaway events during the holiday season. Relationships with youth were strengthened through events such as Movie Night in German Park; Water Balloon Battle in Madison Park; National Night Out; and a Youth Photoshoot at Graffiti Alley.

Northern District Highlights:

Northern District did an excellent job of providing resources for residents in need and actively supporting the district's youth population. Officers took part in a multitude of community meetings; held 9 Explorer events that focused on recruitment and cadet practice; and 9 giveaways that included 5 food giveaway events, an Easter toy giveaway, a sneaker and bicycle giveaway, toy drives, and 2 winter garment giveaways. Officers continued to build rapport with young people in the area by holding an Officers vs. Students Basketball Game at Waverly Elementary, Family Engagement Night at Walter P. Carter Elementary and Middle School, and Pet Blessings at University Baptist Church. Northern District's National Night Out provided an opportunity for residents to speak with officers in a light and laid-back setting. In an effort to expand the reach and involvement of the district, officers utilized long-standing and new partnerships to better understand the vast issues that affect residents' daily lives. Northern District proactively held discussions with the Waldorf School of Baltimore, Springboard Community, Coldstream Recreation Center, and Mental Health Provider Sheppard Pratt/ Mosaic.

Southeastern District Highlights:

In 2022, the Southeastern District consistently interacted with neighbors and made a point to strengthen trust with youth in the district as well as the immigrant community. Officers attended community meetings; 5 community walks; 24 special events including seminars, LatinX focus groups, and target hardening meetings. Efforts to bond with the LatinX Community included officer mentorship with Hermanos Mios at Patterson High School and a separate mentorship program with Officer Raul Rivera. The District held 23 youth events which included career days, resource and employment events; 6 Boys and Girls Club events; multiple Back to School activities; National Night Out; and several holiday functions including Shop with a Cop, Breakfast with Santa, and multiple toy drives.

Southern District Highlights:

As one of the most diverse districts in the city, and home to the Baltimore Ravens and Orioles stadiums, one of the many goals of the Southern District is to improve the quality of life for its residents and visitors. The officers of this district proudly serve and engage the community with proactive community policing. The Southern District has participated in over 270 community meetings within its many neighborhoods during the year 2022 to address crime related concerns, offer prevention tips and engage in problem solving. The district participated in two community outreach walks, conducted routine outreach initiatives to businesses, and provided regular resources and services to its homeless and residents in need. Another main focus of this district is to engage meaningfully with the youth population. Officers mentored more than 100 members of the Boys and Girls Club, provided educational and safety presentations to local schools, and hosted Shop with a Cop and a drive for Toys for Tots.

Northeastern District Highlights:

Communication and engagement is an important part of crime prevention. Consistent outreach along with diligent efforts to become acquainted with the community and its unique challenges remain a high priority in the Northeastern District. Being the biggest police district in Baltimore City (until redistricting occurs), officers attended hundreds of community meetings both virtual and in person and planned or participated in over 60 community events including A Safe Streets "Kick Back" party; a movie night in Harbel; 2 Easter egg hunts; and a successful National Night Out event. A highlight of the year was the "Water Splash Sports Event" which officers participated in with special needs students at Claremont Middle School. The Northeastern District also contributed to 12 Trunk or Treat events; 2 Santa Claus visits; a Santa parade in Bel Air Edison; and 4 turkey giveaways.

Eastern District Highlights:

Eastern District officers assessed quality of life issues by focusing on site safety, increased partnerships, and clean-ups. Officers attended community meetings; conducted 10 safety site walk-through meetings in various neighborhoods; Participated in 6 clean up days in the district; and had a robust celebration for National Night Out that included music, food, and fun for all ages. The celebration showcased the strong relationship between the District Commander and community leaders. BPD also strengthened partnerships with Johns Hopkins by holding 4 meetings to discuss the creation of a community plan.

Western District Highlights:

The Western District approached fighting crime, community outreach, and fulfilling the needs of residents concurrently. Officers participated in events that directly affect the communities they serve. These events include attendance at Community Meetings across the district; 5 Community walks; 6 community clean ups; 4 food drives; 3 career day events; 3 block parties, and 2 ribbon cuttings. The district's National Night Out Event included a very special guest, United States Attorney General Merrick Garland. Youth were also frequently engaged with activities including but not limited to the James Mosher Little League Baseball Parade, Matthew A. Henson's Field Day, and Franklin Square's anti-bullying event.

Southwestern District Highlights:

In an effort to continuously engage with its residents, the Southwestern District initiated various community-led events and fully participated in many efforts designed to meet the needs of its residents. The District participated in over 20 community related events, multiple food drives, community Easter Egg Hunts, turkey giveaways, community movie nights, Halloween parades, and Christmas toy drives to include Shop with a Cop. Additionally, the District participated in multiple community clean up missions to address the environmental concerns raised by residents. The removal of abandoned vehicles and bulk trash were addressed. Vacant dwellings were secured and boarded up to prevent the attraction of illicit activity. The Southwestern District also participated in over 20 school related functions. Furthermore, the District attended job fairs to bring awareness and information to the community in reference to police job opportunities.



ADDITIONAL DEPARTMENT OUTREACH:

Redistricting Outreach Highlights:

Earlier this year, Mayor Scott and Commissioner Harrison announced the plan to modernize the Department by redrawing the geographic boundaries of its nine police districts. This will mark the most significant change to District lines in more than 50 years.

The new map represents hundreds of hours of time spent by the Baltimore Police Department (BPD), as well as more than 1,000 feedback forms from community members. Feedback was gathered from residents in order to best understand how neighborhoods work together and incorporate what residents wanted to see as a result of the process.

During the second phase of the public input process, BPD received feedback from more than 650 residents who spoke up at community meetings, submitted the online survey or sent an email to share their ideas and thoughts. Combined with the more than 420 submissions received in the first phase of input, BPD received more than 1,000 responses from the community during this process.

Commissioner Harrison participated in each of the District's Monthly Commander Meetings to discuss the proposed map with community members and directly hear their feedback on bringing a greater sense of inclusion in the process.

Through the process, the BPD has become the national model for how law enforcement agencies across the country should engage with internal and external stakeholders in the redistricting process.

Consent Decree Implementation Unit Highlights:

The Consent Decree Implementation Unit (CDIU) attended over 30 community meetings to educate the public on the reform progress being made. This outreach included several policy and training workshops to get direct feedback from community members and information sessions to educate the community on the misconduct process and filing complaints.

CDIU also sends a monthly newsletter that reaches over 4,800 BPD and community members. The newsletter includes public comment dates, event reminders, the latest published reports and assessments and other ways community members can be involved in the reform process.

Criminal Intelligence Section Highlights:

The Criminal Intelligence Section within the Baltimore City Police Department proudly houses the Shield Unit. This specialized unit provides the public and private sectors with lifesaving training through programs such as Stop the Bleed and Baltimore Response to Active Violent Events (B.R.A.V.E.), formerly known as Civilian Response to Active Shooter Events (C.R.A.S.E.). During the 2022 calendar year, the BPD Shield Unit has conducted two Stop the Bleed classes serving over 40 students and 57 B.R.A.V.E. classes, educating more than 1,100 participants. In addition to these training classes, the Shield Unit proactively obtained their certification and credentials to further instruct and train individuals in rescue task force. The Shield Unit partnered with the Baltimore Fire Department and successfully hosted five Rescue Task Force Training Classes providing more than 130 individuals the guidance and knowledge to respond and act in the event of a mass causality incident. The Shield Unit is also responsible to perform security assessments of private and public sector infrastructures. This multi-disciplinary and highly collaborated team of professionals recommend evidence-based research and strategies known as Crime Prevention Through Environmental Design (CPTED) to reduce victimization, deter offenders, and gain territorial control of areas to reduce crime opportunities and to minimize the fear of crime. The Shield Unit also actively participates and serves as the counter-terrorism risk management bombing prevention program and collaborates with CISA-FBI in Operation Flash Point. This specialized outreach and training program encourages and promotes voluntary reporting of suspicious activity in order to prevent and deter acts of violence by means of explosive measures. The Shield Unit hosted 18 specialized and expert training seminars last year.

Special Operations Section Highlights:

The Special Operations Section which consists of Special Weapons and Tactics (S.W.A.T.), K-9, Bomb Squad, and Foxtrot (helicopter unit) participated and conducted various community related events throughout the year. These events included multiple show and tells at various Baltimore City Schools and community organizations to inform our students and residents the capabilities and resources the department possesses to protect and safeguard the wellbeing of our City. Each unit participated by showcasing their specialized gear and equipment such as the S.W.A.T. armored rescue vehicle, K-9 service dogs, and Foxtrot's police helicopter. These programs focused on building positive community relations with law enforcement personnel and provided guidance and mentoring by instilling knowledge, skills, and confidence to lead our community's youth into safe and responsible lives.

S.W.A.T. continued their community efforts by participating in Gun Buy Back Programs which encouraged citizens to relinquish weapons to be disposed of properly. This program aims to remove unwanted and illegal weapons from our community in a safe atmosphere and reduces the risk of firearms violence.

Crime Lab Highlights:

Baltimore City's Crime Lab is a nationally accredited forensic laboratory that analyzes and identifies various types of evidence. The objective of our highly trained analysts is to provide the Police Department with the most accurate and scientific evidence to help solve crimes. In conjunction with their daily duties, our Crime Lab personnel has participated in over 847 hours of training and forensic related instruction educating and volunteering in our community. Our Crime Lab Unit has volunteered over 370 hours conducting various presentations and information sessions at area high schools, colleges, community organizations to include the Boys and Girls Club, and Grand Juries. The Forensic Team demonstrates skill sets in collecting evidence, conducting latent fingerprint processing, firearm analysis, and forensic biology and SAFE Kit Training. The Crime Lab welcomes and offers lab tours, shadowing opportunities, ride alongs, fellowship programs, and participates in career fairs. Throughout 2022 our Crime Lab has taught over 1,300 students and citizens in forensic related topics.

Group Violence Unit Highlights:

The Baltimore City Group Violence Unit is founded on the belief that violent crimes can be significantly reduced when law enforcement, community members, and social services providers become partners in directly countering violent street groups and gangs. This highly specialized Unit continues to investigate and make referrals to services for those who may be involved in gangs or violent gang related behaviors. The unit has participated and collaborated with the community during food giveaways, toy drives, blanket giveaways, and diversionary programs. This unit has also successfully attended prayer walks throughout all of the communities in attempt to bring unity, trust, and respect to all.

Chaplain Program Highlights:

The Police Chaplain Program creates a partnership with various faith-based leaders within our community to respond and assist police and personnel providing an overall better quality to the citizens of our GREAT communities. One main goal of the Chaplain Program is having police and clergy work together during times of crisis or major incidents ensuring and providing a more comprehensive response will be given to those in need. During the year 2022, our Chaplains provided support for citizens in need by participating in over 20 community walks/prayers, donated services to schools across Baltimore City, and helped with donating toys and food to multiple organizations.

TRAINING FOR CURRENT POLICE OFFICERS:

During 2022, current sworn members of the Baltimore Police Department completed the following training modules:

Youth Interactions & Behavioral Health – A two-day course for all sworn members. The course covered the application of community policing to interactions with youth. Emphasis was placed on understanding adolescent development, including the impact of trauma and other adverse experiences on the behavior of youth. The course focused on both formal and informal methods for enhancing police interactions with youth, including the importance of procedural justice, the necessity of avoiding bias, and systems in place for youth diversion.

Community Policing, De-escalation, Misconduct & Discipline – A two-day course for all sworn members that began in 2022 and is being completed in early 2023. This course emphasizes problem solving, victim services, de-escalation, and peer intervention. De-escalation is presented as a refresher of ICAT, a nationally-recognized and evidence-based curriculum. Peer intervention is presented as a refresher of EPIC/ABLE, a nationally-recognized curriculum.

Roca Rewire4 – A one-day course for both sworn and civilian members that began in 2022 and will continue to be delivered throughout 2023. This course uses cognitive behavior theory to help members recognize when stress, trauma, or triggers are causing their emotions to negatively interfere with their thinking and behavior. Members then learn techniques to make better decisions and avoid getting stuck in dysfunctional cycles.

Crisis Intervention Training – A five-day course for sworn members who volunteer to become CIT officers. This course was delivered four times in 2022 and will continue to be offered in 2023. Officers learn about behavioral health and behavioral crises from clinicians and other stakeholders and develop skills for responding to and handling situations involving people in crisis.

Additional In-Service Training – Besides the courses listed above, in 2022 BPD sworn members completed a recertification course on CPR (Cardio Pulmonary Resuscitation) as well as 12 modules of e-learning on various topics. Specialized training was also completed by sexual assault investigators. In addition, all sergeants and above completed a 3-day General Supervisor Training course that was directly focused on key consent decree topics such as supervisory review of uses of force, stops, searches, and arrests.

TRAINING FOR NEW POLICE OFFICERS (RECRUITS)

During 2022 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.*

Youth Interactions – *Understanding adolescent development including the impact of trauma on youth behavior; utilizing formal and informal methods, including diversion, to enhance police interactions with youth.*

Ethical Policing – *Recognizing ethical challenges and dilemmas in policing and learning techniques for effective peer intervention.*

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.*

