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LT. COLONEL
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January 20, 2015

The Honorable Thomas V. Mike Miller, Jr.
President of the Senate
100 State Circle
Annapolis, MD 21401

The Honorable Michael E. Busch
Speaker of the House
100 State Circle
Annapolis, MD 21401

Dear President Miller and Speaker Busch:

During the 2014 Legislative Session, House Bill 1349, Chapter 249, Public Safety Diversity Act of 2014, was enacted which requires the Maryland State Police to report to the Joint Committee on Fair Practices and State Personnel Oversight, the Senate Finance Committee, the House Appropriations Committee and the House Health and Government Operations Committee, the initiatives the Maryland State Police employed to improve diversity in recruitment and the initiatives' outcomes. In response to the legislation the Department submits the following information.

Previous to the enacted legislation, the Maryland State Police had implemented several initiatives and strategies to increase the diversity representation in the Department's workforce. The Maryland State Police Recruiting Unit routinely attends and participates in minority targeted recruiting activities/events in high minority populated geographical areas. During the last quarter of CY 2014, the Recruiting Unit participated weekly in events focused on minority recruiting. Please see the attachment that lists the minority recruiting activities the Maryland State Police Recruiting Unit has attended in recent years to identify and recruit qualified minority individuals into the ranks of the Maryland State Police.

As part of the recruiting strategy, the Maryland State Police also implemented a minority-targeted recruiting and advertising campaign and has advertised employment opportunities in the Baltimore Sun and digital billboards throughout Baltimore City. Currently, a Request for Proposal (RFP) is pending review, with the Department of Budget and Management, to hire a marketing and advertising company to develop a professional minority targeted recruiting campaign that will be broadcast in high-minority populated geographical areas.

Since January 2012, the Department has maintained a 35% average diversity representation of its academy classes. Most recently, Academy Class 143, commencing on January 26, 2015, has an overall diversity representation of 39.1%.

"Maryland's Finest"

In October 2014, the Maryland State Police civilianized its Fair Practices Section Director position and hired Ms. Carolyn Brown as the Department's Fair Practices Officer and Equal Employment Opportunity representative. Ms. Carolyn Brown has 27-years employment experience with the State of Maryland as the Fair Practices Officer, Manager and Director with the Maryland Transit Administration and was the Senior Statewide Equal Opportunity Officer for the Maryland Department of Budget and Management. She is routinely involved in disciplinary assessment reviews of Department employees in addition to reviewing the Department's various personnel actions.

As required by the legislation the Department will continue to report on our activities to improve diversity in our recruitment of sworn personnel. The Department takes our mandate to be as diverse as the communities we serve seriously and will continue to work with the administration and the General Assembly to achieve those goals.

Respectfully,



Major Laura L. Herman
Acting Chief, Support Services Bureau
Department of Maryland State Police

"Maryland's Finest"

Maryland State Police Diversity Recruiting Events

2011

February 16, Bilingual Diversity Job Fair
February 24, University of MD Eastern Shore Career
March 21, D.C. National Guard Job Fair
April 4&5, University of MD Eastern Shore Criminal Justice Classes
April 18 Congressman Elijah Cummings Annual Career Fair, Baltimore City
July 2&3, African American Festival
July 30, Baltimore City ARK Church Community Day
September 8-11, P.G. County Fair (Cancelled due to Hurricane Irene)

2012

January 23, UMES Job Fair
March 6, Univ. of MD College Park Job Fair
March 26, MD DLLR Orientation in Baltimore City
March 31, Historically Black College and University/ Military Awareness Summit
April 11, Morgan State University Job Fair
April 14, MD DLLR Orientation in Baltimore City
April 24, NOBLE Career Fair at Univ. of DE
April 30, UMES Criminal Justice class presentations
May 1, Women in Criminal Justice Leadership Seminar
May 31, MD DLLR Orientation in P.G. County
June 24, Baltimore City Public Safety Day
August 16, Men Aiming Higher Job Fair
October 14, Oxen Hill Wal-Mart Community Day
November 14, Montgomery College Career Fair
November 17, Legislative Black Caucus Orientation

2013

February 1, Historically Black College and University Job Fair
February 1, Univ. of MD College Park Job Fair
February 28, Futures Fair at Univ. of MD School of Law
March 13, Univ. of MD College Park Career Fair
April 12, Urban Alliance Job Fair (Baltimore City)
April 12, Bowie Bay Sox Recruiting Event
April 15, Recruiting Display at Baltimore City MVA
April 23, NOBLE Career Fair at Univ. of DE
May 17, Prince George's County Community College Career Fair
July 26, Prince George's County Explorer meeting (College Park)
July 29, Recruiting event on WOLB Radio
August 17, Men Aiming Hirer Job Fair
August 26, Recruiting Display at Baltimore City MVA
August 29, Prince George's Sports and Learning Complex Job Fair
September 7, Collington Square (Baltimore City) Community Day
October 22, Camden County Community College (NJ) recruiting event at Sykesville
November 1, Black Legislative Caucus Job Fair in Annapolis
November 7, Montgomery College Career Fair

2014

January 18, NAACP State Conference
January 28, CLIA 5th Annual Futures Fair
February 27, UMES Job Fair
March 6, Morgan State University Criminal Justice presentation
March 7, Heritage High School Recruiting Event, Baltimore City
April 4, Urban Alliance Service and Career Fair
April 9, Morgan State University Job Fair
April 24, 2014, Hernwood Elementary School, Randallstown, MD
May 3, 2014, FreeState Challenge Academy, Edgewood, MD
May 9, 2014, American Public University, Arlington, VA
May 14, Baltimore City Community College Recruiting Event
June 7, 2014, 400th MP Recruiting Event, Ft. Meade, MD
June 14th, African American Family Community Day, St. Leonard, MD
August 5, National Night Out, Essex, MD
August 13, NAACP Howard County Job Fair
August 28, Congresswoman Donna F. Edwards Job Fair, PG Sports & Learning Complex
September 10, Veterans Job Fair at Prince Georges Community College
September 22, The Bethel House (Church), Forestville, PG
September 27, Senator C. Anthony Muse Career Path Work Shop, Temple Hills, MD
September 29, 2014, Veteran Employment and Training, Catonsville, MD
September 30, 2014, Washington D.C. National Guard
October 3, 2014, Bowie State University, 14000 Jericho Park Rd, Bowie, MD
October 7, 2014, Milford Mill Academy ROTC, Milford Mill Rd, Baltimore, MD
October 9, 2014, Lansdowne Future Fair, Hollins Ferry Road, Lansdowne, MD
October 14, 2014, Dr. Henry A. Wise Jr. High School, Upper Marlboro, MD 20772
October 15, 2014, Pikesville High School, Pikesville, MD 21208
October 17, 2014, Boy and Girls Club, Baltimore City
October 17, 2014, Prince George's County PD Academy, Largo, MD
October 20, 2014, Loch Raven High School, Towson, MD
October 21, 2014, UMUC, Prince George's County
October 23, 2014, Salisbury Chamber of Commerce Job Fair, Salisbury, MD
October 24, 2014, Loch Raven High School, Towson, MD
October 26, 2014, Baltimore City Health Care Job Fair, Baltimore City
October 28, 2014, Rick Leandry's Youth, Baltimore City
November 1, 2014, Aberdeen Proving Ground Career Day, Aberdeen, MD
November 6, 2014, Careers in Criminal Justice Day, Montgomery College
November 13, 2014, Baltimore City's Project Engage Program, Baltimore City
November 13, 2014, Women in Law Enforcement, Washington D.C.
November 17, 2014, Needwood Academy, Rockville, MD
November 19, 2014, Morgan State University, Baltimore, MD
November 19, 2014, Baltimore City's Diploma 2 Degree Program, Baltimore City
December 1, 2014, Randallstown High School, Randallstown, MD
December 5, 2014, USMC, Quantico, Virginia
December 12, 2014, Urban Alliance Career Day, Baltimore City
December 19, 2014, Joppatown Homeland Security Program, Joppa, MD