



# BPD REFORM UPDATE

**Q4 2020**

# AGENDA

- 1. Consent Decree Overview**
- 2. Transforming BPD: Reform Updates**
- 3. Know Your Rights**
- 4. Questions & Answers**





# CONSENT DECREE OVERVIEW

# CONSENT DECREE OVERVIEW

## What's a Consent Decree?

- A method of reform to address civil rights violations
- More than 25 police departments have entered into some form of a Consent Decree since 1994
- Federal judge oversees Consent Decree implementation and compliance through Monitoring Team
- Required tasks/actions are arranged by paragraph



# CONSENT DECREE OVERVIEW

## Consent Decree Steps:

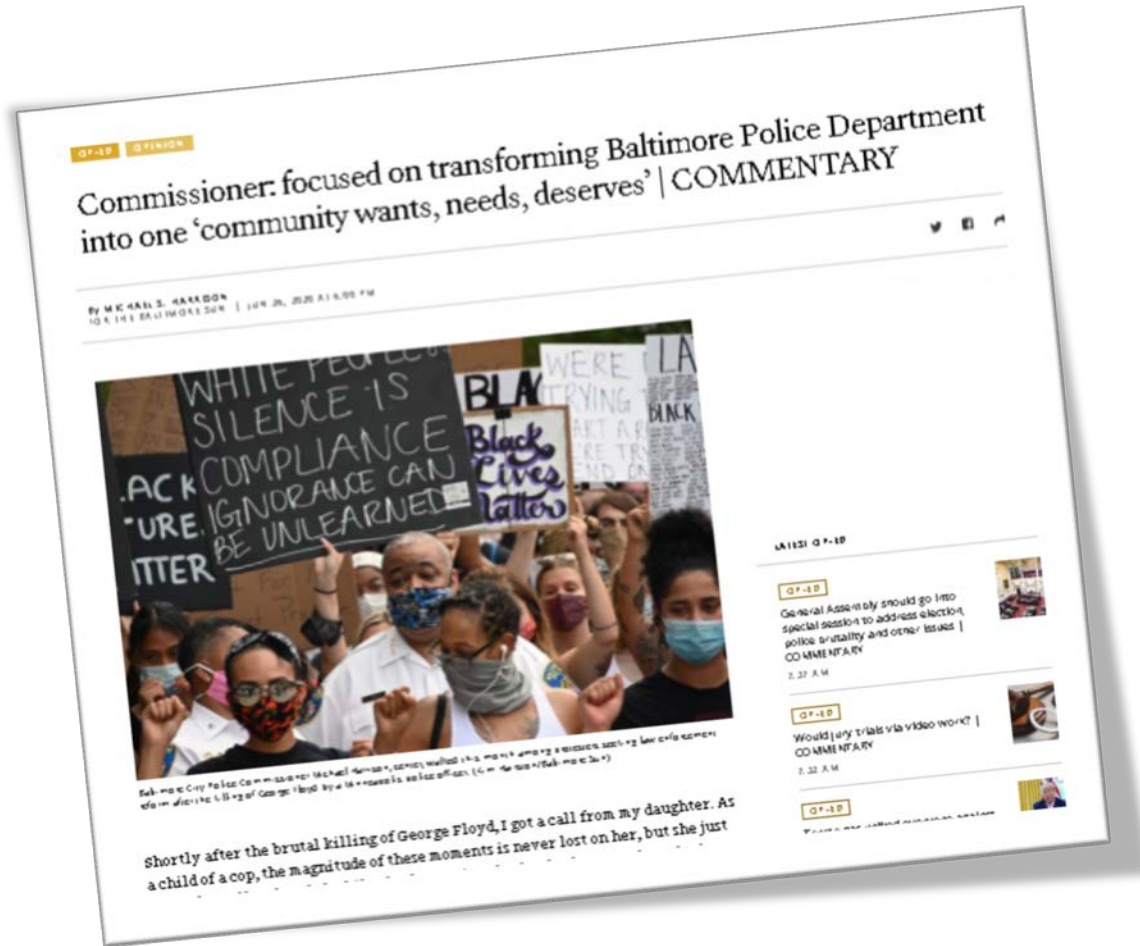
- DOJ Civil Rights Investigation
- DOJ Findings Report
- Consent Decree
- Federal Judge Assigned
- Monitoring Team Selection
- Monitoring Plan
- Policy/Training/Implementation & Accountability





# TRANSFORMING BPD: REFORM UPDATES

# USE OF FORCE REFORMS



- Key policy changes and core principles went into effect in 2019.
- BPD conducted comprehensive training based on the updated policy changes.
- BPD has received national recognition for its updated use of force policies.

# USE OF FORCE: 12 CORE PRINCIPLES



## SANCTITY OF HUMAN LIFE

Members shall make every effort to preserve human life in all situations.



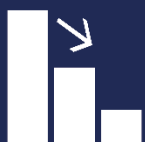
## VALUE AND WORTH OF ALL PERSONS

All human beings have equal value and worth and members shall respect and uphold the value and dignity of all persons at all times.



## PEACEFUL RESOLUTIONS

Members shall avoid the Use of Force unless it is not possible to do so.



## DE-ESCALATION

Members shall use De-Escalation Techniques and tactics to reduce any threat or gain compliance to lawful commands without the Use of Force or with the lowest level of force possible.



## AVOIDING ESCALATION

Members shall not do or say anything that escalates an encounter unless necessary to achieve a lawful purpose.



## ASSESSMENT

Members shall continuously assess each situation and change the member's response as the circumstances change. Members may be justified in using force in one instance, but not justified in using force an instant later.



## REASONABLE, NECESSARY, AND PROPORTIONAL

Members shall use only the force Reasonable, Necessary, and Proportional to respond to the threat or resistance to effectively and safely resolve an incident, and will immediately reduce the level of force as the threat or resistance diminishes.



## REPORTING USE OF FORCE

Each member who uses force, or observes another member or members use force, shall immediately notify their supervisor, and will accurately and completely report the Use of Force by the end of their tour of duty.



## DUTY TO INTERVENE

Members shall intervene to prevent the abusive conduct or the use of excessive force by another member.



## DUTY TO PROVIDE MEDICAL ASSISTANCE

After any Use of Force incident, members shall immediately render aid to any injured person consistent with the member's training and request medical assistance.



## ACCOUNTABILITY

Members shall be held accountable for uses of force that violate law or policy.



## RETALIATORY FORCE (PROHIBITED)

Members are prohibited from using force against persons engaged in First Amendment protected activities or to punish persons for fleeing, resisting arrest or assaulting a member, or for any other reason.



# EPIC: SUPPORTING CULTURE CHANGE



**STEP UP!**  
HELP **YOURSELF.**  
HELP YOUR **PARTNER.**  
HELP YOUR **DEPARTMENT.**  
HELP YOUR **COMMUNITY.**



LEARN MORE AT: [EPIC.BALTIMOREPOLICE.ORG](https://epic.baltimorepolice.org)

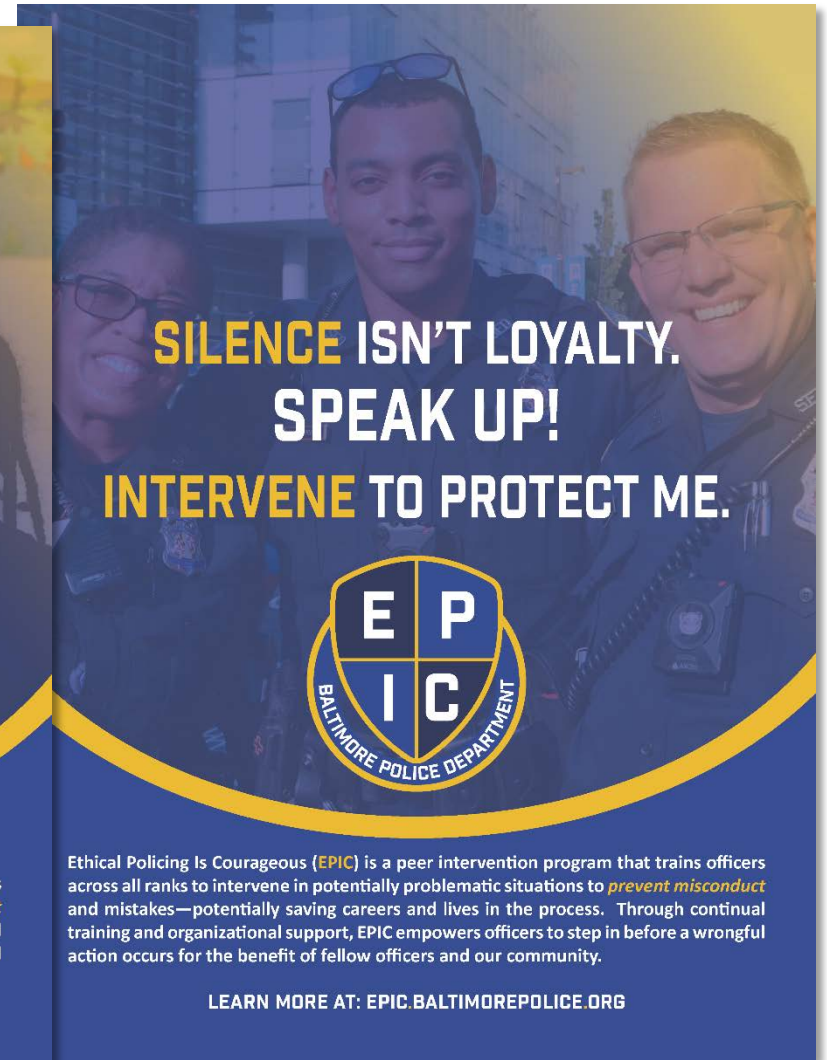


**BUILD COMMUNITY!**  
PEER INTERVENTION HELPS  
PROMOTE **TRUST.**




Ethical Policing Is Courageous (EPIC) is a peer intervention program that trains officers across all ranks to intervene in potentially problematic situations to *prevent misconduct* and mistakes—potentially saving careers and lives in the process. Through continual training and organizational support, EPIC empowers officers to step in before a wrongful action occurs for the benefit of fellow officers and our community.

LEARN MORE AT: [EPIC.BALTIMOREPOLICE.ORG](https://epic.baltimorepolice.org)



**SILENCE ISN'T LOYALTY.**  
**SPEAK UP!**  
**INTERVENE TO PROTECT ME.**



Ethical Policing Is Courageous (EPIC) is a peer intervention program that trains officers across all ranks to intervene in potentially problematic situations to *prevent misconduct* and mistakes—potentially saving careers and lives in the process. Through continual training and organizational support, EPIC empowers officers to step in before a wrongful action occurs for the benefit of fellow officers and our community.

LEARN MORE AT: [EPIC.BALTIMOREPOLICE.ORG](https://epic.baltimorepolice.org)



# EPIC: SUPPORTING CULTURE CHANGE



# PROTECTING FIRST AMENDMENT RIGHTS

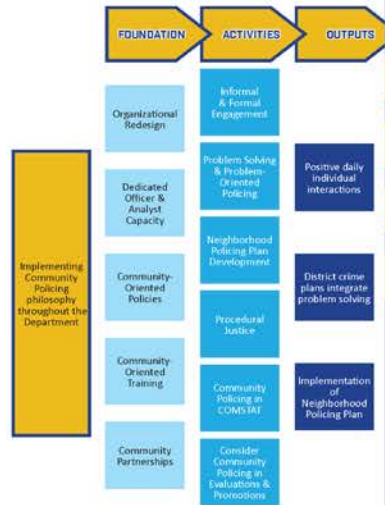


- **BPD's response to protests has been careful and monitored.**
- **The Monitoring Team has conducted on-site observations of BPD's response to the protests.**
- **There has been national recognition of BPD's protections of First Amendment rights during these protest events.**

# COMMUNITY POLICING

## IMPLEMENTING COMMUNITY POLICING

The Baltimore Police Department will implement Community Policing through a strategic model, with explanations of each element in the sections to follow.



The following sections explain each element of the implementation model, progressing from Foundation to Outcomes.

## PROBLEM-ORIENTED POLICING

When Daily Problem Solving may not be enough to address the issue, a thorough, long-term problem-solving approach is necessary. Problem-Oriented Policing (POP) is a preventative policing approach that seeks to understand the factors for why crime and disorder repeats in particular geographies. The intensive problem solving method that includes the Scanning, Analysis, Response, and Assessment (SARA) decision-making model.

### SARA MODEL:

The SARA model guides BPD members in how to identify problems, analyze the factors, develop appropriate responses and evaluate the results of those steps are as follows:

### SCANNING

In collaboration with community members, conduct a thorough analysis, identify, prioritize and address problems.

### ANALYSIS

Conduct a rigorous analysis to identify underlying root causes of the problem.

### RESPONSE

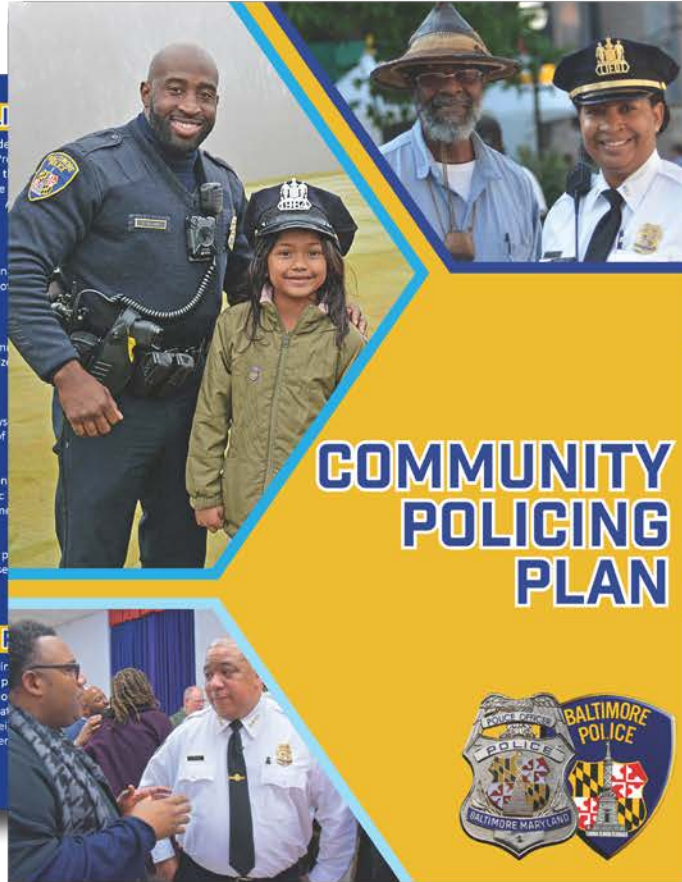
Determine and implement a response that is contextual to the specific problem solving and crime reduction.

### ASSESSMENT

Evaluate the impact of a problem-solving effort to determine if the response is effective.

## NEIGHBORHOOD POLICING PLAN

BPD districts will work collaboratively with community members in areas afflicted by high-crime to create Neighborhood Policing Plans. Each plan outlines strategies to address crime and disorder in the neighborhood through various collection methods, documenting the implementation of the plan and analyzing their effectiveness. Through the implementation of the Neighborhood Policing Plan, BPD members will develop a better community understanding and ability to work collaboratively to address problems.



# COMMUNITY POLICING PLAN

## TRIANGLE

The Triangle of Policing identifies the offender, victim/offense/location of the crime, and the problem-solving process.



Work with NCOs and Sergeants to ensure the most effective and least intrusive response to address recurring problems.

Use community information to educate communities of proactive crime prevention strategies.

Encourage community members to participate in the response efforts to the specific problems identified.

Implement Neighborhood Policing Plan focus groups that address their assigned responsibilities as assigned by supervisor.

Implement Neighborhood Policing Plans as directed.

## NEIGHBORHOOD COORDINATION OFFICERS (NCOs)

Assign Community Policing and Problem-Oriented Policing specialists for each district. These specialists, along with district personnel, the community, the Patrol Support Services Section, and NCOs will provide technical assistance for all Officers to make Community Policing a daily function, with a focus on Daily Problem Solving and positive problem-solving.

NCOs will: Respond to calls or portions of their tour of duty responding to community-generated calls to address current conditions and involved in daily patrol operations. Build and maintain partnerships with community members and entities within the District.

## PATROL SUPPORT SERVICES

The Patrol Support Services Division (PSS) is the organization's central coordinating entity for the implementation of this plan and all related community initiatives. PSS coordinates and oversees the implementation of Community Policing and Problem-Oriented Policing.

Coordinate Community Policing and Problem-Oriented Policing initiatives through the following:

Regularly coordinate and professional development meetings for NCOs, Sergeant members, and other units within the Operations Bureau. Implementation of Community Policing and Problem-Oriented Policing Workshops will also provide an opportunity for key community partners to share resources and opportunities for improved problem-solving. Participants will also discuss areas where additional support is needed from city agencies and community partners.

Develop a Community Policing Database to track Community Policing and Problem-Oriented Policing activities in all districts and providing technical assistance to NCOs and district leadership. Patrol Officers will identify successes and challenges and provide support/training related to Community Policing and Problem-Oriented Policing strategies.

Coordinate with NCOs, the Mayor's Office of Community and Social Justice, city agencies, and other stakeholders (such as schools, churches, schools, and community organizations) to coordinate cross-sector problem-solving.

Recognize and reward officers doing an outstanding job and provide awards as appropriate.

Oversee the development and implementation of Neighborhood Policing Plans in all patrol districts.

Implement Neighborhood Policing Plans in two patrol districts as a pilot program. (Q2 2020) Implement Neighborhood Policing Plans for all Command Staff and NCOs on how to create and manage Neighborhood Policing Plans. (Q4 2020)

- Initiate full deployment of Neighborhood Policing Plans in all patrol districts. (Q2 2021)
- Review Informal Engagements and Daily Problem Solving activities by patrol officers, by



# COMMUNITY POLICING



# IMPROVING BEHAVIORAL HEALTH RESPONSE

**BPD updated policies, approved in 2019, to prioritize least police-involved response.**

- 712, *Crisis Intervention Program*
- 715, *Behavioral Health Crisis Dispatch*
- 713, *Petitions for Emergency Evaluation and Voluntary Admission*

**BPD is overhauling all related training to implement new policies effectively, including for:**

- Dispatchers (8 hours)
- Recruits (24 hours)
- Foundational training for all current officers (8 hours)
- Specialized 40-hour training for certified Crisis Intervention Team (CIT) officers, who will be priority dispatch to behavioral health calls.

A **Gaps Analysis** was conducted to identify City resources and needs and to recommend improvements to crisis response systems, with a focus on the least police-involved response. Implementation is ongoing to improve systems and outcomes.



# TRAINING

**Elevating training quality:** moved to a modern facility, increased staffing to improve training quality.

**BPD is making progress on In-Service Training development and delivery, to include:**

- Stops, Searches & Arrests
- Sexual Assault
- Behavioral Health
- EPIC
- Fair and Impartial Policing
- Community Policing



Recruit training has mostly continued throughout this period, with two classes graduating.

# TECHNOLOGY

BPD is accelerating its **technology modernization** projects which are fundamental to improving **efficiency, effectiveness, and accountability** called for by the consent decree, including:

## **Records Management System (RMS)**

- Moving from an antiquated, inefficient paper-based reporting system to electronic, field-based reporting
- Modern, enhanced case management capabilities
- Improved analytics and accountability mechanisms

**Learning Management System (LMS):** improved elearning, training coordination, and documentation capacity will help modernize overall training program.







---

KNOW YOUR RIGHTS

---

# KNOW YOUR RIGHTS

## What You Can Expect During An Interaction with an Officer...



Baltimore Police Department (BPD) officers have been trained to follow **Procedural Justice Principles** in every encounter to build community trust and confidence in the police and foster the community's willingness to cooperate with police to advance shared public safety goals.

### When Safety Allows, You Can Expect An Officer To:

- Introduce themselves.
- Explain the reason for the contact **ASAP**.
- Answer any questions you may have.
- Ensure the contact is no longer than reasonably necessary.
- Provide an explanation at the conclusion of the interaction.
- Be professional and courteous throughout the interaction.



# KNOW YOUR RIGHTS

This slide provides tips for how to interact with the police and understanding your rights if you are stopped by the police



## If Stopped While in Public

- **Don't run!**
- Make sure your hands are visible at all times.
- Do not resist, lie or give an officer false documents or information.
- You can choose to remain silent but inform the officer that you are exercising this right. If you do want to express yourself, try to do so in a **calm** fashion.
- You have the right to refuse a search of yourself, your home, and/or your belongings. For safety reasons, an officer may perform a pat down if they suspect you may have a weapon. **Note: If you are eventually lawfully arrested, an officer has the right to search you and/or your belongings.**



## If Pulled Over While Driving

- You have the right to remain silent.
- If you're traveling with a passenger while being pulled over, your passenger has the right to remain silent as well.
- Your passenger may ask the officer if they are free to leave. If the officer's reply is yes, the passenger may quietly leave.
- When requested, you must show the officer your license, registration, and proof of insurance.

## If Arrested

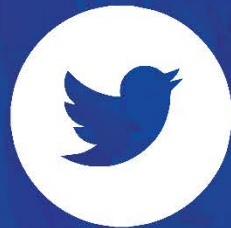
- **Do not resist arrest!**
- Express to the officer that you wish to remain silent and immediately ask for a lawyer.
- If you cannot afford a lawyer, you have the right to be provided one free of charge.
- You do not have to sign or say anything without the advice of your lawyer.
- You have the right to make one phone call. If you use this to call your lawyer, **the police cannot listen in.**

# STAY UP-TO-DATE ON THE REFORM EFFORTS TRANSFORMING BPD.

VISIT OUR REFORM CALENDAR TO SEE WHICH POLICIES ARE  
CURRENTLY OPEN FOR PUBLIC FEEDBACK:

[TINYURL.COM/BPDREFORMCALENDAR](https://tinyurl.com/BPDREFORMCALENDAR)

FOLLOW US ON SOCIAL MEDIA:



[@BPD\\_CDIU](https://twitter.com/BPD_CDIU)



[@BPDCDIU](https://facebook.com/BPDCDIU)





# QUESTIONS & ANSWERS