



Policy 1745

Subject

EQUITY OFFICE: DIVERSITY, EQUITY, EQUALITY, INCLUSION, ACCESSIBILITY AND ANTI-RACISM (DEIA)

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By Order of the Police Commissioner

POLICY

The Baltimore Police Department (BPD) Equity Office oversees the strategic planning and implementation of Diversity, Equity, Equality, Inclusion, Accessibility, and Anti-racism (DEIA) throughout BPD and in its service delivery to the community. It ensures that DEIA becomes an integral part of the Department's culture by delivering training, advising agency leadership, assisting with strategic plans, working closely with BPD's Equal Opportunity and Diversity Section (EODS), reviewing and writing policy, and working closely with community partners to ensure services are absent of bias, Racism, anti-Semitism, anti-religious and other marginalizing behaviors.

The Equity Office strategically plans for and helps lead the continued effort in DEIA, making certain BPD seeks and embraces Diversity among its members, and within the communities that we serve. BPD, through its Equity initiatives, seeks to generate trust among its members and cultivate a climate in which all members are treated fairly, feel valued and who have equal and equitable access to resources and opportunities.

BPD respects and values differences between people and their vast backgrounds and experiences. All community members are entitled to constitutional rights, protections, and freedoms regardless of race, skin color, ethnicity, culture, religion, age, veteran's status, gender-identification, abilities, economic and educational status, sex, sexual orientation, or nationality (See Policy 317, *Fair and Impartial Policing*).

BPD recognizes the adverse impact of bias, prejudice, and discrimination on workplace conditions, effective policing, and public confidence. As such, each of BPD's members has a responsibility to identify and help eliminate intolerance, biases, bigotry, prejudice, subtle expressions of exclusion, micro-aggressions, Racism, anti-religion, anti-Semitism, sexism, xenophobia, discrimination, or any behaviors that create barriers, marginalize, exclude, and denigrate people within our agency and across the Baltimore community – making certain that these behaviors never influence or interfere with our duty to uphold the law, serve the community and effectively work with one another. BPD members are obligated to demonstrate fairness, Equality, and Equity in all manner of engagement and service to all people.

BPD members examine, construct, and implement agency policies and practices using a wide lens of Diversity, Equality, Equity, Inclusion, Accessibility, and Anti-racism to maintain a rich, innovative, and highly inclusive work culture and climate. BPD will remain intentional to recruit, hire, retain, promote and include highly qualified people of various ethnicities, cultures, backgrounds and experiences – always demonstrating the greatest levels of respect in all manner of communications, regard for one another, planning, decision-making, and delivery of service.

CORE PRINCIPLES

- Principles and practices of Diversity, Equality, Equity, Inclusion, Accessibility, and Anti-racism (DEIA) must be integrated into BPD's culture, operations, and services.
- BPD holds in high regard routine self-assessments to heighten and maintain its integrity, public trust, and ensure a diverse and inclusive culture.
- BPD's productivity, critical and innovative thinking from its members, and quality of services are elevated by its acceptance and deliberate integration of DEIA.
- BPD's commitment to human rights and dignity is reflected in its culture, policies, and operations.
- BPD supports and encourages DEIA through the identification and removal of existing barriers, biases, disparities, inequalities and inequities.

DEFINITIONS

Accessibility – The extent to which a person or groups of people can participate in activities or obtain resources and opportunities in order to achieve specific goals. Accessibility is relative to people with disabilities, people who are underserved, or people who lack resources resulting from the intentional or unintentional actions of others who control resources. Accessibility also refers to a site, facility, work environment, service, or program that is easy to approach, enter, operate, participate in, and/or use safely and with dignity by a person with a disability.

Accommodation – A reasonable Accommodation is any change or adjustment to the job, the work environment or the way work is customarily done which permits a qualified applicant or employee with a disability to perform the essential functions. (DC.GOV, Office Disability Rights: <https://odr.dc.gov/node/419902>) Reasonable accommodations for interactions with the public are defined in and governed by Approved DRAFT Policy 1739, *Reasonable Accommodations for Interactions with the Public* (Note: Policy 1739 is not active at the time of this policy's activation)

Anti-racism - An intentional, strategic planning and activity against Racism that support policies and actions that yield to, create and sustain Equity and Equality.

Anti-Religion – Bias, opposition to, hostility, or violence aimed at religion or the power and influence of organized religion (real or perceived) and religious movements. This includes - but is not limited to - Anti-Semitism (a belief or behavior that is hostile towards Jews because they are Jewish); Islamophobia (a hatred or fear of Islam or Muslims); or Anti-Christian (discrimination and intolerance against Christians).

Diversity – Variations of characteristics that appear among a group of people or an individual, i.e., including cultural, racial, ethnicity, religious, age, sex/gender, sexual orientation, and disability. Diversity also reflects stratifications within a society or workforce such as differences in education, socioeconomic class (i.e., income, labor divisions), and job classifications (i.e., sworn and professional personnel in BPD). Differences in personality, life experiences, perceptions and worldviews may also reflect Diversity.

Equality – Providing the same to all. Equality ensures that each person or group of people receives the same resources or opportunities.

Equity – Removing obstacles and barriers arising from bias or systemic discriminating structures, that prevent or prohibit equal and fair access to resources and opportunities.

Inclusion – An organizational culture that continuously, intentionally, habitually engages and involves diverse people in problem-solving, creating, planning, decision-making, and implementing at every level and in all aspects of the organization.

Racism, Individual – Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate Racism in conscious and unconscious ways.

Racism, Institutional – Occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race, religion, anti-Semitism, and or ethnicity that result in inequitable outcomes over people of color and extend considerably beyond prejudice.

Racism, Interpersonal – Occurs between individuals. These are public expressions of Racism, anti-religious, anti-Semitism, often involving slurs, biases, or hateful words or actions.

Racism, Structural - Is the overarching system of racial, religious, anti-Semitism bias across institutions and society. These systems give and sustain privileges to some, resulting in disadvantages to others.

Religious Bias – Assumptions and/or pre-judgements that are made regarding a person's membership in a faith group rather than on their individual merits. Religious discrimination is treating a person or group differently because of the particular religious beliefs which they hold or religious practices that they demonstrate.

GENERAL

1. BPD, minimally, shall remain in compliance with Baltimore City Code, Subtitle 39: *Equity Assessment Program* (12/06/2019). Among its requirements, BPD shall adhere to the provision to “*identify an equity [director] who shall report directly to the head of the agency and will be responsible for managing the agency's Equity Assessment Program.*”
2. BPD's Equity Office will ensure that the Department complies with requirements and meets standards as set forth by the City's Office of Equity & Civil Rights.
3. Any member of the BPD and the Baltimore community, regardless of rank or status, can access the Equity Office.
4. Formal complaints of discrimination, harassment, sexual harassment, hostile work environments, and or unfair labor practices should be filed with BPD's Equal Opportunity and Diversity Section (EODS), as outlined in BPD policies 317, *Fair and Impartial Policing* and Policy 1701, *Equal Employment Opportunity and Diversity*; or with the Baltimore City's Equity and Civil Rights Office, Maryland Commission on Civil Rights, and or the U.S. Equal Employment Opportunity Commission – all of which in accordance to law and agency policies.

DIRECTIVES

5. In general, the Equity Office shall:
 - 5.1. Ensure BPD remains in compliance with Baltimore City Ordinance, Subtitle 39: Equity Assessment Program; Title VII of the Civil Rights Act of 1964; Americans with Disabilities Act Title I and II; and all other local, state, and federal laws and regulations regarding and relevant to DEIA.
 - 5.2. Produce and coordinate the implementation of BPD's Strategic Framework to Advance Equity to integrate, advance, and sustain DEIA tenets, principles, and strategies throughout BPD's culture, climate, policies, procedures, operations and services.
 - 5.3. Construct, coordinate, and analyze Department assessments to evaluate BPD's culture, climate, and operations pertaining to DEIA to include hiring and retention practices.
 - 5.4. In collaboration with Education & Training, research, plan, develop and facilitate training for both professional and sworn personnel to include new professional hires; officer recruits; police in-service; management and leadership; organizational development; police-community relations.
 - 5.5. Receive and respond to employee and community members' concerns and complaints; make inquiry, identify, investigate (in collaboration with EODS); and correct practices and patterns of bias, discrimination, exclusion, and marginalization; and foster an inclusive work environment; and fair, effective delivery of services to community members.
6. The Director of Equity, or their designee, shall:
 - 6.1. Advise and work with the Police Commissioner, Chief of Staff, Director of Equal Opportunity & Diversity, Director of Human Resources, and other executive team leaders to respond to and correct employee and community complaints and advance DEIA work.
 - 6.2. Permanently serve on Performance Review Board, Promotional Classified Ranks Committee, the Budget Committee, Command Staff Review Committee, Command Promotions & Promotion Committee, and other committees as designated; and is a permanent member of the Executive Leadership Team.
 - 6.3. Routinely consult with the Chief of Staff regarding promotional processes to ensure equal and equitable outcomes.
 - 6.4. Review and publish, on an annual basis, the Office's goals for the fiscal year and BPD's Strategic Framework for Advancing Equity.
 - 6.5. Submit for approval and manage an annual budget allocation – reflecting targeted goals and objectives; and expected productivity minimally based on BPD's Strategic

Framework for Advancing Equity.

- 6.6. Review and publish, on an annual basis, the Equity Assessment Report (Baltimore City Code, Subtitle 39: Equity Assessment Program).
 - 6.7. Coordinate BPD's Equity Steering Committee comprised of the executive leadership team and representatives from affinity groups (employee work groups). The Equity Steering Committee identifies overarching culture, and operational issues in BPD, and collaborates with the Equity Office to implement recommendations.
 - 6.8. Review new and revised BPD directives, policies, and procedures to ensure that DEIA tenets, principles and strategies are properly integrated.
 - 6.9. Conduct surveys and assessments, gather data on various practices, publishing the results of these reviews, and propose and implementing recommendations for remedies and continuous improvement.
7. Equity Steering Committee (ESC)
- 7.1. As its mission, Equity Steering Committee identifies overarching issues adversely impacting BPD's commitment to DEIA in its culture, services to the community, and operations. ESC recommends to the Police Commissioner and to the Equity Director, measures to address and resolve issues; and proposes ways to effectively integrate DEIA principles and practices throughout BPD.
 - 7.2. ESC objectives are to:
 - 7.2.1. Eliminate disparities in the BPD.
 - 7.2.2. Identify opportunities within and outside the Department that enhance training and professional development in DEIA.
 - 7.2.3. Identify and recommend opportunities to improve standards, practices, and procedures to create an organizational culture of Inclusion and Equity.
 - 7.2.4. Recognize exemplary practices, programs, individuals and teams that embody a commitment to DEIA.
 - 7.2.5. Ensure that achieving DEIA is a guiding principle in every aspect of the Department's activities.
 - 7.2.6. Support the work of the Equity Office.
 - 7.3. ESC is comprised of representatives from the executive leadership team, affinity groups (employee work groups) labor unions, stakeholders, and others designated by the Police Commissioner.
 - 7.4. The ESC body shall elect a Chair; and or Co-Chairs who will collaborate with the Equity Director to facilitate the committee's mission and objectives.

- 7.5. The Chair/Co-Chairs, with the Equity Director, shall forward to the Police Commissioner, a year-end report by June 30 - outlining the committee's activities, accomplishments, challenges, and recommendations.

ASSOCIATED POLICIES

Policy 317, *Fair and Impartial Policing*
Policy 724, *Performance Review Board*
Policy 1701, *Equal Employment Opportunity and Diversity*
Policy 1721, *Promotion to Classified Ranks*
Policy 1737, *Accommodation Procedure*
Policy 1738, *Command Promotions & Promotion Committee*
Approved DRAFT Policy 1739, *Reasonable Accommodations for Interactions with the Public*
(Note: Policy 1739 is not active at the time of this policy's activation)

COMMUNICATION OF POLICY

This policy is effective on the date listed herein. Each employee is responsible for complying with the contents of this policy.