

CD Monitoring Team

Telephone: 410-528-4670

Web: www.bpdmonitor.com

Neighborhood Liaison Request for Applications

Background

At the request of former Baltimore Mayor Stephanie Rawlings-Blake, the Civil Rights Division of the United States Department of Justice (DOJ) conducted an investigation of the Baltimore Police Department (BPD). The investigation, completed in 2016, found that BPD was engaged in a pattern-or-practice of constitutional violations, including using excessive force, infringing on the First Amendment freedoms of speech and assembly, and stopping, searching, and arresting people without probable cause and based on their race. After making these findings, DOJ entered into negotiations with BPD and the City in an effort to resolve the parties' differences. Those negotiations resulted in a Consent Decree. The Consent Decree is a court-approved settlement agreement between DOJ, the City and BPD. The Consent Decree requires BPD and the City to adopt a comprehensive set of reforms designed to promote fair and constitutional policing, rebuild BPD's relationships with Baltimore's communities, and ensure public safety.

The community's participation in the Consent Decree process is vital. To gauge whether the reforms mandated by the Consent Decree are taking hold, the Monitoring Team requires input and feedback about BPD's performance from members of the diverse communities BPD serves. The Monitoring Team will conduct affirmative, focused outreach to community members across the City to obtain this input and feedback. The outreach may include meetings with community organizations and leaders, larger community forums, and surveys. The objective is to learn about the ongoing experience of Baltimoreans with BPD and its officers so that the Monitoring Team may carry out its mission of determining whether BPD and the City are achieving sustainable compliance with the requirements of the Consent Decree.

Opportunity Description

The Monitoring Team seeks talented, community-oriented individuals to serve as Neighborhood Liaisons. Neighborhood Liaisons will facilitate the Monitoring Team's community engagement efforts by providing more localized, more familiar points of access to the Monitoring Team across the City. To support the Monitoring Team's mission, the Neighborhood Liaisons will receive information that community members wish to convey about

their experiences with BPD and will also affirmatively seek out such information from community members. Women, minorities, individuals with disabilities, and bilingual speakers are encouraged to apply.

Team Description

There are nine police districts in Baltimore City. The Consent Decree Monitoring Team has one Neighborhood Liaison in each police district. Currently, we are looking for a representative for the Western, Southern, and Southeastern Police Districts.

Key Responsibilities

The Neighborhood Liaison position is part-time, up to fifteen (15) hours per month. Neighborhood Liaisons will report directly to the Monitoring Team's Community Engagement Coordinator. Neighborhood Liaisons will have the following duties:

- Interacting with residents in each police district
- Attending meetings with community members and leaders
- Sharing information with the community from the Monitoring Team and with the Monitoring Team from the community
- Serving as a local contact for community members and residents who have information, feedback, questions, or concerns for the Monitoring Team
- Keeping a log of all interactions with residents and community members
- Assisting the Community Engagement Coordinator with information dissemination
- Providing weekly updates to the Community Engagement Coordinator

Desired Skills and Qualifications

- Baltimore City residency
- Residency or employment for at least three years in the police district served
- Personal understanding of the neighborhood and residents in the police district served
- History of community involvement, particularly on public safety issues
- Commitment to teamwork within an organization
- Commitment to public service
- Ability to work collaboratively with community
- Ability to relate to diverse audiences, including individuals of different sexes, races, ethnicities and socioeconomic backgrounds, individuals with disabilities, LGBTQIA individuals, and individuals with criminal histories
- Bilingual
- Sharp emotional intelligence
- Excellent oral and written communication skills

Professional Development and Support

Neighborhood Liaisons will begin by receiving an overview of the Consent Decree, including its history, the current Monitoring Plan approved by the Court, and the composition of the Monitoring Team. New Neighborhood Liaisons will attend an initial training program hosted by the Lead Community Liaison and the Community Engagement Coordinator; will attend periodic

group meetings; and will confer regularly with the Monitoring Team's Community Engagement Coordinator. Neighborhood Liaisons will be supported by the Community Engagement Coordinator and the Lead Community Liaison.

Compensation

Each Neighborhood Liaison will be paid \$20 per hour, up to a total of fifteen (15) hours per month.

Public Disclosure

Individuals who submit applications in response to this RFA consent to having their names disclosed during the selection process. No other personal identifying information will be disclosed.

Submission of Applications

Completed applications should be submitted by e-mail to info@bpdmonitor.com. If an applicant does not have access to email, he or she may submit a completed application by mail or by hand delivery to the following address:

**CD Monitoring Team
c/o Ken Thompson
Venable LLP
750 East Pratt Street, Suite 900
Baltimore, MD 21202**

CD Monitoring Team

Telephone: 410-528-4670

Email: info@bpdmonitor.com

Web: www.bpdmonitor.com

CD Monitoring Team Neighborhood Liaison Application

NOTICE: By submitting this application, you consent to having your name publicly disclosed during the selection process. No other personal identifying information will be disclosed.

Name: _____ Phone #: _____

Home Address: _____

Email Address: _____

Learned about application from: _____

How long have you lived in Baltimore? _____

In which BPD District do you live? _____ How long have you lived there? _____

Do you commit to actively participating in training and development activities with other Neighborhood Liaisons and the Monitoring Team's Community Engagement staff?

Yes No

Do you commit to working for at least one year? Yes No

Do you commit to completing a weekly log report for the Monitoring Team's Community Engagement Coordinator? Yes No

Date of Birth _____ Race _____ Ethnicity _____

Gender Identity _____ Languages Spoken _____

Are you a member of any community-based organizations and, if so, which ones?

Do you have the endorsement of any community-based organization to serve as a Neighborhood Liaison and, if so, which one?

Responses to the following questions can be typed in the spaces below or submitted as a separate document.

Explain why you want to be a Neighborhood Liaison (up to 500 words)

Describe your community engagement experience in the police district in which you live or work (up to 500 words)

Describe your experiences with BPD and how you believe these experiences will inform your engagement with community members (up to 250 words)

What other information would you like to share about your qualifications? (up to 250 words)

Please provide names and contact information for two references:

Please submit your completed application by e-mail to info@bpdmonitor.com. If you do not have access to email, you may submit your completed application by mail or by hand delivery to the following address:

**CD Monitoring Team
c/o Ken Thompson
Venable LLP
750 East Pratt Street, Suite 900
Baltimore, MD 21202**

I understand that completion and submission of this application form and related materials are necessary for consideration for hiring.

Applicant Signature

Date