



Baltimore Police Department
Position Announcement
Social Justice and Equity Advisor (Contractual)

The Baltimore Police Department (BPD) is seeking a strategic leader to service as a Change Management Specialist. The Social Justice and Equity Advisor will establish department-wide sessions on diversity training and leadership development as it relates to consent decree mandates.

Responsibilities:

- Works closely with representatives of community organizations and groups to formulate recommendations which relate to inclusion, equity and social justice issues
- Chairs external equity committee and makes recommendations to BPD leadership regarding equity matters
- Analyzes organizational and community needs, trends and activities that improve or threaten inclusion, fairness and/or access, and makes recommendations for improvement
- Provides leadership, training and guidance to all initiatives, programs, services and activities with regard to equity, and inclusion
- Develops and recommends performance indicators and progress benchmarks to ensure accountability and achievement of fair and equitable policies and programs
- Collects, analyzes, and presents data measuring equity program efforts
- Prepares periodic and special reports for presentation to the Chief of Compliance, Police Commissioner, the Mayor and senior leadership
- Keeps abreast of best practices and current trends in inclusion and utilizes that knowledge to inform program and policy development work
- Works collaboratively with all stakeholders to develop an equity framework which includes:
 - Assessment tools that help the department identify disparities;
 - Analytic tools that help identify disparities in resource allocation; and
 - Recruit and develop equity champions within the department
- Keeps abreast of best practices related to procedural justice and implicit bias, and makes recommendations on how to integrate them into BPD hiring, training, supervision, policy and promotional/performance systems.

Qualifications:

The ideal candidates will possess a Bachelor's degree from an accredited college or university in sociology, education, public administration, ethnic studies, communication or a closely related field. A Master's degree or other advanced degree in a related field is highly desirable.

This Grant-Funded, Contractual position offers a competitive salary and benefits. Candidates under final consideration will be required to successfully complete the Baltimore Police Department background process. Qualified candidates should submit a resume and letter of interest, noting the position of interest in the subject line, along with a salary history to Kim.Stevenson@baltimorepolice.org. Position will remain posted until filled.

The Baltimore Police Department is an Equal Employment Opportunity Employer

www.baltimorepolice.org

TTY: 711

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