

**TOWN OF FOREST HEIGHTS
RESOLUTION 28-22**

**A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF FOREST
HEIGHTS, MARYLAND TO AFFIRM THE FOREST HEIGHTS POLICE
DEPARTMENTS PARTICIPATION IN THE 30X30 INITIATIVE TO ADVANCE
WOMEN IN POLICING THROUGH RECRUITMENT, RETENTION, AND
REPRESENTATION IN ALL RANKS**

Introduced By: Councilmember Paula Noble

WHEREAS, pursuant to Section 33-66 of the Charter of the Town of Forest Heights (the "Charter") the Town shall have the power to employ such officers and employees as it deems necessary to execute the powers and duties provided by the Charter or other state law and to operate the Town government; and

WHEREAS, the Forest Heights Police Department pledges to advance Women in policing by participation in National 30x30. Which aims to bring more women into policing to improve public safety, community outcomes, and trust in law enforcement; and

WHEREAS, as of April 11, 2022, the Forest Heights Police Department has signed onto the 30x30 Pledge – a series of low-and no-cost actions policing agencies can take to improve the representation and experiences of women in law enforcement; and

WHEREAS, the activities help policing agencies assess the current state of a department with regard to gender equity, identify factors that may be driving any disparities and develop and implement strategies and solutions to eliminate barriers and advance women in policing. These actions address recruitment, assessment, hiring, retention, promotion, and agency culture; and

WHEREAS, the Pledge is the foundational effort of the 30x30 Initiative – a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in all ranks of policing across the United States. The 30x30 Initiative is affiliated with the Policing Project at NYU School of Law and the National Association of Women Law Enforcement Executives (NAWLEE); and

WHEREAS, the ultimate goal of the 30x30 Initiative is to reach 30 percent of women in police recruit classes by 2030, and to ensure policing agencies are truly representative of the jurisdiction the agency serves. While 30x30 is focused on advancing women in policing, these principles are applicable to all demographic diversity, not just gender; and

WHEREAS, more than 160 agencies – from major metro departments including the New York City Police Department, to mid-sized, rural, university and state policing agencies – have signed the 30x30 Pledge. The Pledge is based on social science research that greater representation of women on police forces leads to better policing outcomes for communities; and

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WHEREAS, currently, women make up only 12 percent of sworn officers and 3 percent of police leadership in the U.S. This underrepresentation of women in policing has significant public safety implications. Research suggests that women officers:

- Use less force and less excessive force
- Are named in fewer complaints and lawsuits
- Are perceived by communities as being more honest and compassionate
- See better outcomes for crime victims, especially in sexual assault cases

NOW THEREFORE BE IT RESOLVED, that the Town Council hereby affirms the Forest Heights Police Departments participation in the 30x30 National Pledge; and

BE IT FURTHER RESOLVED, that said program will be run under the direction of Acting Captain Marcus Jones in the Bureau of Administrative Services; and

AND BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon its passage.

PASSED this 18 day of May 2022.

APPROVED: By Resolution of the Town Council of The Town of Forest Heights, Maryland

ROLL CALL VOTE

YEA/NAY/ABSTAIN/ABSENT

WASHINGTON

Yea

KENNEDY II

Yea

NOBLE

Yea

BARNES

Yea

HINES

Yea

LILLY

Yea

ATKINSON

Absent

ATTEST:

THE MAYOR AND COUNCIL OF THE TOWN
OF FOREST HEIGHTS, MARYLAND

SIGNATURE ON FILE

Sherletta Hawkins, Town Clerk

By SIGNATURE ON FILE

Calvin Washington, Mayor

By SIGNATURE ON FILE

Taunya Hines, Council President

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CERTIFICATION

I, hereby certify, as the duly appointed Town Clerk of the Town of Forest Heights, Maryland, that on the ___ day of May 2022 with ___ Aye votes and ___ Nay votes the aforesaid Resolution 28-22 passed.

SIGNATURE ON FILE

Sherletta Hawkins, Town Clerk