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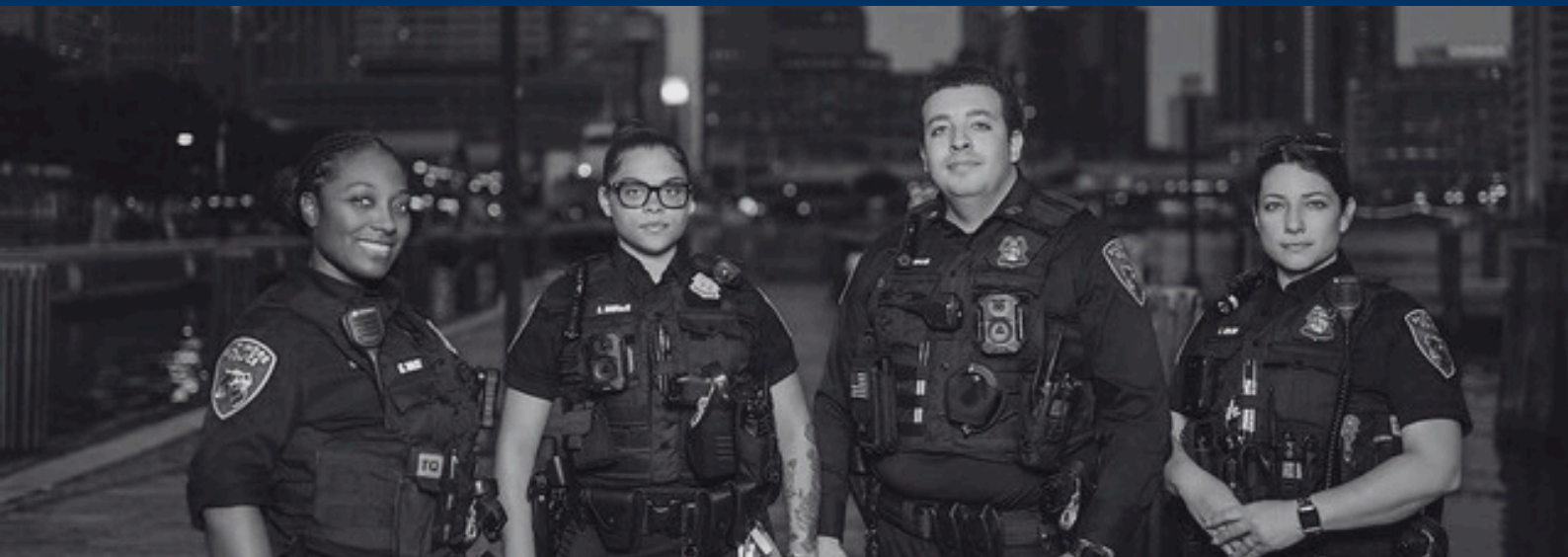
# Knowledge and Innovation Site Profile



## Public Transparency at the Baltimore Police Department

### KNOWLEDGE AND INNOVATION SITE PROFILES

This is one in a series of profiles being published as part of the Knowledge and Innovation (KI) Site Network. The agencies highlighted in these profiles are part of the KI Site Network and have demonstrated exemplary practice in a core area of policing. The KI Site Network provides resources and peer engagement opportunities at no cost to law enforcement agencies. Visit [www.leknowledgelab.org](http://www.leknowledgelab.org) to learn more.



## THE APPROACH

The Baltimore Police Department (BPD) treats public transparency as a core element of effective policing and community trust. By routinely sharing information about its strategies, daily operations, and public safety priorities, BPD promotes understanding and engagement between the department and the communities it serves.

Transparency at BPD is embedded in routine operations and supported by standardized documentation and reporting practices. The department regularly publishes public-facing information—including policies, training materials, technology use, and community policing approaches—and communicates about policy changes, responses to crime, and protocols for engaging the public during and after critical incidents.

These practices support internal consistency while helping the public better understand how the department operates, makes decisions, and adapts to evolving community needs.

“Meeting transparency expectations means being able to show our work clearly, consistently, and publicly.”

- Senior Executive Leadership,  
Baltimore Police Department

### Knowledge Lab Core Practice Areas

- Community Trust & Partnerships
- Crime Investigations
- Crime and Violence Response
- Crime Victim Support
- Mass Critical Incident Response
- Mass Demonstration Response
- Mental Health & Crisis Response
- Office Safety & Wellness
- **Public Transparency**
- Recruitment and Retention
- Stops, Searches & Arrests
- Technology Implementation
- Training & Education
- Use of Force

## KEY ELEMENTS

### Public Access to Information

- Maintains and regularly updates a centralized, publicly accessible platform that brings together and reflects evolving policies, reform efforts, technology adoption, and training approaches to support timely and accurate public understanding.
- Uses clear, consistent documentation practices to help community members better understand departmental operations, standards, and decision-making processes.

### Public Reporting

- Shares policies, training updates, and crime information in clear, accessible formats to support public awareness.
- Provides regular public updates on departmental initiatives, highlighting progress, outcomes, and areas of focus.
- Uses public reporting as an internal learning tool by summarizing key results and lessons that inform future practice.
- Integrates reporting with opportunities for community and stakeholder feedback to support ongoing dialogue and engagement.

### Accountability

- Incorporates community-informed review mechanisms into departmental governance, creating structured opportunities for non-sworn perspectives to inform how concerns and findings are reviewed and addressed.
- Uses established internal review and compliance processes to promote consistency, clarity, and organizational learning across the department.



### Feedback Processes

- Uses early-stage public sharing of draft policies and training initiatives to gather input before decisions are finalized.
- Relies on multiple, accessible feedback channels to encourage participation from both community members and agency personnel.
- Incorporates relevant input into final products and closes the loop by publicly communicating updates, supporting transparency and sustained engagement.

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## THE BENEFITS

A strong public transparency framework helps law enforcement agencies clearly communicate their operations, reduces ambiguity around police operations, enhances consistency in decision-making, and promotes informed public engagement. Robust transparency practices enhance understanding of how policies, procedures, and initiatives are developed, implemented, and adapted over time. These practices also strengthen internal clarity, ensuring personnel across the department share common expectations and approaches.

In environments with heightened public attention, proactive transparency shifts interactions from reactive explanations to open communication, helping sustain trust and confidence. Over time, this approach contributes to stronger community relationships, more informed public dialogue, and broader recognition of the department's commitment to effective, accountable, and community-focused policing.

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## AGENCY AT A GLANCE

The Baltimore Police Department is one of the nation's larger municipal police agencies with more than 2,000 sworn members. BPD is committed to creating and maintaining a culture of service that builds trust and legitimacy in all communities, values the sanctity of human life, and provides for the safety and well-being of all. Communication is one of the Department's seven core focus areas. Public transparency reinforces effective communication by ensuring openness and accountability, enabling BPD to engage residents through active listening, build and strengthen trust-based relationships, and repair those harmed in the past.

"Transparency is built into our systems...it's not discretionary, it's how we're expected to operate."

-Senior Executive Leadership,  
Baltimore Police Department

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### PHOTO CREDITS

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