



# **Criminal and Juvenile Justice White Paper**

**Open Society Institute-Baltimore**

*October 22, 2016*

## **Introduction**

Baltimore City residents will elect a new mayor and city council on November 8, 2016. This is an exciting opportunity to identify and engage new city leaders on the priorities most important to Baltimore City residents. To that end, OSI-Baltimore is convening a Solutions Summit on December 10, 2016. This will be a free, full-day event that will bring together community leaders, experts, activists, and concerned residents in an open forum to develop specific recommendations for the new mayor and city council to consider implementing in their first 12 to 24 months in office. These recommendations will be focused on three areas— jobs, justice, and behavioral health.

The Solutions Summit will build on work done at three public half-day forums. Each of these forums will focus on one of the three issues of jobs, justice, and behavioral health. At the full day Solutions Summit in December, recommendations from each of the half-day summits will be described and discussed by Solutions Summit attendees. Solutions Summit participants will vote on the specific recommendations to send to the new mayor and city council for their consideration. In order to ensure that the recommendations selected during this process can bring about impactful and timely change, ***the recommendations only will include solutions that are within the control of the Baltimore City mayor and/or city council, and are such that they could be implemented within the first 12 to 24 months of their terms.***

The justice system recommendations in this white paper will be shared with half-day justice system participants prior to the half-day summit on October 22, 2016. After hearing expert presentations, asking questions, and engaging in discussion, participants at the half-day summit will vote on the top 10 solutions that they would like to advance to the full-day Solutions Summit on December 10th.

Participants at the half day summit will hear presentations on the various issue areas represented by the recommendations, will engage in small group discussion of the proposed recommendation in order to identify the most important community priorities, and then all attendees will vote to identify the top 10 recommendations that should be advanced to the Solutions Summit.

OSI-Baltimore will then take the top 15 solutions selected by community members who attend the full Solutions Summit from the issue areas of jobs, justice, behavioral health, and present them as community priorities to the new mayor and city council. OSI-Baltimore will continue to be in conversation with city leaders to ensure they are making progress on the community's priorities and to help hold them accountable for that progress.

The Solutions Summit will be December 10, 2016 from 9:30am to 4:00pm at the Baltimore War Memorial. More details about the Solutions Summit and issue-area forums can be found at the Solutions Summit website: <http://www.solutionssummitbaltimore.org/>

## **Development of Recommendations**

In preparation for the community discussion at the half-day justice summit, OSI-Baltimore engaged a consultant to review local, state, and national publications, reports, and community-based documents that recommend criminal and juvenile justice system reforms that are either specific or relevant to Baltimore City and Maryland. Over 30 sources were reviewed and analyzed during this literature review. A list of these sources can be found in a bibliography at the end of this document in Appendix A.

The analysis of these sources resulted in the creation of a preliminary list of possible recommendations covering four issue areas within the criminal and juvenile justice systems, including:

- Police Reform and Community Strengthening
- Pretrial Reform
- Reentry and Collateral Consequences
- Youth Justice Reform

To review these preliminary recommendations, as well as to provide input into the planning of the half-day justice summit, OSI-Baltimore formed a Criminal and Juvenile Justice Planning Group comprised of experts and community activists. (Please note that no city or state employees were included in the planning group.) A list of these planning group members can be found at the end of this document in Appendix B.

Planning group members reviewed and discussed the preliminary list of possible recommendations to determine whether or not they were solutions that were within Baltimore City's control and could be implemented within the first 12-24 months of the new mayor and city council's terms. The recommendations contained in this document are the result of the literature review, the planning group consultation process, and consultation with additional issue experts. These recommendations will be presented for community review and discussion at the half-day justice summit on October 22, 2016 from 9:00am to 12:30pm at Real News Network in Baltimore City.

## **Police Reform and Community Strengthening**

### ***Police Reform***

The recent Department of Justice (DOJ) findings report regarding the Baltimore Police Department (BPD) served to underscore what Baltimoreans have known for decades—that there is an urgent need to reform the BPD.<sup>1</sup> This is plainly stated in the report's executive summary:

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<sup>1</sup> *Investigation of the Baltimore City Police Department*. Washington, DC: Civil Rights Division, U.S. Department of Justice; August 2016, p. 3-11. <https://www.justice.gov/opa/file/883366/download>

In the course of our investigation, we learned there is widespread agreement that BPD needs reform. Almost everyone who spoke to us—from current and former City leaders, BPD officers and command staff during ride-alongs and interviews, community members throughout the many neighborhoods of Baltimore, union representatives of all levels of officers in BPD, advocacy groups, and civic and religious leaders—agrees that BPD has significant problems that have undermined its efforts to police constitutionally and effectively.<sup>2</sup>

The DOJ report goes on to document the long-term discriminatory treatment that residents, particularly African American residents, have received.<sup>3</sup> The DOJ report also finds that “BPD lacks meaningful accountability systems to deter misconduct”<sup>4</sup> and that BPD “fails to provide information about officer misconduct in a transparent manner or receive input on the accountability process from the community it serves.”<sup>5</sup> These issues have led to a lack of trust in police by community members and demands for greater accountability and transparency within the BPD. The DOJ report and consent decree process present an opportunity for a community-driven process that can work to repair relations between police and the community.

The recommendations for police reform presented in this paper make specific requests of new city leadership to increase police transparency, accountability, and effectiveness, so that improved public safety is achieved for all Baltimore City residents. Again, these recommendations focus on actions that the new mayor and city council could take within the first 12-24 months of their new term.

### ***Community Strengthening***

Reports and community leaders have indicated a strong desire for increased city-level investment into Baltimore City communities and increased support for community-based and community-controlled programs to help prevent and mitigate the negative effects of over-policing and justice involvement. Community leaders and residents want to see Baltimore City’s elected officials prioritize investments in community-based programs and interventions when making budget and funding decisions. Leaders and residents also have voiced the need to prioritize community-based and controlled programs over traditional law enforcement activities – activities that have received a \$136 million funding increase over the past five years.<sup>6</sup>

Strong city-level investments in truly community led programs addressing housing, education, employment, behavioral health, violence prevention, and alternative dispute resolution offer an opportunity to partner with residents closest to the city’s challenges. Prioritizing and increasing Baltimore City funding for community-based and led programs and supports for residents who have experienced the profound impact of the justice

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<sup>2</sup> *Ibid.*, at p. 4

<sup>3</sup> *Ibid.*, at p. 62-73

<sup>4</sup> *Ibid.*, at p. 128

<sup>5</sup> *Ibid.*, at p. 139

<sup>6</sup> *Ibid.*, at p. 19

system, over-policing, and mass incarceration would help start to repair the damage done to these residents, their families, and communities.

Additionally, community-based violence prevention and alternative dispute resolution initiatives offer promising alternatives to traditional law enforcement-based interventions. An analysis of Safe Streets, a public health-based violence interrupter program in Baltimore City, found that it was effective in reducing gun violence in the neighborhoods in which it was implemented.<sup>7</sup> Similarly, restorative justice practices garner broad community support as a method of dispute resolution that focuses on healing harm rather than simply punishing it, creating better outcomes for all parties.

Alternative methods of dispute resolution and other community-based interventions also create an opportunity to maintain or increase public safety while reducing the involvement of Baltimore City residents in the justice system. Criminal records, including arrest records, can create significant barriers that prevent individuals from finding jobs, getting an education, and accessing other benefits and services. For these reasons, reducing the criminalization of activities that should not carry a criminal penalty in the first place would help Baltimore City residents succeed and minimize unnecessary contact with the justice system.

## **RECOMMENDATIONS**

### ***Police Reform***

1. Increase the transparency of the Baltimore City Police Department (BPD).
  - a. Remove non-disparagement clauses from Baltimore City settlements with victims of police misconduct so victims are able to speak freely about their stories and the outcomes they would like to see.
  - b. Increase public input for BPD policies, practices, and procedures and make all BPD policies and collective bargaining agreements publicly available.
  - c. Collect comprehensive data that is reportable and searchable on law enforcement interactions, including:
    - i. Traffic and pedestrian stops;
    - ii. Frisks;
    - iii. Searches;
    - iv. Arrests;
    - v. Use of force incidents;
    - vi. 911 response times; and
    - vii. Civilian complaints, including the types and outcomes of those complaints. This information should be disaggregated by race, national origin, ethnicity, gender-identity, age, mental and physical disability, and zip code of the citizen

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<sup>7</sup> Webster, Daniel, et al. "Effects of Baltimore's *Safe Streets* Program on Gun Violence: A Replication of Chicago's *CeaseFire* Program." *Journal of Urban Health: Bulletin of the New York Academy of Medicine*, Vol. 90, No. 1 (2012): 27-40. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3579298/>

- involved, and should be reported to the general public annually on BPD's website.
- d. Collect comprehensive aggregate data that is reportable and searchable on internal affairs investigations of BPD officers. This data should be reported to the general public annually on BPD's website.
2. Mandate ongoing training from independent experts and community based organization(s) for all BPD cadets and in-service officers on best practices on:
    - a. De-escalation techniques;
    - b. Procedural justice and fairness;
    - c. Implicit bias;
    - d. Institutional racism;
    - e. Cultural competency;
    - f. Crisis intervention;
    - g. Community engagement/relations;
    - h. Appropriate engagement with youth based on the science of adolescent brain development;
    - i. Appropriate engagement with LGBTQ, transgender, and gender non-conforming community members; and
    - j. Documenting, preventing, and addressing sexual harassment, abuse, and assault by local law enforcement agents.
  3. BPD should stop performing consent-based searches.
  4. Work with the Baltimore City state delegation to introduce and pass a public local law to transfer the BPD from nominal state control to full Baltimore City control.
  5. Baltimore City should establish procedures for putting civilians on the BPD trial boards as permitted by state law.
  6. Reform the BPD union contract to specify police accountability provisions, including:
    - a. Placing civilians on departmental hearing boards.
    - b. Prohibiting officers to influence the composition of the hearing board that adjudicates charges against them by using preemptory challenges.
    - c. Preventing trial boards from including anyone who has sustained or pending disciplinary charges against him or her.
    - d. Ending the unnecessary delay of disciplinary proceedings when officers are criminally charged.
    - e. Stopping the practice of allowing officers under investigation the right to review their own prior statements before being questioned.
    - f. Preventing promotion for officers pending Internal Affairs Division (IAD) investigation.
    - g. Incorporating provisions that require IAD and the Civilian Review Board to notify the complainant of any disciplinary action.

7. Repeal Baltimore City loitering ordinances.
8. Recruit a more diverse BPD police force that reflects the communities BPD serves, including:
  - a. Developing and carrying out recruitment strategies that include high school and college police cadet programs.
  - b. Increasing BPD gender diversity on the force by engaging in special outreach and recruitment for women.
  - c. Offering officer residency incentives.
  - d. Relaxing prohibitions on marijuana use during the hiring process.
9. To the extent that BPD renews agreements with auxiliary police agencies (including Baltimore City School Police), those agencies should be held to the same training, data collection, supervision, and discipline standards as the BPD.

### ***Community Strengthening***

10. Prioritize and increase Baltimore City's funding for community-based programs and supports such as job training and placement, substance use treatment, housing, and education; and ensure that these resources are reaching individuals and communities impacted by the justice system.
11. Ensure that smaller, community-based organizations led and controlled by community residents are able to receive Baltimore City funding to support essential community-based services.
12. Support community-based problem solving and violence prevention initiatives.
  - a. Continue to fund violence interrupter programs and other community-based violence prevention initiatives.
  - b. Support dispute resolution in the community that would not involve police, law enforcement, or the courts, such as restorative justice practices.
13. Reduce the number and types of activities that are criminalized while still maintaining or increasing public safety.
  - a. Require the issuance of a civil citation in lieu of a criminal charge where applicable.
  - b. Remove criminal penalties from local ordinances when possible and appropriate, and create a task force to facilitate review of the Baltimore City Code to repeal outdated, unnecessary, or extreme criminal penalties.
  - c. Change local laws to limit the administrative, health, park, and tax code offenses that police are responsible for enforcing.
  - d. Enforce existing Maryland state decriminalization of marijuana possession and adjust the policing and prosecution of marijuana offenses to reflect the law.

## **Pretrial Reform**

Many actors in the Baltimore pretrial system recognize the need for reform.<sup>8</sup> The current pretrial system is expensive and unnecessarily subjects Baltimore City residents to pretrial detention. This overuse of pre-trial detention negatively impacts residents' lives, including their ability to keep their jobs, care for their families, or continue to take care of other daily responsibilities. The use of monetary conditions of pretrial release, or money bail, ensures that those with means are able to escape pretrial detention while individuals with few or no resources must remain in detention, with no regard for their criminal culpability.<sup>9</sup> According to a report from the Justice Policy Institute on the criminal justice system in Baltimore City, it is extremely costly to incarcerate an individual pending trial.<sup>10</sup> It costs an estimated \$100 a day to detain an individual in the Baltimore City Detention Center and \$159 a day to detain an individual in Baltimore City Central Booking. Alternatively, it costs an estimated \$2.50 a day to supervise an individual in the community pending trial through pretrial services.<sup>11</sup> These cost estimates do not factor in the higher rates of criminal activity associated with low and moderate risk individuals who are detained pretrial, the significant negative physical and psychological effects of unnecessary detention, or the individual costs experienced, such as losing a job.<sup>12</sup>

For these reasons, it is essential that Baltimore City officials influence and educate Maryland State decision-makers, Baltimore courts, and pretrial services stakeholders to ensure that Baltimore residents are not subject to unnecessary detention and to the personal and financial costs associated with it. Although most of the authority to alter pretrial policies sits with the Maryland General Assembly and the Baltimore courts, the new Baltimore City mayor and city council could use their positions of power to advocate for these important changes within the first 12-24 months of their first terms.

## **RECOMMENDATIONS**

14. The Mayor should write a "Dear Colleague" letter to the Baltimore courts, the Division of Pretrial Detention and Services, and the Maryland legislature:
  - a. Urging the courts to avoid monetary conditions of pretrial release because they adversely impact the community; and

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<sup>8</sup>*Bailing on Baltimore: Voices from the Front Lines of the Justice System*. Baltimore, MD: Justice Policy Institute, September 2012. <http://www.justicepolicy.org/uploads/justicepolicy/documents/bailingonbaltimore-final.pdf>

<sup>9</sup> *Attorney General of Maryland Office of Counsel to the General Assembly Opinion on Maryland's System of Pretrial Detention*. Annapolis, MD: October 11, 2016. <http://bit.ly/2es4mwG>

<sup>10</sup> *Baltimore Behind Bars: How to Reduce the Jail Population, Save Money and Improve Public Safety*. Washington, DC: Justice Policy Institute, June 2010, p. 17. [http://www.justicepolicy.org/images/upload/10-06\\_rep\\_baltbehindbars\\_md-ps-ac-rd.pdf](http://www.justicepolicy.org/images/upload/10-06_rep_baltbehindbars_md-ps-ac-rd.pdf)

<sup>11</sup> *Ibid.*

<sup>12</sup> *The Hidden Costs of Pretrial Detention*. Houston, TX: The Arnold Foundation: November 2013, p. 3.

- b. Urging the Division of Pretrial Detention and Services in Baltimore City to improve upon their pretrial risk assessment tool to reflect the latest research and evidence-based practice.
15. Create a Baltimore City executive commission to review pretrial agencies and practices (including pretrial services, state practices, and court practices), and have the commission release an advisory opinion.
16. Educate the Division of Pretrial and Detention Services on best practices for Baltimore City residents and urge them to incorporate these practices into recommendations that they make to the courts.

## **Reentry and Collateral Consequences**

Returning citizens and other individuals with criminal records face significant barriers to employment, housing, and education. These barriers increase the challenge of achieving a successful reentry back into the community. Given these barriers, it is essential that Baltimore City provide services and supports that help returning citizens and other individuals with criminal records achieve reentry success.

Individuals, communities, and Baltimore City do better when individuals with criminal records get the tools they need to secure stable employment and provide for themselves and their families. Baltimore City has taken steps towards achieving this goal by enacting “Ban the Box” legislation, which will help ensure that individuals with criminal records are given a fair opportunity to work by making it illegal to conduct a background check or ask an applicant about their criminal history before making a conditional offer of employment. However, as both a major employer and leader to Baltimore’s businesses and nonprofit organizations, Baltimore City should do more to improve reentry success.

Removing city-level barriers to employment and ensuring access to legal services for individuals with criminal records will help improve reentry success. Additionally, investing city resources in workforce training, tools, and supports for individuals with criminal records; working with businesses to encourage and incentivize the hiring of individuals with criminal records; and intentionally training and placing individuals with criminal records in city jobs will increase reentry success by increasing access to stable employment and providing opportunities for skills building.

Finally, returning citizens and other individuals with criminal records face stigma related to their records when seeking employment. To address and help reduce this stigma, the city should support training on implicit bias and anti-discrimination for employers. Additionally, it is important to protect individuals with criminal records through local anti-discrimination laws.

## **RECOMMENDATIONS**

17. Encourage and incentivize public and private employers to hire returning citizens and other individuals with criminal records.
  - a. Train and place returning citizens and individuals with criminal records in jobs with the City of Baltimore through job placement and workforce training programs.
  - b. Provide city procurement preferences for companies that employ returning citizens and individuals with criminal records.
  - c. Enforce the city's Ban the Box law by providing the necessary funding and support to the Baltimore City Office of Civil Rights and Wage Enforcement.
  - d. Work with businesses to educate their employees and human resources departments on the benefits and existing incentives for hiring returning citizens and individuals with criminal records, and train employees on implicit bias and anti-discrimination.
  - e. Provide city incentives such as wage reimbursement for private businesses hiring returning citizens and individuals with criminal records
  
18. Provide tools, workforce training, and supports for returning citizens and other individuals with criminal records seeking employment.
  - a. Better align workforce training programs with needs and expectations of employers in high growth job sectors.
  - b. Focus on placing returning citizens and individuals with criminal records in permanent employment rather than temporary placement.
  - c. Increase funding for workforce specialists dedicated to assisting returning citizens and individuals with criminal records.
  - d. Create a peer network for returning citizens involving formerly incarcerated individuals connecting newly released individuals to services.
  - e. Increase funding and capacity for existing "One Stop" employment services.
  - f. Enhance current "One Stop" employment services for returning citizens by including linkages to mental health services, substance use treatment, legal services, housing, etc.
  - g. Support entrepreneurship programs for returning citizens who want to start their own businesses.
  
19. Remove legal and systemic barriers to employment for returning citizens and other individuals with criminal records.
  - a. Expand funding and capacity for legal services for expungement and shielding of criminal history information and for certificates of rehabilitation.
  - b. Enact local anti-discrimination ordinances for returning citizens and individuals with criminal records.

## **Youth Justice Reform**

Zero tolerance school discipline policies have resulted in the criminalization of adolescent behavior and have contributed to the school-to-prison pipeline for young people across the nation. Baltimore City's schools are no different and the same types of policies have criminalized Baltimore students. In order to break the cycle and reform the system, Baltimore City must ensure that its schools develop positive, age-appropriate accountability systems that improve outcomes for Baltimore City school students. Baltimore City schools must reimagine the school discipline process, and this new vision should focus on positive youth development. Adolescent brain science tells us that kids are different, and that they will make mistakes, and that age appropriate responses to those mistakes reinforce positive future behaviors.<sup>13</sup>

A significant part of developing an age appropriate accountability system is ensuring that resources are available to support students. Such resources should include providing wrap-around services to address challenges that students and their families face, such as safe and secure housing, medical and behavioral health concerns, and legal assistance needs. Supports should include increased social work staff. Other reforms should include the integration of school guidance counselors into the discipline process so that they can help assess why a student may be acting out. Additionally, positive youth development should incorporate platforms for youth to find their voice and develop leadership skills, as well as resources to employ youth and effectively prepare them for their future college and/or career choices. Finally, outside of school, the Baltimore City juvenile curfew creates tensions between youth and law enforcement and its effectiveness in reducing crime is debatable;<sup>14</sup> therefore, city officials should remove the curfew and focus on re-opening recreational centers and offering other positive outlets for youth.

Since Maryland State has authority over youth incarceration facilities, and because of the current and robust community conversation taking place on school-to-prison pipeline issues, youth justice advocates consulted on these recommendations placed a priority on reforming school discipline practices when helping to craft these recommendations.

### **RECOMMENDATIONS**

20. Direct the Baltimore City schools CEO to end zero tolerance school policies and school-based arrests.
21. Advocate for school discipline reform by:
  - a. Improving conduct of school police by:
    - i. Clarifying the role of school police vis-à-vis school administrators.

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<sup>13</sup> Woolard, Jennifer, et al. "Are Adolescents Less Mature Than Adults?" *American Psychologist* Vol. 64, No. 7 (2009): 583-594.

<sup>14</sup> Wallace, Lacey. "Baltimore's Juvenile Curfew: Evaluating Effectiveness." *Criminal Justice Review*: January 19, 2016. <http://cjr.sagepub.com/content/early/2016/01/19/0734016815626971.abstract>

- ii. Improving training of school police (including in the use of restorative justice practices).
    - iii. Defining levels of student behavior which school police are responsible to address.
    - iv. Developing systems of accountability for school police.
  - b. Amending the Baltimore City student handbook to specifically define “prompt” or “reasonable.”
  - c. Reallocating funds from punitive school discipline practices to restorative justice practices and peer mediation, which are permitted under the Baltimore City Schools Student Handbook.
22. Baltimore City schools should offer an environment that is comfortable, nurturing, safe, and conducive to learning by improving school climate and processes, including:
- a. Re-opening recreational centers and developing schools clubs and recreational programs for students.
  - b. Offering climate and culture clubs for students to voice their concerns and thoughts about school climate and work proactively on solutions to improve climate.
  - c. Integrating Baltimore City school police officers into the school community by fostering dialogue between students and officers and implementing age-appropriate systems for student feedback, such as officer report cards that include space for narrative comments.
  - d. Utilize restorative practices to foster interpersonal relationships and use these practices to build community and resolve conflicts among community members, including staff, teachers, officers, and students.
  - e. Incorporating mental health workshops and cultural competence into the curriculum.
23. Allocate resources to support Baltimore City school students through increased wrap-around services for students and their families, and increased access to social workers to address family challenges (including housing, medical and behavioral health, and legal assistance needs).
24. Increase student access to school guidance counselors and foster better relationships between students and counselors by:
- a. Incorporating counselors into the school disciplinary process to help divert students from punishment to services that will address any underlying student behavioral issues or stressors.
  - b. Incorporating mental health and wellness into training for educators (such as trauma-informed care and behavior management).
25. Facilitate greater youth engagement and advocacy by providing platforms, spaces, resources, and training for young people to have a voice and role in their education and communities.

26. Provide resources to create more youth employment and living wage jobs by offering workforce development, career preparation, supplementary educational services, and access to higher education.

27. End the Baltimore City juvenile curfew.

## **Conclusion**

Reforming Baltimore City's justice system is imperative, and these recommendations outline important first steps the new mayor and city council can take to achieve this much-needed reform. We urge Baltimore justice system and community leaders, experts, organizers, and residents to help select the most pressing recommendations by attending the half-day justice summit on October 22, 2016 from 9:00am to 12:30pm at The Real News Network in Baltimore City. This free, public event will select the top 10 justice recommendations that will be considered by participants in the day-long Solutions Summit on jobs, justice, and behavioral health on December 10, 2016 from 9:30am to 4:00pm at the Baltimore War Memorial. At this free, public Solutions Summit, participants will select the final recommendations to send to the new mayor and city council for action.

More information about the Solutions Summit, including registration details for both the half and full-day summits, as well as updates as the process moves forward, can be found on the Solutions Summit website: <http://www.solutionssummitbaltimore.org>

## **Appendix A -- Bibliography of Resources Reviewed**

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## **Appendix B -- Members of the Justice Planning Group**

OSI-Baltimore undertook the Solutions Summit in part to supplement and coordinate the critical work being done in the community to address issues in the criminal and juvenile justice systems. To that end, OSI-Baltimore identified criminal and juvenile justice experts to serve on the planning group for the Solutions Summit. The Criminal and Juvenile Justice Planning Group members include:

- **Andre M. Davis**, (co-chair) Senior Judge, U.S. Court of Appeals for the Fourth Circuit
- **Tara Huffman**, (co-chair) Director, Criminal and Juvenile Justice Program, OSI-Baltimore
- **Daniel Webster**, Director, Johns Hopkins Center for Gun Policy and Research; Director, Johns Hopkins-Baltimore Collaborative for Violence Reduction; Deputy Director for Research, Johns Hopkins Center for the Prevention of Youth Violence; Professor of Health Policy and Management, Johns Hopkins Bloomberg School of Public Health
- **David Rocah**, Senior Staff Attorney, ACLU of Maryland
- **Michael Pinard**, Professor of Law and Co-Director of the Clinical Law Program, University of Maryland Francis King Carey School of Law
- **Zina Makar**, Clinical Teaching Fellow, University of Baltimore School of Law; OSI-Baltimore Community Fellow
- **Caryn York**, Senior Policy Advocate, Job Opportunities Task Force
- **Ralikh Hayes**, Organizer, Baltimore Bloc; Development Associate, Public Justice Center
- **Greg Carpenter**, OSI-Baltimore Community Fellow