The SPD should focus on recruitment through mentoring initiatives and community guardianship efforts in the community through the Newton Street Community Center, the Explorers Program, and local sports programming.

The SPD should emphasize retaining officers and staff through a shift in its internal culture toward guardianship. When the SPD is engaged in the local SBY community, they will be more invested in the lives of those they protect and serve.

Greater diversity within the SPD’s sworn officers and civilian staff will have a direct impact on community guardianship efforts in the City and support the SPD’s recruitment and retention efforts.
Salisbury, Maryland is a majority-minority and majority-female community (Census, 2019). The Salisbury Police Department does not reflect the diversity of the community it is commissioned to serve and protect. Through intentional and innovative efforts to recruit and retain officers who reflect a greater diversity of ethnicity and gender, the SPD will strengthen their partnership with Salisbury’s citizens as guardians in the community.