



Mission, Vision and Values

The Department of Public Works (DPW) serves as a steward promoting clean, green, and sustainable communities to enhance the quality of life. DPW provides a wide range of services, including water and wastewater treatment, engineering design, restoration projects, waste disposal, trash collection and recycling.

DPW Mission

To be a strong proponent and protector of our environment and the health and vitality of our communities

DPW Vision

To empower individuals and groups to serve in their communities, promote positive change and educate future leaders in DPW work and community engagement.

DPW mobilizes volunteers and staff support the City's efforts in keeping communities clean, green, and beautiful.

Values

- Ensuring diversity, inclusiveness, and accessibility.
- Recruiting and retaining a volunteer database of dedicated and committed to excellence.
- Investing in the future of volunteerism through capacity-building and having a strong presence in the communities DPW serves.
- Promoting learning and growth through training, connection of resources, and hosting forums for future leaders to meet the needs of the multi-level expertise in DPW work.
- Building partnerships that encourage innovation, creativity, vision, and commitment.
- Maintaining open, proactive, transparent communication with all stakeholders.
- Engaging and recognizing volunteer success as it relates to DPW's mission and work.

Public Works



About Us

The City of Baltimore Public Works Department promotes Volunteerism and Environmental Stewardship opportunities. We encourage individuals with all abilities to volunteer and become engaged in your community and neighborhood.

The Department of Public Works is providing you an opportunity to give back, make a difference to protect our environment and make Baltimore beautiful. You will soon dig out that the benefits are endless.

We need volunteers, we need YOU! We invite you to support DPW's efforts to clean, green, and beautify Baltimore! We are looking for community members, civic leaders, students and families to join forces and pitch in on a variety of projects such as litter, graffiti removal, landscaping, tree planting, habitat restoration, and mosaic artwork installation, skits and plays focusing on the 5r's, Refuse, Reduce Reuse, Recycle and Rot, Train the Trainer programs and supporting the illegal dumping and litter campaigns sponsored by DPW.

In addition, DPW sponsors XXX annual City-wide events such as: XXX as well as volunteer projects throughout the year by groups and individuals looking to give back to their community. missing from the success of these programs is YOU!

Effective February 1, 2022 DPW intends to roll out its very own volunteer program in support of the January 1st, Illegal Dumping campaign. We are taking it to the streets, and we are excited about changing the landscape in our most vulnerable parts of our community. The time has come when we say enough is enough... and together locked in arms we will change the negative perception of

Baltimore... One day at a time and One resident at a time. Can we do it YES we Can, and YES we will...As Nike says “Let’s Do It”. Come Flow with Us...

Please complete the form below and help us to build our data base of mover and shakers willing to become volunteers and environmental stewards... the return on investments will be everlasting.

What We Do

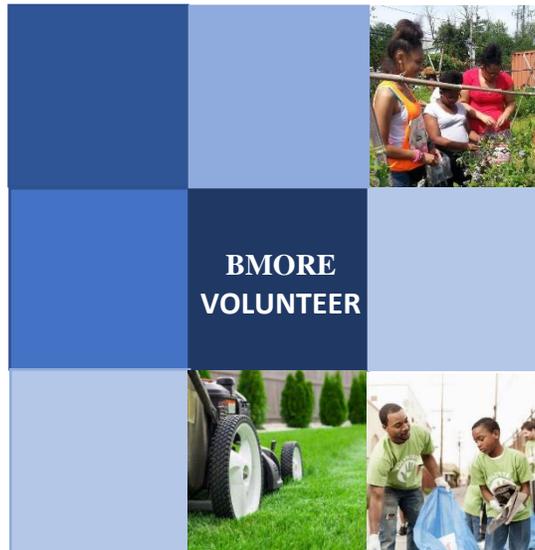
Public Health

- Protection against waterborne diseases
- Safe source of drinking water
- Rat abatement
- Wastewater removal and treatment
- Cleaning

Quality Environment

- Chesapeake Bay protection
- Cleaner streams and Harbor
- Greening and stream restoration
- Healthier communities

How Can You Help



Introduction

Background

Recognizing Baltimore City's entrenched social and environmental challenges, innovative, transformational solutions are key to increasing volunteerism and service that addresses critical community needs.

Volunteerism can serve as added value in communities throughout the city. When people are engaged in their community, residents and stakeholders have a sense of pride and accomplishment in their environments. Volunteers:

- become ambassadors/advocates for public health and quality environment
- extend staffing capacity
- help DPW reach new audiences and target markets
- bring new ideas and perspectives
- expand diversity
- provide leadership

The Volunteer Network Plan (VNP) is a strategic plan designed to guide DPW toward a growing, sustainable future that promotes service and volunteerism. With the development and execution of this plan, DPW aims to build a network that inspires all citizens to do their part in strengthening their communities.

DPW is committed to expanding already successful programs and creating and implementing new high-quality programs that provide resources aligned with the agency's mission, vision, and values. DPW will connect with partners who can increase its reach and impact.

Directing planning, organizing, and marketing to where they are most pertinent and needed supports this balance of time and energy; and helps DPW continually progress towards its goals. The VNP identifies goals and strategies that provide a structure for evaluation. Evaluation will be a valuable tool for enhancing future planning and programming.

Priority Issues

Priority issues relevant to the VNP's success are:

- Level of Civic Engagement
- Funding
- Public Access and Partnerships
- Technology

Goals and Strategies

VNP goals capitalize on prior achievements while optimizing outcomes and progressing toward a sustainable future. VNP goals are consistent with DPW's mission, vision, and values.

Goal 1: Strengthen Baltimore's communities

Strategies:

1. DPW will improve communities through fostering volunteerism and leveraging resources.
2. DPW will utilize resources and work with its partners and communities to focus on priority areas needing assistance.
3. DPW will cultivate strategic partnerships with volunteer centers and organizations, government agencies, businesses, non-profit organizations, religious affiliations/churches, community associations, schools, and other groups.
4. DPW will utilize the website and other marketing platforms to promote volunteerism and service.

Goal 2: Build a culture of service and volunteerism in Baltimore City

Strategies:

1. DPW will connect residents to opportunities for service in all Baltimore City Council districts.
2. DPW will encourage, promote, and host/participate in events that foster volunteer and service opportunities such as national days of service including but not limited to Martin Luther King Jr. Day, National Volunteer Week, Earth Day.
3. DPW will recognize and celebrate outstanding volunteers and participants with civic service awards and recognitions.

Goal 3: Develop a high-quality, diverse network of volunteers

Strategies:

1. DPW will conduct targeted outreach to organizations and groups in underrepresented geographic and focus areas about volunteerism and service.
2. DPW will conduct broad-based public outreach through multiple marketing platforms including social media.

Goals, Strategies and SWOT

Goal 4: Sustain diversified funds

Strategies:

1. DPW will continue to seek new innovative funding streams and partnerships through the foundation.
2. DPW will increase the number of grants applied for each year.
3. DPW will demonstrate accountability and transparency in raising funds and embarking on new programs.

Goal 5: Maintain excellent stewardship

Strategies:

1. DPW will ensure that the VNP's structure optimizes resources and capabilities.
2. DPW will develop and deliver the necessary tools and training for all volunteers and leaders to be successful.
3. DPW will confirm that the VNP meets compliance standards, partnership and impact goals through monitoring and data collection.

SWOT ANALYSIS	
Strengths <ul style="list-style-type: none">• VNP is administratively housed within DPW allowing for flexibility and adaptability that can be beneficial to operations.• DPW leadership and staff have a wealth of connections, partnerships, and experience.	Weaknesses <ul style="list-style-type: none">• DPW struggles with creating public access, awareness, and consistent messaging understandable and relatable to all audiences.• Lack of funding, technology, and staffing impact the success of the VNP.
Opportunities <ul style="list-style-type: none">• Rebranding and new communications will help create a new public image.• Streamlining messaging, more frequent interactions with stakeholders and increasing partnerships with stakeholders and media will elevate the VNP and DPW operations.• Education and trainings will support the VNP.	Threats <ul style="list-style-type: none">• Residents and stakeholders demonstrate low interest, participation, and engagement.• Residents have lost confidence in DPW operations causing mistrust between the agency and stakeholders.

Types of Volunteer Opportunities

Advocacy

- Participate in Resident
- Become an Ambassador
- Provide supportive services and resource assistance
- Promote public awareness
- Generate new ideas and initiatives

Beautification

- Initiate/participate in cleaning and greening efforts
- Landscaping of entries and areas visible from public right-of-way
- Start a community garden; plant trees and flowers
- Remove graffiti; install public art

Children & Youth

- Eco-Warriors of the Future Schools Competition
- Offer tours and school presentations to increase public awareness
- Host events i.e. Eco-Warriors Challenge, Earth Day, MLK Day of Service, National Service Week

Education

- Design education programs, training, conferences, workshops and tours for residents, community leaders, industry experts, DPW staff, public officials and other stakeholders
- Enhance leadership and job skills

Environment

- Host a community cleanup
- Start a recycling initiative
- Participate in the Annual Mayor's Cleanups, stream cleanups and other events
- Support those in need (*i.e. seniors, underrepresented*)

Potential Volunteers

Volunteers are necessary and helpful for a healthy community. Residents who feel connected to a community are more likely to take responsibility for the community, feeling pride and a sense of commitment. Volunteers help to mobilize community resources and expand capacity, establishing mutual respect, a stronger public image that ultimately can lead to increasing the number of volunteers, program participants and potential finding.

Possible volunteers to recruit are:

1. Businesses/ Nonprofits
2. Colleges and Universities
3. Community Associations
4. Community Centers
5. Elected Officials
6. Faith-based Organizations
7. Fraternities and Sororities
8. Government Agencies
9. Homeowners Associations
10. Industry Leaders
11. Out-of-School Time Programs
12. Residents
13. Schools (K-12)
14. Senior Centers
15. Staff and Employees
16. Veteran Affairs
17. Visitors/ Tourists
18. Youth Groups

Volunteer Sectors





Department of Public Works Group/Organization Volunteer Outreach Form

GENERAL INFORMATION

Name	
Date of Birth	
Address	
City, State, Zip	
Primary Phone	
Alternate Phone	
Email	

How did you hear about this opportunity?

What areas of interest are you and/or your organization interested in supporting?

VOLUNTEER EXPERIENCE

Please list any organizations that you are currently or have previously been involved with?

Organization	Dates Volunteered
	To: From:
Briefly describe your participation	

Proposed Funding Sources

Proposed Funding Sources

Future sustainability relies on all stakeholders, from government to nonprofits, citizens to businesses. Utilizing a combination of funding sources will help to build DPW's sustainability efforts.

- DPW Budget Allocations
- Government/Private Grants (*will work with Office of Grants Administration*)
- Partnerships
- Fundraising/Donors