



Baltimore Compost Collective

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Dear Baltimore Compost Collective Community,

Welcome to the Baltimore Compost Collective Program we hope you're doing well. We want to take a moment to proactively address an issue that has affected our team for quite some time. Community safety is incredibly important to us not only for our participants, but also for our team members, especially the youth who work in your neighborhoods each week.

Our crews operate across Baltimore between 6 AM and 5 PM. Even with clearly marked uniforms and a branded van identifying us as part of the Baltimore Compost Collective, our team continues to experience racial profiling while working. This often shows up as unwelcome scrutiny or assumptions that our staff are "porch pirates," which puts them at risk. Racial profiling stems from harmful stereotypes and biases, and it unfairly singles people out based on race, ethnicity, or national origin.

For young people, these experiences can be deeply distressing—causing fear, humiliation, anger, and long-term emotional impacts. It undermines their sense of safety and belonging and creates a painful disconnect between the work they are proud to do and how they are perceived.

You can help us create a safer, more welcoming environment by:

- Letting neighbors know that Baltimore Compost Collective crews will be in the area during scheduled pickups.
- Keeping your compost bucket visible with the logo facing the street so our presence is easily recognized.
- Offering a friendly wave or greeting—it signals to others that our team is welcome in your community.
- If you ever need to call the police, please clearly state that our team is working in your neighborhood at your request.

Racial profiling remains a reality for many in Baltimore, and our team feels its impact every day while serving the community. Your awareness, communication, and support make a meaningful difference in keeping our youth safe and ensuring they feel valued while doing this important work.

P.S. Warning: racial profiling will be **Composted!**



Baltimore Compost Collective Team

www.BaltimoreCompostCollective.org

Marvin Hayes, Executive Director

Nicole LaMar, Administrative Assistant

Kenneth Moss, Lead Youth Composter

Jayden Coleman, Youth Composter

"Compost. Learn so we don't have to burn. Starve the incinerator, feed the soil, feed the community! Clean air for Baltimore."