

IMPACT REPORT

police youth challenge

JAN - MAR | 2016



BALTIMORE CHESAPEAKE BAY
OUTWARD BOUND SCHOOL

POLICE YOUTH CHALLENGE

PROGRAM BACKGROUND / HISTORY

The Police Youth Challenge (PYC) program has been running since 2008 and engaging various levels of the Baltimore City Police Department (BPD) and Baltimore City school-aged youth. Between 2012-2015, The Johns Hopkins Bloomberg School of Public Health, funded by a grant from the Department of Justice, Office of Juvenile Justice, Delinquency and Prevention, conducted a quantitative and qualitative study of the PYC program. Final study results have yet to be finalized. Beginning in January 2016, BCBOBS began an internal quantitative study of the PYC program as it exists currently with BPD sworn Officers embedded in mandatory annual in-service training and with Baltimore City school-aged youth. Results presented in this report are preliminary for the current program cycle and an on-going study will run concurrent for all programs.

Q1 QUANTITATIVE ANALYSIS

Officers who participated in the Police Youth Challenge in Q1 2016 (January – March) were reporting to the program as part of mandatory, annual in-service training. With support from the Baltimore City Police Department Training and Education Academy, nearly 300 police trainees participated in the PYC program. Student participants were recruited from 11 different Baltimore City schools. The average age of the youth was 13.6 years of age. Of the total number of PYC participants (Police and Youth) in Q1, the quantifiable data ranged from 46-75 records per scale item. All graphs show responses in percentage of participants surveyed.



POLICE YOUTH CHALLENGE: PARTICIPANTS

SCHOOLS / ORGANIZATIONS



TOTAL PARTICIPANTS



AVERAGE YOUTH AGE



The chart to the left shows the distribution of Officers, based on their years of service with the Baltimore Police Department.

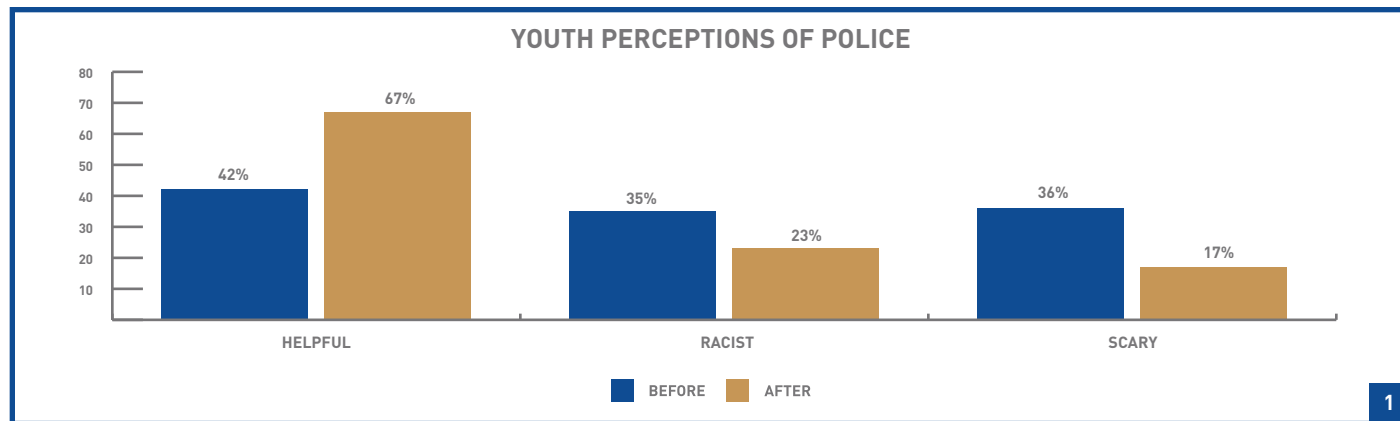
SCHOOLS / ORGANIZATIONS

Green Street Academy
Holabird Academy
Dr. Carter Godwin Woodson E/M
Commodore John Rodgers E/M
Windsor Hills E/M
Digital Harbor High School
Arundel E/M
Booker T. Washington E/M
Patterson Park Public Charter School
Hampstead Hill Academy
Baltimore SquashWise

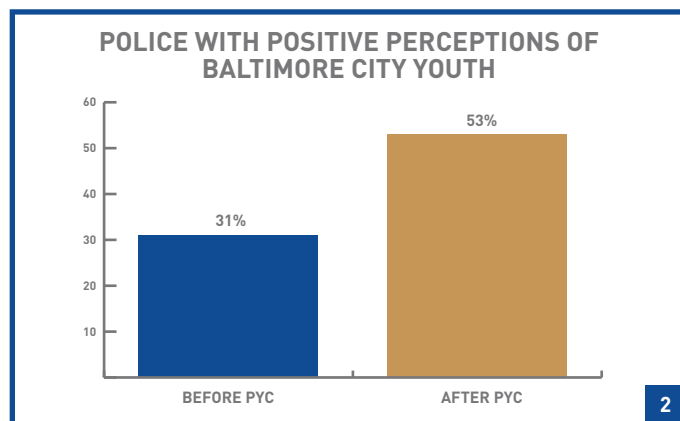


POLICE YOUTH CHALLENGE: SHIFTING PERCEPTIONS

Youth are given an opportunity to rank their perceptions of Officers on a 7-point Likert scale both before and after the PYC. The data below represents the percentage of the surveyed population that experienced a statistically significant change in their perceptions. Findings demonstrate an increase in positive perceptions and a decrease in negative perceptions across all adjectives given. The most impacted perceptions are shown below and are as follows: helpful, racist, scary, and trustworthy (on the following page).

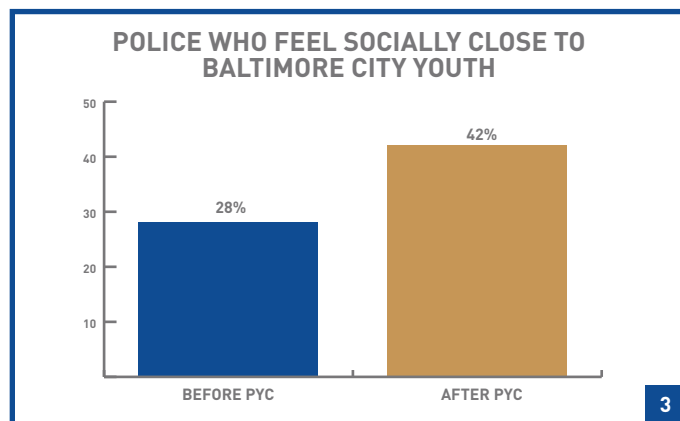


Y-axis indicates percentage of youth who responded to the survey questions. Each of the attitudes included here show significant differences in attitudes after participation in PYC; all paired t-tests were <0.001 , $n=75$.



STEREOTYPED BELIEFS (2)

73% of Officers surveyed made significant positive change in their response to these questions from before the PYC to after the PYC. Questions included, "Trying to better Baltimore City youth is a waste of time and money," "In general, all Baltimore City youth think and act alike," and, "Baltimore City youth should be under strict, harsh discipline."



SOCIAL DISTANCE (3)

65% of Officers surveyed made significant positive change in their responses to these questions from before the PYC program to after the PYC program. Questions included, "Only a few Baltimore City youth are truly dangerous," "I think I would like the majority of Baltimore City Youth," and, "I wouldn't mind living next to a Baltimore City Youth."

Y-axis represents percentage of Police who responded to the survey. Paired t-test <0.001 , $n=49$.

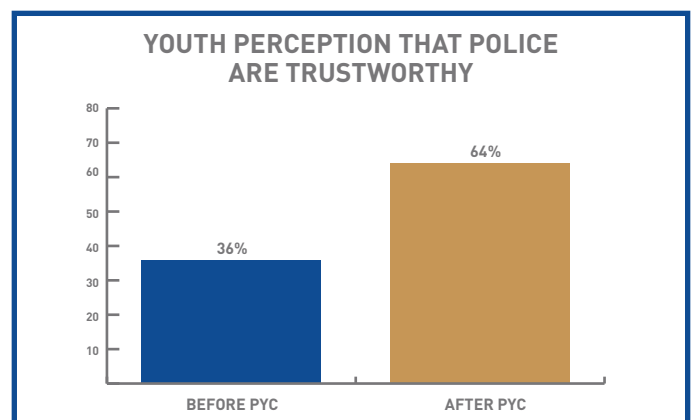
POLICE YOUTH CHALLENGE: REBUILDING TRUST

82% of Officers surveyed think youth are trustworthy after the PYC. 65% of Officers made significant positive change in their feeling from pre survey to post-survey.

Questions included, “You never know when a Baltimore City youth is telling the truth,” and, “Baltimore City youth are always trying to get something out of somebody” (Paired t-test <0.05 , $n=48$).



64% of youth surveyed shifted their perception to believe Officers were trustworthy.



Y-axis indicates percentage of youth who responded to the survey questions. Each of the attitudes included here show significant differences in attitudes after participation in PYC; all paired t-tests were <0.001 , $n=75$.

POLICE YOUTH CHALLENGE: FORGING RELATIONSHIPS

IMPORTANCE OF POLICE AND YOUTH RELATIONSHIP

83% of Officers feel that building relationships with youth is important after the PYC, 56% of Officers surveyed made significant positive changes in their response to questions from before the PYC program to after the PYC program. Questions included, "Police Officers can benefit from positive interactions with Baltimore City youth," and, "Police Officers should be positive role models for Baltimore City youth." (Paired t-test <0.05 , $n=46$)

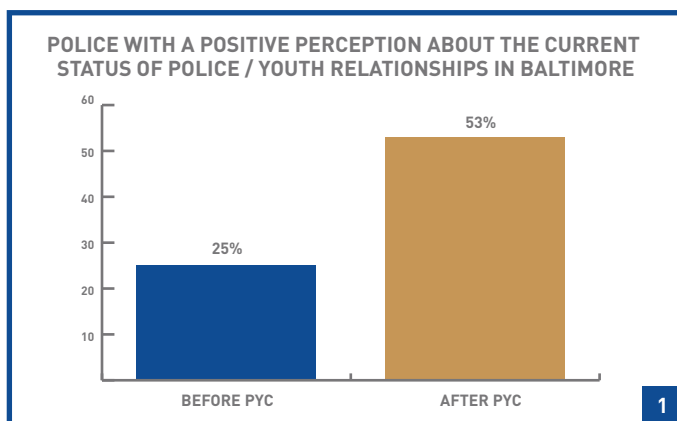
CURRENT CLIMATE OF RELATIONSHIP (1)

57% of Officers surveyed made significant positive changes in their feelings that the relationship between Officers and youth is getting better. Question: "Police relationships with Baltimore City youth are very good."

RELATIONSHIP BUILDING SKILLS

35% of Officers surveyed made a significant positive change toward feeling like they now have the skills to interact with youth after the PYC. (Paired t-test <0.001 , $n=53$)

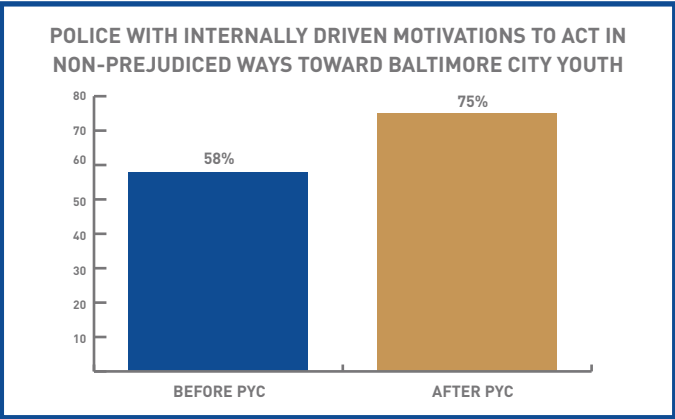
82% of Officers feel that they have the skills to positively interact with youth after the PYC.



Y-axis represents percentage of Police who responded to the survey. Paired t-test <0.001 , $n=53$.



POLICE YOUTH CHALLENGE: BIAS & BEHAVIOR



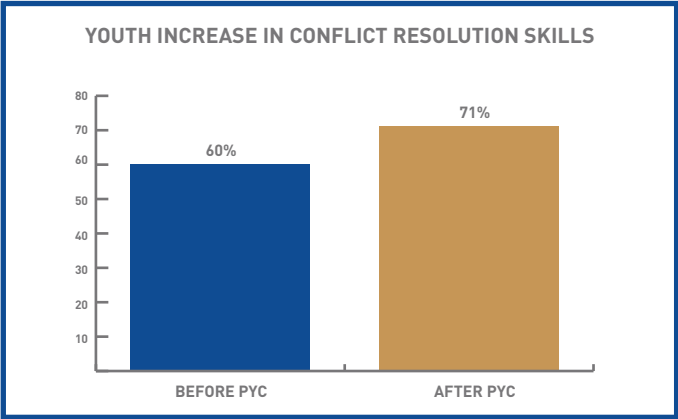
Y-axis represents percentage of Officers who responded to the survey. Paired t-test <0.001, n= 53.

INTERNAL AND EXTERNAL MOTIVATION TO ACT IN BIASED WAYS

42% of Officers made significant positive changes toward internalizing anti-biased beliefs about Youth from before the PYC program to after the PYC program. The question for internal motivation was as follows, “Because of my personal values, I believe that using stereotypes about Baltimore City youth is wrong.” The question for external motivation was, “I try to hide any negative thoughts I have about Baltimore City youth in order to avoid negative reactions from others.”

YOUTH SKILL DEVELOPMENT IN CONFLICT RESOLUTION

After just one day at the PYC, youth leave feeling more capable of resolving conflict in constructive, non-violent ways. As future interactions between youth and police are promoted and encouraged, these skills become increasingly important.



Y-axis represents percentage of youth who showed statistically significant change. Paired t-test <0.001, n= 53.

POLICE YOUTH CHALLENGE: Q1 SUMMARY

Since January, the PYC program has brought together Officers and students in a way that they might never have otherwise. Q1 quantitative findings continue to suggest that the BCBOBS Police Youth Challenge is successful at improving Baltimore City police and youth relationships and attitudes toward each other.

Using Outward Bound's educational framework and Allports' Contact Theory as guidelines for programming, BCBOBS staff have crafted ways in which stereotyped beliefs can be addressed through experiential methods, where real discussions can be had, and opinions and voices can be heard. Youth and Officers interact in collaborative and focused ways that allow for shared, goal-oriented experiences, and they positively support each other during tense high-adrenaline challenges. Through the PYC program, participants are able to have concrete experiences to bridge the social distance often felt by Officers and youth alike. Throughout the program, participants are engaging in conversations, trust-building exercises, and friendly activities that allow genuine relationships to be built, which in turn, lead to changing perspectives.

Officers walk away from the day with renewed confidence and insight into the lives of youth similar to the ones they see every day. The PYC program reinvigorates internal motivations of police Officers to do the work that they do every day in Baltimore.

Youth walk away feeling accomplished, they experience the genuine support and encouragement of a Baltimore City Police officer. As youth interact, work together, and have fun with Officers, they are having tangible experiences that will inform future interactions and attitudes.

As Officers and youth leave their final circle-up of the afternoon, the words that often end the day are "fun," "teamwork," and, "listening." These are rare words to describe police-youth interactions in America, but they are words of hope and change for Baltimore City.

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