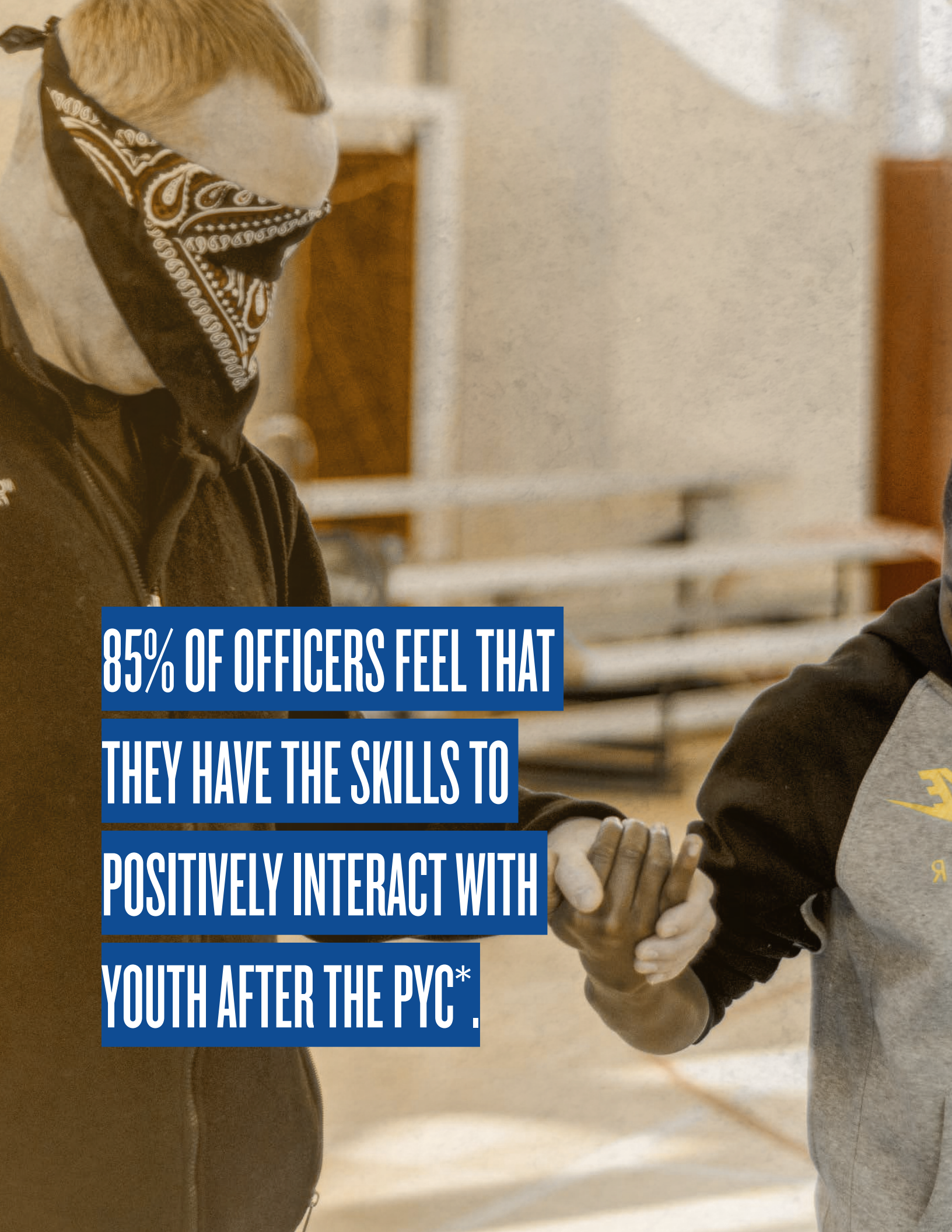


IMPACT REPORT

A YEAR IN REVIEW | 2020



A photograph showing a person on the left wearing a dark hoodie and a brown and white patterned bandana covering their eyes. They are holding the hand of a youth on the right, who is wearing a grey and black hoodie. The background is a blurred indoor setting with wooden structures.

**85% OF OFFICERS FEEL THAT
THEY HAVE THE SKILLS TO
POSITIVELY INTERACT WITH
YOUTH AFTER THE PYC*.**



THE PYC IN 2020

In 2020, Chesapeake Bay Outward Bound School's (CBOBS) Police Youth Challenge Program (PYC) was given an opportunity in the form of challenge. In early spring, after running six weeks of PYC, COVID-19 forced CBOBS to suspend all in-person programming. In response to the sudden shift, our organization pivoted and decided that the best way to continue serving our students was by coming to them – online. Translating our wilderness lessons to the virtual world was a significant obstacle, and the task of bringing together Baltimore youth and the Baltimore Police Department (BPD) posed an even larger hurdle. Though in the spirit of Outward Bound, our PYC team used these challenges to deepen involvement with the BPD and to analyze our best options for continuing PYC in times of a pandemic.

Since March of 2020, our PYC team has met virtually with student groups to survey their feelings and willingness to meet with police officers online. We have also developed a framework similar to our in-person programs to engage officers in learning about Baltimore youth while sharing their experience of serving Baltimore. Because our initial online sessions will feature only officers, we focus on building opportunities for reflection on identity, perception, and representation – both personal and professional.

We have also been active within the BPD. This includes observation of pilot trainings like the BPD's Ethical Policing Program (EPIC), their Stop, Search, and Arrests policies and training modules, and many more. After observing these trainings, we deliver feedback and suggestions with the goal of bettering training practices within the department. Since July 2020, the PYC Program Coordinator has been among a group of community collaborators working in conjunction with BPD to develop and deliver BPD's first ever annual Community Policing Training. This training is scheduled to be delivered to all sworn officers of BPD in May 2021. Also, in December of 2020, the PYC Program Coordinator was sworn in as a member of the inaugural Public Safety Advisory Commission. Every November, the 23-member Public Safety Advisory Commission will develop recommendations for community interaction for the Baltimore Police Department, with a goal of creating consistently positive and respectful actions between Baltimore residents and the BPD. This report will inform Baltimore Police Department strategy and engagement.

As CBOBS has expanded to the nation's capital, so too will our PYC program. Our team has taken the first steps in coordinating with the DC Metro Police Department in uncovering ways in which PYC can best work with and benefit DC's police and youth.

In a year of challenge, we have all been charged with the responsibility of recognizing our strengths and cultivating our weaknesses, both as individuals and as a community. Our work in building trust, compassion, and perspective between youth and police is relevant now more than ever. While we have missed the opportunity to run programs, we count success in remembering our mission and impact and strengthening communication and standards in our communities. Join us in reflecting on the journey that PYC has taken and celebrating the successes of this year.

7,747

TOTAL PARTICIPANTS

3,286 OFFICERS

4,461 YOUTH

A HISTORY OF THE POLICE YOUTH CHALLENGE

Chesapeake Bay Outward Bound School's (CBOBS) Police Youth Challenge (PYC) began in October 2008 as a component of Baltimore Police Department's "Diamond Standard" training program, a program built on the four points of what makes a BPD officer great, "No better friend, No worse enemy, No better role model, No better diplomat." Each round of new trainees would spend a day of their month-long training with Baltimore City School-aged students learning and connecting with one another through CBOBS' framework. Follow the rest of the 10+ year history in the timeline below.

2008

The first PYC is held as part of BPD's Diamond Standard Training.

2008

The PYC begins working with 30 sworn BPD officers and 30 Baltimore City Public School students each and every week.

2016

CBOBS hires Khai Overton a the first-ever dedicated PYC Program Coordinator.

2019

Khai Overton is sworn in as member of the newly formed Citizen's Public Safety Advisory Committee, a four-year engagement to build best practices for police and community interactions.

2020



TEDx

OCTOBER 2019 - PYC Program Coordinator delivers a TEDx talk on PYC titled 'The Rebuilding of Connections between Two Pillars of the Community'.



2012

HOPKINS STUDY

PYC begins working exclusively with recruits from BPD's Training Academy. Johns Hopkins Bloomberg School of Public Health embarks on a 3-year study of program impact and efficacy, building an evaluation tool for future programs.

APRIL

Freddie Gray Jr. is arrested by BPD and subsequently dies in custody. An uprising occurs across Baltimore, fueled by decaying relations between BPD and Baltimore communities.

2015

MAY

Under Armour Executive, Kip Fulks, pledges \$250,000 during CBOBS's annual Cornerstone Awards. This funding extends the program from only cadets to working with each and every sworn BPD officer.

2017

CBOBS awarded \$1,200,000 over a four-year grant cycle from COCCP (Governor's Office of Crime, Control, and Prevention) to continue offering the PYC at full scale.

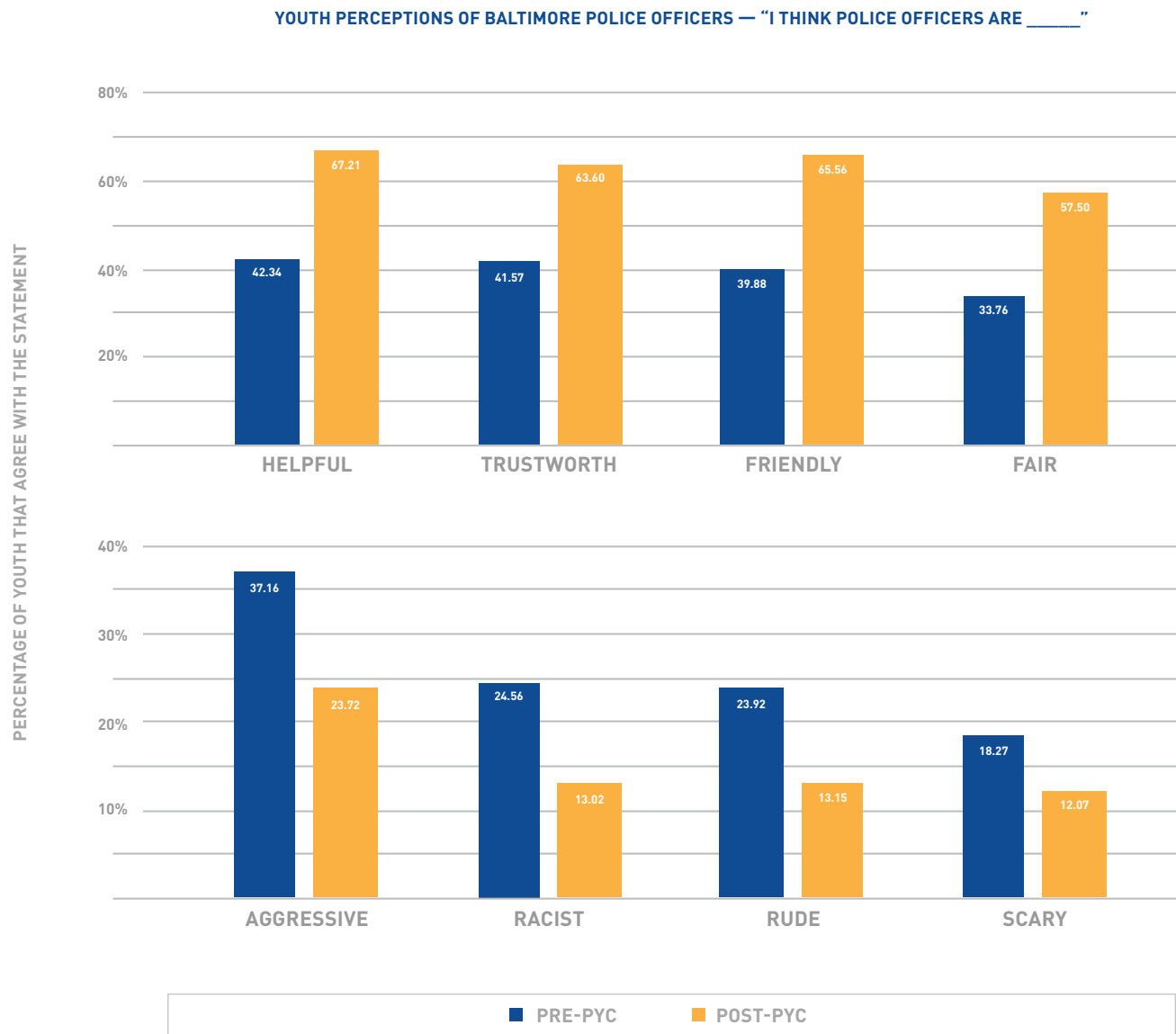
2020

BPD's inaugural Community Police Training is held, and includes collaboration with CBOBS.

2020

IMPACT HIGHLIGHTS | 2016-2019

As part of the 2012 - 2015 study completed by Johns Hopkins University Bloomberg School of Public Health, a survey tool was developed to allow continued analysis of the program by CBOBS staff. For the four years after the study concluded, over 7,000 participants completed the pre- and post-PYC survey. The data continued to show remarkable and measurable change across the relationship dynamics of officers and youth. Some of those findings are highlighted here but can be seen in full inside our 2019 PYC Report at outwardboundchesapeake.org/pyc.



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=2,752.



PERCENTAGE OF OFFICERS THAT SHOWED SIGNIFICANT POSITIVE CHANGE IN THEIR RESPONSES



[OUTWARDBOUNDCHESAPEAKE.ORG/PYC](https://outwardboundchesapeake.org/pyc)



**"I AM REALLY LOOKING FORWARD TO BEING A PART OF
THIS COMMISSION AS IT IS A VITAL PART OF CREATING
ENDURING CHANGE WITHIN THE COMMUNITY OF
BALTIMORE" - KHAI OVERTON**



DEEPING OUR REACH INTO BALTIMORE

Currently, Khai Overton, PYC Program Coordinator, sits on the Community Training Review Committee of the Consent Decree Standards and this helps to foster a closer relationship between the BPD and CBOBS. Membership in the committee entails observing pilot trainings and providing feedback and suggestions based on years of programmatic experience with Baltimore City youth and knowledge of youth development. This work will not only contribute to a more effective and just BPD for all city residents, but it will deepen the relationship of trust CBOBS already has with the BPD. Additionally, the creation of the PYC Program Coordinator position contributes to this goal. Previously, BPD representatives were communicating with multiple points of contact within CBOBS for program management and scheduling, but this role has now been

centralized in the PYC Program Coordinator position. The PYC program coordinator is also tasked with creating, adapting, and refining curriculum for the programmatic structure of the Police Youth Challenge Program.

On November 9, Khai Overton, was confirmed as a part of Baltimore's inaugural Public Safety Advisory Commission. Introduced by Baltimore City Council President and Mayor-Elect, Brandon Scott, the commission will build engagement protocols and best practices for Baltimore Police Department (BPD) and community interactions.



“We are excited to get community members in a position to hold BPD accountable and ensure that reform efforts don’t stop at the consent decree” says Mayor-Elect Scott.

Khai will work as a part of this 23- member team alongside Baltimore City residents, the Baltimore Police Commissioner, the Director of Baltimore City Office of Equity and Civil Rights and others to establish community-informed police reform plan.

OUR MAP OF PROGRESS

From an all-girls public school in North Baltimore (Western High School), an afterschool mentoring program (Baltimore SquashWise), and the largest Baltimore City Public School in terms of student population (Mergenthaler Vocational-Technical High School), the Police Youth Challenge Program looks to bring together youth from across all 9 Baltimore Police Department districts in its mission to build connections within the community. Having participants from each of BPD's districts means that there are youth citywide that have had a positive experience with a police officer – whether that means helping each other face daring heights on our high ropes challenge course or engaging in illuminating conversations that broaden perspectives. The 79 different schools and youth-focused organizations that we have served, aid in the positive shift in perception between police officers and their communities across Baltimore. At scale, this continues to grow the impact that the PYC can have on truly building trust across communities.

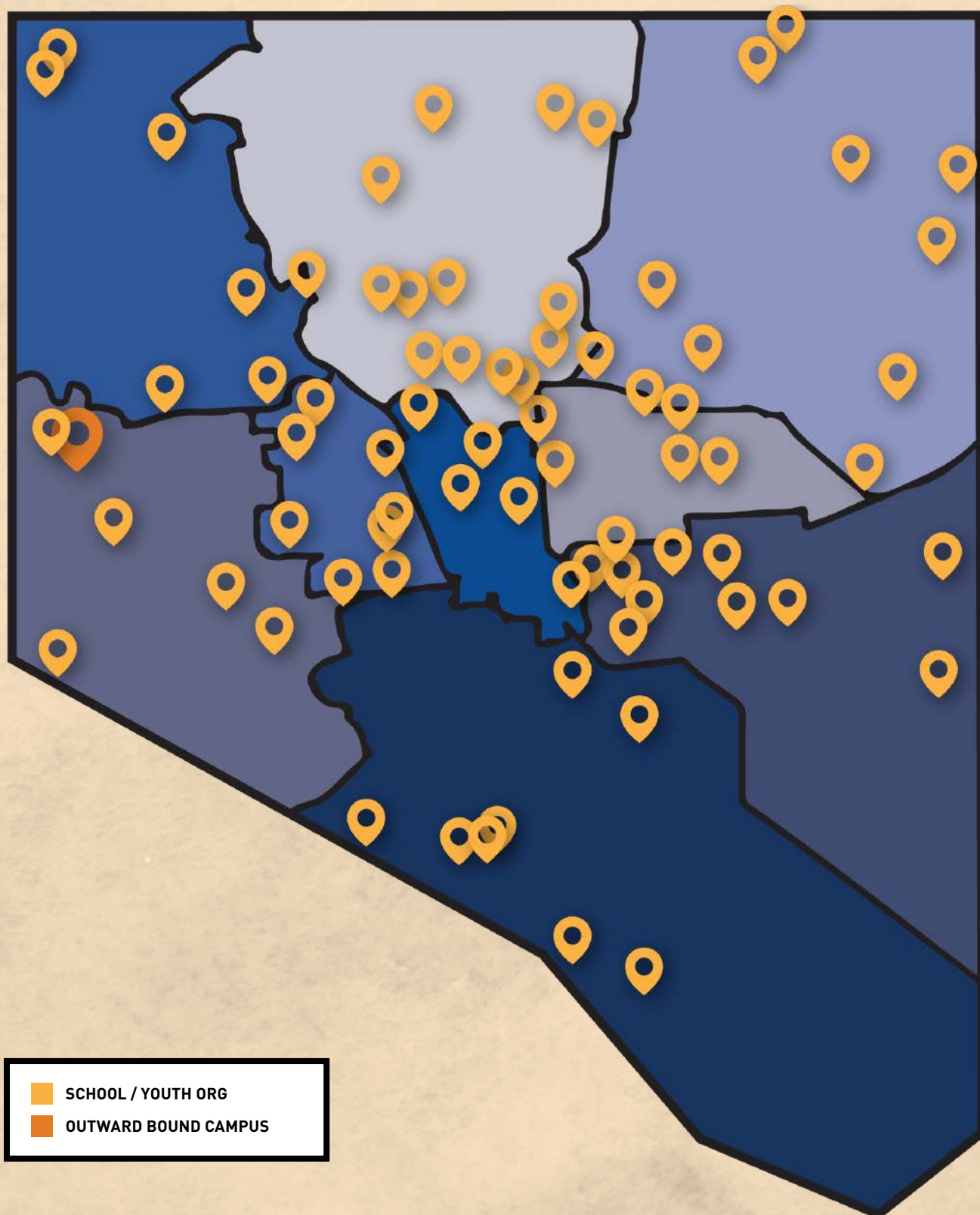
SCHOOLS / ORGANIZATIONS SERVED

AVERAGE STUDENT AGE: 14

ACCE Academy for College and Career Exploration	Collington Square Elementary/Middle School	Lillie May Carroll Jackson Charter School
Armistead Gardens Elementary Middle School	Commodore John Rodgers Elem/Middle School	Maree Farring Elementary Middle School
Arundel Elementary Middle School	ConneXions Community Based Arts School	Mergenthaler Vocational-Technical High School
Augusta Fells Savage Ins of Visual Arts	Coppin Academy	Monarch Academy Baltimore City Public Charter School
Baltimore City Department of Recreation and Parks	Cross Country Elementary Middle School	Mt. Royal Elementary Middle School
Baltimore City Recreation Centers	DENT Education	New Era Academy
Baltimore Community Mediation	Dickey Hill Elem/Middle	Patterson High School #405
Baltimore IT Academy	Digital Harbor High School	Patterson Park Public Charter School
Baltimore Police Department Explorers	Dr. Carter Godwin Woodson Elementary Middle School	Paul Laurence Dunbar High School
Baltimore SquashWise	Dr. Nathan A Pitts-Ashburton Elementary Middle School	Penn North Kids Safe Zone
Baltimore Urban Debate League	Empowerment Academy Elementary/Middle	REACH Partnership School
Baltimore Youth Kinetic Energy (BYKE) Collective	Esperanza Center	Reginald F. Lewis High School
Barclay Bike Club	Fallstaff Elementary / Middle School	Renaissance Academy
Barclay Elementary Middle School	Francis Scott Key Elementary Midd	Roberta's House
B'CIITY Youth Coalition	Frederick Douglass High School	Rognel Heights Middle School
Benjamin Franklin High School at Masonville Cove	Great Kids Farms	Roland Park Elementary Middle School
Bon Secours Health System	Green Street Academy	SAFE Alternative Foundation for Education, Inc
Booker T. Washington Middle School	Hampden Elem/Middle	SEED School of Maryland
Boy Scouts of America Baltimore Area Council	Hampstead Hill Academy	Soccer Without Borders (SWB)
BPD Community Collaboratin Division	Harlem Park Elementary Middle School	St. Francis Neighborhood Center
Catherine's Family & Youth Services, Inc.	Hazelwood Elementary Middle School	Stadium School
CHIP Mentoring - Alternative Directions Inc.	Holabird Elementary Middle School	The Crossroads School
Choice Program	I Am Mentality/Youth Male Empowerment Project	Tunbridge Public Charter School
City Neighbors Charter School 1	Independence School Local 1	Vanguard Collegiate Middle School
City Springs Elementary Middle School	Lakeland Elementary Middle School	Western High School
Civic Works		Windsor Hills Elementary Middle School



BALTIMORE POLICE DISTRICTS & PYC YOUTH PARTNERS MAP



#KEEPTHEPYC

FEATURED ON



Outside

TEDx

The National

THE BALTIMORE SUN

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PHILANTHROPY

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BROWN ADVISORY

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CUSTOMER SERVICES
BGE

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ERAZMUS INC.

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DIRECTOR OF COMMUNITY,
INCLUSION, AND EQUITY OF
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