

IMPACT REPORT

police youth challenge

2018



BALTIMORE CHESAPEAKE BAY
OUTWARD BOUND SCHOOL

POLICE YOUTH CHALLENGE (PYC)

PROGRAM BACKGROUND / HISTORY

The Police Youth Challenge (PYC) program has engaged various levels of the Baltimore City Police Department (BPD) and Baltimore City school-aged youth since 2008. Between 2012 and 2015, The Johns Hopkins University 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.

After the unrest that occurred in Baltimore in April 2015 following the death of Freddie Grey, Baltimore Chesapeake Bay Outward Bound School worked with the BPD and a variety of funders to significantly expand the program to include all active duty BPD officers, trainees and command staff. The program expansion officially began on January 14, 2016. At this time, BCBOBS also began an internal quantitative study of the program. Results presented in this report are preliminary and include all study data collected since January 2016.

QUANTITATIVE ANALYSIS

Officers who participated in the PYC program report as part of Baltimore Police Department's in-service training. Baltimore City school-aged youth, average age of 13.7, were recruited from 62 different Baltimore City schools and nonprofit organizations. Of the 4,225 PYC participants (officers and youth) through Q4 2017, the quantifiable data ranged from 939 to 1,230 records per scale item. Graphs included in this report show responses in percentage of participants surveyed and reflect cumulative date from January 2016 through December 2017.

Discover more at www.outwardboundbaltimore.org/policeyouthchallenge



POLICE YOUTH CHALLENGE: PARTICIPANTS

SCHOOLS / ORGANIZATIONS



TOTAL PARTICIPANTS



AVERAGE YOUTH AGE



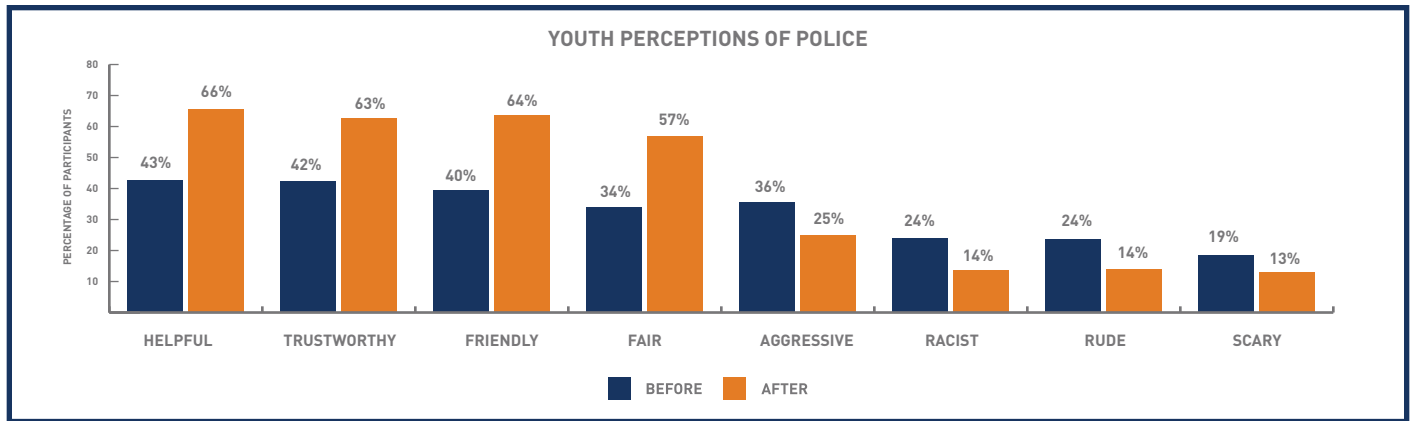
The chart to the left shows the distribution of Officers, based on their years of service with the Baltimore Police Department.

SCHOOLS / ORGANIZATIONS

ACCE High School	City Springs Elementary/Middle School	I Am Mentality/Youth Male Empowerment Project
Armistead Gardens Elementary/Middle School	Civic Works	Independence School Local 1
Arundel Elementary/Middle School	Collington Square Elementary/Middle School	Lakeland Elementary/Middle School
Baltimore City Department of Recreation and Parks	Commodore John Rodgers Elementary/Middle School	Maree Farring Elementary/Middle School
Baltimore City Recreation Centers	ConneXions Community Based Arts School	Mergenthaler Vocational-Technical High School
Baltimore IT Academy	Coppin Academy	Monarch Academy Baltimore City Public Charter School
Baltimore Police Department Explorers	DENT Education	Patterson High School #405
Baltimore SquashWise	Dickey Hill Elementary/Middle School	Patterson Park Public Charter School
Baltimore Urban Debate League	Digital Harbor High School	REACH Partnership School
Baltimore Youth Kinetic Energy (BYKE) Collective	Dr. Carter Godwin Woodson Elementary/Middle School	Reginald F. Lewis High School
Barclay Bike Club	Dr. Nathan A. Pitts-Ashburton Elementary/Middle School	Renaissance Academy
Barclay Elementary/Middle School	Empowerment Academy Elementary/Middle	Roberta's House
B'CITY Youth Coalition	Esperanza Center	Roguel Heights Middle School
Benjamin Franklin High School at Masonville Cove	Fallstaff Elementary/Middle School	Roland Park Elementary/Middle School
Booker T. Washington Middle School	Francis Scott Key Elementary/Middle School	SAFE Alternative Foundation for Education, Inc.
Boy Scouts of America Baltimore Area Council	Great Kids Farms	Stadium School
BPD Community Collaboratin Division	Green Street Academy	The Crossroads School
CHIP Mentoring - Alternative Directions Inc.	Hampden Elementary/Middle School	Tunbridge Public Charter School
Choice Program	Hampstead Hill Academy	Vanguard Collegiate Middle School
City Neighbors Charter School 1	Harlem Park Elementary/Middle School	Windsor Hills Elementary/Middle School
City Neighbors High School	Holabird Elementary/Middle School	

POLICE YOUTH CHALLENGE: SHIFTING PERCEPTIONS

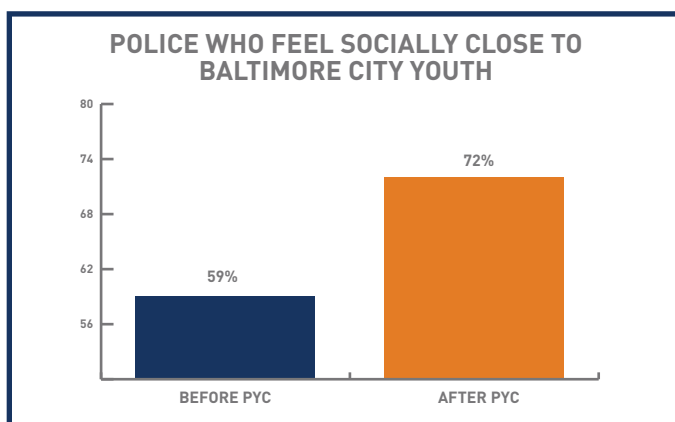
Youth are given an opportunity to rank their perceptions of Officers on a 7-point Likert scale both before and after the PYC. The data below represents the percentage of the surveyed population that experienced a statistically significant change in their perceptions. Findings demonstrate an increase in positive perceptions and a decrease in negative perceptions across all adjectives given.



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 , $n=1147$.

45% of Officers surveyed made significant positive change in their responses regarding stereotyped beliefs of youth after the PYC.

Questions included, "Most Baltimore youth deserve to be helped", "Engaging with Baltimore youth is a worthwhile use of time and energy", and "In general, Baltimore youth think and act alike". ($n=1092$).



Y-axis represents percentage of Police who responded to the survey. Paired t-test <0.001 , $n=1229$.

SOCIAL DISTANCE

58% 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, "There is reason for additional caution when working with Baltimore youth", "I don't relate very well to Baltimore youth", "I wouldn't mind living next to Baltimore youth", and "I would never want my children dating a Baltimore Youth".

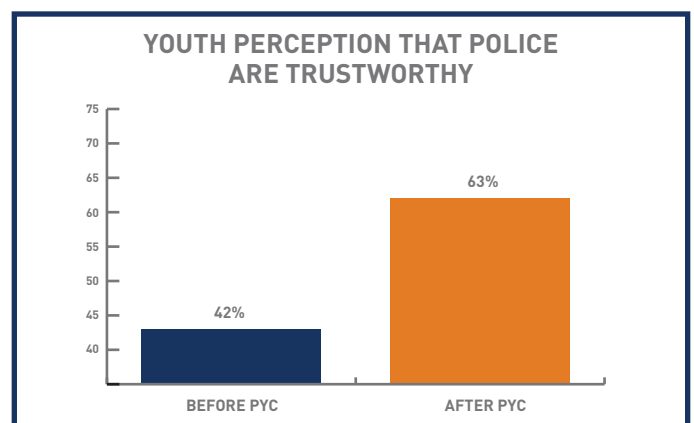
POLICE YOUTH CHALLENGE: REBUILDING TRUST

After the PYC, 88% of Officers surveyed think youth are trustworthy. 54% of Officers made significant positive change in their feelings from pre survey to post-survey.

Questions included, "Baltimore youth typically tell the truth", and "I can let my guard down around Baltimore youth". (Paired t-test <0.05 , $n=1230$).



63% of the youth left the program thinking police are 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 , $n=1147$.

POLICE YOUTH CHALLENGE: FORGING RELATIONSHIPS

IMPORTANCE OF POLICE AND YOUTH RELATIONSHIP

After the PYC, 88% of Officers feel that building relationships with youth is important. 51% 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 , $n=1195$)

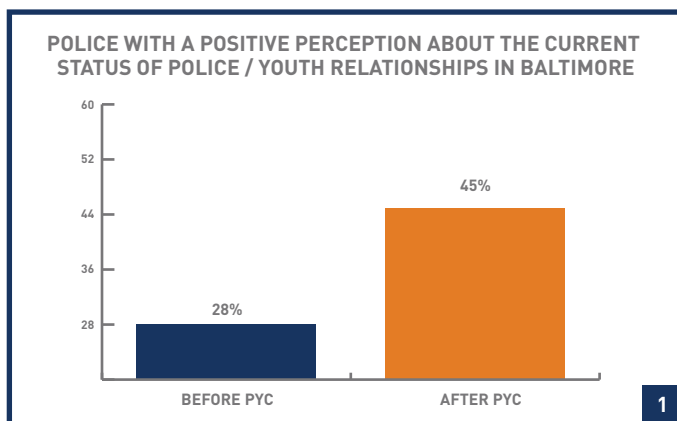
CURRENT CLIMATE OF RELATIONSHIP (1)

48% of Officers surveyed made significant positive changes in their feeling that the relationship between Officers and youth is getting better. Question: "Police relationships with Baltimore City youth are very good." (Paired t-test <0.001 , $n=1167$)

RELATIONSHIP BUILDING SKILLS

36% 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 , $n=1193$)

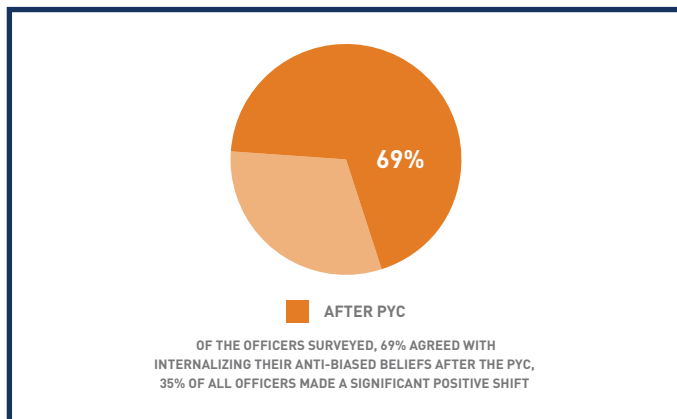
82% of Officers feel that they have the skills to positively interact with youth after the PYC.



Y-axis represents percentage of Police who responded to the survey. Paired t-test <0.001 , $n=1167$.



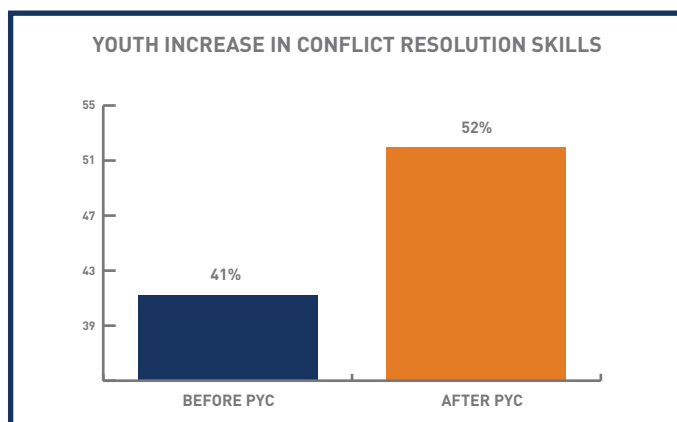
POLICE YOUTH CHALLENGE: BIAS & BEHAVIOR



Represents percentage of Officers who responded to the survey. (n=938)

POLICE WITH INTERNALLY DRIVEN MOTIVATIONS TO ACT IN NON-PREJUDICED WAYS TOWARD BALTIMORE CITY YOUTH

35% 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, “If I acted prejudiced toward Baltimore youth, I would be concerned that others would be angry with me.”



Y-axis represents percentage of youth who showed statistically significant change. Paired t-test <0.001, n=1147.

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.

“A great experience, what Outward Bound is doing with youth is very powerful. Getting to know the youth definitely made me appreciate why I signed up to work for the Police Department.”

- PYC Officer Participant

2018 BOARD OF TRUSTEES

Andrew M. Brooks
Chair of the Board
VP- Head of U.S. Equity Trading
T. Rowe Price

Clinton R. Daly
Chairman Emeritus
Partner
Brown Advisory

Arthur C. George
Baltimore City Public School System

Marc G. Bunting
Founder and CFO
Alpine Bagels and Brews, Inc.

Jeffrey S. Joy
CEO/President
IlliniCare Health Plan
Chairman Emeritus

Brett Rogers
Head of Legal
Chief Compliance Officer
Brown Advisory

Alfred R. Berkeley
Vice Chair
Princeton Capital Management LLC

E. Hervey Evans
President
Erazmus, Inc.
John Avirett
Partner
Greenspring Associates

James W. Smith
Subway Development
Baltimore & Philadelphia
Founding Board Member

Richard W. Frisch
Chairman Emeritus
Business Consultant
Founding Board Member

Joseph R. Hardiman
Volunteer
Founding Board Member

Bonnie Caslow Allan
Volunteer

James R. Garrett
Educational Consultant
Founding Board Member

H. Stacey Boyer
Attorney

Luke Cooper
President & CEO
Fixt

Sally J. Michel
Volunteer
Trustee Emeritus
Founding Board Member

Jimmy Carter
Senior Partner - Americas
Effective Leaders, International

David M. Citron, CFA
Chief Investment Officer
WMS Partners LLC

Sita Culman
Volunteer
Trustee Emeritus
Founding Board Member

Richard H. Rapuano
Consultant

Jacqueline M. Carrera
Volunteer
Trustee Emeritus

Lisa Millsbaugh Schroeder
President & CEO
Parks & People Foundation

AJ Caputo
Director
CRC Partners




Michael Morrill
Vice President & COO
DF Dent & Company

Robert Matthews
Senior Manager
Talent Management &
Organizational Development
Baltimore Gas & Electric

OUTWARDBOUNDBALTIMORE.ORG

Discover more at www.outwardboundbaltimore.org/policeyouthchallenge

Share your Outward Bound story on social media:

   @outwardboundbmore
 @outwardboundBCB



**BALTIMORE CHESAPEAKE BAY
OUTWARD BOUND SCHOOL**