

Community Outreach and Engagement

- ❖ COPS & Barbers
- ❖ COPS & Kids
- ❖ Juvenile Diversion Program
- ❖ REACH OUT
- ❖ COPS & Kids Learn Spanish
- ❖ Latin Community Outreach
- ❖ Citizen Accountability Rights and Education
- ❖ Project “Unplugged”
- ❖ REACH Academy
- ❖ Right Moves For Youth (RMFY)

Training and Employment Opportunities

- ❖ Academy of Safety & Protection (ASAP)
- ❖ High School Academy
- ❖ Explorer Program
- ❖ Cadet Program
- ❖ College Internship Program

Community Safety

- ❖ Active Survival for an Active Shooter

Community Services Bureau

Charlotte-Mecklenburg Police Department



Reaching Out to the Community and Providing Services for Youth and Young Adults

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COPS & Barbers: Recognized by President Barack Obama as a “model for fostering relationships between cops and young black men”, COPS & Barbers was the idea of local barber Shaun Corbett to facilitate dialogue between the police and community.



The CMPD and NC Local Barbershop Association host “town hall” events to create an open and honest dialogue about police and race relations. Dialogues educate African-American citizens of their rights, appropriate manner in which to interact with police, and challenges police face when confronted by a potentially dangerous situation. Events are held in local congregations, recreation centers, and schools throughout the community.

Juvenile Diversion Program: The CMPD provides diversion opportunities for first time juvenile offenders by providing an alternative to arrest, while maintaining accountability for delinquent acts and providing appropriate supports to redirect behavior. Youth ages 6-17



who commit lower level, misdemeanor offenses participate in up to 8 hours of interpersonal skills workshops designed to address specific areas of concern such as decision-making, risk taking, goal setting, conflict resolution, academic achievement, and substance abuse, as indicated by an assessment tool. Parent/guardians of the referred youth are required to participate in a 2-hour workshop designed to assist them in understanding and redirecting their child’s behavior. Participation is voluntary but if the referred youth refuses to participate, the original charges may be filed against them.



COPS & Kids: Building on the success of COPS & Barbers, COPS & Kids moves the dialogue into the school system to engage with students in high school. The purpose is to develop more meaningful partnerships with youth, educate youth about their rights and responsibilities as citizens, demonstrate positive interactions with police, address common misconceptions, and dispel common stereotypes. Events have been held in all Charlotte-Mecklenburg high schools, reaching thousands of students.



REACH OUT (Respect Engage Accountability Character Honesty Officers Understanding Teens): REACH OUT is a collaborative effort of the CMPD, Mecklenburg County Sheriff’s Office, and Division of Adult Correction and Juvenile Justice to provide the necessary services and resources to effectively and positively change the lives of selected youthful offenders. The components of REACH OUT include:

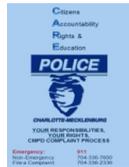
- * Youthful Offender, targets 16-21 year old individuals post-arrest and offers life skills programs, interview skills, job placement, and mentoring by law enforcement officers.
- * Teen Engagement and Mentorship (TEAM), pairs CMPD officers, trained as mentors, with teens in the communities where they serve. Teens are engaged by officers through voluntary contact at magnet locations for crime.
- * Jail North, provides life skills programming while participants are incarcerated and pairs them with officers serving as mentors after release.

COPS & Kids Learn Spanish: Building on the success of COPS & Barbers, COPS & Kids Learn Spanish builds stronger relationships and better communication between Latino youth and their families and participating division officers. Officers attend language classes taught by the youth for 12 weeks. The program is hosted by area congregations and average 25-30 youth and 15 officers.

Latin Community Outreach: This program promotes cooperation between the Latin community residents of Charlotte-Mecklenburg and CMPD by identifying problems, creating strategies, and implementing solutions to benefit a community whose barriers include both language and cultural understanding. Program officers coordinate with the Latino media/press, host a weekly call-in show on the radio, attend community events, and assist detectives with criminal cases.



Citizen Accountability, Rights and Education (CARE): CARE is a one hour follow-up to the COPS and Kids forum, facilitated by School Resource Officers to all ninth grade students. CARE cards, which are distributed to the students, outline the rights and responsibilities of youth and police officers. SROs use the CARE cards to address what to do if the students are stopped for questioning, during a traffic stop, and if an officer comes to their home.



Project Unplugged: "Unplugged", a term commonly used to indicate a low-key presentation held in an informal setting. Project Unplugged engages a smaller audience in a more casual setting. Many religious organizations have partnered with CMPD to host these forums. The topics include officer procedures, conduct and accountability, citizen's rights, improving police/community relations, and police training in community relationships. Approximately 500 youth have participated in Project Unplugged.



REACH Academy (Respect Engage Accountability Character Honesty):

The REACH Academy builds positive relationships between youth and police officers and promotes personal and social responsibility and accountability through leadership opportunities. The CMPD has partnered with several community organizations to provide educational field trips, career readiness, and vocational development classes for participants. Upon graduation, youth may participate in a CMPD mentoring program. REACH is week-long summer program for up to 25 males and 25 females in each session.



Right Moves for Youth: The mission of RMFY is to provide resources and guidance to help students graduate high school with a plan for their future success. Police officers, staff and community volunteers work with 20-30 students grades 6-12 once per week to help them learn and practice new skills, give and receive peer support, develop positive relationships with adult mentors, and find new meaning in succeeding and graduating high school. RMFY clubs are currently operating in 28 middle and high schools. RMFY was co-founded by CMPD officer Dave Scheppegrrell.



Academy of Safety & Protection (ASAP): In 2014, the CMPD, Fire Department, and Medic partnered with Charlotte-Mecklenburg Schools (CMS) to develop the first of its kind public safety program for high school students. ASAP was designed for high school students who have a desire to pursue a career in policing, firefighting, or medical emergency services. Students enrolled in ASAP are required to take an introductory Public Safety I class their first year. If interested in continuing, students take advanced elective classes in their junior and senior years. The curriculum follows the pathways established by the NC Dept. of Public Instruction. Several classes are eligible for college credits through the partnership with Central Piedmont Community College.



High School Academy: The High School Academy is an opportunity for high school students to experience a week at the CMPD Training Academy. This hands-on course is designed for students who are interested in a Law Enforcement career, providing opportunities to learn about the law enforcement profession in general and the CMPD in particular. Students also learn other skills including teambuilding, leadership, and decision-making that will assist them with achieving a future career in law enforcement and can be applied to everyday life. Sessions are offered twice a year for 50 high school students in grades 9-12.



Explorer Program: The Explorers Program introduces students in grades 9-12 to the world of law enforcement at the local, state, and national levels. Explorers, up to 60 each year, are trained in multiple aspects of police work and have the opportunity to compete with other posts in state, regional, and national conferences. An annual group project is the Christmas Project which provides toys and food to less fortunate children and those who are experiencing unforeseen crisis. Referrals from CMS and first responders provide police officers with the opportunity to deliver holiday cheer to members of the community who reside in their patrol division.



Cadet Program: This paid position provides 15 qualified students, actively enrolled in a local college, the opportunity to work in a professional, law enforcement environment, while learning about and training for future employment as a Police Officer with the CMPD. The program enhances the student's knowledge of the CMPD and all operating aspects. Cadets work in different areas of the department and develop the necessary skills to make them the type of officer CMPD needs to be successful in its mission to prevent the next crime. When the student turns 21, he or she may enter into a career as a CMPD officer. Cadets are given priority into the Police Academy.



College Internship Program: This non-paid internship experience introduces college students to the opportunities and disciplines within the law enforcement field. Interns work alongside departmental personnel in varying assignments throughout the CMPD. Interns are also introduced to effective problem-solving practices and partnership-building skills, gaining a better understanding of the day-to-day operations of the department. The internship program is offered during the fall and summer semester of each academic year, for 12 weeks, with 12 students in any given session. CMPD offers both a sworn and civilian pathway for interns.



Active Survival for An Active Shooter: This 2-hour educational seminar is presented to community members to provide tools to help them survive in the presence of an active shooter. The seminar is available to businesses, schools, neighborhoods, and congregations. The CMPD has conducted over 200 public seminars, educating over 4,000 community members.

