



# Engaging Your Community: First-Responder Strategies

June 24, 2021  
2:00 p.m. – 3:00 p.m., ET



CENTER FOR  
HEALTH & JUSTICE  
AT TASC

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## TASC's Center for Health and Justice

COSSAP TTA Provider for  
First-Responder Led Diversion Initiatives



Website:

[www.centerforhealthandjustice.org](http://www.centerforhealthandjustice.org)



# Center for Health & Justice COSSAP Team

TTA provider for COSSAP FRD grantees since 2017



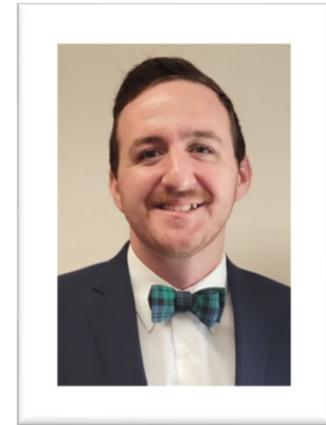
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CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

# Charlotte-Mecklenburg Police Department



NOBLE National  
2021



## What is Youth Diversion?

- First time offender program that allows youth ages 6 to 17 to be Diverted from the traditional Juvenile Justice system for lower-level offenses (started with 2012 JCPC funds, 2015 GCC funds to expand to HPD, MPD, MHPD, PPD, 4491 referrals since inception)

## What are the Goals?

- Empowers the families through Education, Direction, and Guidance
- Reduce Juvenile Arrest (27%)
- Decrease Racial and Ethnic Disparities (RED) (24%)
- Decrease School-to-Prison Pipeline (STPP) (17% vs. 42%)
- Ensure 90% of youth do not reoffend

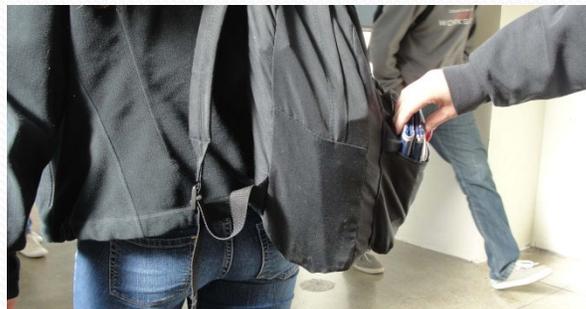
## What are the Benefits?

- Provide services to youth
- Reduce system costs
- Avoid labeling effect



# Divertible Lower Level Offenses

- Public Affray
- Simple Assault
- Disorderly Conduct
- Communicating Threats
- Trespassing
- Larceny
- Damage to Property
- Weapon Law Violation
- Alcohol/Drug Narcotics



- We can not mandate restitution for:
  - property damage, unrecovered items, or medical bills



## Youth Diversion Process

1. Youth commits first time lower level misdemeanor offense (must live in Mecklenburg County and be between 6-17)
2. School or Patrol Officer writes a report without juvenile arrest
3. Diversion Specialist schedules intake at police department or school
4. Youth are assigned to appropriate programs based on assessment
5. Upon program completion case is closed and if declined sent back to originating officer for disposition
6. Notification letter of completion or decline is mailed to family





**YOUTH NEEDS (Total Score) \_\_\_\_\_**

**0 1 2 3+ Risk and Needs questions**

- How many times have you tried alcohol, outside of your parents? Substance
- How many times have you experimented with marijuana? Substance
- How many times have you sold, distributed, or helped make drugs? Substance
- What other drugs have you tried? \_\_\_\_\_ How many times? Substance
- How many times have you taken prescription drugs that didn't belong to you? Substance
- How often are you smoking tobacco? Substance
  
- How many times have you stolen an item from a store and not paid for it? Life Skills
- Number of friends or associates that have been arrested? Life Skills
- How many times have you run away? Life Skills
- How often do you have verbal or physical altercations with your guardian? Life Skills
- How many times have you been with friends when they have broken the law? Life Skills
- How many times has your parent missed important events that disappointed you? Life Skills
  
- How many times have you destroyed items while angry? Example.. Punched wall Conflict
- How many times have you started, instigated, or provoked a fight? Conflict
- How many times have you bullied another student? Conflict
- How many disagreements have you had where you pushed or shoved someone? Conflict
- How many verbal altercations have you had? Conflict
- How many times do you get an attitude when authority tells you to do something? Conflict
  
- How many referrals have you received this past school year? Academic
- How many school suspensions have you had this school year? Academic
- How many times have you skipped school this school year? Academic
- Academically, are you an A, B, C, or D student? Academic
- How many times have you argued with parents over homework? Academic
- How many tutors have you utilized for school? Academic



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# Youth Diversion Programs

- **ACHIEVING SUCCESS ON PURPOSE (ASOP)**
  - Life Skills class and Substance Awareness
- **URBAN THOUGHTS**
  - Conflict Resolution and Theft Awareness
- **FUTURE LEADERS**
  - Academic Awareness
- **PREVENTION**
  - Understanding my potential (ages 6-11)
- **TEEN COURT**
  - Trial by peers (now takes 16-17)





812 Oaklawn Avenue  
Charlotte, NC 28206



# Graduated Response Level

1. School Based Diversions
  - VIP—Violence is Preventable
  - SHIP—Sexual Harassment is Preventable
  - Community Service Program
  - POP—Position Options Program
2. Law Enforcement Agencies
  - Youth diversion
3. Criminal Justice System
  - Adult
  - Juvenile

Referral Source	2013	2014	2015	2016	2017	2018	2019
School	78%	66%	67%	61%	46%	49.4%	68.5%
Patrol Officer	22%	34%	33%	39%	54%	50.1%	31.5%

School Resource Officer's offered over 2000 juveniles (almost 50%) the Diversion option which attributes to CMPD attempting to reduce School to Prison Pipeline

19% of Meck County DJJ cases were referred from schools; 42% referred statewide



## Goal: Reduce Juvenile Arrests

Since program inception juvenile arrest have decreased by **27%** (941).

Juvenile Arrest	2013	2019
Total	3481	<b>2540</b>

Since program inception juvenile arrest have decreased by **43.2%** (1,504).

Juvenile Arrest	2013	2020
Total	3481	<b>1977</b>

## Goal: Reduce Racial and Ethnic Disparities (RED)

Since program inception RED has decreased by **24%** (752).

Race	2013	2019
Minority	3,149	<b>2,397</b>

Since program inception RED has decreased by **41.9%** (1,321).

Race	2013	2020
Minority	3,149	<b>1,828</b>



## Goal: Reduce School-to-Prison Pipeline

School Resource Officer's referred over 3000 juveniles to Diversion totaling 60% of cases which attributes to CMPD attempting to reduce School to Prison Pipeline.

17% of Meck County DJJ cases were referred from schools; 42% referred statewide

## Reduce Recidivism

10% average recidivism rate, meaning 90% do no reoffend upon completion

Year	2013	2014	215	2016	2017	2018	2019	Average
Recidivism %	10.6%	9.8%	10.5%	12.10%	13.9%	7.40%	6.14%	<b>10%</b>



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# JUVENILE ARREST PROCESSING

- Process all arrest
- Review first time lower-level offenders
- DJJ and DA have dismissed lower-level cases and they receive no services
- If case can be diverted:
  - Email referring officer requesting case pull
  - Contact subject's family to ensure they agree to participate
  - Offer life skills programming in lieu of court involvement
  - If they fail to complete process arrest



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## COPS CARE

COPS Care is a one-hour gang prevention and citizen rights education course designed to teach youth about the negative reality of the gang lifestyle, positive alternatives to gang involvement, and their rights and responsibilities as citizens. COPS Care provides 8<sup>th</sup> grade students in Charlotte-Mecklenburg Schools with the same message: make positive choices for positive outcomes. Program facilitators include a CMPD Gang Specialist and School Resource Officer.

COPS CARE is a part of every other youth program

For more information contact  
Ofc. Mike Nguyen  
704-591-1469

**C**itizens  
**A**ccountability  
**R**ights &  
**E**ducation



YOUR RESPONSIBILITIES,  
YOUR RIGHTS,  
CMPD COMPLAINT PROCESS

<b>EMERGENCY</b>	<b>911</b>
<b>NON-EMERGENCY</b>	<b>704-336-7600</b>
<b>FILE A COMPLAINT</b>	<b>704-336-2336</b>



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## REACH Academy

Respect Engage Accountability Character and Honesty

Six week-long summer gender-specific program for up to 25 males and 25 females in each session, that builds positive relationships between participants and officers, and promotes personal and social responsibility through leadership opportunities, educational seminars and field trips, and career and vocation development classes.



Upon graduation, youth may participate in monthly “booster sessions” designed to nurture the education and relationships developed in the summer program.



For more information contact

Lt. LeBraun Evans  
704-301-5930

Ofc. Mike Nguyen  
704-591-1469

Sgt. David McCallum  
704-497-9165



## REACH OUT

### (Respect Engage Accountability Character Honesty – Officers Understanding Teens)

A collaborative effort of the CMPD and Division of Adult Correction and Juvenile Justice. This voluntary program is designed to give participating first-time felony arrest offenders (select charges only) the resources, skills, and support services necessary to become successful adults. This program allows participants the opportunity to complete court ordered community service hours in an educational environment designed to provide direction and support.

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



For more information contact  
Det. Derrick Crawford                      Sgt. Dave Scheppegrell  
704-619-7636                                      704-713-7499





- 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 and CMPD.
- 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.





## Cadet Program

- CMPD's Cadet Program is a paid position that provides 20 qualified students, actively enrolled in college, the opportunity to work in a professional law enforcement environment, while learning about and training for future employment along with tuition reimbursement.
- The program enhances the student's knowledge of CMPD and all operating aspects.
- At 21, they may enter into a career as a CMPD officer and are given priority into the Academy.



## What is Adult Diversion?

- First time offender program that allows young adults ages 18 to 24 to be diverted from the traditional Criminal Justice system for lower-level offenses

## What are the Goals?

- Redirect young adults through Decision Making, Education, and Engagement
- Reduce young adult arrests
- Decrease Racial Ethnic Disparities

## What are the Benefits?

- Provide services to offenders
- Reduce system costs
- Avoid labeling effect



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# Divertible Charges

Larceny from auto

Larceny by employee

Misdemeanor Assault (non-DV)

Fraud

Misdemeanor B/E

Disorderly Conduct

Failure to Disperse (Post arrest)

Unauthorized use of motor vehicle

Felony/Misdemeanor larceny

Auto theft-no pursuit or accident with injury

Possession of stolen property (misd & felony)

Intoxicated and Disruptive

Damage to Property/Vandalism

## **Currently handled at McLeod Center**

Possession of Alcohol under 21

Possession of Marijuana and other drugs

ABC Misdemeanor

Possession of Drug Paraphernalia



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## Non-Divertible Charges

Assaults with A Deadly Weapon

DWI

Trafficking illegal drugs

Residential burglary

Any death by vehicle

Domestic Assaults

Firearm offenses

Sale of illegal drugs

Sexual Assault offenses

Additional Offenses as determined by Diversion Program supervisors and the Mecklenburg County District Attorney



## PROGRAM REQUIREMENTS

Offense	Program Duration	Time to Complete
Low level	25-50 hours	3 months
Mid-level	50-75 hours	6 months
High level	100 hours	12 months

- No new criminal charges
- Regular meetings with the program specialist
- Compliance with recommended treatment/education/employment
- Victim restitution
- Job readiness training, financial literacy course, theft awareness class, etc.



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## End Goal

- Reduce young adult arrests and redirect behavior
  - Decision Making, Education, and Engagement
- Decrease Racial Ethnic Disparities

## End Benefits

- Reduce system costs and avoid labeling affect
- Keep young adults employable
  - GED completion
  - Certifications (OSHA-10 Construction)



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# Police Activities League (PAL)

Volunteering and Coaching opportunities for LEO



- Baseball
- Basketball
- Cheerleading
- Dance
- Football
- Martial Arts
- Soccer
- Wrestling
- Afterschool Program
- Summer Enrichment Program
- Stem Robotics Program
- Youth Mentoring
- Remote Learning





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*PAL Center, 1330 Spring Street, Charlotte NC 28206*

For more information contact

Officer Bogues 704-249-4290 or Officer Gilmore 704-582-2570

Sgt. Anthony Hall 704-432-2040



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## CMPD Envision Academy Scholarship Program

8-week summer program aimed at exposing at-risk teens to everything Charlotte has to offer and to provide them with positive experiences with police.

- The Envision Academy is a paid opportunity **June 15<sup>th</sup> – August 5<sup>th</sup> 2021**
- Scholars will receive up to a \$1500 stipend for successful completion
- Up to 60 youth, with 20 CMPD mentors
- Must be 15-18 years of age & enrolled in school
- Must be a rising 10<sup>th</sup>, 11<sup>th</sup>, or 12<sup>th</sup> grader or a graduating senior
- Priority will be given to diversion and reach participants who have successfully completed the respective programs
- Must be able to commit to the program for the entire 8-week session
- Application deadline is March 8, 2021

For more information contact:

Sgt. Figaro 704-589-0880



## CMPD Envision Academy Scholarship Program





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## CMPD Envision Academy Scholarship Program





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## Mentoring

- Advocating for underserved youth; Building positive relationships; Creating safe space
- Partnership with Communities In Schools, Inc.
- Middle Schools: MLK, Sedgefield, Alexander Graham, Walter G. Byers, Eastway, Marie G. Davis, White Water
- High Schools: West Charlotte, Harding, Garinger, Performance Learning Center
- Pipeline into other CMPD Programs (i.e. REACH, Envision, etc.)
- Connecting school faculty, staff, students and their families with resources within the community



# Funding

- Diversion
  - Juvenile Crime Prevention Council (JCPC) covers personnel
  - Governor's Crime Commission (GCC) covers programming
  - CMPD covers personnel, supplies, and facilities
- Cadets
  - Federal JAG Grant—\$16/hour (28 hours per week)
  - Tuition reimbursement at UNCC rate (City of Charlotte)
  - CMPD covers uniforms
- Explorers
  - Private donations
- Envision
  - Private donations for stipends
- All Other Programs
  - Community partners
  - CMPD



CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

# Contact Information

Retired Assist Chief Vickie Foster

Cara Evans-Patterson (Program Manager)

704-574-3186

[cevanpatterson@cmpd.org](mailto:cevanpatterson@cmpd.org)

Located at 601 East Trade Street, Charlotte, NC 28206



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# Questions and Answers





# THE VILLAGE

BEHAVIORAL HEALTHCARE SERVICES



# It Takes a Village:

*Engaging Law Enforcement in effective ways they can partner with diversion programs for individuals with mental health issues and substance use disorders*

Presented By:

Malik Ashhali, MSW, LCSW, LCAS, MAC, CSI, TF-CBT

[mashhali@thevillagebhs.org](mailto:mashhali@thevillagebhs.org) ~ 704-891-3481

## Learning Objectives:

1. Participants will comprehensively understand the negative impact of stigma on Law Enforcement's ability to effectively participate in Diversion Programs.
2. Participants will become aware of how to address and identify the impact of implicit biases on their ability to establish trust within the communities they serve.
3. Participants will comprehensively understand to establish trust by building and maintaining authentic relationships with community members and community partner organizations.

## The need for Diversion Programs and the significance of Law Enforcement's involvement:

- Increasing number of Mental Health and Substance Use conditions within the criminal justice system.
- Diversion programs can eliminate unnecessary involvement in the juvenile and criminal justice system.
- Diversion programs have not been universally implemented.
- Research needed on the efficacy of law enforcement serving as an entry point to treatment.

## The significance of Law Enforcement to Diversion Program success:

- LE are Gatekeepers of the criminal justice system.
- LE can refer to community based evidenced-based treatment programs.
- LE play a vital role in preventing and intervening in the cycle of offending and advancement through the criminal justice system.

## The systemic shift:

- Paradigm shift away from traditional law enforcement responses.
- Paradigm shift from the Criminalization of SUD and Mental Health.
- A newfound accountability for policing and the role of LE.

## Why is this a big deal SUD and Diversion anyway? Opioid Epidemic

- The opioid epidemic is having an unprecedented impact on American culture and its system of justice.
- On average, 130 people die from opioid-related overdoses every day in the United States.
- 2.3 million Americans struggle with substance use disorders related to prescription opioids and heroin
- Drug abuse violations are the category for which the largest number of arrests were made in 2017, and nearly one-third of those arrests involved opioids pain pills or heroin.
- It is estimated that more than half of the American prison population has struggled with opioid dependency at some point in their lives.
- One in five inmates was an active user of these drugs in the month immediately preceding incarceration.

## LE overcoming personal stigma and systemic stigma surrounding SUD

### Stigma

- Mark of disgrace that sets a person apart from others.
- When a person is labelled by their illness they are no longer seen as an individual.
- Negative attitudes and beliefs toward this group create prejudice which leads to negative actions and discrimination.

### A major barrier to successful Diversion Programs

Stigma could be one factor influencing the limited implementation of such services. Dr Sarah Wakeman, Medical Director for the Massachusetts General Hospital Substance Use Disorder Initiative and Assistant Professor of Medicine at Harvard Medical School, has gone so far as arguing that stigma—particularly in the medical community and criminal justice system—is currently the biggest barrier to fighting this epidemic.

## What are the stigma surrounding substance users and their communities and how do we address the problem?

- Accept that we all have unconscious biases
- Slow down
- Monitor your own behavior
- Pay particular attention to bias related to the nine protected characteristics
- Widen your social circle
- Speak out if you notice bias in your team or by your managers
- Apologize if you get it wrong



You are part of a system, get people to see you!!!

## Building Community Trust

- Build relationships one at a time
- Be friendly and make a connection
- Ask people questions
- Tell people about yourself
- Go places and do things
- Accept people the way they are
- Assume other people want to form relationships
- Overcome your fear of rejection

## Referral Sources

- Office of Juvenile Justice and Delinquency Prevention, <https://ojjdp.ojp.gov/>
- National Institute of Justice, <https://nij.ojp.gov/>
- LEAD National Support Bureau, <https://www.leadbureau.org/>
- SAMSHA
  - <https://www.samhsa.gov/>
  - <https://www.samhsa.gov/find-treatment>
  - <https://www.drugabuse.gov/publications/principles-adolescent-substance-use-disorder-treatment-research-based-guide/treatment-referral-resources>

## Sources

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6066414/>

<https://www.justice.gov/crs/file/836486/download>

<https://journals.sagepub.com/doi/abs/10.1177/1461355720962524?journalCode=psma>

<https://www.mhanational.org/issues/mental-health-and-criminal-justice-issues>

<https://nij.ojp.gov/>

2.3 million Americans struggle with substance use disorders related to prescription opioids and heroin ([National Institute on Drug Abuse, 2019](#)).

Data from the [Federal Bureau of Investigation's \(FBI\) Uniform Crime Report \(2018\)](#) indicated that drug abuse violations are the category for which the largest number of arrests were made in 2017, and nearly one-third of those arrests involved opioids pain pills or heroin.

It is estimated that more than half of the American prison population has struggled with opioid dependency at some point in their lives ([Mumola and Karberg, 2006](#)).

One in five inmates was an active user of these drugs in the month immediately preceding incarceration ([Bureau of Justice Statistics, 2017](#)).



# Questions and Answers

# Thank You!

Malik R. S. Ashhali

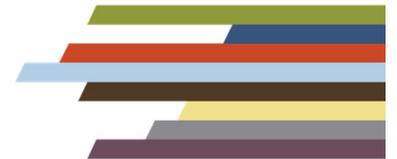
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# Need TA?

To request training and technical assistance, contact CHJ:

Ben Ekelund  
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[bekelund@tasc.org](mailto:bekelund@tasc.org)

or visit the TTA request page on the COSSAP website:  
<https://www.cossapresources.org/Program/TTA/Request>