



# COMMUNITY IMMERSION LAW ENFORCEMENT PROJECT

- ▶ The first assignment of newly hired Kent Police Officers will serve as volunteers in community based organizations for 320 hours (2 months)
- ▶ Community organizations will apply to host police recruits and will assign them a mentor for their service experience
- ▶ Police recruits will interact with their community mentors, non-profit employees, and a wide range of community members
- ▶ Community Immersion is loosely based on the Police Corps model but has never been applied in this capacity

## WHAT IS COMMUNITY IMMERSION?



- ▶ Kent Police Department
- ▶ Rep. Tina Orwall's Office
- ▶ University of Washington Tacoma, Social Work Dept
- ▶ Community Organizations in Kent

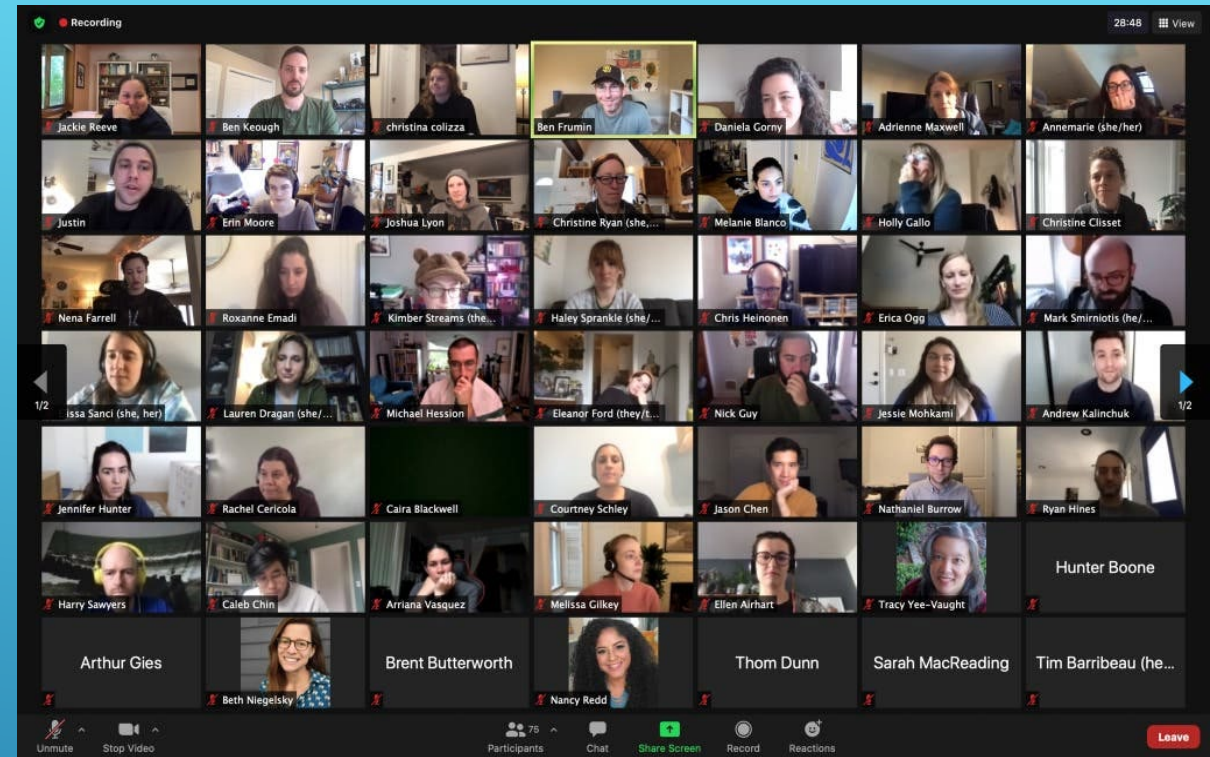
# STAKEHOLDERS



- ▶ New officers will recognize serving the community to be the foundation of their role as Kent Police Officers
- ▶ Community members and organizations will help shape our officers from the ground up and empower them with their perspectives
- ▶ New officers will learn about and interact with cultures other than their own. This will expand their worldview and inform their interactions and decisions on the street
- ▶ New officers will learn about local organizations and how to connect community members to resources in their time of need
- ▶ CILEP will give us the ability to evaluate recruits cultural competency prior or becoming officers and will attract recruits who value the ethic of service

## WHY COMMUNITY IMMERSION?

- ▶ Months of stakeholder meetings
- ▶ Focus groups with community organizations
- ▶ Joint drafting of project goals w/community members
- ▶ Feedback and interaction from UW School of Social Work on project design and monitoring & evaluation
- ▶ Draft surveys for police recruits and organizational pairings
- ▶ Crafting new PD orientation and training schedule to incorporate Community Immersion



# WHAT'S BEEN DONE?

- ▶ Newly hired police officers will participate in the project
- ▶ First 3 weeks Kent PD Orientation and Training-120 hours
- ▶ Community Immersion w/organization and on-site mentor-320 hours
- ▶ Kent PD re-integration and debrief-40 hours
- ▶ Total project hours **480**
- ▶ BLEA

## PROGRAM DESIGN





- ▶ Community organizations in the City of Kent will apply to host a recruit for community immersion
- ▶ Applications will be reviewed and vetted by the training division
- ▶ On-site mentors will be interviewed and vetted
- ▶ Recruits will complete a pre-immersion survey and be matched with a community organization
- ▶ The recruits immersion schedule will be overseen by the training unit
- ▶ We hope to partner with organizations like Catholic Community Services, YMCA, Living Well Kent, World Relief, Sound Cities, KYFS, and many others!

# ORGANIZATIONS





- ▶ Provide officers firsthand experience and in-person engagement designed to ingrain understanding, empathy, compassion and trust
- ▶ Develop community-centered law enforcement training partnerships with community stakeholders who serve our diverse community members
- ▶ Provide officers with one-on-one guidance and ongoing mentorship from community leaders who represent our BIPOC community
- ▶ Forge life-long personal relationships between officers and community members
- ▶ Strengthen communication between the Kent Police Department and our community members

## PROGRAM GOALS



- ▶ Recruits demonstrate the ability to self-reflect on own acknowledged and implicit biases
- ▶ Recruits demonstrate the ability to communicate effectively with Kent residence from cultures other than their own
- ▶ Recruits demonstrate the ability and eagerness to learn about cultures other than their own including sub-cultures within groups
- ▶ Recruits can described and reflect on learning, which takes place through the agency work and direct service with clients
- ▶ Recruit develops appropriate, friendly, ongoing relationships with members of the community

## LEARNING GOALS

- ▶ Finalize MOU/Service Agreement from legal
- ▶ Expectations for community organizations
- ▶ Evaluation tool from University of Washington
- ▶ FAQ Document
- ▶ Advertising program to community

## WHAT'S NEXT?





QUESTIONS?