

# Policy Referral: Youth Crime

HOUSING, SAFETY AND COMMUNITY COMMITTEE

APRIL 1, 2024

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## Today's Discussion

- ◀ **Insights from the Data – Follow-up**
- ◀ **Benchmarks and Best Practices**
  - Themes from the evidence
  - What's working in other cities?
- ◀ **Overview of Existing Programs & Policies**
- ◀ **Youth Engagement Progress Update**
- ◀ **Next Steps**

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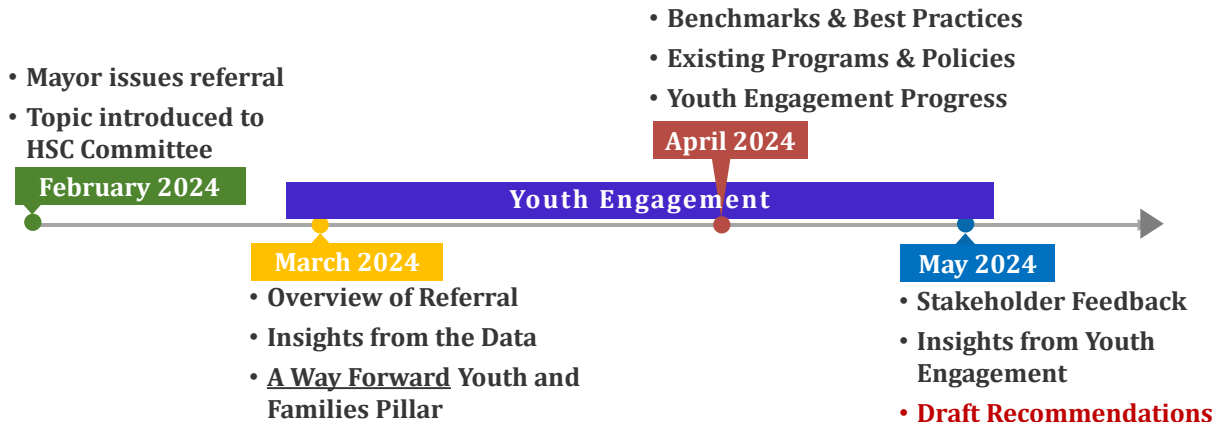
# Policy Referral Overview

## ◁ Primary Objective of the Policy Referral

Recommend strategies to support meaningful reductions in juvenile crime rates (as measured by CMPD) over a five-year period

<u>Focus</u>	<u>Recommendations may include</u>	<u>Key Assumptions</u>
<ul style="list-style-type: none"> <li>• Emphasis on age 17 and below</li> <li>• Property and violent crime</li> <li>• At-risk youth, first-time offenders, and repeat offenders</li> </ul>	<ul style="list-style-type: none"> <li>• Programming, investments, and policy (state/local levels)</li> <li>• Mix of actions within city’s direct control, as well as advocacy for actions that could be taken by other local/state entities</li> </ul>	<ul style="list-style-type: none"> <li>• City’s strategic priorities (e.g., affordable housing, corridors of opportunity, workforce development) are of direct relevance to long-term efforts to reduce youth crime rates</li> </ul>

# Policy Referral Timeline



# Data Insights Follow-up

◁ Is the number of juvenile arrests proportional to the population ?

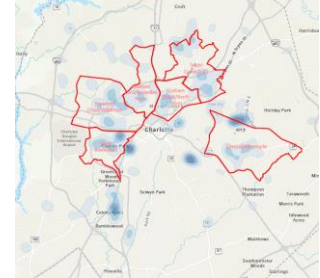
Age	Population		Arrestees	
Under 15	164,734	18%	593	5%
15 to 17 years	34,586	4%	1,118	10%
Subtotal Under 18	199,320	22%	1,711	15%
18 and Over	698,400	78%	9,903	85%

\* Data are for the most recent years of available data: 2022 for population and 2023 for arrestees

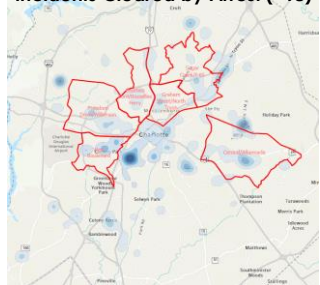
# Data Insights Follow-up

- ◁ While all residents are impacted by the toll of violence in our community, some geographic areas face greater exposure and risk
- ◁ Youth arrest and home location generally mirror the general pattern of durable hotspots for violent criminal incidents

Arrestee Home Addresses (<18)



Incidents Cleared by Arrest (<18)



# Themes from the Evidence






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## Themes from the Evidence

### ◀ Social and Community Context

- Effects of trauma, and the continued stress and anxiety on youth and families from the pandemic
- Increased exposure to violence
- Increases in unstructured and unsupervised time

### ◀ Economic Stability

- Support for family economic and housing stability
- Youth employment as a protective factor

### ◀ Neighborhood & Built Environment

- Home environment, as well as neighborhood safety and security, directly affects behavior
- Access to resources

### ◀ Health Care Access & Quality

- Need for more mental health care services and prevention programs

### ◀ Educational Access & Quality

- Strengthen relationships between schools and law enforcement
- Increase access to mental health services in schools

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## What's Working in other cities?

- < Trauma-informed programming and trained staff
- < Broad, collaborative partnerships
- < Credible messengers
- < Informed by data and evidence
- < Youth engagement (starting younger)
- < Neighborhood problem-solving
- < Focus on systemic issues and root causes
- < Public health approach
- < Mentoring
- < Including entire family in implementations
- < Community wide mental health skill building

## Evidence-Based Programs – Youth/Community Safety

Category	Programs	Charlotte-Mecklenburg Local Examples
Youth Prevention	<ul style="list-style-type: none"> <li>• Early childhood home visitation</li> <li>• Mentoring programs</li> <li>• School-based violence &amp; bullying prevention</li> <li>• Summer youth employment</li> </ul>	<ul style="list-style-type: none"> <li>• Nurse-Family Partnership</li> <li>• Early Head Start</li> </ul>
Justice-Involved Interventions	<ul style="list-style-type: none"> <li>• Multisystemic therapy for juvenile offenders</li> <li>• Cognitive-behavioral therapy (CBT) for offenders</li> <li>• Restorative Justice</li> <li>• Family Functional Therapy</li> <li>• Drug Courts</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple practices in use within programs primarily administered by Mecklenburg County, Sherriff's Office, and Courts</li> </ul>
Policing	<ul style="list-style-type: none"> <li>• Community policing</li> <li>• Focused deterrence strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Crime analytics</li> <li>• Priority offenders team</li> </ul>
Policy	<ul style="list-style-type: none"> <li>• Firearm access prevention laws</li> </ul>	Lack of local control
Health Model	<ul style="list-style-type: none"> <li>• Violence interruption programs</li> </ul>	<ul style="list-style-type: none"> <li>• Alternatives to Violence</li> <li>• Hospital-Based Violence Interruption</li> </ul>

# Youth Programs Appendix

City of Charlotte and CMPD Programs

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Mecklenburg County Office of Violence Prevention Programs

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Mecklenburg County Criminal Justice Services  
Juvenile Crime Prevention Council Programs

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Note: Each program is tagged as follows:

#Prevention	#Positive Youth Development
#Diversion	#Substance Abuse Prevention
#Intervention	#Workforce Development
	#Mental Health

## Initial Insights from Program Analysis

- ◁ All youth programs can serve a prevention purpose...with the intentional infusion of best practice and evidence
- ◁ Charlotte has award-winning programs...do all youth have access to programs and the supports to be successful?
- ◁ Youth engagement is a powerful tool...who are we leaving out of the conversation?
- ◁ Opportunities for earlier engagement (younger age), strategic partnerships in specific locations, and program coordination & alignment

## Roadmap for Best Practices



What specific goals related to the reduction in youth crime are we trying to resolve?



How are we measuring short-term and long-term outcomes?



Who are we leaving out of the conversation?

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## Youth Engagement Progress

- ◀ Survey distribution through more than a dozen organizations
- ◀ Tabling at community events
- ◀ Youth-led MYEP Ambassador Street Cleanup in March
- ◀ Listening sessions scheduled in Corridors of Opportunity
- ◀ Featured at teen leadership summits and at high school vocational week events



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## Next Up in Committee

### ◀ May

- Stakeholder Feedback
- Insights from Youth Engagement
- Staff Draft Recommendations



# Youth Programs Appendix

## HOUSING, SAFETY AND COMMUNITY COMMITTEE

APRIL 1, 2024

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## Introduction and Context

- < This program guide represents an overview of many of the existing youth programs provided or supported by the City of Charlotte and CMPD, and Mecklenburg County Public Health, Office of Violence Prevention, and Criminal Justice Services Juvenile Crime Prevention Council.
- < Each program in this guide includes a brief summary and is tagged (#) to represent the primary focus of the programming.
- < This program guide – which reflects only a narrow scope of programs offered by the above three government entities - is not comprehensive and is not intended to represent every youth program/service available in our community. There are numerous community, non-profit and faith-based organizations that are actively serving youth by providing important and varied programming and services.
- < Many programs are conducted in partnership between the City of Charlotte and Mecklenburg County, and with community-based organizations. Logos on each slide are intended to represent partnerships but may not illustrate the full scope of partner organizations.

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**Note: Each program is tagged as follows:**

**#Prevention**      **#Positive Youth Development**  
**#Diversion**      **#Substance Abuse Prevention**  
**#Intervention**   **#Workforce Development**  
**#Mental Health**

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## City of Charlotte and CMPD Youth Programs

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### Alternatives to Violence

Alternatives to Violence (ATV) is a violence interruption program that deploys the evidence-based Cure Violence methodology to address violent crime. The program focuses on youth ages 14-25 that are at risk of perpetrating or becoming a victim of a violent incident.

Program activities include:

- Identifying potential conflicts and individuals/groups at risk for violence
- Mediating disputes between individuals
- Interceding in group disputes to prevent acts of violence



#Prevention #Diversions #Intervention #Positive Youth Development

### Hospital Violence Intervention Program

Hospital Violence Intervention Program is a collaboration with Atrium Health serving youth ages 15 – 25. Program can provide short-term assistance in addition to emergency medical care for victims of shootings, sexual assault, stabbing, abuse and neglect, as well as support and connections to available resources.



#Intervention #Mental Health #Substance Abuse Prevention

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## Job and Career Readiness Training

The city's Job and Career Readiness Training (JCRT) provides an opportunity to participate in career readiness training free of charge to all high-school aged and older youths, 16-24 years-old. This in-person experience covers essential skills that help youth learn how to navigate a work environment including job readiness, interview preparation, and other essential skills such as emotional intelligence, time management, financial literacy and effective communications.



#Positive Youth Development #Workforce Development

## Mayor's Youth Employment Program

The Mayor's Youth Employment Program (MYEP) provides youth with equitable career development opportunities to explore the world of work, build social capital, and enhance economic mobility.

Businesses - including the city of Charlotte, and other government, for-profit and non-profit entities - provide career experiences that help youth develop career goals, stay in school, achieve academically, and enhance social skills that enable them to succeed. Program runs 6-weeks over the summer and provides paid immersive work experience for area high school youth, ages 16-18.



#Positive Youth Development #Workforce Development

## Charlotte-Mecklenburg Youth Council

The Charlotte-Mecklenburg Youth Council (CMYC), a program of Generation Nation, is the official, youth-driven, and interconnected student advisory council for City of Charlotte, Mecklenburg County, and Charlotte-Mecklenburg Schools.

Through the CMYC, high school students meet regularly to advise CMS and community leaders, serve on school and civic boards and task forces, learn how to solve civic challenges, and join a diverse network of young civic leaders who are transforming our schools and community for the better.



#Prevention #Positive Youth Development

## Peer Club

The Community Affairs community coordinators (Community Relations Department) work with pre-identified youth groups in various middle schools to train them on the foundation of conflict resolution and awareness.

The groups (Peer Clubs) are academically diverse and meet for at least 45 minutes per week.

The goal is to provide them with the skills to effectively manage conflict and understand their own response styles when faced with challenging situations.



#Prevention #Positive Youth Development

## R.E.A.C.H

REACH (Respect, Engage, Accountability, Character and Honesty) is a gender-specific program for ages 16-21 that builds positive relationships between participants and officers and promotes responsibility through leadership opportunities, educational seminars and field trips, and career and vocation development classes. High performing REACH students are invited to attend the (6) week REACH Summer Academy which seeks to expose inner city youth to countless educational and explorational opportunities.



#Prevention #Positive Youth Development #Workforce Development

## Youth Diversion Program

Program provided for first time juvenile offenders (age 6-17) who commit lower level, misdemeanor offenses. Includes up to 8 hours of interpersonal skills workshops focusing on 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 also required to participate in a 2-hour workshop.



#Diversion #Substance Abuse Prevention #Positive Youth Development

## COPS Care

COPS Care provides 8th grade students in Charlotte-Mecklenburg Schools with the same message: make positive choices for positive outcomes. The program includes a 1-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. Program facilitators include CMPD Gang Specialists and School Resource Officers.



#Prevention #Positive Youth Development

## Envision Academy

Provides participants (rising 10<sup>th</sup> graders and above) with a paid scholarship and 160 hours of interaction with officers while increasing their community knowledge, exploring community issues, and creating a platform from which to envision a better future for themselves and Charlotte.



#Prevention #Positive Youth Development

## Impact

An in-school mentoring program for high school students. The program seeks to create a safe social-emotional space for youth to discuss the challenges they are dealing with in their lives.

The facilitator (non-sworn) is usually accompanied by a CMPD officer who provides a law enforcement perspective to the engagement.



#Prevention #Positive Youth Development

## Latino Summer Academy

A one-week, hands-on course for middle and high school youth who are interested in a career in law enforcement, and students who would like to find out more about the CMPD.

Minimum of 20 hours each week during the summer.



#Positive Youth Development #Workforce Development

## Explorers

### High School Explorers Post & Middle School Explorers Club

Exploring is a worksite-based program in which young adults (ages 14 – 20) learn about particular careers. CMPD sponsors two Exploring Posts that provide teens with the opportunities to learn about the law enforcement profession, and make informed decisions about possible future careers. The Police Exploring programs introduce students to the world of law enforcement at the local, state, and national levels. Explorers are trained in several aspects of police work and have the opportunities to compete with other posts in state, region, and national conferences.



#Positive Youth Development #Workforce Development

## High School Drone Explorers Program

The CMPD Drone Explorers Program is a partnership with Drone Scape that will introduce students to the world of drones and aviation. Students will learn about several general topics related to careers, technology, history, aviation law and regulations, airspace, meteorology, pre- and post-flight operation, piloting skill and safety.

## Middle School Robotics Explorers Club

This program has partnered with Queen City Robotics Alliance and FIRST Tech Challenge to create a program that will foster a future pathway and direction for students in different STEM careers. The students are challenged to design, build, program, and operate a robot to compete in different competition at regional, state, and national levels.



## Police Activities League

Police Activities League (PAL) provides youth ages 7 to 17 and living in historically underserved communities with opportunities to participate in athletic programs, interact with CMPD officers, and receive coaching from caring adults.

Athletic program options include baseball, basketball, boxing, cheerleading, football, golf, soccer, and wrestling.



#Prevention #Diversio**n** #Positive Youth Development

## Right Moves for Youth

Right Moves for Youth (RMFY) provides school-based youth development and group mentoring to students in grades 6-12 in the Charlotte-Mecklenburg Area, with support from CMPD.

RMFY provides resources and guidance to help students graduate high school with a plan and the skills for their future success. In collaboration with CMPD, RMFY staff and community volunteers implement this model. Students grow together and build positive relationships to excel academically, socially and emotionally.



#Prevention #Diversio**n** #Positive Youth Development

## Child Development - Community Policing

Child Development Community Policing (CDCP) services ensure that mental health clinicians are on call 24 hours a day, seven days a week, to respond immediately with police to child victims or witnesses of violence or other trauma. Working together, police and child trauma clinicians coordinate multi-system interventions that re-establish safety, security, and well-being, in the immediate aftermath of violence.

In the CDCP model, clinicians and officers together connect vulnerable children and families to support and recovery resources, interrupting a trajectory that otherwise could contribute to increased risk of longer-term mental health problems, academic struggles, further victimization, encounters with the criminal justice system, or even perpetuation of the cycle of violence.



#Intervention #Mental Health

## Community Policing Crisis Response Team

The CPCRT includes Master's-level mental health clinicians who accompany Crisis Intervention Team officers to incidents involving a behavioral health and/or substance-abuse crisis. The CPCRT responds collaboratively to calls for service concerning community members of all ages experiencing these crises, including youth and those who may be family members/guardians of youth. They also work in schools and directly with students experiencing acute mental health crises and assist in providing humane, compassionate, and effective law enforcement response to behavioral health and substance use calls.



#Intervention #Mental Health #Substance Abuse

## City of Charlotte Financial Partners

- Greater Enrichment Program
- My Brother's Keeper Charlotte-Mecklenburg
- The Males Place
- Carolina Metro Reds

#Prevention #Positive Youth Development

## SAFE Charlotte Grant Recipients

- MeckEd
- Heal Charlotte
- DigiBridge

#Prevention #Positive Youth Development

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## Mecklenburg County Office of Violence Prevention Programs

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### 100 Youth Advisory Council

To bring youth representation to the table when making decisions about violence prevention in our schools and communities. Collaborate with Breathe Inc.

Goals include building rapport, evaluating existing programs and policies and to make recommendations to community stakeholders.



#Diversion #Intervention #Positive Youth Development

### Handle With Care

A trauma informed program that promotes safe and supportive homes, schools and communities that protect children, and helps traumatized children *heal* and *thrive*.



#Prevention #Diversion #Intervention #Mental Health  
#Positive Youth Development

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## Peacekeepers Academy

Peacekeepers Academy, an initiative of the County's Office of Violence Prevention, is an interactive learning series designed to build resiliency for community-based organizations working to address community violence in Mecklenburg County, including organizations that serve youth, their families and guardians.

Topics covered during the 8 sessions include:

- Best practices on organizational efficiency
- Education/technical assistance from experts focused on violence prevention
- Best practices to measure and track success
- Technical support to increase scalability of services
- Holistic public health approaches to prevent and interrupt the cycle of violence
- Financial grants



#Prevention #Diversion #Intervention #Positive Youth Development

## New Partnerships

- Our Daily Bread Foundation
- The YMCA of Charlotte – McCrorey Branch
- Shining Hope Farms

## Violence Awareness and Gun Safety Children's Activities

Mecklenburg County Public Health, Novant and Atrium have partnered to develop and distribute awareness materials related to gun violence and gun safety, including flyers and a children's activity book.



#Prevention

## Resiliency in Communities after Stress and Trauma

Resiliency in Communities After Stress and Trauma (ReCAST) is a grant-funded program through Mecklenburg County Public Health, funded by the Substance Abuse and Mental Health Services Administration (SAMHSA).

The mission is to support community resilience by fostering evidence-based trauma-informed practices such as educational opportunities for the community, improving access to high-quality mental health services, especially for vulnerable youth and families, and supporting efforts to curb community violence.

#Prevention #Intervention #Substance Abuse Prevention #Mental Health



The Juvenile Crime Prevention Council (JCPC) is the local organization charged by the N.C. General Assembly to plan, organize, and evaluate locally-based programs designed to prevent and mitigate juvenile delinquency in Mecklenburg County. Specifically, the JCPC is to develop community-based alternatives to training schools and to provide community-based delinquency and substance abuse prevention strategies and programs.

The JCPC mission is to address the gaps in youth services by promoting prevention, intervention, treatment, and aftercare strategies and programs which strengthen families and support community safety.

## Criminal Justice Services Juvenile Crime Prevention Council Programs

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### DASH Mentoring and Vocational Learning

The D-A-S-H (Developing Adolescents – Strengthening Homes) Vocational Learning Community is an Alternative Learning Community with the goal to assist youth 16 and 17 years or older, if under the jurisdiction of the juvenile court, and youth 16 years old and under, who have been expelled from CMS, prepare for a HiSET or GED, offer paid apprenticeships, and assist with securing trade certified training in a trade that piques their interest.



#Prevention #Diversion #Intervention #Positive Youth Development  
#Workforce Development

### SHIFT Restitution and Community Service

Connects court-involved and diverted youth to meaningful service opportunities that enhance social skills, facilitate connections with positive adults in the community, promote civic engagement and help participants earn dollars towards victim restitution. Program serves youth ages 10-18.



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#Workforce Development

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## Thompson Juvenile Court Assessment Program

This program provides comprehensive clinical assessments, psychological testing, and case consultation for children (up to age 18) referred by Juvenile Court Counselors.



#Diversion #Intervention #Mental Health

## TreSports Positive Action Program

This program is recognized as a research-based proven effective program endorsed by the U.S. Department of Education What Works Clearinghouse as the only character education program that improves academics and behavior. As an incentive to complete the program and improve school functioning, students are rewarded with athletics.

Parents also participate in monthly parenting skill building. Program serves youth ages 8 – 18.



#Prevention #Diversion #Intervention #Positive Youth Development

## YDI Family Life Skills

This program works to address the dual need of establishing and/or enhancing the decision-making/social skills of juvenile referrals (14 to 17) and the skills of their parents by engaging them in the Reach4LIFE life-family skill-building curriculum.



#Diversion #Intervention #Mental Health #Positive Youth Development

#Diversion #Intervention #Mental Health #Positive Youth Development  
#Workforce Development



## B.R.I.C.K. Counseling

The B.R.I.C.K. (Building Reality w/Imagination, Curiosity & Knowledge) Counseling service will encompass Individual, Family, Substance Abuse and Group counseling in the form of Cognitive Behavioral Therapy. Counseling services will address underlining root causes and improve the social and emotional intelligence of juveniles. Focus on at-risk youth, and youth involved in the juvenile justice system.



#Diversio**n** #Interventio**n** #Substance Abuse Prevention  
#Mental Health #Positive Youth Development

## Team Up Connections Mentoring

This programming serves 60 youth, (13-17) under the jurisdiction of the juvenile courts, for 365 days.

Activities are evidence-based and proven to decrease delinquent behavior and/or gang participation. The program will pair 1 Mentor to 4 youth. Parents will also participate in the evidence-based Positive Parenting Program classes.



#Diversio**n** #Interventio**n** #Mental Health  
#Positive Youth Development

## KRE8iVU-ARISE

A.R.I.S.E. (Arts Related Innovative Student Empowerment) provides opportunities through its Cinematography and Audio Production programs.

Staff teaches youth (13-17) entrepreneurial and vocational skills through project-based learning designed to prepare youth for employment, higher education, and/or business ownership.



#Diversio**n** #Interventio**n** #Positive Youth Development  
#Workforce Development

## SALUTE-U

Develop and execute a "Changed Action Plan," weekly courses on conflict management, financial planning and career readiness, connection with attorneys and mental health services as needed.

SaluteU also provides a program that requires suspended youth (14-17) to come to facility to complete school assignments, discuss ways to avoid suspension and perform community service.



#Diversio**n** #Interventio**n** #Positive Youth Development

## Youth Style Fitness

Youth Style Fitness (YSF) uses a combination of unique programs to holistically empower youth development. YSF Youth and their families engage in exercise sessions that build knowledge in Self-awareness, Social-Awareness, Relationship Skills, Responsible Decision Making, as well as active listening skills. Nutritional literacy is included to further wellness. Programs include Fit Fam, Interpersonal Fitness, and Group Counseling.



#Prevention #Positive Youth Development

## The FACTS Initiative

A licensed mental health therapist provides these services through one-on-one, family, or group therapy sessions with the client using CBT, TF-CBT, EMDR, or a combination of interventions. This program will serve clients ages 6-17 who have experienced significant trauma(s) or struggle with emotional regulation.



#Prevention #Diversion #Intervention #Mental Health  
#Positive Youth Development