



PUBLIC SAFETY CAREER
PIPELINE PROGRAM

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The Cleveland Police Foundation is focused on increasing the number of highly qualified minorities and women in public safety who are committed to making a difference in their community.

NEEDS STATEMENT

According to the USA Today, experts and police officers say a force that racially and ethnically reflects the population of the community can improve relations between police and residents, dispel mistrust and communicate more effectively.¹ In the City of Cleveland, the ethnic and racial make-up does not reflect the city's population in that 53.3% of the residents are Black², and only 23.1% of the police is Black, of which only 5.4% are Black women. Moreover, 66.3% of the police is White, with White men comprising 59.3% while White women only make up 7.0% of the police.³ Below is a table demonstrating the foregoing disparity between the staff at the Cleveland Division of Police and the City of Cleveland:

Race/Ethnicity by Cleveland Division of Police	Men	Women	Total	City of Cleveland
White	59.3%	7.0%	66.3%	37.3%
Black	17.7%	5.4%	23.1%	53.3%
Hispanic	7.0%	2.2%	9.2%	N/A
Other	1.2%	0.2%	1.4%	9.4%
Total	85.2%	14.8%	100%	100%
City of Cleveland	48.0%	52.0%	100%	

¹ "Police redouble efforts to recruit diverse officers." by Yamiche Alcindor and Nick Penzenstadler, USA TODAY, January 21, 2015. <http://www.usatoday.com/story/news/2015/01/21/police-redoubling-efforts-to-recruit-diverse-officers/21574081/>

² NEO CANDO system, Center on Urban Poverty and Community Development, MSASS, Case Western Reserve University (<http://neocando.case.edu>).

³ Cleveland Division of Police, Sworn Police Officers Staffing Auditing Report dated December 5, 2016.



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However, recruitment in underserved areas have presented several challenges. According to Jeffrey Benzing, author of the article *“Police struggle to recruit minority officers,”* policing often isn’t an attractive profession in communities that see officers as antagonists who profile them, treat them disrespectfully and in the worst cases, beat or even kill them.⁴ Additionally, between high school graduation and the age of 21, when one is eligible to serve as an officer, prospective candidates oftentimes make choices that prevent them from successfully passing the background check.

PROPOSED SOLUTION

The *Cleveland Police Foundation*, in a strategic partnership with the *Cleveland Division of Police*, developed the Public Safety Career Pipeline Program (the “Program”) to cultivate a pipeline of highly qualified candidates to increase the number of young women and minorities interested in a career in public safety. By targetting high school students, the Program will generate interest and respond to increased inquiries for careers opportunities in public safety among youth in underserved areas and begin to develop leadership skills and a sense of community in young adults. Additionally, through the Program, we will be able to help close the gap between high school graduation and eligibility age to apply for a career in law enforcement by empowering youth to build their social capital so that they are actively engaged in activities to equip them with the skills and abilities to prepare them for a successful career in public safety.

PUBLIC SAFETY CAREER PIPELINE SUMMER PROGRAM

The Public Safety Career Pipeline Summer Program (“Summer Program”) is a six (6) weeks paid job readiness and educational training opportunity for youth ages 13-19 years old interested in a career in public safety. Over this time period, youth will spend time in both classroom and field experiences in a variety of areas connected to public safety, where they will prepare for a career in public safety, and learn to become community leaders. Additionally, youth will be provided with significant support systems and strategies to empower them to build their social capital that will yield an increase in educational, personal and professional achievement.

Youth engage in hands-on interactive training by police officers utilizing the Law and Your Community curriculum developed by the National Organization of Black Law Enforcement Executives (NOBLE). This engagement is designed to improve communications with law enforcement officers and increase their understanding of federal, state and local laws. In

⁴ *“Police struggle to recruit minority officers.”* by Jeffrey Benzing, PublicSource, September 15, 2014.
<http://publicsource.org/from-the-source/police-struggle-recruit-minority-officers#>. WEWrk1cpiAY



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In addition, students will apply their training with the real world through various field experiences in a variety of public safety organizations. Students will participate in field experiences at the Cleveland Division of Police, Fire and EMS, as well as the Ohio Peace Officer Training Academy. In addition, students will culminate their program with an immersion experience at a college.

In collaboration with Recovery Resources, Cleveland Public Library, Junior Achievement and the Northeast Ohio Medical University, the Program will help students design for their future pictures, build resources, acquire critical researching skills, and develop their voices as citizens and leaders in their community. At the conclusion of the Program, students will have a resume, a capstone project and would have participated in mock behavior-based interviews.

To successfully complete the program, youth are required to attend and actively participate in at least 90% of the classroom and field experiences. Attendance is taken on a daily basis and any excused absences must be approved in advance. Additionally, all youth are required to complete a resume, a capstone project and participate in a mock behavior-based interview.

To date, since our inception five (5) years ago, we have achieved the following outcomes:

- Served over 210 youth ages 13-19;
- Over 100 of those youth were residents of Cleveland Housing Network;
- Ensured the graduation of more than 10 students who utilized our summer program and capstone project as an alternative pathway to graduation;
- More than a dozen youth are in college and receiving scholarships;
- 1 in the U.S. Navy;
- 1 graduated from college;
- Delivered job readiness training in creating resumes and behavior-based mock interviews;
- Improved academic skills through researching, preparing and presenting a capstone project on a public health issue that each youth selected;
- Improved development of social-emotional skills by learning how to identify trauma, its effects and healthy coping skills.



SUMMER 2020

Due to COVID-19, we transitioned our program to a hybrid model whereby our Scholars will participate in person and virtually. Our program will run July 6 through July 31, 2020. Below is a summary of our student data:

- 60% were male and 40% were female
- 35% first year participants (3 are siblings of past/current participants)
- 35% second year participants
- 25% third year participants
- 5% fourth year participant
- Schools represented are traditional public, private, charter and parochial

At the conclusion of the program, we achieved the following outcomes for each Scholar:

- Future Plans Career Assessment, Coaching & Plan Development
- Microsoft Office PowerPoint Course Completion & Certification
- 1 of the 5 Essential Skills Certification (Through Future Plans)
 - Self-Management

In addition to the above outcomes, each Scholar also:

- Receive financial literacy and personal brand workshops delivered through the Federal Reserve Bank
- Engage in Our Voices Matter sessions where they address and discuss various personal issues through the guidance and support of trauma-informed counselors
- Identify a public health issue and create a capstone project utilizing the skills they will gain in obtaining their Microsoft Office PowerPoint Certification

SUMMER 2021

This summer, due to the decrease in COVID cases, we were able to resume in person, with COVID precautions. Our program ran from June 21 through July 30, 2021. This past summer, we had the privilege of hosting 30 young folkx through a six-week empowerment program, of which:

- 63% were female and 47% were male
- 70% were first year participants
- (1) served as one of this year's Program Coordinators, is a sophomore at The Ohio State University, and had joined the program in its inaugural year, 5 years ago



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- (1) served as the Program Manager, is a senior at John Hay School of Architecture & Design, and joined the program 4 years ago after her 8th grade year
- (1) served as a Team Leader, is a senior at Glenville High School, joined the program 4 years ago after his 8th grade year, and is the younger brother of 2 former participants
- (4) served as Team Leaders and have been with the program for 3 years, representing John Hay School of Architecture & Design, Shaw High School and Ginn Academy
- (1) was a new student, but the younger sister of a former participant
- (1) was homeless when she started our program, but received the support necessary to help with her transition to a stable home environment.

As you can see, our scholars experience value and growth as a result of the authentic engagement and investment in their personal, academic and professional development. Here's a link to a recap of this summer's program <https://vimeo.com/640185490>

At the conclusion of the program, we achieved the following outcomes for each Scholar:

- Future Plans Career Assessment, Coaching & Plan Development
- 1 of the 5 Essential Skills Certification (Through Future Plans)
 - Self-Management
- Received financial literacy and personal brand workshops delivered through the Phe'Be Foundation
- Engaged in Our Voices Matter sessions where they address and discuss various personal issues through the guidance and support of trauma-informed counselors
- Identified a public health issue and create a capstone project utilizing the skills they will gain through the Cleveland Public Library's Tech Central
- Developed behavior-based mock interview skills using the S.T.A.R. Method and competed in a competition
- Participated in the CL3 Alliance: Conversations for Change which focuses on improving the relationship between law enforcement and young folkx.

SUMMER 2022

We propose to serve 30 Scholars for a six-week summer program. At the conclusion of the program, we will achieve the following outcomes for each Scholar:

- Future Plans Career Assessment, Coaching & Plan Development
- 1 of the 5 Essential Skills Certification (Through Future Plans)
 - Self-Management



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- Financial literacy and personal brand workshops delivered through the Phe'Be Foundation
- Engage in Our Voices Matter sessions where they address and discuss various personal issues through the guidance and support of trauma-informed counselors
- Identify a public health issue and create a capstone project utilizing the skills they will gain through the Cleveland Public Library's Tech Central
- Develop behavior-based mock interview skills using the S.T.A.R. Method and compete in a competition
- Participate in the CL3 Alliance: Conversations for Change which focuses on improving the relationship between law enforcement and young folkx.

To successfully complete the program, scholars are required to attend and actively participate in at least 90% of the classroom and field experiences. Attendance is taken on a daily basis and any excused absences must be approved in advance. Additionally, all youth are required to complete a resume, a capstone project and participate in a mock behavior-based interview.

We are requesting funding in the amount of **\$27,900** for the support of our 2022 Program.

If you should need any additional information, please do not hesitate to let me know.