

Boston Police Teen Academy (03/24/2021)

Prepared by Members of First Parish Church in Weston

Overview

The Boston Teen Police Academy (BTPA) was originally founded in July 2010 by Boston police officers William Baxter and Darryl Owens. The BTPA operates under the umbrella of the Boston Police department.

Darryl Owens is a Boston police officer who experienced a life threatening injury and had an epiphany that led him to create the BTPA. His "day job" is teaching self-defense at the police academy. He has also become a leading expert witness for issues relating to both the appropriate and the inappropriate use of force by police departments. He is keenly aware of the issues that are facing minority teens in Boston's neighborhoods having grown up in this environment and is the driving force behind the BTPA.

The BTPA is a program that currently provides a six week summer environment for minority black and brown urban youths (both male and female), most of whom come from challenged backgrounds and limited life experiences. The summer program Curriculum and Workshops are shown in Attachment A at the end of this document.

The BTPA's goal is to build a bridge between police and youth with a mission of breaking the negative cycle that has historically led many urban teens to drug usage and trouble with law enforcement as well as to help build more positive relationships with the police officers in the communities that they serve.

The Academy teaches the teens how to:

- Develop positive relationships with others
- Create loving relationships
- Create behavior boundaries
- Develop life goals
- Develop and reinforce family values
- Aspire to higher educational goals
- Learn the value of law enforcement

The BTPA has been in operation for 11 years and during that time has served approximately 400 male and female teens. A handful of the graduates go on to become Boston police officers and a number of the graduates have sought higher education at greater rates than their peer group. These are some of the benefits of the program. An Evaluation and Impact model for BTPA is included with this document as Attachment B.

The Academy has significant benefits with goals of improving the relationship of the Boston Police Force with teenagers in the minority neighborhoods, increasing the number of teenagers that seek better educations and eliminating the involvement of these teenagers with illegal activities that would hinder their ability to seek a better life.

Financial Needs

The BTPA has been operating on a bootstrap budget of about \$15,000 per year with the Boston Police department donating the officers' time during the summer along with annual donations from the Highland Foundation and from Hope World Wide Foundation (Collaborating agencies below). Hope World Wide has been acting as fiscal agent for the BTPA to accept donations. (The BTPA is currently setting up its own 501c3 foundation which will be administrated by the Hope World Wide Foundation.)

BTPA has been very successful in Boston and is highly regarded by the leadership of the Boston Police force. BTPA is seeking funding to expand and deepen its impact. This will involve:

- Adding a social worker to deal with the BLM issues and other traumatic issues
- Professionalizing the curriculum and further documenting the summer process in order to serve as a demonstration program for other police academies around the country. This will involve creating a well-defined program model that has the potential to be duplicated in other communities both regionally and around the country.
- Expand the teens that are eligible to attend the program beyond those currently referred by the ABCD (Collaborating agencies below) organization
- Pairing every participant with a mentor after graduation

Each youth participant receives a summer stipend from the Boston city agency, ABCD so that they can participate in the academy and do not have to work during the summer to support their family. Budget expansion for 2021 reflects the desire to expand the group of participating teens beyond those supported by ABCD. This will require increasing the outside funding for participant stipends

Beyond increasing on going operational expenses, BPTA seeks funding for two onetime projects to:

- Hire an outside professional curriculum developer to institutionalize this aspect of the program and
- Consult with a firm with marketing expertise to increase awareness of the BTPA programs in traditional marketing outlets and in social media.

A financial projection for 2021 is shown in Attachment C.

Fundraising

To date BTPA budget has been augmented by two critical sources: Hope World Wide and the Highland Foundation. Hope World Wide has confirmed \$30,000 for 2021 and BTPA expects an additional grant of \$25,000 from the Highland Foundation which has provided funding of the program in previous years.

Going forward, BTPA will remain under the umbrella of the Boston Police and will continue to be staffed by police officers who volunteer and receive paid time off from the police force to run the program.

Fundraising Organization

A BTPA foundation has been newly established (anticipate 501c3 approval shortly) to raise funds to augment the bootstrap budget. Hope World Wide (a long time and key funder of BTPA currently acts as fiscal agent for BTPA and will continue in the administrative aspect of this role after 501c3 is granted.

Serving on the new foundation board is retired Boston Police Superintendent Lisa Holmes, present Superintendent Eddie Crispin (a BTPA original supporter), Ken Lowey the President of Mass Hope World Wide, Gene Miller, Director of Socially Responsible Leadership @ Brandeis Business School, and David Hadden, the former Board Chair of uAspire who led the uAspire organization during its expansion era. It is expected that the membership of this board will evolve to be more in line with those in the community.

Collaborating Agencies

Brandeis interns working at the academy have been funded by a combination of the Boston Police Academy and by Hope World Wide.

ABCD is a nonprofit human services organization that each year provides more than 100,000 low income residents in the Greater Boston region with the tools and resources needed to transition from poverty to stability and from stability to success. To fulfill this purpose, ABCD uses a comprehensive approach that systematically addresses the range of barriers faced by households in poverty, from day-to-day crises to long term needs for jobs and education.

Hope World Wide is an international charity that changes lives through the compassion and commitment of dedicated staff and volunteers to deliver sustainable, high-impact, community-based services to the poor and needy.

uAspire is a nonprofit organization whose mission is ensuring that all young people have the financial information and resources necessary to find an affordable path to and through college.

Attachment A

Curriculum and workshops

Workshops	Description
Anger Management	Teens learn effective strategies to cope with anger
Daily Physical Training	Improve physical capabilities, increase personal confidence and momentum
Discussion about stereotyping	Learn to resist stereotyping others and deal with others stereotyping you
Identify Trauma	Learn to identify and escape the continuous cycle of trauma
Park Clean Up	Teens practice team building skills in collective farming project
Yoga	Relax and exercise through yoga
Identify Trauma	Identify trauma and connect it with certain negative emotions, escape the continuous cycle of trauma
Understand Substance Abuse	Know ins and outs of cycle of addiction, where it comes from, its links to trauma.
Jail Tour	Discard false illusions about prison after being shocked in real prison life conditions.
College Tour	Desire pursuing a college or higher degree, understand education's impact
Police Use of Force: The story of Tamir Rice	Police Brutality and the personal connection to Blackness
Self identity	More comfortable speaking up about themselves or in an inquiry of others.
Self inspiration	Gain greater sense of personal responsibility and confidence
Career day	Build understanding for work ethic and learn about potential career paths
Urban farm	Team building plus learning leadership and organizational skills
Field tour	Have fun and enjoy life!

Attachment B

Evaluation and Impact Model

