85% of officers feel that they have the skills to positively interact with youth after the PYC.
A BRIEF HISTORY OF THE PYC

The Police Youth Challenge (PYC) program has engaged various levels of the Baltimore City Police Department (BPD) and Baltimore City school-aged youth since 2008. Between 2012 and 2015, The Johns Hopkins University Bloomberg School of Public Health, funded by a grant from the Department of Justice, Office of Juvenile Justice, Delinquency and Prevention, conducted a quantitative and qualitative study of the PYC program.

After the unrest that occurred in Baltimore in April 2015 following the death of Freddie Gray Jr., Chesapeake Bay Outward Bound School (CBOBS) worked with the BPD and a variety of funders to significantly expand the program to include all active duty BPD officers, trainees and command staff. The program expansion officially began on January 14, 2016. At this time, CBOBS also began an internal quantitative study of the program. Results presented in this report are preliminary and include all study data collected since January 2016.

Officers who participated in the PYC program reported as part of Baltimore Police Department’s in-service training. Baltimore City school-aged youth, average age of 14, were recruited from 79 different Baltimore City schools and nonprofit organizations. Of the 7,477 PYC participants (officers and youth) through 2019, the quantifiable data ranged from 2,148 to 2,752 records per scale item. Graphs included in this report show responses in percentage of participants surveyed and reflect cumulative data from January 2016 through December 2019.

* 40% of Officers surveyed made a significant positive change toward feeling like they now have the skills to interact with youth after the PYC. (n=2,179)
Youth are given an opportunity to rank their perceptions of Officers on a 6-point Likert scale both before and after the PYC. The data below represents the percentage of the surveyed population that experienced a statistically significant change in their perceptions. Findings demonstrate an increase in positive perceptions and a decrease in negative perceptions across all adjectives given.

**YOUTH PERCEPTIONS OF BALTIMORE POLICE OFFICERS — “I THINK POLICE OFFICERS ARE _____”**

- Helpful
  - Pre-PYC: 42.24%
  - Post-PYC: 67.21%
- Trustworthy
  - Pre-PYC: 64.87%
  - Post-PYC: 52.13%
- Friendly
  - Pre-PYC: 26.98%
  - Post-PYC: 65.55%
- Fair
  - Pre-PYC: 33.76%
  - Post-PYC: 31.33%
- Aggressive
  - Pre-PYC: 27.16%
  - Post-PYC: 23.73%
- Racist
  - Pre-PYC: 24.56%
  - Post-PYC: 13.82%
- Rude
  - Pre-PYC: 23.92%
  - Post-PYC: 13.15%
- Scary
  - Pre-PYC: 18.27%
  - Post-PYC: 12.07%

Y-axis indicates percentage of youth who responded to the survey questions. Each of the attitudes included here show significant differences in attitudes after participation in PYC; all paired t-tests were <0.001, n=2,752.

“I THOUGHT THIS PROGRAM WAS GREAT. WE GOT TO KNOW THE POLICE OFFICERS AND GOT TO FEEL THEIR KINDNESS, AND GENERALLY HAD A BLAST WITH THEM.”

- PYC YOUTH PARTICIPANT
**SCHOOLS / ORGANIZATIONS SERVED**

**AVERAGE STUDENT AGE: 14**

ACCE Academy for College and Career Exploration  
Armistead Gardens Elementary Middle School  
Arundel Elementary Middle School  
Augusta Fells Savage Ins of Visual Arts  
Baltimore City Department of Recreation and Parks  
Baltimore City Recreation Centers  
Baltimore Community Mediation  
Baltimore IT Academy  
Baltimore Police Department Explorers  
Baltimore SquashWise  
Baltimore Urban Debate League  
Baltimore Youth Kinetic Energy (BYKE) Collective  
Barclay Bike Club  
Barclay Elementary Middle School  
B’CIITY Youth Coalition  
Benjamin Franklin High School at Masonville Cove  
Bon Secours Health System  
Booker T. Washington Middle School  
Boy Scouts of America Baltimore Area Council  
BPD Community Collaboratin Division  
Catherine’s Family & Youth Services, Inc.  
CHIP Mentoring - Alternative Directions Inc.  
Choice Program  
City Neighbors Charter School 1  
City Springs Elementary Middle School  
Civic Works  
Collington Square Elementary/Middle School  
Commodore John Rodgers Elem/Middle School  
ConneXions Community Based Arts School  
Coppin Academy  
Cross Country Elementary Middle School  
DENT Education  
Dickey Hill Elem/Middle  
Digital Harbor High School  
Dr. Carter Godwin Woodson Elementary Middle School  
Dr. Nathan A Pitts-Ashburton Elementary Middle School  
Empowerment Academy Elementary/Middle  
Esperanza Center  
Fallstaff Elementary / Middle School  
Francis Scott Key Elementary Midd  
Frederick Douglass High School  
Great Kids Farms  
Green Street Academy  
Hampden Elem/Middle  
Hampstead Hill Academy  
Harlem Park Elementary Middle School  
Hazelwood Elementary Middle School  
Holabird Elementary Middle School  
I Am Mentality/Youth Male Empowerment Project  
Independence School Local 1  
Lakeland Elementary Middle School  
Lillie May Carroll Jackson Charter School  
Maree Farring Elementary Middle School  
Mergenthaler Vocational-Technical High School  
Monarch Academy Baltimore City Public Charter School  
Mt. Royal Elementary Middle School  
New Era Academy  
Patterson High School #405  
Patterson Park Public Charter School  
Paul Laurence Dunbar High School  
Penn North Kids Safe Zone  
REACH Partnership School  
Reginald F. Lewis High School  
Renaissance Academy  
Robert’s House  
Rognel Heights Middle School  
SAFE Alternative Foundation for Education, Inc  
SEED School of Maryland  
Soccer Without Borders (SWB)  
St. Francis Neighborhood Center Stadium School  
The Crossroads School  
Tunbridge Public Charter School  
Vanguard Collegiate Middle School  
Western High School  
Windsor Hills Elementary Middle School

**SKILL DEVELOPMENT — CONFLICT RESOLUTION**

After just one day at the PYC, youth leave feeling more capable of resolving conflict in constructive, non-violent ways. As future interactions between youth and police are promoted and encouraged, these skills become increasingly important.
“A GREAT TIME WITH A GREAT GROUP OF KIDS. A NECESSARY STEP TOWARD BUILDING TRUST WITH THE YOUTH OF BALTIMORE.”
- BALTIMORE POLICE OFFICER

PERCENTAGE OF OFFICERS THAT SHOWED SIGNIFICANT POSITIVE CHANGE IN THEIR RESPONSES

<table>
<thead>
<tr>
<th>Category</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Distance</td>
<td></td>
</tr>
<tr>
<td>Stereotypical Beliefs</td>
<td></td>
</tr>
<tr>
<td>Trust</td>
<td></td>
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</tbody>
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OFFICER BELIEFS SHOW SIGNIFICANT IMPROVEMENT

Officers also complete a survey using statements that gauge agreement a 6-point Likert scale both before and after the PYC.

Questions for the various data points included, “Most Baltimore youth deserve to be helped”, Engaging with Baltimore youth is a worthwhile use of time and energy”, “In general, Baltimore youth think and act alike”, “I can let my guard down around Baltimore youth”, “Police Officers can benefit from positive interactions with Baltimore City youth,” and, “Police Officers should be positive role models for Baltimore City youth.” The results from 2016 thru 2019 show a statistically significant change amongst officers across all observeable dimensions.