



Community Immersion Program



APD Collective Set of Guiding Principles

Our Vision

To be respected and trusted by all segments of Austin's diverse community.

Our Mission

To keep you, your family and our community safe.

Our Values

I CARE

Integrity - the cornerstone of police work-without it public trust is lost.

Courage - to make the right professional decision.

Accountable - to the community, the department and coworkers.

Respect - of the community, the department and most importantly, self.

Ethical - professional actions and decision making.



Immersion...Defined

- : the act of immersing or the state of being immersed: as **a**: baptism by complete submersion of the person in water
- **b**: absorbing involvement **<immersion in politics>** **c**: instruction based on extensive exposure to surroundings or conditions that are native or pertinent to the object of study;
- state of being deeply engaged or involved; absorption.

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Officers In The Nation"



Community Immersion Project

Objectives

- **Learn** About Austin's Culture
- **Experience** Austin's Culture
- **Teach Us** About Austin's Culture
- Learn ***"Everybody Has Value"***



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For police officers, the dilemma of right and wrong cannot be relegated to policy. Historically police have trained recruits in community, ethics and expectations in a black and white arena with no shades of gray.

This approach leaves officers ill prepared to deal with the myriad of issues that they will face daily with regard to force, discretion, loyalty, morals, integrity, empathy, as well as personal and professional relationships.

Police officers share their respective community's values. They cannot come to know these values by driving through neighborhoods from call to call. They must be open to appreciating the value in everyone they meet...

"Everybody Has Value"



**Public Service; “Selflessness,
and going beyond what is
easy to do *for others*”**

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**“One good officer can’t
change the world, but they
can *be the world* to someone
everyday”**

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"We Are In The People Business"

Consequences to not appreciating the value in others

- You never get a second chance to make a first impression
- It reflects on over 1700 other officers and our Community as a whole
- Easier to mistreat someone who has no value to you
- Loss of Social Capital
- Loss of Public Trust

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"Community Commitment"

- Why do you want to serve the Austin Community?
- What can all cultures in Austin expect from you over the next 23 years?
- What are you personally willing to do to make it happen?

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What's your role in this Community Immersion Project?

- As a police officer, you will be responding to calls whether it's family disturbance or simply making a traffic stop. There are different ways to approach people depending on what culture they associate themselves with.
- Of course, always remain professional.
- If you are not equipped and prepared of having an understanding of the different kind of cultures, how will you perform your job effectively?



"Community Immersion Project"

- Identify diverse groups
- Group assignments
- Research in the Community
- Group presentations
- College level group paper

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Group Assignments

- African American Community
- Hispanic Community
- Mental Health Community
- LGBT Community
- Asian American Community

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"Community Immersion"

- Research and present a complete picture of your culture in your power point and paper
- Must meet **key learning objectives**
- Must interview proper number of people who are **members** and who play a strong role in your culture – (Community Leaders)
- Must conduct proper number of street interviews.



Key Learning Objectives Presentation/Paper

- Demographics (local, state, national).
- What is unique about this culture as it is in Austin?
- What are the generational differences of this culture, as it exists in Austin?



Key Learning Objectives Presentation/Paper

- What are the positive / negative stereotypes related to this culture?
- What are the political / social issues related to this culture specifically in Austin?
- What are the support / resource groups for this culture in Austin?



Key Learning Objectives Continued...

- What is the history of this culture in Austin?
- What does the Austin Police Department do well with respect to this culture.
- What can the Police Department improve on with respect to this culture and how?



Key Learning Objectives Continued...

- What is important for Austin Police officers to know about this culture from their perspective?
- What do members of this culture expect from you as an Austin Police Officer over the next 23 years?



Group Project

Counts as **TWO MAJOR EXAMS!!!**

- **Group** college level paper counts as one major exam score
- **Group** presentations count as one major exam score (includes video)

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Presentation in The Community

50 Minute Presentation

- Teach your classmates and the community about your assigned community group
- Presentation and video run total of 50 minutes + 5 minutes at the end for questions. (Total of 55 minutes).
- Video (10-15 Min.) May be presented all at once or broken up.
- Give credit to those interviewed.

Rules of the road

- The culture as it is in **Austin**
- Teach us as if we have never experienced the culture
- **Group** participation
- Be creative
- Be safe

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Project Resources Available

- The entire Austin Community
- Cannot utilize APD personnel / with the exception of the APD "Office of Community Liaison"
- Training Academy computer lab – **during almost every free time. Ask for assistance.**
- Available classrooms to practice PowerPoint / AV / presentations

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Signing Out Camcorders & Microphones



Do's & Don'ts

- Do not overwhelm your audience with loud music or other distractions in the background.
- Interview your subjects in a quiet setting if possible, background noise can be annoying and will lose your audience.
- Remember, this presentation will be graded and points will be deducted if it does not meet the objectives.
- Most importantly, stay within your time frame.

"Lesson's Learned"

College Level Paper



- Must be 8 pages (not including annotated bibliography)
- Paper must be written as a group (one member **can't** be responsible for the entire paper)
- Double spaced, Size 12 font, Times New Roman
- Due the day before presentations
- Paper must document 2 community leaders and 4 street interviews. The interviews must be documented in the work cited as well as body of the paper.

Will be graded on the following elements:

- Demographics (Nationally, State, Local)
- History of the culture *In Austin*
- Generational Differences
- Stereotypes / Support and Resources
- Unique Qualities
- Political Issues
- Social Issues
- What are this cultures expectations of you?
- Describe the group experience



What will you be graded on?

- **Presentation Overall:**
- Power Point slides good structure
- Legible to audience
- Transitions across speakers
- Contains Intro/Body/Conclusion
- Professional quality



Demographics

- Framed nationally
- Texas specific numbers
- Austin specific numbers



Background

- History of the culture
- Generational differences
- Stereotypes
- Political & social issues
- Support & resource groups
- Unique qualities



Perspectives on Police (video)

- Must contain at least **2** community leaders & **4** “street” interviews
- What does APD do well with this culture?
- APD improvements?
- Expectations of APD?
- Asked thoughtful questions & conducted interviews in a respectful manner?



- Must submit the following materials before the Final Presentation Day:
 - * Video and PowerPoint on DVD
 - * Paper (printed and electronic)
 - * Group Critiques



REMEMBER

- The importance of conducting interviews early:
- Cancelled, reschedule, schedule change, etc...
- **No Wikipedia**



Safety and proper attire

- No duty belts.
- Professional attire / uniform.
- Professional behavior.
- Time and Place of presentation, what to wear, can invite guests.



- Assignment Memos



- http://austin.ynn.com/content/top_stories/285157/austin-police-cadets-speak-with-minority-communities