

# Inventory of Promising Practices and Programs for Immigrant and Refugee Outreach

Compiled by the Police Executive Research Forum and the Law Enforcement Immigration Task Force

Updated November 2020

National Programs	
Program Description	Agency Name and POC Information
<p><b>National Night Out:</b> <a href="#">National Night Out</a> is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie. It provides a great opportunity to bring police and neighbors together under positive circumstances. Millions of neighbors take part in National Night Out across thousands of communities in all 50 states, U.S. territories, and military bases worldwide. Neighborhoods host block parties, festivals, parades, cookouts, and various other community events with safety demonstrations, seminars, youth events, visits from emergency personnel, exhibits, and more.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> <li>• <b>South Bend (IN) Police Department</b> POC: Executive Assistant Dawn Ebersole <a href="mailto:debersol@southbendin.gov">debersol@southbendin.gov</a></li> <li>• <b>Herndon (VA) Police Department</b> POC: Chief Maggie DeBoard <a href="mailto:Maggie.Deboard@herndon-va.gov">Maggie.Deboard@herndon-va.gov</a></li> </ul>
<p><b>Police Explorers:</b> Police Explorers is a career-oriented program that gives young adults the opportunity to explore the idea of a career in law enforcement by working with local law enforcement agencies. The program also provides necessary life skills to young adults to help them succeed in life, whether or not they ultimately pursue a career in law enforcement.</p>	<ul style="list-style-type: none"> <li>• <b>Aurora (CO) Police Department</b> POC: Officer Dan Smick, <a href="mailto:dsmick@auroragov.org">dsmick@auroragov.org</a></li> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> <li>• <b>Madison (WI) Police Department</b> – Madison Police Cadets</li> </ul>

	<p>POC: Lieutenant Lori Beth Chalecki,  <a href="mailto:LChalecki@cityofmadison.com">LChalecki@cityofmadison.com</a></p>
<p><b>Police Activities League (PAL):</b> <a href="#">PAL</a> events and leagues provide opportunities to create and cement the bond between police officers and youths through athletics and recreational activities.</p>	<ul style="list-style-type: none"> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b>  POC: Captain Sasha Larkin, <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> </ul>
<h2>Community Academy Models</h2>	
<h3>Program Description</h3>	<h3>Agency Name and POC Information</h3>
<p><b>Academia de Policía para Latinos (Latin Police Academy):</b> This annual program (with meetings once a week for seven weeks) mirrors the Citizens’ Police Academy and is designed to meet the needs of the Latino community, many of whom are non-English speaking. At the various sessions, police officers representing departments throughout Eagle County present information about a topic, which is translated to Spanish by bilingual department employees.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b>  POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<h2>Community Advisory Board Models</h2>	
<h3>Program Description</h3>	<h3>Agency Name and POC Information</h3>
<p><b>Community Policing Advisory Team (CPAT):</b> CPAT was established to help advise the Aurora Police Department about community policing and engagement strategies. CPAT is composed of 16 members of the community, representing public agencies, private-sector businesses, community groups, faith communities, and private citizens. Members meet on a monthly basis to share information and discuss issues involving the city’s public safety organizations. CPAT also is briefed by police within 24 hours of a high-profile police incident.</p>	<ul style="list-style-type: none"> <li>• <b>Aurora (CO) Police Department</b>  POC: Sergeant Jason Moore, <a href="mailto:jmoore@auroragov.org">jmoore@auroragov.org</a></li> </ul>

<p><b>Demographic Advisory Councils:</b> These councils are composed of community members who represent Seattle’s diverse communities. Police personnel meet with the Councils on a regular basis (monthly or quarterly) to address community concerns and share pertinent information from the police department. The Councils promote a dialogue between the police and each represented community, which strengthens communication and builds trust.</p>	<ul style="list-style-type: none"> <li>• <b>Seattle (WA) Police Department</b> POC: Sergeant Heidi Tuttle, <a href="mailto:heidi.tuttle@seattle.gov">heidi.tuttle@seattle.gov</a></li> </ul>
<p><b>Advisory Boards:</b> The Advisory Boards meet twice a month and empower community members and leaders to have a voice in how they would like the police department to engage with them. The Advisory Boards represent different cultural communities in the city, and their membership includes prominent community members and cultural/religious leaders. In addition, the Advisory Board for the Chief of Police and Captains meets quarterly to discuss common concerns across the department.</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Detective Sergeant Paul Yang <a href="mailto:pmyang@pd.sandiego.gov">pmyang@pd.sandiego.gov</a></li> </ul>
<h2>Community Education and Training for Immigrants and Refugees</h2>	
<h3>Program Description</h3>	<h3>Agency Name and POC Information</h3>
<p><b>Providing Training to Local Employees:</b> The Vail Police Department works with local hotels and resorts to provide training to their predominantly Latinx housekeeping staffs. Police educate employees about issues they may face in the workplace (e.g., what to do if they encounter drugs when cleaning a guest room) or at home (e.g., understanding domestic violence laws in the United States). These interactions are also an opportunity to address fears or concerns about immigration enforcement.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>Cultural Education Training for Refugees:</b> Many agencies provide training to newly arrived refugees in their community. The trainings can cover a variety of topics, but often include discussion on the role of law enforcement agencies in the United States and U.S. laws and customs.</p>	<ul style="list-style-type: none"> <li>• <b>Portland (OR) Police Bureau</b> POC: Officer Natasha Haunsperger <a href="mailto:natasha.haunsperger@portlandoregon.gov">natasha.haunsperger@portlandoregon.gov</a></li> <li>• <b>Fargo (ND) Police Department</b> POC: Sergeant Christie Jacobsen <a href="mailto:CJacobsen@cityoffargo.com">CJacobsen@cityoffargo.com</a></li> <li>• <b>Boise (ID) Police Department</b> POC: Officer Jessica Perkins Knarr <a href="mailto:jknarr@cityofboise.org">jknarr@cityofboise.org</a></li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Salt Lake City (UT) Police Department</b> POC: Dustin Parks, Community Programs Manager <a href="mailto:dustin.parks@slcgov.com">dustin.parks@slcgov.com</a></li> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b> POC: Captain Sasha Larkin, <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> </ul>
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<b>Community Outreach – General Programs</b>	
<b>Program Description</b>	<b>Agency Name and POC Information</b>
<p><b>Outreach through Social Media:</b> Through social media platforms, police are able to advertise community policing events, provide general safety information, and share policies on immigration with community members. Police also use the social media platforms to dispel false rumors about immigration enforcement in the community. This increases the sense of transparency in police agencies while providing useful information.</p> <p>Residents also can use the social media platforms to contact police with questions or concerns.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> – LEIA Facebook page POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> <li>• <b>Herndon (VA) Police Department</b> POC: Chief Maggie DeBoard <a href="mailto:Maggie.Deboard@herndon-va.gov">Maggie.Deboard@herndon-va.gov</a></li> </ul>
<p><b>Greeting and Welcoming Refugees:</b> In coordination with Catholic Charities, police officers accompany resettlement staff members as they pick up arriving refugees at the airport. Officers do so while dressed in uniform in an effort to overcome any fear of police that refugees might have. The program expanded to include officers bringing meals (cooked by volunteers from the refugees’ native countries) to the airport to put newly-arrived refugees at ease and demonstrate the department’s appreciation of their culture.</p>	<ul style="list-style-type: none"> <li>• <b>Portland (OR) Police Bureau</b> POC: Officer Natasha Haunsperger <a href="mailto:natasha.haunsperger@portlandoregon.gov">natasha.haunsperger@portlandoregon.gov</a></li> </ul>
<p><b>San Diego Multicultural Community Relations Storefront:</b> The Multicultural Storefront is a physical presence in the neighborhood where most refugees live in San Diego. The Storefront is staffed by one sergeant, nine Police Service Officers (PSOs), and numerous volunteers. PSOs are not sworn officers. They are trusted leaders recruited from within San Diego’s refugee communities, who serve as community liaisons. The Storefront staff is responsible for</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Sergeant Lem Sainsanoy <a href="mailto:lsainsanoy@pd.sandiego.gov">lsainsanoy@pd.sandiego.gov</a></li> </ul>

<p>connecting refugees to service providers in the community. This assistance includes providing police-related advice and training (e.g., home and business security, neighborhood watches, education about domestic violence) as well as non-police-related advice, such as teaching community members how to pay an electric bill or connecting individuals to legal aid organizations. The non-sworn staff is also able to take police reports from community members.</p>	
<p><b>Female Engagement Team (FET):</b> The FET is staffed by women and is responsible for engaging with women in Las Vegas who, due to cultural mores or other reasons, may not feel comfortable socializing with men or building relationships with male officers in the Office of Community Engagement. FET provides a space where women can make connections with each other.</p>	<ul style="list-style-type: none"> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b> POC: Captain Sasha Larkin <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> </ul>
<p><b>Addressing the Community at Meetings and Religious Services:</b> Attending community meetings and religious services provides law enforcement agencies with an opportunity to connect with their community members and provide information on law enforcement’s role in an informal setting.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> – Addressing congregations at church services  POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<h2>Cultural Competency Training for Officers</h2>	
<h3>Program Description</h3>	<h3>Agency Name and POC Information</h3>
<p><b>Cultural Competency Training:</b> Many agencies provide training to their officers about understanding and interacting with their refugee populations. Many departments provide this training to officers in the Academy and also provide annual refresher courses for all officers.</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Detective Sergeant Paul Yang <a href="mailto:pmyang@pd.sandiego.gov">pmyang@pd.sandiego.gov</a></li> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b> POC: Captain Sasha Larkin <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> <li>• <b>Boise (ID) Police Department</b></li> </ul>

	POC: Officer Jessica Perkins Knarr <a href="mailto:jknarr@cityofboise.org">jknarr@cityofboise.org</a>
<b>Interagency Collaboration</b>	
<b>Program Description</b>	<b>Agency Name and POC Information</b>
<p><b>Law Enforcement Immigrant Alliance (LEIA):</b> LEIA is a county-wide initiative that promotes positive relationships between police agencies and Eagle County’s Latinx community.</p> <p>LEIA is led by a committee of law enforcement officials (generally the chief or sheriff of each agency) and community leaders (many are representatives of organizations that provide services to, or work closely with, Latinx residents).</p> <p>Committee members meet monthly to discuss outreach initiatives and exchange information. At these meetings, the community representatives provide the law enforcement officials with insight into the concerns and issues of Latino communities.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b>            POC: LEIA Law Enforcement Members</li> <li><b>Vail Police Department:</b> <ul style="list-style-type: none"> <li>▪ Chief, Dwight Henninger (Alliance Co-Chair), <a href="mailto:DHenninger@vailgov.com">DHenninger@vailgov.com</a></li> <li>▪ Lead Code Enforcement Officer Miguel Jauregui, <a href="mailto:mjauregui@vailgov.com">mjauregui@vailgov.com</a></li> <li>▪ Management Assistant Leesa Sherman-Hochmuth, <a href="mailto:LSherman-Hochmuth@vailgov.com">LSherman-Hochmuth@vailgov.com</a></li> </ul> </li> <li><b>Eagle County Sheriff’s Office:</b> <ul style="list-style-type: none"> <li>▪ Sheriff James Van Beek <a href="mailto:james.vanbeek@eaglecounty.us">james.vanbeek@eaglecounty.us</a></li> <li>▪ Victim Services Coordinator Deena Ezzell, <a href="mailto:deena.ezzell@eaglecounty.us">deena.ezzell@eaglecounty.us</a></li> <li>▪ Victim Services Advocate Reyna Medrano, <a href="mailto:reyna.medrano@eaglecounty.us">reyna.medrano@eaglecounty.us</a></li> <li>▪ Community Affairs Officer Amber Barrett, <a href="mailto:amber.barrett@eaglecounty.us">amber.barrett@eaglecounty.us</a></li> <li>▪ Public Information Officer Lt. Mike McWilliam, <a href="mailto:mike.mcwilliam@eaglecounty.us">mike.mcwilliam@eaglecounty.us</a></li> </ul> </li> <li><b>Avon Police Department:</b> <ul style="list-style-type: none"> <li>▪ Chief, Greg Daly, <a href="mailto:gdaly@avon.org">gdaly@avon.org</a></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ Community Outreach Coordinator, Brenda Torres, <a href="mailto:btorres@avon.org">btorres@avon.org</a></li> </ul> <p><b>Eagle Police Department:</b></p> <ul style="list-style-type: none"> <li>▪ Chief Joe Stauffer, <a href="mailto:jstauffer@townofeagle.org">jstauffer@townofeagle.org</a></li> </ul> <p><b>Colorado State Patrol:</b></p> <ul style="list-style-type: none"> <li>▪ Captain, Richard Duran, <a href="mailto:richard.duran@state.co.us">richard.duran@state.co.us</a>.</li> </ul>
<p><b>Neighbors United:</b> This educational training program for refugees has proven an effective method for preventing crime and conflict, and for helping to support larger integration efforts. The Police Department engages refugees in citizen police academies, provides information about laws and the consequences of breaking them, gives trainings on how to interact with the police and use 911, etc. The department also has partnered with the Idaho Office of Refugees to create a “Social Integration Series Class Catalog” with a number of classes for the refugee community to take to further their knowledge on U.S. culture and laws.</p>	<ul style="list-style-type: none"> <li>• <b>Boise (ID) Police Department</b> POC: Officer Jessica Perkins Knarr, <a href="mailto:jknarr@cityofboise.org">jknarr@cityofboise.org</a></li> </ul>
<p><b>Unity Alliance of Southern Idaho:</b> Through education, communication, and engagement, <a href="#">this organization</a> aims to support the immigrant and refugee community, promote community identity based on diversity, integration, and mutual respect, and give everyone a sense of belonging to the community.</p>	<ul style="list-style-type: none"> <li>• <b>Twin Falls (ID) Police Department</b> POC: Chief Craig Kingsbury, <a href="mailto:ckingsbury@tfid.org">ckingsbury@tfid.org</a></li> </ul>
<p><b>Community Conversations:</b> In collaboration with a local community organization, <a href="#">Refugee Community Partnership</a>, these events are held every other month. The department lets the group determine the topics for each session. Topics have included domestic violence, proper disciplining of children, traffic laws, common phone/online scams, and what happens when a person contacts the police.</p> <p>The meetings include both uniformed and plainclothes officers, as well as various community partner agencies, such as the local domestic violence service provider and child protective services. The program led to filming a series of educational videos that feature members of the local refugee community. The videos provide education on local traffic laws and what happens when a motorist is pulled over by police.</p>	<ul style="list-style-type: none"> <li>• <b>Chapel Hill (NC) Police Department</b> POC: Crisis Unit Supervisor, Megan Johnson, <a href="mailto:mjohnson@townofchapelhill.org">mjohnson@townofchapelhill.org</a> and Program Manager at Refugee Community Partnership, Meagan Clawar, <a href="mailto:meagan@refugeecommunitypartnership.org">meagan@refugeecommunitypartnership.org</a></li> </ul>

## Liaison Officers

Program Description	Agency Name and POC Information
<p><b><u>Community Outreach and Resource Education (CORE) Team:</u></b> The CORE Team is responsible for coordinating all outreach efforts within the Police Department, primarily those targeted to middle school-aged youths. Each of these efforts promotes positive interactions between police and youths, outside of the criminal justice system.</p> <p>Examples of CORE’s activities include an improvisational storytelling program, annual picnics with area refugees, presentations for international students, youth soccer tournaments, local business field trips, mentoring, and Friday night recreation at the YMCA.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Sergeant Meg Hamilton, <a href="mailto:MHamilton@cityofmadison.com">MHamilton@cityofmadison.com</a></li> </ul>
<p><b><u>Amigos en Azul:</u></b> Amigos en Azul (“Friends in Blue”) is an organization of Madison and Dane County area police officers who seek to build partnerships and improve communication with Latino communities. These Spanish-speaking officers participate in community events, monitor a dedicated phone line for Spanish-speaking residents, and serve as a dedicated resource for Latino communities.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Sergeant Meg Hamilton, <a href="mailto:MHamilton@cityofmadison.com">MHamilton@cityofmadison.com</a></li> </ul>
<p><b><u>Community Outreach Unit:</u></b> The Community Outreach Unit focuses on building relationships with Seattle’s diverse communities. The Unit is led by a Lieutenant who reports directly to the Chief of Police. The Community Outreach branch of this unit spearheads the department’s outreach and engagement efforts and is staffed by a community outreach manager, an immigrant/refugee liaison, an LGBTQ liaison, an African American/youth liaison, and a Chinatown/International District liaison.</p>	<ul style="list-style-type: none"> <li>• <b>Seattle (WA) Police Department</b> POC: Sergeant Heidi Tuttle, <a href="mailto:heidi.tuttle@seattle.gov">heidi.tuttle@seattle.gov</a></li> </ul>
<p><b><u>Immigrant and Refugee Liaison:</u></b> The Immigrant and Refugee Liaison is a full-time position. The Liaison serves as an ambassador for the police department by engaging with immigrant and refugee community members and participating in community events. Examples of engagement include: coordinating a department-sponsored youth soccer tournament; hosting Coffee with a Cop events; and educating new immigrants on American cultures, laws, and societal norms through educational workshops.</p>	<ul style="list-style-type: none"> <li>• <b>Seattle (WA) Police Department</b> POC: Sergeant Heidi Tuttle, <a href="mailto:heidi.tuttle@seattle.gov">heidi.tuttle@seattle.gov</a></li> </ul>
<p><b><u>Police Service Officers (PSOs):</u></b> PSOs are trusted leaders recruited from San Diego’s refugee communities who serve as community liaisons (they are not sworn officers). They are bilingual (and city-certified translators) and are a part of the culture and community that they represent. They provide translation services for SDPD, participate in community events as</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Detective Sergeant Paul Yang, <a href="mailto:pmyang@pd.sandiego.gov">pmyang@pd.sandiego.gov</a></li> </ul>



<p>representatives of SDPD, and help community members navigate the police department and city government.</p>	
<p><b><u>The Walking Team:</u></b> The Walking Team consists of two patrol officers who conduct foot patrols in a multicultural neighborhood to develop relationships and network with business owners and community service providers in the area. Team members are not the primary responders to radio calls, but they can take police reports from community members and follow up on investigations.</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Detective Sergeant Paul Yang, <a href="mailto:pmyang@pd.sandiego.gov">pmyang@pd.sandiego.gov</a></li> </ul>
<p><b><u>Community Liaison Officer:</u></b> This officer is tasked with creating connections between the refugee and immigrant community and his/her fellow officers. One example of this work was a Community Liaison Officer who became involved in a local mosque’s basketball league and brought in other officers to participate.</p>	<ul style="list-style-type: none"> <li>• <b>Tukwila (WA) Police Department</b> POC: Commander Kraig Boyd, <a href="mailto:K.Boyd@TukwilaWA.gov">K.Boyd@TukwilaWA.gov</a></li> </ul>
<p><b><u>Refugee Liaison Unit:</u></b> After noticing that many calls for service from refugees were related to cultural misunderstandings or miscommunications or the refugees’ lack of experience with U.S. laws, the Boise Police Department created the Refugee Liaison Officer position to proactively address these issues. The Refugee Liaison Unit and local resettlement agencies share information and work together to help refugees in their community.</p>	<ul style="list-style-type: none"> <li>• <b>Boise (ID) Police Department</b> POC: Officer Jessica Perkins Knarr, <a href="mailto:jknarr@cityofboise.org">jknarr@cityofboise.org</a></li> </ul>
<p><b><u>Community Engagement Team:</u></b> The Fargo Police Department’s Community Engagement Team consists of 7 School Resource Officers, 3 Community Trust Officers, a Cultural Diversity Liaison Officer, a Park Officer, a Sergeant, and a Lieutenant. The Community Engagement Team focuses on outreach and engagement within their community, specifically for youths and those from different cultures and backgrounds.</p>	<ul style="list-style-type: none"> <li>• <b>Fargo (ND) Police Department</b> POC: Sergeant Christie Jacobsen, <a href="mailto:CJacobsen@cityoffargo.com">CJacobsen@cityoffargo.com</a></li> </ul>
<p><b><u>Cultural Diversity Liaison:</u></b> The Fargo Police Department’s Cultural Diversity Liaison Officers work to cultivate positive relationships with immigrants, refugees, persons who are seeking or have been granted asylum, resettlement agencies, service-minded organizations, and community groups. The Liaisons help facilitate long-term, comprehensive social integration and cohesion. One of the Liaison Officers focuses specifically on engaging the city’s youth. The liaison office is located in the English Language Center to be more accessible and convenient for these groups.</p>	<ul style="list-style-type: none"> <li>• <b>Fargo (ND) Police Department</b> POC: Sergeant Christie Jacobsen, <a href="mailto:CJacobsen@cityoffargo.com">CJacobsen@cityoffargo.com</a></li> </ul>
<p><b><u>Office of Community Engagement (OCE):</u></b> Each OCE staff member specializes in engaging with a particular segment or segments of the community, including faith communities, women, the private sector, other government agencies, and non-governmental organizations. The OCE includes programming geared toward refugee integration.</p>	<ul style="list-style-type: none"> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b></li> </ul>

	<p>POC: Captain Sasha Larkin, <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></p>
<p><b>Refugee Outreach Officers:</b> Within the OCE, two officers work exclusively on refugee outreach. One officer runs the Home Visits Program (see entry below), and the other officer focuses exclusively on providing training and educational opportunities to refugees.</p>	<ul style="list-style-type: none"> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b> POC: Captain Sasha Larkin, <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> </ul>
<p><b>Home Visits Program:</b> The Refugee Outreach Officer visits newly-arrived refugees in their homes to provide them with help in meeting their basic needs. This might include providing refugees with transportation to houses of worship (connecting them to a congregation who can help them in the process), helping them look for work, and providing friendship. The home visits, which are voluntary, are intended to decrease over time, providing structured support until refugees feel that they can provide for themselves and need less help with their process of integration.</p>	<ul style="list-style-type: none"> <li>• <b>Las Vegas (NV) Metropolitan Police Department</b> POC: Captain Sasha Larkin, <a href="mailto:S6234L@LVMPD.com">S6234L@LVMPD.com</a> and Sergeant Ivan Chatman, <a href="mailto:I6255C@LVMPD.COM">I6255C@LVMPD.COM</a></li> </ul>
<p><b>Police Area Representatives (PAR):</b> PAR officers are responsible for working with community members to identify and solve problems in specific geographic areas. Located in each of Aurora’s three police districts, PAR teams are comprised of several officers and supervised by a PAR team sergeant. PAR officers patrol their assigned areas, but generally do not respond to calls for service. Instead, PAR officers are given flexibility to work with citizens to develop unique solutions to problems within their community, including creating and implementing new community policing strategies. PAR officers patrol their neighborhoods in marked vehicles, on bicycles, or on foot, and they can adjust their work hours to attend community meetings or other events.</p>	<ul style="list-style-type: none"> <li>• <b>Aurora (CO) Police Department</b> POC: Sergeant Jason Moore, <a href="mailto:jmoore@auroragov.org">jmoore@auroragov.org</a></li> </ul>
<p><b>Patrol Officer Liaisons:</b> Several neighborhoods in Madison have patrol officers who also work as liaisons. The liaison officers are assigned to a patrol beat on one of MPD’s three shifts, and they respond to calls for service as a typical patrol officer. They are able to serve as an initial point of contact for neighborhood associations, property managers, and residents.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Lieutenant Lori Beth Chalecki, <a href="mailto:LChalecki@cityofmadison.com">LChalecki@cityofmadison.com</a></li> </ul>
<p><b>Immigrant Liaisons:</b> The Tucson Police Department has officers and supervisors who serve as liaisons to different immigrant groups in the community, including those serving undocumented residents. In addition, captains have personnel working closely with immigrants who reside in their divisions (often in closely-knit apartment complexes ).</p>	<ul style="list-style-type: none"> <li>• <b>Tucson (AZ) Police Department</b> POC: Assistant Chief Kevin Hall, <a href="mailto:kevin.hall@tucsonaz.gov">kevin.hall@tucsonaz.gov</a></li> </ul>

<p>The department has a close working relationship with the Mexican Consulate and has participated in Town Hall meetings cosponsored by the department and the consulate for Spanish-speaking immigrants in the community to answer questions on a wide range of topics.</p> <p>The department also has done specific outreach to immigrant youths to answer questions about the police and to build better relationships.</p> <p>The goals of these and other endeavors are to build trust between immigrants and the police; to clarify that the Tucson Police Department is not the same as federal agencies such as ICE and the Border Patrol and that local police are not engaged in civil immigration enforcement; and to inform immigrants of how they can obtain services from the police department.</p>	
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## Multilingual Outreach Programs

Program Description	Agency Name and POC Information
<p><b>Utilizing Local Radio:</b> Police representatives from the Law Enforcement Immigration Alliance speak on Spanish language radio programs to address the largely Latino audience and take callers’ questions about police policies and procedures.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>La Importancia del 911 (The Importance of 911) Training:</b> A bilingual dispatcher developed a training program to educate non-English speaking residents in the Latino community about the 911 system, including: when to call, what to expect when calling, an explanation that ICE is not contacted when an individual calls for help, and other available services (e.g., texting to 911). This training is given at schools and workplaces with predominantly Latino employees.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>Volunteer Interpreter Program:</b> A county-wide interpreter program was created to provide translation services for police officers and residents (currently offering Spanish, Russian, and French interpretation). The volunteer interpreter program allows for an on-demand neutral, trained interpreters to assist with interviews, victim statements, and investigations.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>Language Access:</b> The Refugee Liaison Unit is responsible for maintaining a list of certified interpreters, coordinating getting an interpreter to the scene of incidents that may involve cultural misunderstandings, and creating additional opportunities for face-to-face contacts</p>	<ul style="list-style-type: none"> <li>• <b>Boise (ID) Police Department</b> POC: Officer Jessica Perkins Knarr, <a href="mailto:jkknarr@cityofboise.org">jkknarr@cityofboise.org</a></li> </ul>

<p>between police and refugees in the community. It also collaborates with the refugee resettlement agencies in Boise to learn about persons who speak new languages coming to the city.</p>	
<h2>Providing Direct Services</h2>	
<h3>Program Description</h3>	<h3>Agency Name and POC Information</h3>
<p><b>Mobile Mexican Consulate:</b> Nearly every year, over the course of three days, police personnel arrange for a mobile Mexican consulate to travel to Eagle County to help residents who cannot make the two-hour trip to the Mexican Consulate in Denver to obtain necessary identification documents. Police also use this opportunity to educate residents about other government services available to them.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>Clothing Drives for Low-Income Families:</b> Every year, members of the Eagle County Law Enforcement Immigrant Alliance come together to host a county-wide coat drive for low-income families, many of whom are immigrants. The collected items are hand-delivered to the recipient families by two officers and two volunteers, at least one of whom speaks the same language as the family.</p>	<ul style="list-style-type: none"> <li>• <b>Eagle County (CO) Law Enforcement Agencies</b> POC: See the entry “Law Enforcement Immigrant Alliance (LEIA)” under the Interagency Collaboration heading for POC information.</li> </ul>
<p><b>South Bend Identification (SBID):</b> The <a href="#">SBID program</a> offers residents living in South Bend an optional identification card and aims to help populations that have difficulty obtaining acceptable forms of photo identification. The ID card allows cardholders to interact with City of South Bend agencies such as the South Bend Police Department, South Bend Fire Department, and city buildings/services.</p>	<ul style="list-style-type: none"> <li>• <b>South Bend (IN) Police Department</b> POC: Executive Assistant Dawn Ebersole <a href="mailto:debersol@southbendin.gov">debersol@southbendin.gov</a></li> </ul>

## Recruiting and Hiring from the Immigrant Community

Program Description	Agency Name and POC Information
<p>The Seattle Police Department has expanded its recruitment and hiring strategy in order to attract members of immigrant communities to the police force. Recognizing that many diverse communities face disadvantages, the department helps these individuals to navigate the hiring process (e.g., providing tutoring for the written exam).</p>	<ul style="list-style-type: none"> <li>• <b>Seattle (WA) Police Department</b> POC: Sergeant Heidi Tuttle, <a href="mailto:heidi.tuttle@seattle.gov">heidi.tuttle@seattle.gov</a></li> </ul>

## Youth Engagement

Program Description	Agency Name and POC Information
<p><b>Global Teen Academy:</b> Each summer, APD holds a two-week academy for teenagers between the ages of 15 and 18 who are interested in learning about the duties and responsibilities of police officers. Each session includes approximately 30 participants and is offered at no cost to the students (citizenship is not a requirement).</p> <p>The program has two goals: 1) to teach students about how APD operates and give them an opportunity to meet police officers, and 2) to give youths a way to help the police identify crime-related problems in the city. Graduates of the program can work with the police to develop solutions to local problems and improve the quality of life within their community.</p>	<ul style="list-style-type: none"> <li>• <b>Aurora (CO) Police Department</b> POC: Officer Dan Smick, <a href="mailto:dsmick@auroragov.org">dsmick@auroragov.org</a></li> </ul>
<p><b>Camp P.O.S.T.C.A.R.D. (Peace Officers Striving to Create and Reinforce Dreams):</b> This program is a partnership between APD and Volunteers of America. Approximately 15 students from Aurora elementary schools, ages 11 and 12, are selected to attend a free week-long camping experience at a YMCA camp. All the camp counselors are police officers, but that is not known to the campers until the last day. During the last day ceremony, the counselors walk into the ceremony dressed in their police uniforms. During the week, the kids enjoy activities, learn teamwork, the importance of self-respect and respect for others, and come away with positive impressions of police.</p>	<ul style="list-style-type: none"> <li>• <b>Aurora (CO) Police Department</b> POC: Officer Dan Smick, <a href="mailto:dsmick@auroragov.org">dsmick@auroragov.org</a></li> </ul>

<p><b><u>Latino Youth Academy and Black Youth Academy:</u></b> The Latino Youth Academy (LYA) and Black Youth Academy (BYA) are a week-long half-day summer program for incoming eighth graders. The event is held at MPD’s training center in partnership with neighboring police and fire agencies. Students learn about the policing profession through hands-on activities and competitions. The students meet the Police Chief, observe a K-9 demonstration, and participate in scenario-based training.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Sergeant Meg Hamilton, <a href="mailto:MHamilton@cityofmadison.com">MHamilton@cityofmadison.com</a></li> </ul>
<p><b><u>See It to Be It:</u></b> This program, run by the Community Outreach and Resource Education (CORE) Team, provides middle-school youths with a chance to visit local businesses and learn about various career opportunities. Students have toured the Dane County Airport, Madison Gas and Electric, Madison Fire Department stations, MPD district stations, Madison Area Technical College, the University of Wisconsin Hospital, and the local NBC television affiliate.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Sergeant Meg Hamilton, <a href="mailto:MHamilton@cityofmadison.com">MHamilton@cityofmadison.com</a></li> </ul>
<p><b><u>Bigs in Blue:</u></b> In partnership with Big Brothers/Big Sisters, MPD officers (“Bigs”) are paired with a student between the ages of 6 and 18 (“Littles”) and meet on a weekly basis at the school. The officers provide long-term mentoring and serve as positive role models for the children.</p>	<ul style="list-style-type: none"> <li>• <b>Madison (WI) Police Department</b> POC: Officer Ercan Dzelil, <a href="mailto:edzelil@cityofmadison.com">edzelil@cityofmadison.com</a></li> </ul>
<p><b><u>Immigrant Family Institute:</u></b> This program brings together immigrant youths of color (ages 10-14), their families, and Seattle police officers to learn from each other, strengthen relationships, and build trust. The program’s participants include 15-18 immigrant families and 15-20 police officers, who meet for weekly sessions over the course of eight weeks.</p> <p>Each session is led by a facilitator who guides the participants through group discussions and activities connected to the weekly topic.</p>	<ul style="list-style-type: none"> <li>• <b>Seattle (WA) Police Department</b> POC: Sergeant Heidi Tuttle, <a href="mailto:heidi.tuttle@seattle.gov">heidi.tuttle@seattle.gov</a></li> </ul>
<p><b><u>Project Hope:</u></b> Project Hope is an afterschool program designed to build trust and strengthen relationships between the police and the community. The program features 25 students in grades 3-6 who meet with officers after school for 90 minutes once a week throughout the academic year. Many students in the program are from non-English speaking homes. Some fear and avoid officers because of misconceptions they learned from their immigrant parents. During this time together, students and officers are able to break down barriers in a relaxed environment and learn more about one another. Some sessions also involve students’ parents.</p>	<ul style="list-style-type: none"> <li>• <b>Herndon (VA) Police Department</b> POC: Chief Maggie DeBoard, <a href="mailto:Maggie.Deboard@herndon-va.gov">Maggie.Deboard@herndon-va.gov</a></li> </ul>
<p><b><u>Bike Cops for Kids:</u></b> In partnership with local businesses, nonprofits, and government partners, officers hand out free helmets, lights, locks, and approximately 60 bicycles to children in low-income areas each year. Officers focus their engagement efforts on the Somali and East African communities where most refugees live. The connections between the police officers and youths build trust.</p>	<ul style="list-style-type: none"> <li>• <b>Minneapolis (MN) Police Department</b> POC: Officer Mike Kirchen, <a href="mailto:Michael.Kirchen@minneapolismn.gov">Michael.Kirchen@minneapolismn.gov</a></li> </ul>

<p><b>Youth Programs (Southeast Asian Youth and East African Youth):</b> These programs are aimed at encouraging personal development, civic engagement, and supporting young refugees' integration into the community. At the same time, they attempt to prevent crime by steering young people away from criminal activity.</p>	<ul style="list-style-type: none"> <li>• <b>San Diego (CA) Police Department</b> POC: Detective Sergeant Paul Yang, <a href="mailto:pmyang@pd.sandiego.gov">pmyang@pd.sandiego.gov</a></li> </ul>
<p><b>Refugee Liaison Unit Internship:</b> This is a grant-funded paid internship for a college junior or senior to join the Refugee Liaison Unit in BPD. (See Refugee Liaison Unit entry, page 11, for additional program description).</p>	<ul style="list-style-type: none"> <li>• <b>Boise (ID) Police Department</b> POC: Officer Jessica Perkins Knarr, <a href="mailto:jknarr@cityofboise.org">jknarr@cityofboise.org</a></li> </ul>
<p><b>Providing Extracurricular Activities:</b> With grant funding from the North Dakota Juvenile Justice State Advisory Committee and other sources, the Fargo Police Department provides extracurricular activities to at-risk minority youths, many of whom come from immigrant and refugee communities. Programming includes: swimming lessons, basketball, self-defense, boxing, and outdoor programming such as hiking, camping, fishing, etc. All of these programs have an overarching mentoring and relationship-building atmosphere with the goal of keeping students positively engaged and interacting with police.</p>	<ul style="list-style-type: none"> <li>• <b>Fargo (ND) Police Department</b> POC: Sergeant Christie Jacobsen, <a href="mailto:CJacobsen@cityoffargo.com">CJacobsen@cityoffargo.com</a></li> </ul>
<p><b>The 'Yumvee':</b> The Police Department transformed a military Humvee into a black and white police-style ice cream truck. The truck has an ice cream freezer and is also stocked with basketballs, soccer balls, footballs, and volleyballs. Officers drive the vehicle through the parks and neighborhoods to engage youths. Officers give away free popsicles, ice cream cones, and athletic equipment to community members.</p>	<ul style="list-style-type: none"> <li>• <b>Storm Lake (IA) Police Department</b> POC: Chief Chris Cole, <a href="mailto:cole@stormlake.org">cole@stormlake.org</a></li> </ul>