

Project Abstract

Applicant Name: Berkeley County Council

Title of Project: Berkeley County Community Engagement Training

The Berkeley County Council aims to conduct a thorough training of its law enforcement personnel (target population) in order to better serve its constituencies (local residents and visitors). Berkeley County is West Virginia's second largest and fastest-growing county in overall population. In turn, the traditional demographics of the region are expanding and furthering the need of all relevant law enforcement officials to undergo professional training that instructs them on best practices of constructively engaging with members of the public. Berkeley County's law enforcement officials lack modern, comprehensive community engagement training.

In order to possess a culturally-sensitive workforce, the project's goals seek to:

- 1) provide employees with comprehensive community engagement training,
- 2) instill a commitment for the target population to handle all daily activities in a culturally-sensitive manner, and
- 3) develop a sustainable training program that permits future replication.

This will be accomplished by addressing the following objectives:

- 1) Create a sustainable training system that can be used to continually train employees
- 2) 100% of target population will undergo community engagement training
- 3) 100% of new Berkeley County employees will undergo newly-formed community engagement training after hiring

It is anticipated that training from law enforcement officials will be used to formulate best practices to similarly train all Berkeley County employees. However, the specifics of the law enforcement training will encompass both short-term and long-term outcomes.

Short-term:

- 1) The target population will become better trained in community engagement strategies and situations.

Long-term:

- 1) A sustainable model to train all new employees will be utilized.
- 2) Constituencies of the target population will be better served.

Overall, the proposed project activities will address the following identifiers:

- 1) Anti-discrimination
- 2) Civil rights
- 3) Law enforcement leadership
- 4) Law enforcement professionalism
- 5) Training – racial & ethnic bias