

HARLINGEN POLICE DEPARTMENT

PRESS RELEASE
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HONOR ◆ COURAGE ◆ INTEGRITY

New Harlingen Police Officers and Officer Candidates Experience the Harlingen Police Department's First

“Community Immersion Project” *A Path to Who We Serve*

This Thursday new officers, officer candidates, and civilian leaders of the Harlingen Police Department (HPD) will begin a new diversity education project for the first time to bring them closer to the Community they serve and in understanding who we serve.

The *Community Immersion Program* was developed by Chief Jeffry Adickes and his team in late 2003 at the Austin Police Department's Training Academy. This program pushes new HPD servant leaders out into the Community to learn about cultures that sometimes feel disenfranchised when dealing with police officers on the street and our civilian dispatchers or jailers so they can better understand them and ultimately better serve them. The program received a certificate of recognition from the International Association of Chiefs of Police Civil Rights Committee. Three Groups will be assigned Thursday to learn and teach about our **Homeless Community, Mental Health Community, and the LGBTQ Community** in Harlingen and the Rio Grande Valley.

The program is built on bridging mutual respect, mutual trust, and understanding as these new officers and employees have to go unassisted into these cultural groups, learn about them as they are in Harlingen and the Rio Grande Valley, and then come back and teach us about their assigned cultures as a Department, and a City.

The assigned groups will research and interview Community leaders for each group, follow and complete all the learning objectives including positive and negative stereotypes, what these cultures expect from our new leaders as they serve, do on the street interviews, complete a college level paper, produce a video and power-point, and then HPD will set up a public venue for the groups to teach the class on their culture. The most important thing is that we are building Harlingen police officers and they are building relationships and learning about the cultures as they are in Harlingen and the Rio Grande Valley.

Public presentations will be set up in 6-8 weeks.

Link: <https://leb.fbi.gov/2009-pdfs/leb-february-2009>



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Jeffry Adickes

Assistant Chief
Michael Kester

Executive Staff

Deputy Chief
Luciano Rubio

Deputy Chief
Hector Leal

Deputy Chief
Daniel Villarreal

Deputy Administrator
Diane Sanchez

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