



# CRC Link

COMMUNITY HARMONY MATTERS TO ALL OF US

THE QUARTERLY NEWSLETTER OF THE CHARLOTTE-MECKLENBURG COMMUNITY RELATIONS COMMITTEE

## Charlotte-Mecklenburg Schools Target Gang Prevention

by Rhonda Gooden Taylor

Ray Wilson, Charlotte-Mecklenburg Schools (CMS) Gang Prevention Specialist has more than a full-time job. He spends his days, and often his nights and weekends, educating kids, families, school staff, community organizations, businesses, and others about gang awareness and prevention. "There are 160 documented gangs in Charlotte-Mecklenburg", Wilson says. "Our goal is to educate kids so that they can go on to become productive citizens". To accomplish this goal, according to Wilson, kids need to stay in school and away from guns, crimes, violence, bullying and other harmful influences often associated with gang activity.

Last year, Wilson gave 150 presentations to CMS student groups from pre-kindergarten through 12th grade, to teachers, to principals, to parent groups, and to businesses like banks, to retirement centers, and to organizations like the YMCA and the Carolina Panthers about recognizing the warning signals that a kid may be involved with a gang. He cautions that a negative change in behavior or friends, truancy, poor performance in school, or run-ins with the law are all leading indicators. It's helpful to know that gang members tend to wear a particular color a lot to show what gang they belong to, or that gang members use a certain hand sign or display a certain type of tattoo. The number 1 reason that kids join gangs is because they are bored. Kids not involved with hobbies or interests may be subject to gang recruitment. Many people to whom Wilson speaks, not having encountered gangs before, are often surprised to learn this information and begin to make connections with occurrences involving their own kids. Wilson tells these groups to talk to their kids or have someone else that influences the kid such as a teacher, preacher, or friend to talk to them. They need to be told about the many free or nearly free community outlets for their interests, such as Mecklenburg County Parks and Recreation sites, athletic teams, arts programs or clubs. And they need to be told about the unwanted consequences of gang association like suffering serious injuries, alcohol or drug abuse, serving jail or prison time making it more difficult to find a good job, or even dying. Most important, they miss the opportunity to become a productive citizen.

Wilson says that CMS has some programs in place throughout the school system to help prevent gang association. Idlewild Elementary School



received a grant this past summer to develop a student gang prevention group. This afterschool program for about 20 students will focus on gang prevention and intervention techniques, and educate parents with facts about recognizing gang activity. McClintock Middle School is conducting a Family Circle for about 50 students. In workshops for kids and workshops for parents this program connects families to existing, but often unknown, community resources and support services designed to strengthen the family. They're partnering with nearby Christ Lutheran Church on this endeavor. Albemarle Road Middle School is establishing the POST Program, which stands for Partners in Out of School Time. This afterschool program for 25-75 youth uses the No Easy Walk Ropes Course to build trust, confidence, and leadership skills. Students will participate in all types of challenging outdoor physical exercises that emphasize building teamwork.

Parent University, in addition to providing courses in its curriculum for parents about gangs, received a grant to make a video on gang awareness and prevention targeted to Spanish-speaking adults. Slated to be the first of its kind developed in the US, the video should be complete and ready for distribution to targeted communities by the end of the year. In addition, CMS has produced some Public Service Announcements for television and radio, and passes out flyers to all of its students.

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**CRC Link**

COMMUNITY HARMONY MATTERS TO ALL OF US

CRC’s vision is a Charlotte-Mecklenburg where people’s differences are acknowledged, understood and appreciated.

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# Gang of One Impacts Lives Through Prevention Education

by Rev. K. Frances Cook

*well officer, its been a long time...  
im not writing to snitch on anyone or give up anything  
just to tell you thank you for motivating me to do the right thing.  
i have relocated. im no longer in touch with l.d.n. [Latin  
Dragon Nation]  
i have really tired to get my life back on the right track...*

Email sent to a CMPD Division Gang Officer  
from a Gang of One participant and former gang  
member

Gang of One is the gang prevention and intervention initiative of the Charlotte-Mecklenburg Police Department (CMPD) in partnership with local agencies and citizens and local, state, and federal law enforcement. Its mission is to prevent youth from joining a gang, support youth being pressured to join a gang, and assist youth in getting out of a gang.

To  
combat  
gangs,  
CMPD  
formed a  
Gang  
Intelligence  
Unit in  
August of  
2003 and  
Gang of  
One in  
February



of 2004. Gang of One started in the Eastway Division. A Hotline, 704.432.4264/GANG, was established and staffed by bi-lingual CMPD volunteers. Calls came into the Hotline from the public and Gang of One staff met with youth and their families, referring them to local gang resistance resources for support, whether an after-school program, athletic activity, or employment service. The calls trickled in at first, four one month and then five, ten and then twenty.

In 2008-2009, Gang of One received over 600 calls to the Hotline. These calls included referrals about youth in a gang or at risk of joining a gang, requests for education or information, and the occasional anonymous tip for CMPD Officers. Gang of One facilitated over 50 gang resistance trainings for youth and 75 gang education workshops for adults, reaching over 8,000 participants in schools, businesses, congregations, and non-profits. Gang of One met with and provided local agency information to 23 youth and their families in an effort to support them in gang disassociation and provided additional one-on-one support to

13 youth and their families. Gang of One also impacted the lives of over 2,000 youth and adults through its prevention and intervention programs – Crossroads Teen Theater Project, Dangers Involved with Gangs (DIG), No Easy Walk, Race 2 Inspire, Stimulate & Educate (RISE), Truancy/Safe Neighborhoods, Weed and Seed Truancy Court, and STG Reentry Case Management.

Since 2004, Gang of One has adopted the Office of Juvenile Justice and Delinquency Prevention Comprehensive Gang Reduction Model, grown from a staff of one to a staff of five, replicated pilot programs throughout the metropolitan area, and helped establish the Gang Prevention Coalition, a consortium of local agencies and organizations that are working in partnership to address gangs in Mecklenburg County.

In 2009-2010, Gang of One programs will expand – reducing juvenile crime, increasing student attachment to school, and educating youth and adults about the realities of gangs and positive alternatives to gangs. A Multidisciplinary Gang Intervention Team will be convened and new community-based programs, in partnership with the Gang Prevention Coalition, will be introduced. Gang of One seeks to interrupt the cycle of youth joining gangs through a continuum of prevention and intervention programs. Gang of One is recognized by the US Department of Justice as a Promising New Program and by the NC Department of Crime Control and Safety as a Successful Effective Practice. To learn more about Gang of One, request an educational presentation, refer a youth, or join the Gang Prevention Coalition, please call 704.432.4264/GANG or email [gangofone@cmpd.org](mailto:gangofone@cmpd.org).

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*Reverand K. Frances Cook is director of Charlotte-Mecklenburg Police Department's Gang of One program..*





## **Is Your Child a Member of a Gang - Know the Signs**

*by Willie Ratchford*

Gangs in Charlotte-Mecklenburg are not a new phenomenon; they date as far back as the 1960's. However, the gangs of 2009 are not the gangs of yesteryear. They are younger, more ethnically diverse and more violent. They have ties crossing local, state and national boundaries. The Charlotte-Mecklenburg Police Department (CMPD) has been formally studying gangs since the late 90's when most gangs were homegrown. Today Charlotte, like many communities across the country, is seeing gangs and gang members from various countries around the world whose citizens have chosen to immigrate to our community.

In 2009, gangs in Charlotte-Mecklenburg are:

- Mostly male
- Approximately 50% between 16 – 21 years of age
- Mobile, widely distributed throughout the County
- Mostly African-American, followed by Hispanics
- Committing a variety of crimes
  - o Armed Robbery
  - o Break-ins
  - o Auto thefts

### **Why Do Our Kids Join Gangs?**

Among the leading reasons given by kids involved with gangs, either as members or gang associates, is a desire to be loved, accepted or to be part of a group. That is what gang members commonly promise when they are recruiting. Additional reasons that kids join gangs include:

- Fun and excitement – gang members, recruiters and the media glamorize the gang lifestyle.
- Identity and a sense of belonging – gangs may offer a sense of identity to their members and a way to gain attention or status. Kids who do not have strong ties to their families, communities, schools or places of worship may turn to gangs for companionship and as a substitute family.

- Peer pressure – if friends or family members are in a gang, kids may be pressured to join a gang.
- Financial gain – being in a gang is often seen as a way to obtain money or possessions.
- Failure to realize what being in a gang means – kids often do not fully understand the danger, risks and legal problems associated with being in a gang.
- Protection – in neighborhoods and areas where gangs are present, kids sometimes feel, or are told, that belonging to a gang will provide protection from other gangs.

### **Who Joins Gangs?**

Gang members generally range in age from 13 to 24 years old, but can be as young as 9. Gangs can include all ethnic groups. Many gang members are boys, but 10 percent of all gang members are girls and the number is growing. There are several risk factors or conditions that increase the likelihood of a youth becoming involved with a gang, including:

- Lack of connection with family, community, schools, or faith-based organizations
- Living in an area with a high level of gang activity
- Lack of a positive support system at home
- Violence against family members
- Exposure to TV shows, movies, video games and/or music that glorifies violence
- Lack of participation in alternative activities, such as community, school or faith-based youth programs
- Low self-esteem and/or a sense of hopelessness about the future
- Poor decision-making and communication skills
- Too much unsupervised free time

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## No Easy Walk

by John Concelman

No Easy Walk is dedicated to inspiring and empowering youth to resist gang influence and involvement through positive character development, school connectedness and uniting youth to and through their community. No Easy Walk is committed to enabling students to make a positive contribution through active civic participation.

By building a strong coalition, partnering Charlotte's urban middle schools with several community agencies, school staff and administrators will be able to provide positive alternatives for gang resistance. Many urban teens are associated with gangs. If they are not already a member of a gang they are being challenged to join one. N.E.W. provides students the tools and ability to manage their feelings, thoughts, behavior in a positive way, regardless of the circumstances.

N.E.W., designed to be educational, challenging, impactful, and FUN, is experiential-based learning, focused on maximizing collaborative performance.



Student's strengths are released and realized when engaged with true adventure. N.E.W. provides opportunities for them to discover their inner capabilities; empowering positive decision making. Importance is placed on real, hands-on, practical challenges that develop qualities of character and compassion. Students are confronted with *opportunity for self-discovery evoking first hand feelings of triumph and defeat*. Trusting personal relationships developed through N.E.W. are a critical link to the creation of a positive school environment and future success for No Easy Walk students.

Expanding NEW through 21<sup>st</sup> Century Learning! Participating 8th grade NEW students at Martin Luther King Jr. Middle School took their learning to an off-campus site. They successfully designed walking trails and stream crossings enabling expansion of useable land for teambuilding and lifetime wellness outdoor centers. The project allowed No Easy Walk to expand the program and offered activities.

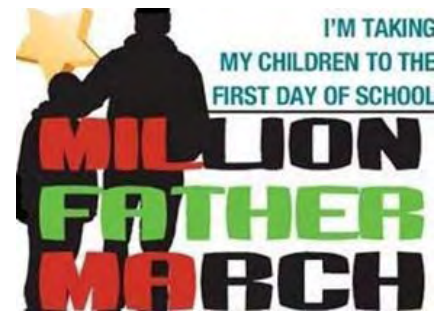
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*John Concelman is Director of No Easy Walk.*

## Million Fathers March

by Robin A. Edgar

Winners PLUS Agency Inc., a non-profit organization in Charlotte that assists parents to improve their children's education has been organizing a Million Father March – I'm Taking My Children to the



First Day of School since 2006. Similar to The Black Star Project in Chicago, the Charlotte initiative encourages fathers to get involved and stay involved in their children's education. Charlotte is one of the first cities in North Carolina to adopt this initiative according to Blanche Penn, director of Winners PLUS Agency Inc., which, partners with CMS and about 20 other community organizations to put on this event.

"Students Together Against Recklessness (S.T.A.R.) keeps young people off the street and away from the gang life style. Several of our participants were involved with gangs and they were able to start to turn their life around with the support from other teens in the program, says Penn.

Founded in 1996 by Phillip Jackson, The Black Star Project is "committed to improving the quality of life in Black and Latino communities of Chicago and nationwide by eliminating the racial academic achievement gap. The initiative's mission is "to provide educational services that help pre-school through college students succeed academically and become knowledgeable and productive citizens with the support of their parents, families, schools and communities" and its motto is "Good schools seldom (if ever) create good communities; but good communities usually create good schools! Active and involved parents, families, communities are necessary to educate children."

As part of the Million Father March program, fathers volunteer to go out to the schools and welcome other fathers who are bringing their children to their school. In 2006, about 50 fathers were there to greet about 3500 men who came to the first day of school with their children. This year, 30 volunteers reported greeting a total of over 620 participants.

"Each new father, men, uncle, or brother that comes with a child to our schools is a plus for us all. If we make our men feel welcome, they will come," says Penn.

For more information about the Million Father March as well as the Winners PLUS Agency Inc, contact Blanche Penn at 704-890-4101.

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*Robin A. Edgar is a member of CRC's communications subcommittee.*

# CMS Targets Gang Prevention

*continued from page 1*

CMS collaborates with other community organizations on gang awareness and prevention. Wilson says the Charlotte-Mecklenburg Police Department's Gang of One office has been especially helpful, as well as the Gang Prevention Coalition, a consortium of 20 community service providers including the Charlotte-Mecklenburg Community Relations Committee. The Danger in Gangs (DIG) Program operating in 23 elementary schools provides police officers to conduct workshops on the consequences of being in a gang. The Weed and Seed Program operating in 8 schools provides court judges to come to a school and talk with kids at risk and their parents about consequences of being involved with truancy, bullying, gangs, or guns. Project Safe Neighborhoods is a multi-agency program designed to enlist the help of businesses in reporting unsupervised school aged kids 16 years old or younger in their place of business during the school day. Posters that can be displayed prominently showing a business' participation in this program are being distributed now. "Many people may not be aware that when police see kids aged 16 years old or younger out in the neighborhood during the school day, they are picked up and taken to school. School counselors and social workers then work with the kid to see what it takes to keep them in school," reports Wilson.

CMS and its community partners' efforts have produced some good results so far. According to Wilson, 2 years ago 16 weapons were found in CMS. The next year after outreach efforts, that number decreased. Only 4 weapons were found. In some geographical areas, Wilson says school attendance has increased, crime has decreased, and gang growth has leveled off. But, while there is less crime, the crimes have become more violent.

There is still much work to do. Wilson says that one of the biggest needs our community has is for mentors, especially male mentors, who can work with kids at risk. The mentors can spend time with kids reading with them or just talking with them while at the same time giving them good advice and good role models. We applaud CMS' efforts, along with its partners and our citizens, at targeting the problem of gangs in our community.

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*Rhonda Gooden Taylor is a member of CRC's communications subcommittee.*

# Gang Prevention Coalition

*by Kristy Phelps*

After two long years of research and planning the Gang Prevention Coalition helped enrich the Charlotte Mecklenburg community by helping disburse \$95,000 toward "Community Impact Projects" in collaboration with Charlotte-Mecklenburg Police Department's Gang of One. The Gang Prevention Coalition, chaired by Grayce Crockett, Area Mental Health Director, was established in May of 2007 to begin a discussion on what the community response needed to be when dealing with youth who were gang involved. Comprised of leaders of Area Mental Health, Gang of One, Charlotte Mecklenburg Community Relations Committee and a vast array of social service providers from around the community, members worked diligently to research and develop shared values and goals.

In researching best practices of similar gang prevention organizations across the country, members traveled to Richmond, Virginia in early 2008 to meet with Gang Reduction Intervention and Prevention (GRIP) staff. GRIP is a nationally-recognized, best practice program housed in the Office of the State Attorney General. Members also took time from their busy schedules to travel to Raleigh, North Carolina to meet with staff of the Wake County Gang Prevention Partnership.

Following trips to Raleigh and Richmond, members spent long hours solidifying a mission and vision statement as well as goals and shared values to ensure success. An intense two day retreat was lead by members of the Institute for Law and Justice as participants brainstormed to develop a plan of action to work with community members and agencies to address primary and secondary intervention measures for gang associated and gang involved youth .

Two years of diligent work transitioned to action when in May of 2009 leaders of the Gang Prevention Coalition announced \$95,000 in grant funds for service providers in two focus areas. Ultimately funds were disbursed to programs in the Idlewild South area of Charlotte. Grant recipients included the Charlotte Boxing Academy, Girls Scouts Hornet's Nest Council, Idlewild Elementary School, Christ Lutheran Church-McClintock Partners, Mi Casa Su Casa, Parent University, and Partners in Out of School Time-Middle School Matters at Albemarle Road.

Next year Gang of One and the Gang Prevention Coalition plan to continue funding at a reduced level in the Idlewild South community and extend new resource and financial support to a second area as it continues its mission to partner with the community to eliminate gangs through collaboration, training and technical assistance.

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*Kristy Phelps is a community relation's specialist with CRC's Fair Housing Program.*



# New Technology High School Students RISE to the Occasion

by Sharon Wright

RISE, Race 2 Inspire, Stimulate & Educate, is a career awareness program developed for Gang of One that provides an introduction to the motorsports industry and related careers through project based activities, industry tours and career presentations. RISE engages Charlotte area high school students in a series of eight to ten weekly sessions that reinforce the importance of STEM education (science, technology, engineering, math). Through RISE, teens have an opportunity to manipulate, operate and compete using 1:10 scale radio controlled cars just as professional NASCAR teams do daily as they prepare for races with the full size race cars. Teens learn how to modify and operate the equipment to optimize the performance of the car. To better understand the manual skills required to build cars, the teens are introduced to material and equipment used in fabrication and are challenged to manipulate the metal to make various widgets. Additionally, RISE engages teens in community service and teambuilding experiences that demonstrate how to work together for the good of their team and the community.



as there is a role for each member of the team. The Fast Track Team model functions like that of actual NASCAR teams which has personnel ranging from operations, sponsorship & marketing, pit crew members, to mechanics, engineers and drivers. Everyone on the team has a job that contributes to the success of how the team functions and performs during competitions.

RISE is sponsored by Gang of One/Charlotte-Mecklenburg Police Department, Office of Juvenile Justice and Delinquency Prevention, and Project Safe Neighborhoods. RISE will activate in October 2009 and hosts two session cycles during the 2009- 2010 school year.

Partners and vendors with the RISE pilot included: Charlotte-Mecklenburg Schools, Central Piedmont Community College, UNC Charlotte, B.R.A.K.E.S., Ten80 Education, Lowe's Motor Speedway, Teamwork is the Pits, Knowledge is Power Transportation, The PIT, and Stockcar Steel and Aluminum.

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*Sharon Wright is program director of RISE- Race 2 Inspire, Stimulate & Educate..*



The partnership with New Technology High School supports the students by encouraging regular attendance and participation, and monitors academic progress and

in-school conduct. Successful completion of RISE earns the program graduates a place on the New Technology Fast Track Team that competes in local, regional and national competitions. The Fast Track team structure allows all of the students to become involved in how the team operates

# Center for Community Transitions: Turning Obstacles Into Bridges

by Myra Clark

The day after moving day, the staff was busy setting up common areas, emptying boxes and setting up their offices. Several volunteers were helping roll out carpets, hang pictures, complete touch up painting and cleaning.

No one knew until later that all of our volunteers were former gang members.

Since October 2008, Marcus Reddrick has been working with former gang members to help them transition out of gang life and into a new life. Marcus is a reentry case manager with the Center for Community Transitions (CCT), in a program called Turning Obstacles into Bridges. Through a federal grant awarded to the Charlotte Mecklenburg Police Department's Gang of One program, reentry has become the final stage of reducing gangs in Charlotte-Mecklenburg.

The primary focus of CCT is helping participants develop balance in their lives by focusing on character, leadership development, effective communication skills, positive social interactions, educational training, and career development. These focus areas represent some of the biggest obstacles to success participants face in addition to securing stable housing.

Marcus tries to meet with gang members who, while incarcerated, have decided to leave their gangs behind or those who have participated in Security Threat Group treatment while in prison. Since there are over 41,000 inmates in North Carolina prisons, it is not possible to meet with all of the ones likely to return to Mecklenburg County. Some are identified when they come to the Center for Community Transitions for services after they are released. Almost all participants at the Center enter the program voluntarily. This is a clear sign that the former gang members that show up are serious about making changes in their lives.

While most clients Marcus works with are in their teens and early twenties, there are some who decide to make changes after several years affiliated with gangs. Marcus' first client was unusual; he had been a Crip for many years. He was also 41 years old. Today he is working in a well-paying job as a welder, is able to support himself and has ended former gang relationships. It has been over 10 months since this client made the decision to start a new life.

The work with former gang members is intensive. It often requires daily contact during the first several weeks to help them build new social networks, become familiar with different lifestyles and build trust with Marcus. Individual and group work with clients includes using critical thinking skills, self-evaluation, and pursuing educational and vocational goals.

There are twenty former gang members in the Building Obstacles into Bridges program living within the Charlotte-Mecklenburg community. With the help of the program, one client named Dave moved into a transitional housing program, received assistance that helped pay one month's rent, completed the LifeWorks! Program at CCT, found a job, and was able to pay his rent from then on. Several months later Dave's employer promoted him to a regular weekly salary and he was able to move into his own apartment. Dave and Marcus have regular contact and Dave continues to do well.

The Center for Community Transitions program is a valuable service to our community, helping to redirect the focus from building prisons to building up people.

For more information about the program, please visit [www.centerforcommunitytransitions.org](http://www.centerforcommunitytransitions.org).

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*Myra Clark is executive director of Center for Community Transitions.*

The Center for Community Transitions  
Building Obstacles into Bridges  
and  
LifeWorks! programs  
work with clients formerly affiliated with

- ♦ Crips
- ♦ Bloods
- ♦ Folk Nation
- ♦ Sur 13
- ♦ MS 13



# Is Your Child a Member of a Gang?

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- Lack of respect for authority (parents, teachers, law enforcement officers)
- Alcohol or other drug use
- Suddenly having more money or possessions
- Using gang graffiti on folders, desks, walls and buildings
- Drug or alcohol use evidence

## Warning Signs of Possible Gang Involvement

There are a number of signs that may indicate involvement with a gang or risky or delinquent behavior. The sooner concerns are responded to, the greater the opportunity to prevent a child from joining a gang. Kids who pretend to be gang members or just associate with gang members are at equal or greater risk for being victims of violence as are those who are known gang members. Signs to be aware of include:

- Withdrawing from family activities
- Suddenly changing friends and spending time with undesirable people
- Developing a bad attitude toward family, school and authorities
- Sudden drop in school grades
- Staying out later than usual
- Wanting excessive privacy
- Using a new nickname
- Using hand signs
- Using unfamiliar slang words
- Purchasing or wanting to buy or wear clothing of all one color or style
- Modifying clothing to indicate membership in a special group
- Changing appearance with special haircuts, eyebrow markings or tattoos

## CMPD 2008 State of Safety Report – Gangs

- Increase in Latino gang-related activity and graffiti
- Increase in total number of identified gang members and associates as documented in GangNet – 2008 members identified in 2007 compared to 1852 in 2006 ( 8.4% increase)
- Successful investigations and prosecutions of gang members, including Hidden Valley Kings, Trade Street Boys and IMOB
- Continued growth in Gang of One, “No Easy Walk” and “Dangers in Gangs” programs

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*Willie Ratchford is executive director of the Charlotte-Mecklenburg Community Relations Committee.*

	2003	2008	% Increase
Number of Gangs	30	151	403%
Gang Members	606	1854	206%
Gang Related Weapon Assaults	71	174	145%
Gang Related Incidents	499	1340	169%

# It Takes a Village to Protect our Children from Gangs

by Andy Silver

Ray Wilson, gang prevention specialist with CMS, believes Charlotte is a “sitting duck” for gangs. We are one of the twenty largest school systems across the nation, we have nice weather, and we are a banking center. Our 134,000 school age children come from 141 countries and speak 191 languages.

When a child joins a gang, “the whole family joins” because a rival gang may shoot any other member in that household. Ray and another staff member made 300 presentations last year to educate Charlotteans about gangs prevention.

CMPD has documented 168 gangs with just under 2000 gang members. But “so much is not reported or documented because people are afraid.” A school opens in the Fall and notices but omits the reporting of gang activity to avoid being perceived as a poorly performing school. By Christmas, “gang activity at that school is a full-fledged problem.”



Jerri Haigler of CMS helps direct Parent University which offers 60 courses that have attracted 10,000 attendees in the past few years. Classes aim to improve parent communication with teens and cover crime, violence, drug abuse. These classes are held throughout the City in public libraries and houses of worship. A video in Spanish will be available in November.

On any given day, 4000-5000 children are truant so it's incumbent on each of us to notice if a young person is being recruited or harassed by a gang and then intervene by getting help for that child.

The good news is that Charlotte is not Los Angeles. In LA, the gang owns the neighborhood. But CMPD's Gang of One program that works closely with eight partner organizations including the US Attorney General's Office and ATF

(Alcohol, Tobacco, and Firearms) means that protection can be offered so that a child can leave a gang.

There are success stories. Charlotte Boxing Academy Coach Al Simpson described two males in his program considered at-risk for joining a gang. Their parents were contacted about this potential involvement and the boys' attitudes at home improved. Their school attendance and grades improved. Amy Daniels with the Christ Lutheran Church that has a Tuesday Family Night feeding 250 students and family members at McClintock Middle School reports that one female student considered at-risk for joining a gang has now entered a competitive after-school activity.

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*Andy Silver is a member of CRC's communications subcommittee.*

Have Another Hat You'd Like to Wear?



Why not contribute to CRC Link?

For more information, contact Krys Mangandi at 704-336-2017 or kmangandi@ci.charlotte.nc.us



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As a statutory agency of the City of Charlotte and Mecklenburg County, the Charlotte-Mecklenburg Community Relations Committee (CRC):

- Promotes the quality of opportunity for all citizens
- Promotes understanding, respect and goodwill among all citizens
- Provides channels of communication among various racial, religious, and ethnic groups in Charlotte-Mecklenburg
- Studies problems in the area of human and community relations and makes the results available to the public.

An integral part of the human relations support system for the City of Charlotte and Mecklenburg County, CRC members and staff pursue activities that:

- Ensure fair housing practices and access to public accommodations
- Assist in settling disputes and group conflicts
- Improve race, ethnic and community relations
- Prevent discrimination
- Improve communications among various community groups and individuals

**Charlotte-Mecklenburg Community Relations Committee**  
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*It is the mission of the Charlotte-Mecklenburg Community Relations Committee to advocate for an inclusive community where trust, acceptance, fairness and equity are the community norms.*