



2021 IACP Officer Safety and Wellness Symposium Online Event and Expo – Educational Program

All times listed in Eastern Standard Time. Content subject to change.

A Commitment to Caring: The FirstNet Health and Wellness Program

March 17, 11:20AM-12:00PM

Keynote speakers, Jason Porter and Dr. Anna Fitch Courie from FirstNet, Built with AT&T, will discuss the role of compassion and establishing a strategy to support officer safety and wellness. The speakers will share findings from their first responder needs assessment and will share insight on strengthening officer safety and wellness support.

Presenter(s)

- Jason Porter - *Senior Vice President, FirstNet, Built with AT&T*
- Anna Fitch Courie - *Director, FirstNet, Built with AT&T*

Calm Is Courageous

March 17, 12:15PM-1:15PM

The Calm Is Courageous presentation focuses on increasing officer safety and wellness by encouraging law enforcement leaders and supervisors to focus on remaining calm in the face of a difficult situation or a crisis and instituting the same strategy within their departments. A remaining calm strategy will ultimately influence officer responses and promote greater safety of the officers and those in the communities they serve. Current chief executive law enforcement officers will introduce the audience to a series of five proven officer safety concepts of the BJA VALOR Program and provide insight into how to use them to prepare before a crisis occurs and how to remain calm when in a crisis or difficult situation. This presentation will showcase strategies and lessons learned from law enforcement leaders in anticipating and responding to crises and volatile situations, including the impact those responses have on their careers, departments, and the community.

Presenter(s)

- Floyd Wiley - *Lieutenant (Ret.)/BJA VALOR Program Senior Instructor, Institute for Intergovernmental Research*
- Wayne Nero - *Chief of Police, Georgetown Police Department*
- Sasha Larkin - *Captain, Las Vegas Metropolitan Police Department*
- Kenneth Miller - *Chief of Police, Petersburg Police Department*

Injury Prevention Strategies: From the Tactical Athletic Trainer's Perspective

March 17, 12:15PM-1:15PM

Athletic therapists, athletic trainers, physical therapists, and physiologists play an increasingly important role in officer safety and wellness. The number and types of these partnerships have increased in popularity in recent years, making it hard to know which variety may work best for your agency and why. Three athletic trainers from three different styles of program and agency size will discuss their unique contributions to their departments, different strategies they have implemented to decrease injury rates, and ideas for implementation of new programs.

Presenter(s)

- Traci Tauferner ATC, LAT, CSCS, PES - *Director of Industrial Health and Wellness, Advanced Physical Therapy and Sports Medicine*
- Rebecca Swan MRSC, BAHSC, BHK, CATA, CSCS - *Supervisor of Physical Health and Performance Team, Vancouver Police Department*
- Anna Sedory MS, LAT, ATC, CSCS - *Director, Injury Care and Prevention Program, Fairfax County Police Department*

Mindfulness and Resiliency Meet Community Engagement: Empathy, Awareness, and Procedural Justice

March 17, 12:15PM-1:15PM

This session will explore a recently piloted training program with a cohort of officers from the Los Angeles, California, Police Department, in which a non-profit organization teamed with a veteran law enforcement mindfulness trainer to implement a skills-based training program for officers, and to explore its impact on officer health and police-community relations. The session will describe effective methodologies and new approaches to training format, strategies for sustainability, and the connection between neuroscience, effective self-care, positive organizational culture, and constructive community relations.

Presenter(s)

- Jared Seide - *Executive Director, Center for Council*
- Richard Goerling - *Director, Mindful Badge Initiative*

LAPD Officer Wellness Program, with Coronavirus Focus

March 17, 12:15PM-1:15PM

This presentation will expand upon the content of our 2020 IACP Officer Safety and Wellness Symposium workshop, "How 250 LAPD Officers Lost & Kept Off 3,000 Pounds," with a specific focus on the Coronavirus (COVID-19). Our presentation includes an emphasis on how certain habits and work conditions of police officers may mirror signs and symptoms that are analogous with those of the COVID-19 pandemic. Speakers will provide input on workers compensation strategies and considerations for presumptive injuries. Our goal is to help officers to improve their overall health, while reducing preventable municipal expenditures, in a stigma-free environment.

Presenter(s)

- Jimmy Baldea Deputy Sheriff & EMT-B - *Wellness Program Developer & Administrator, LAPD*
- Mark Cronin Active Sworn LAPD Officer - Motors, and Labor Union Board Member - *Director, Los Angeles Police Protective League*

Walking the Talk

March 17, 1:45PM-2:45PM

In this presentation, panelists will share first-hand experiences that have shaped their commitment and influenced the continuing evolution of officer wellness programs. While they have played very different roles in policing, they share a common passion for improving systems to support officers.

Presenter(s)

- Kathleen O'Toole - *Chief of Police (Ret.)/Commissioner (Ret.), Seattle Police Department/Boston Police Department*
- Rob Sobo Ph.D. - *Director, Professional Counseling Services, Chicago Police Department*
- Rebecca Boadright Ph.D. - *Executive Director, Legal Affairs, Seattle Police Department*
- Michael Cox - *Chief of Police, Ann Arbor Police Department*

Blood Doesn't Lie

March 17, 1:45PM-2:45PM

The mental and physical wellbeing of those who serve and protect our communities is clearly becoming as important as their tactical skills and safety. Law enforcement officers encounter things every day that most are fortunate never to imagine, much less experience. The current climate of distrust for law enforcement makes an already difficult and dangerous job physically and emotionally stressful, as well. Preparing officers through various traditional training mediums assists in preparing them to serve their various communities, but it is clear we must construct and implement a new approach to building and developing a stronger mentally and physically resilient officer who is better prepared to serve during these difficult times. This presentation provides researched and state of the art interventions using advanced lab testing and train-the-trainer process that will help build healthy police officers who will be better prepared to serve their communities.

Presenter(s)

- James Greenwald Ph.D. - *Specialty Health*
- Kevin Gilmartin Ph.D. - *Behavioral Scientist/Lieutenant (Ret.), E-S Press, Inc.*
- Patrick Flannelly - *Chief of Police, Lafayette Police Department*
- Steven Pitts - *Chief of Police (Ret.), Reno Police Department*

Line-of-Duty Death and Police Suicide: An Agency's Response to the Families and Coworkers

March 17, 1:45PM-2:45PM

When a tragic event such as a line-of-duty death or law enforcement death by suicide occurs, it may be the most challenging event an officer or administrator may face during his or her career. While there are often policies in place for the handling of a line-of-duty death, guidelines on how to respond to police suicide are largely missing. Yet the agency may have to respond in either tragedy, and the families and coworkers will need support. This presentation will discuss the interagency and family dynamics following both types of officer deaths, covering topics such as funeral planning, available benefits and resources, support for the families, and aftercare for coworkers.

Presenter(s)

- Dianne R. Bernhard - *Executive Director, Concerns of Police Survivors (C.O.P.S.)*
- Shelley Jones - *Executive Director, Survivors of Blue Suicide*
- Anastasia Pytal PsyD, MPA - *Licensed Psychologist, Survivors of Blue Suicide*

Multi-Agency Police Peer Support (MAPPS) Program

March 17, 1:45PM-2:45PM

In early 2020, Lt. Bill Walsh and Dr. Jennifer Kelly conceptualized a Multi-Agency Police Peer Support (MAPPS) team. The goal was to allow peer support personnel from similar agencies to be available to assist employees at their own agency and others through training, critical incident response, family support, and proactive engagement. The approach allowed for a reduction in anxiety surrounding speaking with a peer about sensitive events. Additional benefits included shared costs and a larger and more diverse applicant pool. Through a partnership with Nova Southeastern University, training and research components complimented the rollout and implementation of the program and allowed for ongoing evaluation. MAPPS consists of employees from Voorhees, Cherry Hill, and Gloucester Township, New Jersey.

Presenter(s)

- William D. Walsh MAS - *Lieutenant - Patrol Commander and Health & Wellness Coordinator, Voorhees Police Department*
- Jennifer Kelly Ph.D. - *Ph.D. / ABPP, Private Practice*
- Samantha N. Rodriguez M.S. - *Psychology Graduate Student, Nova Southeastern University-College of Psychology*
- Vincent B. Van Hasselt Ph.D. in Clinical Psychology - *Professor of Psychology, Nova Southeastern University*

Protecting Our Officers on the Road: Reducing Officer-Involved Collisions and Struck-By Incidents

March 17, 3:00PM-4:00PM

In the last decade, 533 officers were killed in collisions or struck-by incidents on the nation's roadways (ODMP, 2010-2019), and research has shown thousands more suffered injuries requiring treatment in a hospital emergency department. Agencies and officers should not accept these sobering statistics as just "part of the job." This workshop will educate participants about the leading causes of collisions and struck-by incidents, and identify actions agencies and officers can take to improve safety during roadway operations. The presentation will provide participants with resources from the National Law Enforcement Roadway Safety Program (NLERSP), funded by the Bureau of Justice Assistance, to support policy and behavioral changes following the workshop.

Presenter(s)

- Brett Cowell - *Senior Project Associate, National Police Foundation*
- David Flory - *Lead Instructor, Institute for Intergovernmental Research*

Clinician and Officer Remote Evaluation (CORE) Telehealth Program

March 17, 3:00PM-4:00PM

Policing for the 21st Century: The Clinician and Officer Remote Evaluation (CORE) Telehealth Program in Harris County, Texas, provides patrol deputies responding to persons in crisis with affordable, quick access to behavioral health clinicians via technology. Harris County has the largest program of its kind in the nation with 200 patrol deputies equipped with a computer tablet with which they can connect with a masters-level clinician. During this presentation, attendees will learn about the CORE Telehealth Program and the results of an evaluation conducted by the University of Houston-Downtown, funded by Arnold Ventures.

Presenter(s)

- Frank Webb M.Ed. - *Project Manager, Harris County Sheriff's Office*
- Wayne Young MBA, LPC, FACHE - *Chief Executive Officer, The Harris Center for Mental Health and IDD*

Breathing Techniques for Mental and Physical Performance and Resilience in Police Services

March 17, 3:00PM-4:00PM

Participants will learn the benefits of functional breathing and simulated altitude training for health, fitness, mental and physical performance, and, most importantly, for their resilience. Highlights from up-to-date research emerging on the importance of the three components of functional breathing – biochemistry, biomechanics, and psychophysiology – will be covered. Participants will leave knowing how to incorporate the components of functional breathing into their daily life, during rest, sleep, work, and training, improving their ability to shift between a calm alert and rest and recovery state. They will learn how these techniques can be applied for stress and anxiety mitigation, and even form an important component of treatment for PTSD and OS injuries.

Presenter(s)

- Brenda G. Deugo-Mills - *Retired Director (Civilian), RCMP (Retiree)*
- Paul Sly Dr. (BSc (Hons)), DC, Oxygen Advantage Master Instructor - *Dr. (BSc (Hons), DC), BreatheXchange*

The Approved Provider Bulletin: Making Connections to Culturally Competent Services for Officers

March 17, 3:00PM-4:00PM

The 2018 Fraternal Order of Police (FOP) Survey of Police Officer Behavioral and Mental Health indicated that although 80% of respondents were aware of mental health resources provided by their agencies, only approximately 20% had actually used those services. Among top concerns cited by respondents was that mental health practitioners may not understand the nature of their work as law enforcement officers. In addition, with over 90% of respondents indicating that they believed stigma exists around asking for help, officers may be reluctant to use services within view or knowledge of their agency. Through an established vetting process, the FOP has created the Approved Provider Bulletin which will bridge gaps in service, providing a reference of culturally competent mental health and wellness services for officers.

Presenter(s)

- Sherri A. Martin MA, LPCA - *National Director of Wellness Services, Fraternal Order of Police*
- Stephanie Conn PhD - *Licensed Psychologist, First Responder Psychology*
- David Black Chief Psychologist California Police Chiefs Assoc. Wellness Committee / Ph.D. Clinical Psychology / Licensed Psychologist (CA) - *CEO and Chief Psychologist, CORDICO*

Law Enforcement Mental Health and Wellness Act (LEMHWA) Programs – Regional and Statewide Approaches

March 18, 11:00AM-12:00PM

This workshop presentation discusses the Cleveland, Ohio, Division of Police Employee Assistance Unit's experience in expanding and implementing a county-wide police peer mentoring program to serve officers from the 58 law enforcement agencies throughout Cuyahoga County. The presentation also discusses the Metro Nashville, Tennessee, Police Department's Behavioral Health Services (BHS) division. Attendees will learn how BHS updated and standardized best practices in peer support and expanded services to 21 additional agencies.

Presenter(s)

- Joann Peterson - *Training Officer (Ret. Captain New Haven Police Department), CT Police Officer Standards and Training (POST)*
- Melissa Dawson - *Sergeant, Cleveland Division of Police*
- David Kennington MA, LPC, MHSP - *Professional Wellness Section Manager, Metropolitan Nashville Police Department*
- Michael Gooch - *Wellness Unit Supervisor, Metropolitan Nashville Police Department*

Strategies to Combat the Nutritional Link to Officer Safety, Health, and Wellness

March 18, 11:00AM-12:00PM

Individuals make numerous decisions about nutrition every day. For many, the impacts of these decisions are not seen until much later. However, in law enforcement, each dietary selection made can have an immediate impact on an officer's safety and the safety of those around them. Nutrition impacts the performance and safety of officers because nutrition has a direct effect on mental capacity, performance, recovery, hormones, sleep, and several other components of health. In addition to delving into the relationship of nutritional decisions to officer safety, proven strategies implemented within the recruit population, in addition to programs utilized with incumbents, will be shared and available for participants to apply within their department.

Presenter(s)

- Michael C. Harper M.Ed. - *Fitness Wellness Program Supervisor, Texas Department of Public Safety*
- Greg Davis - *Captain, Texas Department of Public Safety*
- Alexis Schminke - *Sr. Fitness Wellness Instructor, Texas Department of Public Safety*

A Police Officer Stress Study: Sources, Impacts, and Supportive Organizational Policies and Programs

March 18, 11:00AM-12:00PM

Occupational stress represents a severe threat to police officers' wellness and safety. Understanding and managing officer stress are essential due to the increasing complexities that shape police work. Based on responses to qualitative questions in a survey of a United States state police agency's officers, this study analyzes and synthesizes sources and consequences of occupational stress described by both female and male officers. Three major themes emerged: organizational challenges, the emotional impacts of being an officer, and the effects of stress on the officers' support network. This presentation concludes with model resiliency practices and programs/policies to assist officers, organizations, and their families in mitigating stress, burnout, and work-family conflict.

Presenter(s)

- Jennifer D. Griffin - *Captain / Ph.D., Delaware State Police / Univ. of Delaware*

Treating Substance Abuse among Police: Cultural Competence, Fitness-for-Duty, and Continuum of Care

March 18, 11:00AM-12:00PM

Providing culturally competent substance abuse treatment to members of law enforcement, that considers fitness-for-duty concerns while also addressing long-term continuum of care, represents a particular challenge. This presentation will offer practical guidance for agency principals and clinicians when seeking substance abuse treatment providers for police officers, explain the role that fitness-for-duty evaluations play in such scenarios, and recommend strategies for a continuum of care that simultaneously addresses both treatment and agency needs. This presentation combines a discussion of direct clinical experiences, an exploration of relevant fitness-for-duty issues, and lessons learned from the design of an effective law enforcement-specific substance abuse treatment model.

Presenter(s)

- Thomas E. Coghlan PsyD - *Psychologist / Ret. Detective, Owner, Blue Line Psychological Services, PLLC / ret. NYPD*
- Jonathan Sullivan - *Program Director / Ret. LEO, The Re-Institute / Bayonne, NJ Police Dept.*

We Asked for Workers and They Sent Us Humans

March 18, 12:00PM-1:00PM

In this thought-provoking session, Chief Constable Andy Rhodes will set out the principles behind the United Kingdom's National Police Well Being Service 'OSCAR KILO' which serves over 200,000 police personnel. Policing is, by its very nature, 'highly emotional' work. The ability to translate research into tangible action which tunes into the lived experience of the people closest to the work requires us to bring together our organizational priorities with the latest research and employee voice. Police leaders do not need more people eloquently describing the problem and then walking away... they need help translating research into practice... fast.

Presenter(s)

- Andy Rhodes - *Chief Constable, Lancashire Police & The National Police Well Being Service Oscar Kilo*

Surviving the Storm – Mental Wellness After a Critical Incident

March 18, 1:15PM-2:15PM

This facilitated discussion will focus on how law enforcement officers can recover from the aftermath of a traumatic on-the-job event. A traumatic event can affect a person both emotionally and physically. Responses to trauma can be immediate or delayed, brief or prolonged. Most people have intense responses immediately following and often for several weeks or months after a traumatic event.

For most law enforcement officers, these are normal and expected responses and generally lessen with time. In some cases, these responses continue for a longer period of time and interfere with everyday life. If they are interfering with daily life or are not getting better over time, it is important to seek professional help.

A person's response to a traumatic event may vary. Responses include feelings of fear, grief, and depression. Physical and behavioral responses include nausea, dizziness, changes in appetite and sleep pattern, and withdrawal from daily activities. Responses to trauma can last for weeks to months before people start to feel normal again.

Presenter(s)

- Brandon Post - *Captain (Ret.), Institute for Intergovernmental Research*
- Lewis Schlosser PhD - *Police Psychologist*
- Mike Madden - *Lieutenant (Ret.), San Bernardino Police Department*
- Angela Sands - *Sergeant, Lincoln Police Department*

Trauma-Sensitive Mindfulness Approaches Specifically Designed for Law Enforcement: Prepare, Perform, Recover

March 18, 1:15PM-2:15PM

Prepare, Perform, Recover. There's "mindfulness," and then there's "mindfulness for law enforcement." Yes, they are different. What is the difference? Mindfulness for the general population is great, but it is much harder to sit and meditate during a traumatic or chaotic moment. In fact, you simply cannot. Instead of trying to force yourself into a mindfulness box, you will learn how to integrate mindfulness into your routine. We will discuss specific trauma-sensitive mindfulness tools to help you PREPARE for a critical incident, PERFORM in the moment of chaos, and at the end of the day, RECOVER. This workshop will identify and implement individual mindfulness resources and tools to use in the moments that matter.

Presenter(s)

- Gina Rollo White MA - *CEO / Founder, Mindful Junkie*

Healing Your Agency Following an Officer Suicide

March 18, 1:15PM-2:15PM

Following an officer suicide, an agency's well-structured response is vital for the safety and wellness of the department and surviving family members. Postvention is the organized response in the aftermath of a suicide that addresses complex factors and considerations surrounding a suicide death.

This workshop will highlight the National Consortium on Preventing Law Enforcement Suicide's newly released tool, *After a Suicide in Blue: A Guide for Law Enforcement Agencies*, which outlines evidence-based strategies and supports necessary for agency's to provide effective care, promote healing, and reduce the risk of suicidal thinking and behavior for those impacted.

Presenter(s)

- Juliana Davis - *Project Manager, International Association of Chiefs of Police*
- Erin Oehler - *Associate Project Director, National Action Alliance for Suicide Prevention*
- Shelley Jones - *Executive Director, Survivors of Blue Suicide*
- Kim Ruocco - *Vice President of Suicide Prevention and Postvention, Tragedy Assistance*

Mass Public Demonstrations, Defunding Police, and a Pandemic: Impacts on Police Mental Health

March 18, 1:15PM-2:15PM

Three co-occurring critical events have impacted law enforcement. Police have served in extraordinary times: mass public demonstrations, calls for defunding and a global pandemic. Even in isolation they are significant, but their concurrence drives an urgency to understand their impact on police wellbeing. We need immediate and urgent action to protect the physical and psychological safety of police. The panel explores the impact of public demonstrations and defunding police on police identity and what this means for policing. Drawing on survey data, we examine COVID-19 and the mental health of officers and their families. Specific proactive strategies and resources to promote healthy and productive police workplaces and to support officers are discussed.

Presenter(s)

- Jacqueline Drew PhD - *Senior Lecturer, Griffith University*
- Thomas E. Coghlan PsyD - *Psychologist / ret. Detective, Owner, Blue Line Psychological Services, PLLC / ret. NYPD*
- Sherri A. Martin MA, LPCA - *National Director of Wellness Services, Fraternal Order of Police*

Adaptive Defensive and Protective Tactics (ADAPT): A New Evidence-Based Model for Law Enforcement Use of Force Training

March 18, 2:45PM-3:45PM

This session will discuss key findings from the ADAPT Program's defensive tactics surveys and explain their implications for developing a new evidence-based model for law enforcement use of force training. ADAPT is a BJA VALOR program tasked with evaluating, updating, and improving defensive tactics and use of force decision-making training for state, local, tribal, and territorial law enforcement agencies.

The ADAPT program will pilot the use of flexible training modules based on high-frequency situations that account for a disproportionate number of use of force and associated injury/fatality events. The ADAPT modules will deliberately move away from the existing "silo" model of defensive tactics training toward adaptable templates that can be customized to meet specific agency policy, operational, and legal standards.

Presenter(s)

- Jonathan M. Wender PhD - *President & CEO, Polis Solutions, Inc.*
- Joel Suss Ph.D. - *Human Performance Researcher, Polis Solutions, Inc.*
- Don Gulla - *Sergeant (Ret.)/National Training Director, Polis Solutions, Inc.*

The Lone Star Solution: A Bold Plan to End Law Enforcement Suicide in Texas

March 18, 2:45PM-3:45PM

In 2019, there were 19 police suicides in Texas. This placed Texas in the top three states in the country in number of police suicides. To eliminate police suicide and increase the wellness and resiliency of Texas officers, agency and association leadership, police research and training institutes, and legislators have embarked on a bold statewide plan including peer intervention training initiatives, family programs, association programs available to all departments, and legislation proposing the Nation's first state-supported law enforcement peer support network open to all Texas officers. This presentation will provide the audience with insight, details, and hallmarks of how Texas leadership came together to develop the goal and plan to end police suicide in our state.

Presenter(s)

- Bennie J. Wagner MS - *Executive Director, Caruth Police Institute*
- Jeff Spivey - *Chief of Police, Irving Police Department*
- Angela Shaw - *Assistant Chief of Police, Dallas Police Department*
- Stan Standridge President Texas Police Chiefs Association - *Chief of Police, San Marcos Police Department*

COVID, Cop 2 Cop, and RPOs: Pandemic Peer Support

March 18, 2:45PM-3:45PM

Coronavirus (COVID-19) impacted first responders in an unprecedented way. Adaptations to crisis response, peer support, and resilience and wellness services were created to ensure continued success. This presentation will highlight the need for crisis leadership and adaptations for officer support related to COVID-19.

Presenter(s)

- Cherie Castellano LPC AAETS - *Program Director, Rutgers National Center for Peer Support*

Introducing SHIELD: A Biopsychosocial Approach to Officer Wellness at the Australian Federal Police

March 18, 2:45PM-3:45PM

Police are tactical athletes who require stamina, strength, and flexibility of the mind and the body. To support tactical athletes, officer wellness must evolve beyond traditional and disparate “mental” and “physical” health programs. This presentation will introduce SHIELD – the new, one-stop-shop health capability for the Australian Federal Police. SHIELD integrates physical, psychological, and social health, with human performance optimisation. Underpinned by evidence, SHIELD reflects the biopsychosocial approach to health prevention and intervention. SHIELD is a game-changer, shifting our focus towards supporting police as tactical athletes who are required to sustain high performance at all times.

Presenter(s)

- Katrina J. Sanders - *Chief Medical Officer, Australian Federal Police*

Resilience Practices for Police: Evidence-Based, Officer Approved!

March 19, 11:00AM-12:00PM

Resilience and mental health trainings have increasingly become a priority for police agencies worldwide. It is critical for the chances of any program or initiative to be successful, both initially and in the long-term, that the practices shared must be both evidence-based and practically designed specifically for law enforcement. This presentation details effective resilience practices and how they are currently being implemented with police personnel across the globe, including Australia, Canada, New Zealand, the United Kingdom, and the United States.

Specific practices will be detailed including cognitive reappraisal, controlled breathing, gratitude, self-efficacy, and affect labeling. Participants will not only learn about the practices, but they will also get to experience them.

Presenter(s)

- Jeff Thompson PhD - *Adjunct Associate Research Scientist, Columbia Psychiatry, Columbia University Irving Medical Center*
- Judy Saltzberg PhD - *University of Pennsylvania*
- Golnaz Tabibnia PhD - *Neuroscientist, University of California in Irvine*
- Jennifer Wild PhD - *Associate Professor/Senior Research Fellow, University of Oxford*

The Power, Simplicity, and Scalability of a Wellness Check

March 19, 12:30PM-1:30PM

The Professional Wellness Section of the Metro Nashville Police Department (MNPDS PWS) developed a structured wellness check program in 2013 which has continually evolved to meet the needs of personnel as a simple yet powerful resiliency tool. Whether you are seeking to enhance comprehensive wellness efforts or looking to implement wellness components incrementally, this fundamental tool can be scaled to your agency regardless of size and with minimal effort and resources.

Presenter(s)

- Laura Wilt - *Program Manager, International Association of Chiefs of Police*
- David Kennington - *Professional Wellness Section Manager, Metropolitan Police Department of Nashville and Davidson County*
- Michael Gooch – *Lieutenant, Metropolitan Police Department of Nashville and Davidson County*

Reducing Officer Injury through Use of Force De-escalation Training

March 19, 12:30PM-1:30PM

This presentation will expand upon information presented at the IACP Annual Conference that demonstrated the impact of de-escalation training on changes in officers' attitudes and confidence, along with demonstrated reductions in officer and citizen injuries. The panelists will describe the types of officers who are most likely to embrace and use de-escalation tactics in the field, the types of situations where de-escalation tactics are most effective, and the resulting impact on officer safety. The panelists will also provide different training examples, research findings from multiple police agencies, and stress the importance of a holistic approach to successfully implementing de-escalation training, including the roles for first-line supervisors, middle managers, and police executives.

Presenter(s)

- Robin S. Engel - *Professor, University of Cincinnati*
- Justin Witt - *Sergeant, Louisville Metro Police Department*
- Michael White - *Professor, Arizona State University*
- Carlena Orosco

Improving Agency Culture and Enhancing Officer Wellbeing: Steps for Implementing Comprehensive Wellness Programs

March 19, 12:30PM-1:30PM

Policing is a difficult and stressful job, with higher physical and mental health risks than many other professions. In response to the physical and mental challenges that law enforcement officers face, many agencies are beginning to provide wellness services and resources to their officers. This workshop will provide guidance for law enforcement officers and agencies to develop and enhance an agency wellness program. Using IACP's new Agency Assessment Tool and Action Planning Roadmap, attendees will hear from experts in the field on steps to build a comprehensive health and wellness program. Field experts will also share their own experiences in establishing officer health and wellness programming, from challenges they faced to hurdles they overcame and the lessons they learned along the way.

This workshop will highlight implementation science and what makes changes stick as well as the culture of wellness specifically focusing on mental health in the current climate. Attendees will leave with an action planning tool to assist in identifying next steps, the importance of those steps, and who will take the lead. The workshop will also include information on safety and wellness resources available from the IACP.

Presenter(s)

- Juliana Davis - *Project Manager, International Association of Chiefs of Police*
- Jen Myers - *Associate Director, Education Development Center*
- Neil Gang - *Chief of Police, Pinole Police Department*
- Brett Mushatt - *Commander, St. Cloud Police Department*

Prioritize Sleep

March 19, 12:30PM-1:30PM

Sleep is one of the pillars of health – along with nutrition, exercise, and community – though it is not prioritized by culture, particularly in police culture. The detrimental effects of poor sleep are far more reaching than most people realize. This presentation has already been well-received by many law enforcement agencies in the Minneapolis metro area. It includes a summary of some of the worst health effects of poor sleep, a breakdown of what happens when we sleep, and practical and useful tips for improving sleep immediately.

Presenter(s)

- Paul Nystrom MD - *Officer/Medical Director, Plymouth Police Department and Hennepin County Medical Center*

National Suicide Awareness for Law Enforcement Officers (SAFLEO) Program's Officer Suicide Post-Event Response Guide – Emerging Issues, Recommendations, and Considerations for Law Enforcement Organizations

March 19, 1:45PM-2:45PM

This presentation will give an overview of the National Suicide Awareness for Law Enforcement Officers (SAFLEO) Program's Officer Suicide Post-Event Response Guide. When an officer dies by suicide, we are often left with many difficult questions—from how to deal with the scene, what message do we put out internally and externally, what is our role at the funeral, and many more. This guide is one you hope you will never need, but if a suicide occurs in your organization, you want to be prepared. The department's response to a death-by-suicide will have a long-term impact on the organization and all its members.

At present, we have scientific evidence of the increased risk for suicide among law enforcement. These studies have shown that officers have a significantly higher risk of suicide than other workers in the general population. Using this knowledge as a baseline, future researchers will further develop risk categories among law enforcement and find ways to prevent these tragic deaths.

Our first goal should be the prevention and mitigation of suicides in policing. Realistically, attaining such a goal is difficult in a profession where witnessing death and human misery, encountering abused children, and encountering violence at work is commonplace. Given this unvarying work factor, it is best that we strive together to prevent other deaths from occurring as a result of law enforcement suicides. Caring and thoughtful post-event policies and actions can help achieve this goal.

Presenter(s)

- John Bouthillette - *Chief (Ret.)/VALOR Program Lead Instructor, Institute for Intergovernmental Research*
- Nick Breul - *Senior Project Manager, National Law Enforcement Memorial and Museum*
- Julie Cerel - *President, American Association of Suicidology*
- Eric Kazmierczak - *Assistant Chief, Tucson Police Department*

Officer Wellness through Family Support and Posttraumatic Growth

March 19, 1:45PM-2:45PM

Posttraumatic Growth (PTG) is a decades-old science that documents how times of struggle and traumatic experiences can serve as catalysts for growth and transformation. In the past several years, the presenters have integrated PTG into a range of programs and trainings for officers and their family members, including acute interventions and peer support engagements. What has become clear is that integrating notions of growth alongside traditional mental health approaches reduces stigma and offers those struggling hope, opportunity, and the incentive to do the hard work to get or stay well. Presenters will discuss how PTG-based approaches can be integrated into existing models of support and care, and the ways in which they can foster enhanced resilience, family connectivity, and officer wellbeing.

Presenter(s)

- Robert A. Swartz - *Detective / Director, Taunton Police Department / Southeastern Massachusetts Law Enforcement Council CISM / Peer Support Team*
- Josh Goldberg - *Executive Director, Boulder Crest Institute for Posttraumatic Growth*
- Angelo Lapanna - *Sergeant / Co-Coordinator, Middleboro Police Department / Southeastern Massachusetts Law Enforcement Council (CISM/Peer Support Team)*

Law Enforcement Fitness Program Implementation Toolkit: Scalable Solutions for Measurable Success

March 19, 1:45PM-2:45PM

From reduced risk of injuries and heart disease, to increased job readiness and improved mental health, research continually proves the valuable, meaningful, life-saving benefits of exercise for officers. However, while many agencies support the concept of fitness, they often find it difficult to implement an agency-wide fitness program. This toolkit helps agencies overcome the most common barriers to implementing a fitness program. It is user-friendly and scalable, to help agencies of all sizes and budget levels efficiently achieve measurable fitness success. Practical, step-by-step instruction helps agencies set custom fitness goals and metrics, then distribute corresponding science-based exercise training guides that gradually and systematically increase officer tactical athleticism.

Presenter(s)

- Mandy Nice U.S. Army Certified Master Fitness Trainer, NSCA TSAC-F,*D, NSCA CPT,*D, FMSC-L2, NPTI-MPT - *Tactical Program Manager: Public Safety, The National Strength and Conditioning Association*
- Jay Dawes PhD, NSCA CSCS,*D, NSCA-CPT,*D, NSCA TSAC-F,*D, FN - *Professor & Tactical Researcher, Oklahoma State University*

Utilizing Early Intervention Techniques to Assist Front-Line Officers after Exposure to Stress

March 19, 1:45PM-2:45PM

This workshop will discuss early intervention techniques utilizing psychological first aid and Critical Incident Stress Management (CISM) to assist front-line officers – due to work and personal stress, as well as trauma from calls for service and personal tragedies. Communication skills and the process for utilizing the skills will be discussed, along with specific peer support intervention processes, which can reduce suicidal ideation. Practical examples of early interventions will be discussed with lessons learned from efficiencies and deficiencies from numerous traumatic incidents, including the 2018 Capital Gazette Shooting in Annapolis, Maryland.

Presenter(s)

- Michelle Warshauer MS, NCC, CCISM - *Education and Training Curriculum Specialist, International Critical Incident Stress Foundation (ICISF)*
- Steven Thomas CCISM - *Crisis Intervention Team, Anne Arundel County Police Department*

The Stars of HBO'S ERNIE & JOE: CRISIS COPS Share Insights About Mental Health Stigma, Wellness, and Compassion

March 19, 2:45 PM-3:45 PM

Join San Antonio, Texas Police Officer Ernie Stevens (Ret.) and former San Antonio Police Department (SAPD) Officer Joe Smarro for an intimate conversation about their own personal journeys as key members of SAPD's Mental Health Unit, in which they responded compassionately to those in crisis, de-escalated situations, diverted individuals from jail, worked closely with San Antonio's behavioral health community, and saved lives. Both speakers will share their own strategies for self-care and how their own wellness has influenced the way they respond to those in crisis. Joe will share his own mental health story, and will discuss how and why we must de-stigmatize seeking help for mental illness and trauma not only within our communities, but in our law enforcement agencies as well. Officers whose wellness and self-care are taken into account and addressed, Joe and Ernie remind us, will not only be happier, healthier, more productive human beings, but they will be better prepared to respond humanely and non-violently to a community member who may be in crisis. The two will also share anecdotes of what it was like to be the subjects of the HBO film and how ERNIE & JOE is now being used across the country to improve police-community relations, create improved outcomes for those in a mental health crisis, and raise awareness about the importance of officer wellness.

Presenter(s)

- Ernie Stevens – *Police Officer (Ret.), San Antonio Police Department*
- Joe Smarro – *Former Officer/Co-Founder, San Antonio Police Department/SolutionPoint+*

A Law Enforcement Executive's Approach to Vicarious Trauma in 2021

On-Demand

Vicarious Trauma (VT) in the form of both single incident and chronic trauma exposure, continues to affect police agencies and impact individual officers, organizations, and the communities they serve. Yet many jurisdictions are unsure of the necessary steps to mitigate it. IACP, together with the Office for Victims of Crime, has been working with police professionals to address work-related trauma exposure and provide solutions to help officers successfully navigate a 20-, 25- or 30-year career.

This course will provide a clear understanding of VT, how it manifests, and the potential impacts on police agencies as experienced by the Great Falls, Montana, Police Department (GFPD). This workshop will cover an officer's journey, this agency's strategy and 3-pronged approach, crisis intervention techniques, the importance of a peer support program and community collaborations, along with an introduction to the Vicarious Trauma Toolkit and how the GFPD utilizes it.

Presenter(s)

- Tina Dimachkieh - *Project Manager, International Association of Chiefs of Police*
- John Schaffer - *Captain, Great Falls Police Department*

An Introduction to Yoga For First Responders

On-Demand

This presentation addresses common misconceptions about yoga, sites research that shows the benefits of yoga, specifically for law enforcement, and introduces job-specific and culturally-informed exercises and techniques that have made yoga successful in law enforcement settings. Through tactical breath work, physical drills/mobility training, and mindfulness techniques, Yoga For First Responders teaches a tangible skill set to proactively protect from post-traumatic stress, sleep disorders, and common injuries, as well as how to effectively process stress, build resilience, and enhance performance. Proven benefits include reducing physiological and psychological stress in law enforcement, as well as increasing heart rate variability, resilience, and overall performance.

Presenter(s)

- Olivia Mead ERYT 500 - *Founder/CEO, Yoga For First Responders*
- Eric Brenneman MPA, LT (ret) - *Instructor, CFO, Yoga For First Responders*

Are Police Officers Well-Prepared for Duty? Training and Evaluation Tools for Bicycle Patrollers

On-Demand

To fulfill their role of protecting citizens, police officers patrolling using bicycles must be in good physical condition to ensure the health and safety of themselves, as well as the public they serve. This type of patrol requires considerable physical effort and exposes police officers to develop musculoskeletal disorders while at work. Moreover, we know little about the conditions they are exposed to while riding their bikes, or how to train them for this specific job and its various demands. With a better understanding of their work contexts and a clear differentiation between the prescribed work and the work they really accomplish, we will be able to develop better preventive actions and promote occupational health and safety for these workers.

Presenter(s)

- Martin Lavallière Ph.D. - *Researcher, Université du Québec à Chicoutimi (UQAC)*

Building a Peer Support Team from a Prosecutor's Perspective – Using Legal Guidelines as a Model

On-Demand

This presentation outlines the legal requirements of building and maintaining a peer support team within a law enforcement or fire department, utilizing the government code in California as a model. Only a small number of states have requirements codified, so it is beneficial to follow what can be considered best practices in another state. These areas cover essential pieces in team formation, implementation, confidentiality, exceptions to disclosure rules, training and liability protection of team members and agencies in potential lawsuits, and employment termination disputes. The speaker has been trained in peer support leadership and substantive peer support member education, and provided a legal update at the 2019 Public Safety Peer Support Association Conference in San Diego, California.

Presenter(s)

- Mary F. Ashley Juris Doctorate - *Deputy District Attorney, San Bernardino County District Attorney's Office*

Childhood Abuse of Police Officers: Impact on Future PTSD and Depressive Symptoms

On-Demand

Childhood abuse is associated with a wide range of negative outcomes, including increased risk for psychological pathology. The present study examined associations between childhood abuse of police officers and their future risk of developing symptoms of PTSD and depression. Results demonstrated a hierarchy of adverse childhood experiences among the officers. Further analysis found a strong association between adverse childhood experiences, PTSD, and depression among male officers, but only depression among female officers. These findings suggest that police adverse childhood experiences should be noted in cases of PTSD or depression, and additional treatment indicated.

Presenter(s)

- John M. Violanti PhD - *Research Professor, University at Buffalo, SUNY*

Clearing the Crash: Strategies to Increase Responder Safety at Traffic Incidents

On-Demand

When responding to a scene of a traffic incident, responders are vulnerable to passing traffic and the possibility of being injured or killed. According to the National TIM Responder Training Program, the average annual line of duty deaths includes roughly 50-70 responders, encompassing fire and EMS workers, police officers, and tow operators (Federal Highway Administration, 2017). Speakers will present an overview of the latest research and innovative approaches to enhance responder safety at roadway incident scenes.

Presenter(s)

- Michael Fergus - *Program Manager, International Association of Chiefs of Police*
- Michelle Benjamin - *Project Manager, International Association of Chiefs of Police*
- Jenna G. Mitchell - *Lieutenant Colonel, Arizona Department of Public Safety*

Cops in Crisis: Clearing the Path to Resources, Establishing Rapport, and Developing Framework to Build Resilience

On-Demand

In August 2019, the New Jersey Resiliency Program for Law Enforcement Officers was created. It is a statewide program to train officers in resiliency and to become better equipped to handle the daily stress of police work that, when left unchecked, may lead to physical ailments, depression, and burnout. The program requires all law enforcement officers be trained on resiliency and wellness concepts, and attempts to change the historical dichotomy of the law enforcement profession: officers, serving as guardians, are typically the last to reach out for help. This presentation will provide the blueprint for chiefs to implement a similar resiliency program in their departments. Speakers will focus on the outreach necessary to build the appropriate consensus between law enforcement executives and police unions, legal issues concerning confidentiality, steps to build trust in the program, and a basic overview of the two-day resiliency training. Moreover, the training will provide an overview of the application of establishing rapport.

Presenter(s)

- Jean Kanokogi PhD - *Director of Mental Health & Peer Support Services, Federal Law Enforcement Officers Association*
- Michael Pelligrino - *Agent, Chief Resiliency Officer, Mercer County Prosecutor's Office*
- Robert Czepiel - *Supervising Deputy Attorney General, New Jersey Office of the Attorney General*
- Joseph V. Collins - *Public Safety Liaison/Strategic Account Manager, Acadia Healthcare*

Developing a Peer Support Program for a Department: Small- and Medium-Sized Agencies

On-Demand

As science and understanding of the mind increase, we are learning more about mental illness among first responders. We have learned that first responders may develop mental illness pre- or post-retirement due to repeated exposure while investigating traumatic events or acute exposure from direct involvement in critical incidents. These events have led to increased awareness and studies on mental illness and suicide among law enforcement officers. Studies have led departments across the country to implement peer support programs, which can be tailored to departments of all sizes. To create an effective peer support program, you must consider team and clinical selection, training and team utilization, policies and procedures, and other legal considerations.

Presenter(s)

- Suzette L. Swygman - *Patrol Commander, Grand Junction Police Department*
- Cory Tomps - *Patrol Sergeant, Grand Junction Police Department*

Emotional Intelligence and the Public Safety Professional: The Nexus and Integration Imperative

On-Demand

Police are in the people business, and people are emotional creatures. Interacting with the public, from victims to suspects, requires empathy and other people skills from police professionals. Emotional Intelligence (EQ) is the ability to understand and control one's own emotions, as well as recognize and influence the emotions of others. EQ skills can be learned and applied both personally and professionally to help an officer be more resilient, happier at home and work, and better suited to deal with the negative aspects of the policing profession – along with preparing officers to enter the wonderful world of retirement.

Presenter(s)

- Michael Goold Ed.D., MHROD, EQi, Eqometer, Org Health Admin - *Principal, SITNA Solutions*
- Obed Magny Ed.D., NIJ LEADS Fellow, National Police Foundation Fellow - *CEO, Magny Leadership*

Ensuring Law Enforcement Youth Thrive in Today's Culture

On-Demand

Law enforcement is clearly fraught with numerous stressors, including civil unrest, public scrutiny, long hours, and trauma of death and carnage. These stressors have a huge impact on law enforcement youth, resulting in vicarious trauma, anxiety, depression, substance abuse, and even suicidal tendencies.

This workshop is designed to examine the impact of these stressors on law enforcement youth and provides an innovative plan to minimize their impact and build resilience. Officers and parents need to know the signs and symptoms of these stressful impacts and how to proactively build resiliency. You will learn 10 key ingredients to building youth resiliency, as well as how to enact a more supportive and resilient foundation for your law enforcement family.

Presenter(s)

- Yvette A. Campbell Ph.D. - *Police Psychologist, Los Angeles Police Department*

Heart Disease as the #1 Killer of Law Enforcement

On-Demand

There is no question, coronary artery disease is the number one killer of law enforcement officers. However, only three percent of heart attacks are fatal, and by simply counting death from heart attack we are overlooking the thousands of cardiac events that result in significant disability and cost taxpayers hundreds of millions of dollars per year. Over the last seven to ten years, incredible strides have been made to identify heart disease before it results in a heart attack.

This discussion will allow the attendee to understand the scope of the problem, become familiar with the mechanics and physiology of why this happens disproportionately to law enforcement officers, and, most importantly, learn how to implement a strategy to successfully reduce the frequency and rate of heart disease in their agencies.

Presenter(s)

- Charles B. Stone - *CEO, Sigma Tactical Wellness*

Impact of Resilience and Stress Management Training: Case Study within National Police of Colombia

On-Demand

The purpose of this presentation is to explain and socialize the research results obtained in a group of Colombian police officers, after attending a resilience and stress training using the techniques of the HeartMath Institute in association with our holistic model for police leadership. The methodological design used is of mixed type with sequential execution, through which qualitative and quantitative data were collected and analyzed. The results obtained evidence of the impact of this type of training on the physical and mental health of police officers and its effectiveness during daily police duties.

Presenter(s)

- Jonatan Moreno Daza - *Major, National Police of Colombia*

Leveraging Family Feedback for Effective Wellness Programming

On-Demand

Family members and loved ones play a valuable role in their officer's wellness, but they, too, may encounter their own challenges related to the profession. Sharing information and hosting agency events that meet the needs of families can strengthen relationships between the department and officers' loved ones.

Family program representatives from Taunton, Massachusetts, Police Department and Kansas City, Kansas, Police Department will share their experiences and methodologies of collecting feedback from officers and family members. Departments representatives will discuss how they translated these results into concrete action items and goals for future family engagement.

Presenter(s)

- Yvette A. Campbell Ph.D. - *Police Psychologist, Los Angeles Police Department*
- Rob A. Swartz - *Detective / Director, Taunton Police Department / Southeastern Massachusetts Law Enforcement Council CISM / Peer Support Team*
- Katie Nelson - *Social Media & PR Coordinator, Mountain View Police Department*
- Sara Janeczko - *Detective/Wellness Officer, Kansas City Police Department*

Players Only Love You when You are Playing – Techniques for Surviving and Thriving in Retirement

On-Demand

The focus of this presentation will be on the issues and challenges facing officers taking their first steps into retirement, with an emphasis on the psychological footprint of the life change. The first portion of the presentation will focus on the effects of identity, control needs, and self-esteem as they relate to transitioning from the identity of being a 'cop' to developing a 'new normal.' The second portion of the presentation will focus on coping and explore countermeasures for maintaining wellness and developing a resilient lifestyle. Special focus will be on the two main psychological retirement phases: the honeymoon phase and the reality phase.

Presenter(s)

- John A. Nicoletti Ph.D. - *Police Psychologist, Nicoletti-Flater Associates*

Practical Resilience Training: Building Teachable Skills to Expand Agency and Officer Wellness

On-Demand

This session will discuss the proven effectiveness of building and strengthening resilience in law enforcement officers and how that can lead to the reduction of stress, a more balanced life, stronger mental health, and safer officers and communities. It will also speak to the importance of resilience within families. Attendees will hear from an executive perspective on the importance of strengthening resilience within a department, as well as a recent resilience training participant on why bringing the training to their department was essential to expand upon their current officer wellness initiatives. You will also hear from an agency trainer on their experience building and implementing a resilience program that has now trained over 600 department personnel.

Presenter(s)

- Richard Creamer - *Sergeant, Norfolk Police Department*
- David Hughes - *Commander, Columbus Division of Police*
- Rick Miller - *Colonel, South Dakota Highway Patrol*

Protecting Officer Safety & Wellness During Protests & Demonstrations

On-Demand

The 2020 environment in which officers are policing has been described as the perfect storm of stressors. In light of that, the National Police Foundation (NPF) with support from BJA VALOR, has developed a multi-media guide for law enforcement agencies on how to protect both the physical and mental wellbeing of their officers on the ‘front lines’ of protests and demonstrations. It is clear that we face unprecedented times, as a nation and in law enforcement. Mass protests, calls to defund and/or eliminate police departments, and COVID-19 have created a perfect storm, exacerbating the stress, strain, and trauma that is associated with policing. The unprecedented nature of the current environment, and the accompanying physical and mental stressors are taking a toll on the women and men who have dedicated their lives to protecting our neighborhoods. During this workshop, we will hear from experts about ways to foster a culture that acknowledges the importance of officer safety and wellness as the foundation for community policing and considers officer safety and wellness an integral part of policing protests effectively and fairly, especially during unprecedented stress and provocation.

Presenter(s)

- Jen Zeunik - *Director, National Police Foundation*
- Frank Straub - *Director, National Police Foundation*
- Marvin Haiman – *Executive Director, Professional Development Bureau, Metropolitan Police Department*
- Deborah C. Beidel – *Executive Director, UCF RESTORES*

Resiliency in the Digital Age: Effective Online Programming to Build Resilient First Responders

On-Demand

The presenters will discuss the adaptation of an experiential, peer support-based resiliency training to an effective and interactive digital format. The impact of the COVID-19 pandemic is still ever present. Along with the challenges of the pandemic is the real-time need to adapt programming to reach individuals when they need it most, while maintaining safe physical distance.

The presentation will discuss NATAL's model for developing and adapting programming within the 'Cycle of Resiliency' and how to help communities overcome national events. Built in times of routine, the methodology is adaptable in content and technological needs, providing real-time resources in crisis, facilitating the process of post-traumatic growth, and improving professional result and a healthier return to routine.

Presenter(s)

- Idit Michael - *Head of Programming, NATAL Global*

Supporting the Blue & Reducing Violent Crime Campaigns

On-Demand

Between limited time and resources, strained relationships between law enforcement agencies and their communities, and pervasive violence infecting communities nationwide, building an effective community engagement strategy is as challenging as it has ever been. The USDOJ, Bureau of Justice Assistance (BJA) has funded three distinct initiatives targeted at assisting law enforcement professionals in their efforts to build community partnerships, improve community perceptions of police, and empower community members to play a role in the reduction of violent crime. Representatives from the National Sheriffs' Association, the Virginia Center for Policing Innovation, and the National Crime Prevention Council will share the newly developed resources and discuss how public safety agencies can use them in their own initiatives.

Presenter(s)

- Lynda Schwartz CAE - *Executive Director, Virginia Center for Policing Innovation*
- Toni Lawrimore - *Program Manager, National Sheriffs' Association*
- Steven Jansen, *National Crime Prevention Council*

Swift Water Rescue – Rules of Engagement

On-Demand

This course will prepare officers in both rural and urban environments who arrive first on the scene at a water rescue and is designed for all law enforcement personnel – non-water rescue trained members, as well as experienced water rescue team members. Lessons learned will provide the audience with a foundation to perform, including strategies for scene size-up, scene safety, assessing victims, hydrology, allocation of rescue resources, and decision-making. The presenter will identify proper protective equipment to use at water rescue emergencies and basic water rescue equipment that should be carried in law enforcement units. This workshop covers the rules of engagement that may be implemented in your own department or agency for response to water rescue emergencies.

Presenter(s)

- Greg Merrell - *District Chief, Oklahoma City Fire Department*

Taking Care of the Caregivers – Health and Wellness in Online Child Sexual Exploitation Units

On-Demand

To better understand the unique stressors and impacts of working in online child sexual exploitation units, the Virtual Global Taskforce (VGT), an international alliance dedicated to protecting children from online sexual exploitation, commissioned the Psychological Care International Research Project. Led by the Royal Canadian Mounted Police (RCMP), this study resulted in the development of recommendations for promising practices which will be presented including how they have been operationalized within the RCMP's Sensitive and Specialized Investigative Services (SSIS) Branch. An overview of the SSIS Employee Health and Wellness Project, which will develop and deliver a comprehensive health and wellness program will also be provided, with relevance to the pandemic and current landscape.

Presenter(s)

- Cheryl Tremblay B.A. (Hons) - *Research Analyst, Royal Canadian Mounted Police*
- Kristin Duval M.Sc. - *Research Analyst, Royal Canadian Mounted Police*

The COVID-19 Vaccine and Law Enforcement: A Discussion with Dr. Anthony Fauci

On-Demand

A previously recorded, virtual discussion with Dr. Anthony Fauci, Director of the National Institute of Allergy and Infectious Diseases, and a panel of esteemed police leaders on the COVID-19 vaccine and operational issues associated with the COVID-19 vaccine distribution.

Presenter(s)

- Dr. Anthony Fauci - *Director, National Institute of Allergy and Infectious Diseases*
- Cynthia Renaud - *President, International Association of Chiefs of Police*
- Matthew Langer - *Colonel, Minnesota State Patrol*
- Michel Moore - *Chief of Police, Los Angeles Police Department*
- Jack M. Collins - *Public Safety Legal Advisor, Martha's Vineyard, Massachusetts*

The Power of Two: Empowering Police Couples to Combat Conditioning and Increase Resilience

On-Demand

A 2019 research study showed that 40% of law enforcement officers surveyed reported a low level of compassion satisfaction, including satisfaction in helping others, appreciation, or value in their role. This along with conditioning from the job can spillover, negatively impacting relationships with spouses and children, an officer's key source of resilience. Left unaddressed, the cycle can increase the likelihood of mental health issues for officers and their family. In this session, the audience will learn about key elements of conditioning that every officer and spouse need to understand, the impact on compassion satisfaction, relationships, and mental health, and research-based tools to empower officers and spouses to break the cycle and increase resilience.

Presenter(s)

- Cyndi Doyle LPC-S, NCC - *Licensed Professional Counselor, Code4Couples*

To Sleep or Not to Sleep

On-Demand

Research demonstrates a connection between deficient sleep quality and poor health. The extreme levels of fatigue experienced in policing puts officers at risk of poor health. In a 2017 pilot study, the Royal Canadian Mounted Police (RCMP) demonstrated that a three-hour fatigue management training program resulted in increased sleep satisfaction and sleep quality, in addition to health and wellness benefits. In partnership with the Centre for Sleep and Human Performance, the RCMP Fitness and Health Promotion Unit developed a self-paced, online program to increase accessibility, allowing members access the course from any location and adapt the schedule to fit individual needs. The online version is an interactive learning tool, designed to appeal to members.

Presenter(s)

- Fiona Vincent M.Sc. - *Fitness and Health Promotion Advisor, Royal Canadian Mounted Police*
- Charles Samuels MD, Dr. - *Medical Director, Centre for Sleep and Human Performance*

Understanding and Applying Wellness in Your Police Department while Dealing with Today's Challenges

On-Demand

This presentation will discuss wellness domains, the importance of resiliency, and why you need a wellness and peer support program in your police department. Speakers will also provide an example of a wellness and peer support program from the Miami Beach, Florida, Police Department. The wellness program is called S.T.E.P.P, which stands for the established pillars of wellness: support systems, tactical knowledge and skills, emotional well-being, physical health, and personal and financial stability. The workshop will discuss several programs that have been initiated, including the peer support team, yoga, stress management, physical medical screening, nutrition, and therapy dogs. This presentation will examine the obstacles in starting a wellness program, lessons learned, and the successes resulting from the program.

Presenter(s)

- Elise S. Taylor PsyD - *Lieutenant/Clinical Psychologist Training Unit, Miami Beach Police Department*
- John A. Nicoletti Ph.D. - *Police Psychologist, Nicoletti-Flater Associates*
- Mariya Dvoskina PsyD, D.A.A.E.T.S., Diplomate, American Academy of Experts in Traumatic Stress - *Psychologist, Nicoletti-Flater Associates*
- Noel Castillo PhD - *Officer/Training Unit, Miami Beach Police Department*

Using Risk Assessment Models to Improve Officer Safety

On-Demand

Presentation and plenary discussion regarding a pilot risk assessment model developed using machine learning techniques applied to granular-level police incident data from several law enforcement agencies. The model supports officers to assess risk and take appropriate safety protocols in real time when responding to incidents with high likelihood of danger or injury. Specifically, the model was developed from five years of incident data from four law enforcement agencies to identify incident characteristics (characteristics specific to the incident and related to officer tactical response) associated with injuries (assaults, fatalities) and threat of injuries.

Presenter(s)

- Brittany Cunningham - *Project Director, CNA*
- Vincent Bauer - *CNA*
- Richard Berk - *University of Pennsylvania*
- Thomas Woodmansee - *Lieutenant (Ret.), CAN*

