



# 2024 Officer Safety and Wellness Conference

## Educational Program

*Subject to change. Scheduled presentation times listed in the Eastern Standard Time Zone.*

### Building Peer Support Organizations—Featuring Out On Patrol and BC Women in Law Enforcement

Friday, March 1 | 11:00 AM – 12:00 PM

Out On Patrol and the British Columbia Women in Law Enforcement (BCWLE) are two recently incorporated non-profit peer support organizations for underrepresented members of law enforcement. Out On Patrol launched in 2020 and supports 2SLGBTQ+ members, with a focus on community outreach, charitable work, and education. BCWLE launched in 2019 with a vision to strengthen, unite, and promote women in law enforcement in the province of British Columbia. Leaders from these two organizations will provide insight into what it takes to launch a multi-jurisdictional peer-support organization and what law enforcement agencies can do to encourage growth. Panelists will discuss lessons learned, explain what has contributed to their success, and provide examples of positive community building.

- **Chris Birkett** Constable, *Vancouver, British Columbia, Police Department*
- **Amber McElroy** Sergeant, *Vancouver, British Columbia, Police Department*
- **Tanya McLachlan** Sergeant, *Vancouver, British Columbia, Police Department*
- **Bryan Watson** Detective Constable, *Vancouver, British Columbia, Police Department*

### Can You Really Leave Your Uniform at Work? Strategies to Cope with Work-Family Spillover

Friday, March 1 | 11:00 AM – 12:00 PM

Given the nature of the job, officers often experience a spillover of work into family life and family life into work. Exposure to trauma and the consequences of cumulative stress can negatively impact first responder families, who often struggle to navigate critical conversations about the job. Furthermore, issues at home can impact officers' performance, wellbeing, mental state, and even physical safety on the job. In discussing ways to enhance the safety and wellness of officers, it is essential to understand the family's pivotal role. Attendees will gain a foundational understanding of the intersection between family and wellness while learning strategies to engage in effective conversations to promote wellness for the entire family.

- **Erin Crow** Account Manager, Public Sector/Adjunct Professor, *Youturn Health/University of Connecticut/Fairfield University*
- **Stephanie Kiesow** Former Police Officer/POST Instructor, *Central Coastal California*

## Five Game-Changing Actions for Creating Healthy and Inclusive Pathways into Policing

Friday, March 1 | 11:00 AM – 12:00 PM

Health and wellness concerns are among the top causes of the recruitment and retention crisis in policing. Despite recent efforts to strengthen the police workforce, little has improved. Representatives from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance (BJA) Advancing Service-Oriented Policing through Inclusion, Relationship-Building, and Engagement (ASPIRE) project will provide step-by-step guidance on breaking down existing barriers to recruit a sustainable workforce that supports health and wellness and share five game-changing actions for strengthening an organization. Guidance will cover solutions for building trust between police and communities; supporting effective mentoring, peer support, and career development programs; and addressing the stigma associated with policing careers.

- **Josh Bronson** Deputy Executive Director, *International Association of Campus Law Enforcement Administrators*
- **Kym Craven** Executive Director, *National Association of Women Law Enforcement Executives*
- **Renee Hall** National Second Vice President/Chief of Police (Ret.), *National Organization of Black Law Enforcement Executives*
- **Debra Williams** Chief of Police/President, *Clark Atlanta University/Historically Black Colleges & Universities Law Enforcement Executives & Administrators Association*

## Healthy-ish Eating for Law Enforcement

Friday, March 1 | 11:00 AM – 12:00 PM

This session will dispel the illusion that there is a “perfect diet” for all law enforcement officers. Officers face a variety of challenges when it comes to eating well. This officer-specific approach will identify challenges and common gaps in nutrition discovered after six years of experience and hundreds of station visits. Attendees will receive tangible and realistic nutrition interventions for officers and will learn valuable tips and tricks for eating well on a 24-hour shift – including how to make healthier choices when packaged food or fast food are the only options available. The key to eating well in this career is understanding that there is a range of healthy eating options, and consistently making a best effort is most beneficial to an officer’s wellbeing.

- **Megan E. Lautz** Registered Dietitian, *Fairfax County, Virginia, Fire and Police*

## Newton's Law: Secondary Traumatic Stress

Friday, March 1 | 11:00 AM – 12:00 PM

Law enforcement, service providers, and medical responders experience sustained exposure to child maltreatment, sexual assaults, and human trafficking. The resulting effects can be devastating and may include substance abuse, increased rates of suicide, marital distress, depression and anxiety, and decreased physical wellness. This presentation will focus on learning more about personal secondary traumatic stress (STS) and gaining tools to assess personal STS to improve wellbeing. Attendees will gain resilience strategies and awareness of the impacts of STS. The presenter will differentiate between STS, compassion fatigue, burnout, moral injury, and post-traumatic stress to assist attendees in better understanding the impact high-stress work environments have on first responder wellness.

- **Melissa Kaiser** Consultant and Trainer, *MelKai Consulting, LLC*

## Operationalizing Effective Clinical Oversight of Peer Support Teams

Friday, March 1 | 11:00 AM – 12:00 PM

The growing use of peer support teams in law enforcement agencies across the county has shed light on the need to consider the clinical operation and oversight of these teams operationally. How much is too much, and how much is too little? The panel will delve into the concept of clinical oversight, its importance, and how it applies to peer support teams. “Clinical” can be considered difficult to achieve, and its benefits can be unclear. This workshop will explore the benefits of clinical oversight for peer support team members and how oversight can be achieved in departments with various degrees of resources. Special attention will be paid to a discussion around clinical oversight of peer support teams in officer suicide prevention.

- **Megan Amaturo** Senior Project Manager, *IACP*
- **David Kennington** Behavioral Health Services Manager, *Metropolitan Nashville, Tennessee, Police Department*
- **Jennifer Myers** Associate Director, Trauma Recovery, Mental Health Promotion, and Violence Prevention Team, *Education Development Center*
- **Kelly Roth** Wellness Coordinator/Accreditation Manager/Assistant Professor, *Northumberland, Pennsylvania, Police Department/Commonwealth University*

## Bridging the Gap: Connecting Trusted Local Therapists to a Law Enforcement Wellness Program

Friday, March 1 | 1:30 PM – 2:30 PM

Organizational wellness should be a top priority for law enforcement agency administrators. To enhance whole organizational wellbeing, including proper mental health maintenance for all employees, we should not overlook the support and resources that exist in the very communities we serve. Most communities have trauma-trained, culturally competent mental health practitioners available to partner with law enforcement agencies and assist those serving in a public safety capacity. This presentation serves as a blueprint for establishing those relationships, overcoming institutional stigma associated with officers seeking mental health services, and enhancing a wellness program that takes the next step beyond traditional Employee Assistance Programs (EAP) and internal peer support.

- **Gretchen Guetter** Assistant Human Resources Director, *City of Grand Forks, North Dakota*
- **Camille Redmann** Licensed Clinical Social Worker, *Down To Earth Counseling, PLLC*
- **Derik Zimmer** Lieutenant, Education and Outreach Bureau, *Grand Forks, North Dakota, Police Department*

## How to Systematically Reduce Injury Risk and Maximize Tactical Athleticism in Each Law Enforcement Career Stage

Friday, March 1 | 1:30 PM – 2:30 PM

Whether on patrol in an intense foot pursuit or in command staff briefings, police are at twice the risk of a heart attack for civilians of a similar age. Physical health and resilience are critical – while law enforcement job demands may never get easier, you can get stronger. This session will highlight clear, science-based, occupation-specific physical fitness training methods that will help gradually and systematically build and sustain the physical strength and resilience needed at each career stage. Additionally, evidence-proven best practices to build scalable physical fitness programs for agencies of

all sizes will be shared. From reduced injury costs to increased tactical athleticism, this session will equip attendees to make a measurable, positive impact in their agencies.

- **Mandy Nice** Strategic Wellness Director, *Lexipol Cordico*

## It's Not Only about Teaching Resilience Skills—It's about Empowering Your Workforce

Friday, March 1 | 1:30 PM – 2:30 PM

This presentation will focus on how the U.S. Customs and Border Protection (CBP) Workforce Care Directorate (WCD) is building a culture that consistently reinforces and encourages help-seeking behaviors. The WCD is focused on investing in support programs, messaging, and trainings which build trust in the more than 64,000 CBP employees to have confidence they will receive the discrete care and support they need.

- **Kent Corso** Acting Director, Workforce Operations Division, *U.S. Customs and Border Protection*
- **Peter Jaquez** Executive Director, *U.S. Customs and Border Protection*

## Louisville Metropolitan Police Department Wellness Unit's Response to an Officer-Involved Active Shooter

Friday, March 1 | 1:30 PM – 2:30 PM

On April 10, 2023, the Louisville, Kentucky, Metropolitan Police Department (LMPD) responded to a workplace shooting where five people were killed and eight more were injured, including a rookie police officer. This presentation will review the development of the LMPD Wellness Unit following the civil unrest of 2020, and furthermore, describe how the LMPD Wellness Unit responded to this mass violence incident. Representatives from the LMPD Wellness Unit will present lessons learned and share how agencies can best prepare for this type of critical incident response.

- **Bryan Edelen** Major, *Louisville, Kentucky, Metropolitan Police Department*
- **Natalie Hughes** Sergeant, *Louisville, Kentucky, Metropolitan Police Department*
- **Joel Lopez** Lieutenant, *Louisville, Kentucky, Metropolitan Police Department*

## Wellness Practices to Recruit and Support Women Officers

Friday, March 1 | 1:30 PM – 2:30 PM

In a National Institute of Justice-funded research study, multiple experiments were conducted to identify recruiting content and strategies that draw more women into the policing profession. A key finding was that supports for health and wellness are of primary importance to prospective applicants – both women and men alike. Presenters will share the wellness practices most valued by prospective officers, examples of how to implement these practices effectively, and step-by-step guidance on how to communicate these supports to prospective applicants through online recruiting materials. Wellness resources covered will include mentoring and peer support programs, family friendly workplace benefits, comprehensive physical and mental health strategies, and rehabilitation services to support recovery from injury or illness.

- **Kym Craven** Executive Director, *National Association of Women Law Enforcement Executives*
- **Jenn Rineer, PhD** Director, Workforce Wellbeing & Effectiveness Research Program, Justice Practice Area, *RTI International*

- **Travis Taniguchi** Consultant, *Fors Marsh*

## What to Say to those Considering Suicide

Friday, March 1 | 1:30 PM – 2:30 PM

This presentation will focus on what a suicidal person thinks and feels, to allow for a peer to emotionally validate them. Most importantly, this presentation will tell attendees how to identify suicidal ideations, intents, and plans and, regardless of your role, how to convey to the suicidal individual that they should be addressing these thoughts. Furthermore, discussing what the suicidal individual should do and what a peer should tell the suicidal individual to do. The presenter will model what to say and how to say it.

- **Stephanie Barone McKenny, PhD** Police Psychologist, *Los Angeles, California, Police Department*

## Mental Wellness Begins at Home

Friday, March 1 | 3:00 PM – 4:00 PM

Officers cannot just “turn it off” when they arrive home to their families. It can be difficult for officers to not bring the work home, where their experiences can negatively impact their personal lives. On the flip side, home life can spill over and negatively impact an officer at work. The challenges of finding a balance are not new – however, if law enforcement families work on a plan to find a balance and protect their home life, it will help to strengthen family and officer wellbeing. In this session, learn the five elements that every law enforcement family needs to know to counter the effect of the spillover which impacts a couple’s communication, connection, and intimacy – essential parts of a healthy relationship.

- **Cyndi Doyle** Licensed Professional Counselor, *Code4Couples*
- **Deborah Meader** Senior Policy Advisor, *U.S. Department of Justice, Bureau of Justice Assistance*
- **Daniel Thompson** Chief of Police, *Waukesha, Wisconsin, Police Department*

## Reducing Officer Injuries through Innovations in Use of Force Training and Policy

Friday, March 1 | 3:00 PM – 4:00 PM

Calls for changes to police use of force policies and training have been a focal point for advocates of police reform. While initially viewed with skepticism, emerging evidence suggests innovations in use of force policy and de-escalation training can significantly reduce officer injuries. This panel will feature police executives from three agencies implementing changes to their use of force training and policies. Each agency has also conducted a rigorous, randomized control experiment to test the impact on officer injuries. Panelists will detail their approaches, training customizations, study findings, and anticipated next steps. Additionally, police leaders will discuss how their changes in use of force training support larger approaches designed to promote officer wellness.

- **Christopher Bailey** Assistant Chief of Police, *Indianapolis, Indiana, Metropolitan Police Department*
- **Robin Engel, PhD** Senior Vice President, *National Policing Institute*
- **Paul Humphrey** Deputy Chief of Police, *Louisville, Kentucky, Metropolitan Police Department*
- **Michael Sullivan** Chief, *Phoenix, Arizona, Police Department*

## Road to a Respectful and Inclusive Workplace—Building Trust in and within Toronto Police Service

Friday, March 1 | 3:00 PM – 4:00 PM

Law enforcement agencies worldwide must prioritize organizational wellness more than ever to respond to complex community needs, public distrust, and low morale. Equity and inclusion are key to harnessing effective strategies to strengthen wellness. This presentation will highlight evidence-based, systems-change approaches used by the Toronto Police Service (TPS), the largest Canadian municipal police agency, to enhance organizational wellbeing grounded in equity, inclusion, and human rights. Presenters will share strategies and lessons learned, including a service equity strategy driving culture change, a province-wide working group developing best practices to foster healthy workplaces, and a ground-breaking strategy to address racial disparities in police interactions supported by community engagement.

- **Mihaela Dinca-Panaiteescu** Senior Researcher and Race-Based Data Strategy Lead, *Toronto, Ontario, Police Service*
- **Laura Flyer** Senior Advisor, *Toronto, Ontario, Police Service*
- **Grace Ryu** Inclusion Lead, *Toronto, Ontario, Police Service*

## The Impact of Sharing: Using Officer Storytelling to Promote Wellness and Increase Resilience

Friday, March 1 | 3:00 PM – 4:00 PM

When we hear a story, it resonates with us. During stories of struggle and resilience, we feel the speakers' emotions, and the stronger we feel them, the more we are impacted. When an officer shares a story about a death in their ranks, a struggle with injury, or difficulty with substance use, we relate them to our own lives and reflect on our own struggles. These are the powers of storytelling, both for the storyteller and the listener. Presenters from the Self Care Interactive Online Network, a peer support-based model created by the Albuquerque, New Mexico, Police Department, will describe how the storytelling model can be used to increase wellness and resilience in officers. Attendees will hear real stories from officers and learn how to incorporate storytelling in their own agency.

- **Jeffrey Bludworth** Sergeant, *Albuquerque, New Mexico, Police Department*
- **Nicole Duranceaux** Behavioral Sciences Director, *Albuquerque, New Mexico, Police Department*
- **Melissa Schultz** Peer Support Program Coordinator, *Albuquerque, New Mexico, Police Department*

## The Spiritual Side of Wellness—Implementing Spiritual Care in Your Agency

Friday, March 1 | 3:00 PM – 4:00 PM

This presentation will provide attendees with an understanding of the role of spiritual care for agencies and individuals. Participants will receive practical tools to start or improve upon a chaplain program within an agency. The presenter will also discuss the successes and failures from their experiences working with multiple agencies across the United States. Attendees will walk away from this session able to define spiritual care, identify hurdles and misconceptions, discuss legal considerations, and effectively outline the role of chaplains in an agency.

- **Kevin Shive** Executive Director, *Rocky Mountain Police & Fire Chaplains*



## Two Sides of the Communicative Coin: Shared Skills of Peer Support and Hostage Negotiations Personnel

Friday, March 1 | 3:00 PM – 4:00 PM

This presentation will discuss how the expansion of police training related to de-escalation and crisis intervention response has helped to improve officers' skills and communications in the community. Specifically, as administrators of the Peer Support and the Hostage Negotiations Teams, presenters have learned that there are shared skills among these personnel that are crucial to their success. These skills include empathy, active listening, critical thinking, emotional intelligence, and self-awareness. Though not everyone will meet these qualifications, it is essential that these skills are identified and enhanced. Presenters will share examples of techniques that can assist in selecting and training a peer team.

- **Noel Castillo, PhD** Officer/Lead Researcher, *Miami Beach, Florida, Police Department*
- **Elise Taylor** Lieutenant/Clinical Psychologist, Training Unit, *Miami Beach, Florida, Police Department*

## Bringing Home to Work: Two Success Stories of Recovery—A Deputy Chief and an Officer

Friday, March 1 | 4:30 PM – 5:30 PM

During this session, attendees will hear two stories of how a police department helped agency personnel recover and become productive leaders and officers. One became the Deputy Chief of Police and the other became the Crisis Intervention Team Coordinator and Peer Support Officer. Each reached their recovery through wildly divergent means, but both were ultimately successful. The supervisor who was responsible for guiding both officers in their recovery will share their perspective in navigating the two individual healing journeys and how they addressed the vicarious trauma they experienced as a peer supporter.

- **Peter Elste** Police Officer, *Danbury, Connecticut, Police Department*
- **Shaun McColgan** Deputy Chief of Police (Ret.), *Danbury, Connecticut, Police Department*
- **Dara Rampersad** Psychologist, *Blue Paz*
- **Michael Sturdevant** Deputy Chief of Police, *Danbury, Connecticut, Police Department*

## Building a Strong Wellness Foundation with Peer Support Teams

Friday, March 1 | 4:30 PM – 5:30 PM

Looking to build a peer support team, but not sure where to start? During this session, presenters will share best practices for selecting peer support team members, training opportunities, advertising and marketing strategies, and collaborating across jurisdictions.

- **Katie Carlson** Director of Wellness Initiatives, *Marion County, Indiana, Sheriff's Office*
- **Angie Jones** Wellness Coordinator, *Kansas Bureau of Investigation*
- **Nicole Pruss** Social Science Research Analyst, *U.S. Department of Justice, Office of Community Oriented Policing Services (COPS)*

## Career Check-Up: Professional Development as a Wellness Too

Friday, March 1 | 4:30 PM – 5:30 PM

Given the recruiting and retention crisis, along with the evolving policing landscape, professional growth and career development is critical for law enforcement and public safety professionals. In this session,

the presenter will cover the foundational concepts of career planning and professional development. Using the strategic career model, participants will be able to identify skills, plan for their future, and ask themselves important questions in their own career journey. Participants will leave with a strategic career framework and resources to support their journey and support their overall wellbeing.

- **Colin May** Assistant Director, Strategy & Training, *U.S. Department of Housing and Urban Development, Office of Inspector General, Office of Investigation*

## Introduction to Yoga For First Responders

Friday, March 1 | 4:30 PM – 5:30 PM

This presentation addresses common misconceptions about yoga, cites 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 police 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, as well as increasing heart rate variability, resilience, and overall performance.

- **Jessica Gannon** Director of Instructor Success, *Yoga For First Responders*
- **Marci Ware** Instructor, *Yoga For First Responders*

## Resilient Families, Resilient Officers: Developing Family Wellness through Engagement and Support

Friday, March 1 | 4:30 PM – 5:30 PM

Officers' support systems play a crucial role in their wellness, their professional and personal success, and ultimately, the department's mission. Simply put, resilient families lead to more resilient officers. It is, therefore, important that resilience education be shared directly with law enforcement families in order to ensure that they receive accurate, complete, up-to-date information and resources in a venue that allows them to ask questions and engage. We cannot rely solely on officers to bring this critical information home. Family support programs are an excellent option in ensuring that law enforcement families have the information and tools they need to support their officers and for their own well-being. This workshop will define family support programs and share how they can be leveraged to provide wellness information and resources to families. We will highlight the benefits of family wellness programs and explore potential challenges to developing them, along with strategies to overcome these barriers.

- **Edward Keane** Police Psychologist, *Danbury, Connecticut, Police Department*
- **Heather Massey** Captain, *Liberty, Missouri, Police Department*
- **Alicia Romero** Founder and CEO, *Beyond the Badge*
- **Stephanie Smith** Administrative Assistant, *Liberty, Missouri, Police Department*
- **Brittney Stoerzinger** Senior Project Manager, *IACP*

## System Variables Related to Employee Suicide

Friday, March 1 | 4:30 PM – 5:30 PM



This presentation will highlight recent quantitative and qualitative program evaluation efforts conducted in U.S. Customs and Border Protection (CBP) on its Suicide Awareness and Prevention Program. For decades, suicide research has focused on individual factors that raise or lower risk, such as mental health, substance use, family history of suicide, exposure to adverse life events, and others. This session will explain the structure and function of CBP's program and reveal how system factors, such as leadership, morale, culture, and work-life balance, relate to employee suicide. Presenters will also offer actionable strategies for change that attendees will be able to bring back to their own agencies.

- **Kent Corso** Acting Director, Workforce Operations Division, *U.S. Customs and Border Protection*
- **Catherine Kemmerling** Organizational Psychologist/Advanced Leadership Instructor, *U.S. Customs and Border Protection*

## Curbing Compassion Fatigue: Skills for Building Empathy and Wellness

Saturday, March 2 | 8:30 AM – 9:30 AM

Empathy is a muscle that needs exercise to be resilient. The U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office) partnered with Center for Council to increase law enforcement awareness of the intersectionality of wellness, procedural justice, and community building. POWER Training is an innovative approach to building skills for improving officer health, insight, and self-regulation, as well as community relations and engagement. POWER teaches officers evidence-based practices and tools for mitigating stress, increasing awareness of self and others, communicating with more compassion, and effectively de-escalating conflict. This presentation will feature discussion with agencies who have completed POWER, exploring the impact of the training in preventing officer burnout, which can lead to poor decision-making and risky behavior.

- **Ron Kingi** Sergeant (Ret.), *Los Angeles, California, Police Department*
- **Ann Seide** Chief Medical Advisor, *Center for Council*
- **Jared Seide** Executive Director, *Center for Council*
- **Deborah Spence** Assistant Director for Training and Partner Engagement, *U.S. Department of Justice, Office of Community Oriented Policing Services (COPS)*

## Family Support: How it can Impact Recruiting, Retention, and Resilience

Saturday, March 2 | 8:30 AM – 9:30 AM

Departments across the country are fighting concurrent struggles of recruitment, retention, and officer resilience. Agencies are subsequently paying more in personnel costs than they ever have before and wondering how they can sustain the pay that is needed to recruit and retain the best of the best. Offering family support is a valuable opportunity to impact officers, not only in the moment but for the rest of their lives. During this session, attendees will learn how running a family support program can have minimal cost and high impact on your agency.

- **Alicia Romero** Founder and CEO, *Beyond the Badge*

## Implementing a Direct Access Care Model to Reduce Injury and Time Loss in First Responders

Saturday, March 1 | 8:30 AM – 9:30 AM

It is well-established that musculoskeletal injuries (MSI) are common amongst first responders and can contribute to lost duty time, high workers' compensation costs, and a reduced capacity to conduct

occupational tasks safely and effectively. First responders typically receive care for MSIs through a workers' compensation system. However, direct access to healthcare providers, such as athletic trainers or physical therapists, is an emerging healthcare model implemented in a variety of occupational and tactical settings. This session will explore the current research and practice of direct access care models in tactical first responder populations.

- **Mark Abel** Professor/Director of the First Responder Research Laboratory, *University of Kentucky*
- **Phillip Gribble** Professor/Department Chair of Athletic Training, *University of Kentucky*
- **Nicholas Heebner** Assistant Professor/Executive Associate Director, Sports Medicine Research Institute, *University of Kentucky*
- **Susannah Reiner** Postdoctoral Scholar, *University of Kentucky*

## In This Together: How Interagency and Interdisciplinary Collaborations Maximize Wellness Programs

Saturday, March 2 | 8:30 AM – 9:30 AM

Many agencies must go it alone when it comes to wellness. Limited by resources and overwhelmed with demands, departments may struggle to meet employee wellness needs. In Greater Cincinnati, Ohio, wellness teams from Cincinnati Police Department, Cincinnati Fire Department, and Hamilton County Sheriff's Office have successfully implemented a collaborative model to divide joint administrative needs and share resources. Eliminating the proverbial reinvention of the wheel has allowed coordinators to place more focus on direct employee support while increasing wellness innovation within their own departments. Learn how a united, multi-agency effort has ignited a ripple effect across the county that is strengthening wellness programs, reducing stigma, and creating a diverse network of mental health and peer support.

- **Erica Birkley** Psychologist/Owner, *Birkley Consulting*
- **Joseph Elliott** Peer Support Coordinator, *Cincinnati, Ohio, Fire Department*
- **Tiphonie Galvez** Wellness Coordinator, *Cincinnati, Ohio, Police Department*
- **Ali Hoevel** Wellness Coordinator, *Hamilton County, Ohio, Sheriff's Office*

## Treating Officers as Athletes: Using Sports Science within Law Enforcement Training

Saturday, March 2 | 8:30 AM – 9:30 AM

Law enforcement officers would benefit from being trained like collegiate Division I athletes. At Division I universities, athletes receive a significant amount of resources to maximize and sustain their health and performance. These resources encompass strength and conditioning, nutrition, mental health, sleep, and recovery. Law enforcement officers need to be trained in these performance enhancing skills, which should be taught beginning in the training academy. In this session, you will hear how sports science principles are being applied within a law enforcement training environment to improve the health and performance of cadets. This session will outline strategies for measuring and improving cadets' performance to better the individual and the team.

- **Nathan Edwards** Research Scientist, Human Performance Collaborative, *The Ohio State University*

## "It's the Little Things:" Small Steps to Increase Overall Department Wellness

Saturday, March 2 | 1:30 PM – 2:30 PM

While many large agencies can purchase advanced technology and hire specific wellness coordinators to enhance their wellness programming, not all agencies have the financial or staff capacity to do so. However, that doesn't mean agencies cannot take "small" steps to increase their overall department wellness. This presentation will discuss low- or no-cost ways to implement wellness into your day-to-day operations, including educational bulletin boards, newsletters, challenges, events, etc. The presenter will also discuss ways to engage with local community partners to increase wellness capabilities within your department, such as external mental health providers and university programs. Finally, the presenter will discuss opportunities and challenges faced during implementation.

- **Michael Diekhoff** Chief of Police, *Bloomington, Indiana, Police Department*
- **Melissa Stone** Senior Police Social Worker, *Bloomington, Indiana, Police Department*

## Bridging Physical and Mental Wellness through Working with the Nervous System

Saturday, March 2 | 1:30 PM – 2:30 PM

Chronic illness, mental resilience, and physical fitness are frequently discussed topics for police officer wellness. Although they are often discussed separately, there is a common denominator between them – the nervous system. The nervous system can become dysregulated from trauma, injury, illness, and chronic stress, but it also plays a role in one's susceptibility to these issues. Individuals that can regulate their nervous system have a decreased risk of chronic disease, improved physical recovery, and are more resilient to stress and trauma. This presentation will discuss how the nervous system plays a role in overall health. Attendees will learn practical strategies to support their nervous system and how they can take this knowledge to share at their agency.

- **Anna Sedory** Athletic Trainer/Director, Injury Care and Prevention Program, *Fairfax County, Virginia, Police Department*
- **Rebecca Swan** Athletic Therapist/Physical Health and Performance Management Specialist, *Vancouver, British Columbia, Police Department*
- **Traci Tauferner** Athletic Trainer/Director of Industrial and Tactical Medicine, *Advanced Physical Therapy & Sports Medicine*

## Data on the Effectiveness of Mandatory Wellness Visits—86% Would Recommend to Other Officers

Saturday, March 2 | 1:30 PM – 2:30 PM

It is of vital importance for professionals and agencies to gather, analyze, and report on data that speaks to the effectiveness of new and existing wellness programs. This presentation will share deidentified data on the effectiveness of mandatory wellness visits delivered to a 42-member suburban police department comprised of sworn officers, dispatch, and administrative and command staff. Outcome data will be reviewed including components rated as more and less helpful, ideas on how to implement and improve wellness visits, and barriers to accessing mental health services in the past. Attendees will have a better understanding of the effectiveness of mandatory wellness visits and the level of officer buy-in after participation.

- **Erica Birkley** Psychologist/Owner, *Birkley Consulting*

## Fact or Fiction? You May Be Surprised! Tackling Common Beliefs to Maximize Officer Roadway Safety

Saturday, March 2 | 1:30 PM – 2:30 PM

Dangerous practices, like avoiding seat belts, multitasking, and fatigued driving, place officers at significantly greater risk. So why do officers continue to do them? Often, these actions are directly related to organizational culture, training, and peer anecdotes, which can override agency training, policies, and procedures. This workshop will engage participants in a lively discussion about commonly held beliefs in law enforcement and draw upon empirical research to provide actionable steps attendees and their agencies can take to overcome barriers to maximize officer safety on the roadways. The findings will surprise attendees and provide strong evidence dispelling long-standing beliefs that are endangering officers on the road.

- **Brett Cowell** Senior Project Associate, *National Policing Institute*
- **Thomas Didone** Assistant Chief (Ret.), *Montgomery County, Maryland, Police Department*
- **Stephen James, PhD** Assistant Professor, *Washington State University*
- **Mark LaShell** Branch Chief (Ret.), *Federal Law Enforcement Training Center (FLETC)*
- **Deborah Meader** Senior Policy Advisor, *U.S. Department of Justice, Bureau of Justice Assistance*

## Say It Out Loud: Law Enforcement Peer Support for Suicide Prevention

Saturday, March 2 | 1:30 PM – 2:30 PM

Suicide in law enforcement is a tragedy with far-reaching consequences. The unspoken code of silence around ideations of suicide or self-harm exacerbates the issue. Since 2018, the Law Enforcement Mental Wellness and Health Act (LEMWHA) programs have funded peer support programs and suicide prevention in departments nation-wide. LEMWHA recipients will discuss their departmental approach to suicide prevention, how it is integrated into their peer support and overall mental wellness initiatives, and what they see as the evolution of suicide prevention. Panelists will discuss how peer support can act as the first line of protective factors for someone at risk of suicide. The QPR (Question, Persuade, Refer) Suicide Awareness and Prevention Training will also be examined.

- **Katie Carlson** Director of Wellness Initiatives, *Marion County, Indiana, Sheriff's Office*
- **Sarah Estill** Social Science Analyst, *U.S. Department of Justice, Office of Community Oriented Policing Services (COPS)*
- **Mandee Kampbell** Sergeant, *Omaha, Nebraska, Police Department*
- **Kelly Ottobre** Grants Manager, *Office of the Attorney General, New Jersey*

## Starting a Peer Support and Therapy Dog Program in a Public Safety Agency

Saturday, March 2 | 1:30 PM – 2:30 PM

In 2012, the Anaheim, California, Police Department founded its first peer support team. In 2020, to extend the team's reach, the department started a therapy dog program consisting of two trained therapy dog teams. This presentation will explain how to start and maintain a peer support and therapy dog program in a police or fire department. This includes information on funding, creating counseling service contracts, response protocols, and establishing department policies. The presentation will also

cover how to select and retain peer support team members, train team members, and maintain employee confidentiality, as well as providing tips to gain employee and administrator confidence. Attendees will also learn how to request peer support mutual aid, as well as how to respond to such requests.

- **Darrin Lee** Police Lieutenant, *Anaheim, California, Police Department*
- **Willie Triplett** Police Lieutenant, *Anaheim, California, Police Department*

## “Helping the Helpers” White Paper: A Call for National Wellness Solutions across Law Enforcement

Saturday, March 2 | 3:00 PM – 4:00 PM

Historians in America may well label the early 21st century as the era of mass casualty events. From the events of September 11, 2001, to multiple mass school shootings in the United States, to terrorist attacks, police repeatedly face horrific incident scenes. Law enforcement officers, their peers, and their families bear the physical and emotional scars of these events. In 2020, the FirstNet Health and Wellness Coalition was established to bring together over two dozen national public safety executives to assess, plan, implement, and evaluate solutions to support emergency responder wellness. Following analysis of the literature, best practices, and data collection, the coalition published its recommendations in September of 2023. This panel will present the recommendations from this paper.

- **Domingo Herraiz** Director, *IACP*
- **Patrick Labat** Sheriff, *Fulton County, Georgia, Sheriff's Office*
- **Jennifer Myers** Associate Director, Trauma Recovery, Mental Health Promotion, and Violence Prevention Team, *Education Development Center*
- **Patrick Ridenhour** Chief of Police, *Danbury, Connecticut, Police Department*
- **Scott Salvatore** West Region Operational Psychologist, *U.S. Department of Homeland Security, Immigration and Customs Enforcement*

## Lessons Learned Building Organizational Resilience in Law Enforcement through a Resilience Program

Saturday, March 2 | 3:00 PM – 4:00 PM

This presentation provides participants with an overview of a resilience program designed to prevent harmful stressors related to exposure to significant vicarious trauma, such as child sexual abuse material (CSAM) and sex trafficking. An agency-wide survey was conducted to better understand the current psychological state of those exposed to CSAM. Findings revealed a complex set of psychological dynamics within this workforce. Presenters will discuss a framework for understanding these results from a systems perspective, as well as supportive leadership strategies. The presentation will highlight steps leaders can take to develop policy that strengthens compassionate leadership and enhances support to the law enforcement workforce exposed to human exploitation.

- **Catherine Kemmerling** Organizational Psychologist/Advanced Leadership Instructor, *U.S. Customs and Border Protection*
- **Kenneth Middleton** Unit Chief, *U.S. Department of Homeland Security, Immigration and Customs Enforcement*
- **Gloria Workman** Supervisory Psychologist, *U.S. Department of Homeland Security, Immigration and Customs Enforcement*

## The Belmar Shooting: A Cross-Jurisdictional Crime Spree and Lessons in Officer Resilience

Saturday, March 2 | 3:00 PM – 4:00 PM

On December 27, 2021, a suspect murdered five citizens and wounded a sixth in the cities of Denver and Lakewood, Colorado. The suspect was ultimately contacted by Lakewood police in the Belmar area where, he exchanged gunfire with police and then ran on foot into the shopping area. After murdering his fifth victim, the suspect was confronted by Lakewood Police Agent Ashley Ferris. The suspect shot Agent Ferris who, though seriously wounded on the ground, continued fighting and shot and killed the suspect. This session will be co-presented by Commander Randy McNitt, the investigations commander on scene in the Belmar area, and Agent Ferris, who will provide her first-hand account of her experiences that night and subsequent recovery.

- **Ashley Ferris** Training Specialist, *University of Tennessee, Law Enforcement Innovation Center*
- **Randy McNitt** Commander, *Lakewood, Colorado, Police Department*

## Top-Down Strategies for Comprehensive Wellness Programming

Saturday, March 2 | 3:00 PM – 4:00 PM

Richland County, South Carolina, Sheriff's Department presenters will engage participants as they learn strategies that have made a top-down wellness program successful in the state's largest sheriff's department. Presenters will outline lessons learned from their three-year implementation timeline, which will cover various topics, including: leveraging local trends and national politics, establishing community partnerships, creating buy in through intentional introductions to program elements, wellness team staffing, universal assessments, intersection between wellness staff and command staff, removing barriers to accessing care, creating a culture that advocates for wellness, and techniques for improving family engagement.

- **Allison Farrell** Director of Wellness and Resiliency, *Richland County, South Carolina, Sheriff's Department*
- **Maria Yturria** Deputy Chief of Professional Development, *Richland County, South Carolina, Sheriff's Department*

## Trauma Recovery, Resilience, and Organizational Wellness

Saturday, March 2 | 3:00 PM – 4:00 PM

During this session, participants will gain a clear understanding of the nature of an officer's daily work traumas and how this can have a negative effect on their brain, ultimately leading to post-traumatic stress, suicide, depression, sleep and anxiety disorders, among other psychological and emotional distress. These brain injuries can result in unprofessional service, excessive use of force, high turnover, and numerous other issues that can plague a police organization. Participants will learn five evidence-based resilience and wellness strategies to practice daily, as well as ways to recover and heal from traumas, such as Eye Movement Desensitization and Reprocessing (EDMR). Participants will also be able to create mechanisms for wellness, applicable from recruitment to retirement, to foster greater overall organizational wellness.

- **Dan Willis** Police Captain (Ret.)/Instructor, *FirstResponderWellness.com/National Command and Staff College/International Academy of Public Safety*



## Vetting Officer Wellness Services—Finding the Best Fit for Your Agency

Saturday, March 2 | 3:00 PM – 4:00 PM

The quickly expanding list of options of services and resources available in the officer wellness space can be overwhelming to a department trying to sort through all the possibilities. As the field continues to grow, it is becoming increasingly challenging to determine the best fit for your agency. As a result, the vetting process has become essential. In this workshop, you will not only learn the importance of selecting the right service and provider for your wellness program, but you will also hear about the impact that selecting the wrong provider can have on wellness programs. In this workshop, we will discuss how to determine what your agency needs, how to use evidence-based research in choosing a service, and what tools are available to support the vetting of services, resources, and providers.

- **Megan Amaturo** Senior Project Manager, *IACP*
- **Dan Brite** Wellness Coordinator, *Douglas County, Colorado, Sheriff's Office*
- **Dalton Frazier** Detective, *Fayetteville, Arkansas, Police Department*
- **Sherri A. Martin** National Director of Wellness Services, *National Fraternal Order of Police Foundation*

## Asking Too Much: How Interviews Can Ruin Investigations and Re-traumatize Officers

Saturday, March 2 | 4:30 PM – 5:30 PM

This session will explore human performance factors and limitations experienced by officers during a critical event and how they can affect the interview process. Officers can become re-traumatized when interviews are not conducted in a supportive manner which acknowledges the potential trauma that accompanies experiencing critical incidents. This class explores the nexus of human factor considerations and interview effects that impact the interaction between an officer and an interviewer.

- **Nicole Florisi** Law Enforcement Subject Matter Expert, *Force Science*
- **Von Kliem** CEO, *Force Science*

## Executive Peer Support for Chiefs

Saturday, March 2 | 4:30 PM – 5:30 PM

Police chiefs face unique stressors and demands and can benefit greatly from specialized peer support. However, traditional peer support programs are not geared towards providing direct support to executive leaders. The California Police Chiefs Association launched an innovative statewide Executive Peer Support Program designed specifically to support chiefs. Attendees will learn about the challenges of providing peer support for chiefs, along with strategies for successfully overcoming each of these challenges. A clear, actionable roadmap for providing specialized peer support for chiefs and other high-level command staff will be provided, including selection processes, training, and quantifiable success metrics.

- **David Black, PhD** Chief Psychologist, *California Police Chiefs Association*
- **Jaime Brower, PsyD** Vice President of Peer Support & Clinician Training and Certification, *Lexipol*
- **Neil Gang** Chief of Police, *Pinole, California, Police Department*

## Financial Fitness: How to Live Today and Prepare for Tomorrow

Saturday, March 2 | 4:30 PM – 5:30 PM

Finances can be one of the biggest stressors for law enforcement officers, and very few police departments provide any type of financial training. The benefits of financial fitness can be tied directly to reducing stress and increasing officer safety. Through building basic financial knowledge and identifying key strategies for success, officers can make sound financial decisions according to their personal goals and objectives. This financial fitness can improve the officer's economic outlook, both in the present day and the future, aiding them in achieving financial freedom. This session will inspire participants to build a strong financial foundation and put them on a path toward that financial freedom.

- **Chris Gandia** Captain, *Londonderry, New Hampshire, Police Department*
- **Deborah Meader** Senior Policy Advisor, *U.S. Department of Justice, Bureau of Justice Assistance*
- **Stephen Petrilli, Jr.** Chief of Police, *Normal, Illinois, Police Department*

## Healthy Skepticism: Establishing Trusting Relationships with Mental Health Providers

Saturday, March 2 | 4:30 PM – 5:30 PM

Historically, law enforcement officers have struggled to trust resources outside of their department, and there has been a significant stigma around mental health. However, with the shift toward incorporating more mental health and officer wellness programs into agencies, it is imperative that officers and mental health professionals learn effective ways to connect and develop trust and cohesion. This presentation will address innovative and unique ways to improve acceptance and integration of mental health principles and cultivate a culture geared towards wellness.

- **Robyn Jennings** Detective, *Louisville, Kentucky, Metropolitan Police Department*
- **Mariya Leyderman** Executive Chief Psychologist, *Louisville, Kentucky, Metropolitan Department of Corrections*

## Reintegration—A Healthier Return to Work

Saturday, March 2 | 4:30 PM – 5:30 PM

Reintegration is best defined as a member-driven, peer-facilitated program for sworn or civilian members dealing with the stress of a critical incident or returning from a long-term absence. The Reintegration Program is individualized to meet each member's unique needs and has two variations. The "short-term" program supports members in processing critical incidents, protecting against psychological injury, and preparing them to return to work feeling comfortable and confident. The "long-term" program is designed to support members returning from a long-term absence, regardless of the reason for the absence. This session will discuss the structure of the program and lessons learned.

- **Stephanie Gorrill** Constable, Wellness, *Peel, Ontario, Regional Police Service*
- **Tim Moeller** Sergeant, Reintegration Unit, *Edmonton, Alberta, Police Service*
- **Sam Saliba** Sergeant, *Peel, Ontario, Regional Police Service*
- **Michael Warnock** Constable, Member Support Unit, *Niagara, Ontario, Regional Police Service*

## The Wellness ROI Cycle: Key Strategies to Achieve, Measure, and Report Valuable Results

Saturday, March 2 | 4:30 PM – 5:30 PM

The value of an officer's life can never be quantified. Measuring the effectiveness and positive impact of wellness programs is critical for sustaining, enhancing, and expanding programs. During this session, attendees will learn about an evidence-proven, zero-cost, step-by-step process to do so. It begins with strategically setting measurable agency wellness goals that align with the needs and preferences of your internal and external key stakeholders and concludes with providing clear annual return on investment (ROI) reports to help justify ongoing program support, funding, and more.

- **Joseph Dulla** Affiliate Faculty, *Georgia Southern University*
- **Mandy Nice** Strategic Wellness Director, *Lexipol Cordico*

## A Hands-On Approach: Creating and Sustaining an Organizational-Wide Culture of Wellness

Sunday, March 3 | 8:30 AM – 9:30 AM

Law enforcement and professional staff work in demanding environments, increasing the risk of vicarious trauma. If left unaddressed, vicarious trauma can impact the individuals, agencies, and communities served. Acknowledging this reality necessitates an individual and organizational approach. This interactive workshop will highlight practical strategies for developing and implementing a collaborative and sustainable trauma-informed program designed to buffer and mitigate the effects of vicarious trauma. With the support from the Office for Victims of Crime, experts from the Vicarious Trauma Response Initiative will share successful approaches that have proven effective in their organizations, ultimately contributing to the safety and well-being of staff and the community they serve.

- **Jesenia Alonso** Program Manager, *IACP*
- **Dennis Diaz** Commander, *Maywood, Illinois, Police Department*
- **Ronni Roney** Education Director, *Abbott House Child Advocacy Center*

## Creating a Wellness Unit—From "What's That?" to "What's Next?"

Sunday, March 3 | 8:30 AM – 9:30 AM

This presentation will outline the process of how the Toledo, Ohio, Police Department was able to create a wellness program from the ground up. The department had no wellness initiative before October of 2021. In less than two years, the newly created Wellness Unit was able to establish a multi-tiered program aimed at assisting its officers in the areas of physical, financial, and mental health. These programs were able to be initiated with minimal cost, often at no cost, and has been widely popular among officers. Attendees looking to begin a wellness program for your department and seeking advice on how to start, this presentation may be for you. Take your wellness initiative from "what's that?" to "what's next?" as you build an agency's wellness program.

- **Dan Raab** Sergeant, *Toledo, Ohio, Police Department*
- **Erik Welling** Sergeant, Wellness Unit, *Toledo, Ohio, Police Department*

## Giving Officers a Voice: Building an Effective Officer-Level Survey

Sunday, March 3 | 8:30 AM – 9:30 AM

Interested in asking officers about policies or their first-hand experiences, but not sure where to start? Officers can provide valuable insight into new policies or resources but are rarely given an opportunity to do so. Participants will learn about effective approaches to soliciting officer feedback through the

example of a short roll call survey, administered to over 1,100 officers with over 95% response rate, and designed by the University of Chicago Crime Lab and Health Lab in partnership with the Chicago, Illinois, Police Department. Participants will engage with guided prompts to think about survey methods and topics that could be beneficial in their own department.

- **Katie Larsen** Research Manager, *University of Chicago Crime Lab*
- **Leah Luben** Research Analyst, *University of Chicago Crime Lab*

## Officer Safety and Wellness Programs in the FBI CJIS Division

Sunday, March 3 | 8:30 AM – 9:30 AM

The U.S. Department of Justice, Federal Bureau of Investigation (FBI), Criminal Justice Information Systems (CJIS) Division presenters will speak collectively on how utilizing the provided services plays a pivotal role in the protection of law enforcement personnel. Participants will learn more about several programs at the CJIS Division related to officer safety and wellness, specifically the Violent Person File, Law Enforcement Officer Killed and Assaulted (LEOKA) Data Collection, Law Enforcement Suicide Data Collection, and the Officer Safety Awareness Training Program.

- **Buffy Bonafield** Management and Program Analyst, CJIS Division, *U.S. Department of Justice, Federal Bureau of Investigation*
- **Kevin Harris** Law Enforcement Consultant, CJIS Division, *U.S. Department of Justice, Federal Bureau of Investigation*
- **Erin Mullins** Program Analyst, CJIS Division, *U.S. Department of Justice, Federal Bureau of Investigation*
- **Scott Schubert** Section Chief, *U.S. Department of Justice, Federal Bureau of Investigation*

## Protecting Those Who Serve: Understanding Concussions and Repetitive Head Impacts in Law Enforcement

Sunday, March 3 | 8:30 AM – 9:30 AM

In this presentation, the audience will delve into a crucial and often overlooked issue – concussions and repetitive head impacts in law enforcement officers. Presenters will explore the science behind concussions, cumulative effects of repetitive head impacts and blast exposures, and unique challenges faced by law enforcement agencies in addressing these concerns. Through a comprehensive discussion of current research and expert insights, presenters aim to raise awareness about the importance of early detection, proper management, and preventive measures. Join this session to understand the multifaceted impact of these injuries on the wellbeing of law enforcement officers and discover strategies for ensuring their safety and long-term health in the line of duty.

- **Jaclyn Caccese, PhD** Assistant Professor, Health and Rehabilitation Science, *The Ohio State University*
- **Nathan Edwards** Research Scientist, Human Performance Collaborative, *The Ohio State University*
- **Enora Le Flao** Post-Doctoral Researcher, *The Ohio State University*
- **Carly Smith** Graduate Research Assistant, Health and Rehabilitation Science, *The Ohio State University*

## Strength and Resilience—How to Elicit the Relaxation Response and Build a Resilient Team of Officers

Sunday, March 3 | 8:30 AM – 9:30 AM

While daily exposure to trauma-related stress has received greater attention in the light of multiple incidents of violence, little is discussed on how such exposure effects the personal and professional lives of first responders, and even less about how acknowledgement leads to healthy solutions. This presentation will feature how the tragic events at the World Trade Center on 9/11 and at Sandy Hook Elementary school lead to the development of the HEART 9/11 SMART Program. Participants will take away a better understanding of the impact of trauma on law enforcement and the evidence behind the SMART program. Presenters will share a practical demonstration of the program on the ground and an how to evaluate the impact of an agency's stress management program.

- **Chris Balas** Assistant to the President, *HEART 9/11*
- **Richard Parenti** Sergeant/School Resource Officer, *Scituate, Rhode Island, Police Department*
- **Lisette Rivera** Lieutenant, *Dallas, Texas, Police Department*

## Avoiding the “X”: Understanding the Dynamics of Officer Safety and Citizen Interactions

Sunday, March 3 | 9:45 AM – 10:45 AM

In this session, we will focus on three studies conducted by the FBI over a 30-year period. These foundational policing studies identified three components that exist in every police encounter: (1) the officer, (2) the circumstances, and (3) the person. We will examine each one individually to understand and show how controlling each may help positively impact the outcome of each police encounter. By understanding the research and current trends and taking proactive measures within each of these three components, officers will be able to better mitigate risks associated with felonious attacks against law enforcement and improve officer safety.

- **Chris Gandia** Captain, *Londonderry, New Hampshire, Police Department*
- **Deborah Meader** Senior Policy Advisor, *U.S. Department of Justice, Bureau of Justice Assistance*
- **Sonia Quinones** Chief (Ret.), *Hallandale Beach, Florida, Police Department*

## Don't Let Work Wreck Your Wedlock: Strategies for Law Enforcement Personnel

Sunday, March 3 | 9:45 AM – 10:45 AM

This workshop will confront and tackle the unique challenges that police officers face in their intimate relationships due to the nature of their careers. The presenters will combine clinical insights from a psychologist specializing in law enforcement marriages and practical, real-life experiences from a chief of police. This presentation will offer insights into why law enforcement relationships frequently face difficulties and how officers can start making positive changes moving forward. The session will delve into strategies that are rooted in empirical evidence, presenting practical solutions heavily supported by research that officers can apply in their everyday life.

- **Paul LeBaron** Chief of Police, *Hermosa Beach, California, Police Department*
- **Rachelle Zemlock, PsyD** Police Psychologist, *First Responder Family Psychology/Cordico*

## From Operational Stress Injury to Operational Stress Management

Sunday, March 3 | 9:45 AM – 10:45 AM

Officers are the first in line to respond to dangerous life-threatening events. Coupled with ever-changing conditions, stressful situations, and the need to perform their duties while upholding professional standards, officers often experience high levels of stress that can impair decision-making and lead to fatal mistakes. Based on over 25 years of successful work with first responders, the workshop aims to highlight the importance of operational stress management, proven to reduce its long-term effects and improve operational outcomes. This experiential and interactive workshop aims to help participants identify signs of stress and distress in themselves and their colleagues and provide practical tools for daily self-preservation.

- **Hila Shvoron** Deputy CEO and Director of Resiliency and Community Department, NATAL
- **Sharon Yeheskel-Oron** Director, NATAL Global, NATAL

## IACP Officer Safety and Organizational Wellness Section Overview

Sunday, March 3 | 9:45 AM – 10:45 AM

In this session, you will hear from the leadership of the IACP Officer Safety and Organizational Wellness Section on the work being done to improve the health and wellbeing of all police employees. Each of the section's working groups will give an overview of their work to date, current projects, and goals for the upcoming year. Attendees will learn how to get involved in the section and contribute to the work they are doing.

- **Patricia Bach** Clinical Psychologist/Chaplain, *Placer County Law Enforcement Chaplaincy*
- **Caitlyn Brennan** CEO, *The 100 Club of Illinois*
- **Jeff Spivey** Senior Fellow/Executive Director, *Meadows Mental Health Policy Institute/Caruth Police Institute*

## The Mechanics of Building and Maintaining a Wellness Program

Sunday, March 3 | 9:45 AM – 10:45 AM

The challenge of starting an employee wellness program can feel overwhelming. Where to start, what policies to include, how to get buy-in, and how to maintain the program long-term are just some of the questions your agency may have. The good news is you don't have to do it alone! The Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) provides no cost training and technical assistance to state, local, territorial, tribal, and campus law enforcement agencies around the country, and has supported officer safety and wellness initiatives in more than 100 agencies. In this session you will hear from one of CRI-TAC's subject matter experts on the necessary components of launching and sustaining a wellness program, and from CRI-TAC project managers on how your agency can receive similar resources and technical assistance free of charge.

- **Hannah Aanenson** Project Manager, IACP
- **Joseph Dulla** Affiliate Faculty, *Georgia Southern University*
- **Scott J. McNamara** Chief of Police, *Methuen, Massachusetts, Police Department*
- **Dawn Reeby** Director of Crime Analysis and Disorder, *Methuen, Massachusetts, Police Department*
- **David Snively** Program Manager, IACP



## Weed, Seed, Water, and Feed: Raising Healthy Recruits in Law Enforcement

Sunday, March 3 | 9:45 AM – 10:45 AM

This session will provide a step-by-step method to help newly hired officers maintain their positive attitudes and slow down the inevitable cynicism that often builds throughout a career in law enforcement. Attendees will learn about the importance of proper nutrition, sleep, exercise, and off-duty activities to help offset compassion fatigue in the workplace. The presenter will also discuss using first responder assessment tools to monitor each officer's mindset during their first year on the street. Attendees will be provided with a template to use in their own agencies to offer support to their personnel.

- **Chelley Seibert** Training Coordinator, *Dayton, Ohio, Police Department*

## 2023 NFOP Critical Issues in Policing National Survey: Focusing on Retention and Wellbeing

Sunday, March 3 | 1:30 PM – 2:30 PM

Law enforcement is facing a retention crisis, with officers rating staff shortages as the top source of stress among all stressors faced within their lives and careers. The 2023 Critical Issues in Policing Survey, the second such national survey of United States law enforcement conducted by the National Fraternal Order of Police (NFOP), gathers officer experiences and perceptions of current issues impacting law enforcement. Data gathered from the 2023 survey provides an analysis of the interplay between sources of stress for officers, organizational justice, wellness program availability, and overall employee health. Conclusions reported are designed to support agencies in clearly identifying the drivers of retention, looking across many factors but with a specific focus on how wellness is related to retention.

- **Jacqueline Drew, PhD** Professor, *Griffith University*
- **Sherri Martin** National Director of Wellness Services, *National Fraternal Order of Police Foundation*

## From Challenge to Growth—Meaning-Making and Post-Traumatic Growth

Sunday, March 3 | 1:30 PM – 2:30 PM

In life and work, the challenges will keep coming. This session explores the growth that can come from difficult times and challenging situations. Presenters will introduce the concept of post-traumatic growth and how finding meaning from experiences can be protective and strengthening for resilience and overall mental health and wellness.

- **Anthony Maez** Deputy Commander, *The Innocent Justice Foundation*
- **Beth Medina** CEO/Program Director, *The Innocent Justice Foundation*

## National Police Wellbeing Service: Building Wrap-Around Wellbeing Support for the Whole Police Family

Sunday, March 3 | 1:30 PM – 2:30 PM

Oscar Kilo (OK) is the National Police Wellbeing Service in England and Wales, launched in 2019 to provide support and guidance to build and improve organisational wellbeing. It is a sector specific, evidence-based service, developed for policing, by policing, to help build world-class wellbeing support programs and meet the unique needs of police forces, officers, and staff. The presentation will showcase and explain all that Oscar Kilo has to offer under several key areas, highlighting broader services, along with two of the key initiatives – Operation Hampshire and OK Healthy Living. Operation Hampshire is the national response to police officer and staff assaults. OK Healthy Living brings together the work that Oscar Kilo is doing in the areas of sleep and fatigue, nutrition, and physical wellbeing.

- **David Brewster** National Operation Hampshire Lead, *Oscar Kilo – National Police Wellbeing Service*
- **Ian Hesketh, PhD** Senior Responsible Owner, *Oscar Kilo – National Police Wellbeing Service*
- **Yvonne Taylor, PhD** Chief Inspector, Healthy Living Lead, *Oscar Kilo – National Police Wellbeing Service*

## Public Health Approach to Improve Law Enforcement Outcomes: Lessons from Veteran Suicide Prevention

Sunday, March 3 | 1:30 PM – 2:30 PM

Suicide is a significant public health problem and eliminating veteran suicide is a top Veterans Affairs (VA) priority. The VA has many initiatives that target veterans who are in high-risk populations, to include law enforcement. Many officers who are military veterans are at higher risk for suicide due to multiple identities and other factors. The VA Suicide Prevention Office has partnered with the VA Police Service to address officer health and wellness. Improving officer safety and wellness starts with leadership and organizational culture change, as well as encouragement to seek out and receive help. With this focus, law enforcement can improve outcomes in their approaches to responding to those who are having a mental health crisis.

- **Cameron Burden** Law Enforcement Specialist, *Law Enforcement Training Center*
- **Stacie Kalvels** Clinical Psychologist, *Veterans Health Administration, Suicide Prevention Program*
- **Trent Pettis** Special Agent/Deputy Director, Operations, *Virginia Law Enforcement Training Center*
- **Corey Terhune** Health System Specialist, *Veterans Health Administration, Suicide Prevention Program*

## Tactical Resilience – Balancing Work and Life for Optimum Outcomes

Sunday, March 3 | 1:30 PM – 2:30 PM

The benefits of maintaining a work-life balance are innumerable, but that balance is often challenging to both implement and maintain for law enforcement personnel. This workshop will explore the crucial connection between work-life balance and officer resilience. Our panel will share strategies on how to recognize when there are barriers, either in the organizational culture or individuals' personal lives, to maintaining a healthy work-life balance in the law enforcement profession. The discussion will also explore various proven and attainable methods of maintaining a work-life balance. Finally, we will close the discussion on how departments can not only incorporate these methods, but also how they can better support their personnel as they strive to build and maintain a healthy work-life balance.

- **Dan Brite** Wellness Coordinator, *Douglas County, Colorado, Sheriff's Office*
- **Cristina Fernandez** Program Manager, *IACP*

- **Elise S. Taylor** Lieutenant/Clinical Psychologist Training Unit, *Miami Beach, Florida, Police Department*

## When Basic Peer Support just isn't Enough: Los Angeles Police Department's Specialized Cadres

Sunday, March 3 | 1:30 PM – 2:30 PM

This will be a comprehensive presentation on a robust peer support program that includes specialized cadres and complimentary training. This presentation will highlight the importance and benefits of such a program, outline its structure, and provide insights into the training methods employed to equip peer support members with necessary skills to help other department employees. Presenters will showcase the unique attributes of the following cadres: veterans, retirees, officers involved in shootings, caregivers, and those who have been injured on duty. Attendees will be able to examine how they can breathe new life into their programs, while adding targeted support, training, and interventions for the wellness of the individual and the organization.

- **Shiloh Catanese** Police Psychologist I, Behavioral Science Services, *Los Angeles, California, Police Department*
- **Madelaine Sanchez** Police Psychologist I, Behavioral Science Services, *Los Angeles, California, Police Department*

## Developing Trauma-Informed Public Safety

Sunday, March 3 | 3:00 PM – 4:00 PM

Trauma-informed care has been a staple in healthcare for decades. A mountain of data shows that experiencing trauma can have lifelong effects on the body and mind. Adding trauma-informed training to classes, like crisis intervention and other behavioral health courses, can only help to increase empathy and understanding. This presentation will discuss the neurobiological impact of repeated trauma, how first responders can better assist people with a history of trauma, and information for first responders to better recognize symptoms of traumatic stress in themselves and their peers.

- **Kaitlin Canote** Public Safety Trainer 3, *Georgia Public Safety Training Center*

## Reactive to Proactive—Reframing of the Colorado State Patrol's Wellness Culture

Sunday, March 3 | 3:00 PM – 4:00 PM

During this session, presenters will share the innovative journey of the Colorado State Patrol (CSP) wellness program. For over a year, the CSP transitioned its wellness leadership and began a push for proactive holistic wellness. CSP utilizes seven dimensions of wellness, giving members the ability to be deliberate in their wellness strategies. This approach supports reactive resources in each dimension. Offerings include neurofeedback, relationship education, first responder yoga, resilience and leadership training, and more. The resources are available through multi-faceted marketing, a revamped wellness website, and a new wellness app. The organization's culture is changing through wellness presence, peer-to-peer leadership, networking, and inclusive resources offering every member an opportunity to engage.

- **Darrell Aulston** Captain/Wellness Director, *Colorado State Patrol*
- **Joshua Downing** Lieutenant Colonel, *Colorado State Patrol*

- **Josephine McFee** Wellness Coordinator, *Colorado State Patrol*

## Reducing Officer Injuries from Physical Altercations

Sunday, March 3 | 3:00 PM – 4:00 PM

Based on data from 2020 to 2022, physical altercations are 74.45 times more likely to occur than officer-involved shootings in the Texas Department of Public Safety. Individually, defensive tactics and skills or physical fitness may not equate to desired outcomes and officer safety. Effective methods to combine arrest control tactics and physical fitness in agencies of any size will be discussed along with human performance advantages. Strategies to implement without added costs and with limited resources will be demonstrated through examples of strength training for active shooter events, daily training in an academy setting, and quarterly training plans.

- **Michael Harper** Fitness Wellness Training Manager, *Texas Department of Public Safety*
- **Brian Sunderman** Sergeant, Arrest Control Tactics Unit, *Texas Department of Public Safety*

## Set Your Agency Up for Success: Regular Mental Health Check-Ins

Sunday, March 3 | 3:00 PM – 4:00 PM

This will be a panel discussion focusing on regular mental health check-ins. Panelists will review the importance of check-ins and confidentiality. Panelists will also discuss best practices for who should attend the check-ins and how check-ins have been incorporated into policy. Having a culturally competent provider and evaluating law enforcement perceptions of the check-ins will also be discussed.

- **Adrienne Augustus** Contractor
- **Angie Jones** Wellness Coordinator, *Kansas Bureau of Investigation*
- **Mandee Kampbell** Sergeant, *Omaha, Nebraska, Police Department*
- **Nicole Pruss** Social Science Research Analyst, *U.S. Department of Justice, Office of Community Oriented Policing Services (COPS)*

## Taking Care of Your Own on Your Worst Days

Sunday, March 3 | 3:00 PM – 4:00 PM

Who do you turn to when the worst thing imaginable happens within your agency? The death of an employee can turn an agency completely upside down, especially if they are not prepared. The Wisconsin Law Enforcement Death Response Team steps in and assists agencies who have experienced a death, regardless of the circumstances, including non-sworn and retirees. The team will discuss some of the ways that agencies can prepare, things they can do when experiencing a loss, and how to help the agency and communities heal. Presenters will also discuss proactive ways they are helping to keep law enforcement mental health a priority from the first day in the academy all the way through retirement.

- **Sara Phelan** Team Member, Treasurer, *Wisconsin Law Enforcement Death Response Team*
- **Michael Sasse** Team Member, President, *Wisconsin Law Enforcement Death Response Team*