

# WELCOME

Dear Colleagues:

On behalf of the IACP's Governing Body, I want to welcome you to the first ever Officer Safety and Wellness Symposium.

The agenda for the Officer Safety and Wellness Symposium was developed to provide you with a rich and rewarding experience. In addition to an outstanding schedule of training opportunities, you'll be able to foster and enhance relationships across jurisdictional and professional boundaries.

In this first year, the list of workshops encompasses a comprehensive approach to officer safety and wellness presented by an unprecedented list of subject experts. These workshops address best practices, present research findings, discuss emerging issues, and offer solutions. In addition to the workshops, there will be meditation and yoga sessions to enable participants to immerse themselves in the wellness mindset.

Through your attendance at this symposium, your membership, and your dedication to advancing the law enforcement profession, you help make IACP's vision of improving officer safety and wellness a reality. Thank you for all you do on behalf of your communities, your agencies, and the IACP.

My best wishes for a productive and enjoyable event.

Stay Safe,



Paul M. Cell  
*President*  
International Association of Chiefs of Police

# SCHEDULE AT A GLANCE

SUNDAY, FEBRUARY 17	
2:00 PM - 4:00 PM	Registration

DAY ONE • MONDAY, FEBRUARY 18	
8:00 AM - 8:30 AM	Mindfulness Session (Optional)
8:00 AM - 9:00 AM	Registration
9:00 AM - 10:30 AM	Opening Session
<b>10:30 AM - 10:45 AM</b>	<b>Break</b>
10:45 AM - 11:45 AM	Workshops
11:45 AM - 12:45 PM	Lunch (Provided)
12:45 PM - 1:45 PM	Workshops
<b>1:45 PM - 2:00 PM</b>	<b>Break</b>
2:00 PM - 3:00 PM	Workshops
<b>3:00 PM - 3:30 PM</b>	<b>Break with Plank Challenge</b>
3:30 PM - 4:30 PM	Workshops
4:30 PM - 5:30 PM	Welcome Reception

DAY TWO • TUESDAY, FEBRUARY 19	
7:00 AM - 7:30 AM	Yoga Session (Optional)
8:30 AM - 9:30 AM	Workshops
<b>9:30 AM - 9:45 AM</b>	<b>Break</b>
9:45 AM - 10:45 AM	Workshops
<b>10:45 AM - 11:15 AM</b>	<b>Break with Plank Challenge</b>
11:15 AM - 12:15 PM	Workshops
12:30 PM - 2:00 PM	Closing Session (Lunch Provided)
2:30 PM - 4:00 PM	Roundtables



# 2019 IACP OFFICER SAFETY AND WELLNESS SYMPOSIUM - WORKSHOP SPEAKERS

## MONDAY ■ FEBRUARY 18

8:00 AM - 8:30 AM

### MINDFULNESS SESSION (OPTIONAL)

REGENCY EAST 3

**Gina Rollo White**, *Founder & Director, Mindful Junkie Outreach*

Curious about mindfulness? Get a little taste of what it's all about. Session includes a brief talk about mindfulness, and a real time practice. No yoga pants required - we will be sitting in chairs!

8:00 AM - 9:00 AM

### REGISTRATION

REGENCY EAST FOYER

9:00 AM - 10:30 AM

### OPENING SESSION

REGENCY EAST BALLROOM

**Phil Keith**, *Director, Office of Community Oriented Policing Services, U.S. Department of Justice*

**Paul M. Cell**, *President, International Association of Chiefs of Police*

**Bryan Vila, PhD**, *Professor Emeritus, Criminal Justice and Criminology, Washington State University*

Bryan Vila, PhD, is Professor Emeritus of Criminal Justice and Criminology at Washington State University and founded the Sleep and Performance Research Center (SPRC) Simulated Hazardous Operational Tasks laboratory in Spokane, Washington. Prior to becoming an academic and research scientist in 1990, Dr. Vila served as a law enforcement officer and executive. He has published more than 70 articles based on his research, as well as four books, including *Tired Cops: The Importance of Managing Police Fatigue* and *Micronesian Blues*.

10:30 AM - 10:45 AM

### BREAK

REGENCY EAST FOYER

10:45 AM - 11:45 AM

### BUILDING RESILIENCE

REGENCY EAST 1

**Judy Saltzberg, PhD**, *Curriculum Developer and Lead Instructor, Positive Psychology Center, University of Pennsylvania*

The Penn Resilience Program (PRP) equips individuals with practical skills that help them navigate adversity and grow and thrive in their professional and personal life. In a variety of settings, PRP has been shown to reduce mental health problems, and increase optimism and well-being. A pilot program for Law Enforcement, in partnership with Bureau of Justice Assistance (BJA) and IACP, has been launched. This presentation will review the history and empirical support of the Penn Resilience Program. We will review the skills that build resilience, and focus on one core factor in building resilience: optimism. Attendees will learn the science of optimism and the important outcomes it predicts including workplace performance, mental health and physical health. We will also discuss pessimistic patterns in thinking called thinking traps, which undercut resilience. Attendees will learn to develop mental cues to maintain an optimistic mindset.

CONCURRENT

CONCURRENT

10:45 AM - 11:45 AM

**CHIEF RELIEF: THE IMPORTANCE OF A WORK-LIFE BALANCE AS A MECHANISM OF BURNOUT PREVENTION AMONG POLICE CHIEFS**

**REGENCY EAST 2**

**William King, PhD**, Professor and Associate Dean of Research and Program Development, Sam Houston State University

**Patrick Brady, PhD**, Assistant Professor, Department of Criminology, University of West Georgia

Police chiefs spend much of their time addressing the concerns and well-being of their officers. Great leaders, however, cannot effectively help others unless they first help themselves. While much of the stress and policing research has focused on front-line officers, less is known about the personal and work-related factors driving burnout among police chiefs and administrators. In this presentation, we describe the findings from a recent study of 881 police chiefs. The findings indicate that a work-life balance is key to preventing burnout among police chiefs. During this session, participants will learn about the cyclical pattern of how stress from the job can influence relationships with friends and family members outside of work, and how the strains of one's personal life shape work-related attitudes and drive burnout. This session will help participants develop initiatives to improve the health and well-being of officers by promoting realistic strategies to sustain a work-life balance.

10:45 AM - 11:45 AM

**ADDICTION AND TRAUMA IN LAW ENFORCEMENT**

**REGENCY EAST 3**

**Aaron Snyder**, Sergeant, Indianapolis, Indiana, Metropolitan Police Department

Exposure to stress and trauma over the course of an officer's career increases their risk of developing addictive behaviors. Alcohol, opioids and other controlled substances are often used as an unhealthy response to the mental, emotional and physical distress officers may experience during their career. This presentation will discuss trauma and its relationship to addiction and self-medication in law enforcement and how a pro-active approach to officers' wellness builds resiliency for long-term success. Sergeant Snyder will discuss his experience in working with officers' suffering from addiction and his utilization of local and national resources to help officers get and stay healthy.

11:45 AM - 12:45 PM

**LUNCH**

**REGENCY WEST BALLROOM**

*Lunch Provided*

CONCURRENT

12:45 PM - 1:45 PM

**FINANCIAL WELLNESS: YOUR BEST FUTURE STARTS NOW!**

**REGENCY EAST 1**

**Cathy Haggerty**, Commander (Ret.), Austin, Texas, Police Department

In this seminar, learn the basics of government retirement- what to look for, how to plan, and the first steps to take. Hear from a former pension board member who has over a decade of pension experience. As government workers, you have the advantage of having a more secure retirement than many of your civilian counterparts, but do you know how to really make it work for you? Ms. Haggerty has seen the good, the bad, and the ugly. Although not a certified financial planner, Ms. Haggerty will provide an overview on the basics of financial wellness, suggest things to look out for, and touch on things you may want to start doing now. Let's have a discussion so you can take home ideas about how to be prepared. After all, preparing starts now!

CONCURRENT

12:45 PM – 1:45 PM

**COMPONENTS OF A SUCCESSFUL PEER SUPPORT PROGRAM**

**REGENCY EAST 2**

**Tom Coghlan, PsyD**, *Detective (Ret.), New York City, New York, Police Department*  
**Rick Foley**, *Staff Sergeant, Provincial Coordinator, Critical Incident Stress Response/Peer Support Teams, Ontario Provincial Police*

There are multiple variables which contribute to success or failure of peer support programs. This session will examine these factors from multiple perspectives, analyzing what it takes to create a successful peer support program and using case studies to illustrate outcomes and results. Staff Sergeant Foley will break down the development of such programs including the Ontario Provincial Police’s (OPP) Mental Health Strategy, discussing the importance of each step of the process, including recruitment and selection, diversification, engagement, the OPP’s Suicide Intervention Protocol and more. Detective Coghlan will then use case studies to assess officers receiving treatment through a peer support program, including conducting related psychological fitness-for-duty evaluations. Variables such as confidentiality, coercion, malingering, treatment resistance, and symptom severity will be explored. The design of the New York Police Department’s peer-support program will also be presented. Speakers will provide recommendations for effective treatment and evaluation of officers receiving treatment through a peer-support program and evaluated for return to full-duty work.

12:45 PM – 1:45 PM

**DROWSY DRIVING: A WAKE-UP CALL**

**REGENCY EAST 3**

**Tom Musick**, *Senior Program Manager, Transportation Safety Advocacy, National Safety Council*

Many law enforcement officers may be at heightened risk for drowsy driving. The combination of high-stress work and high-volume driving – not to mention overnight or overtime shifts – can increase the chances of fatigue. That is a serious issue when it comes to officer safety and wellness. Studies suggest that fatigue and drowsiness may play a contributing role in up to 21 percent of fatal crashes. Another study suggests that losing just a couple hours of sleep puts you at the same crash risk as someone driving with a .08 blood-alcohol concentration. Learn the risks of drowsy driving and how you can protect yourself, your colleagues and your community from this preventable danger.

1:45 PM – 2:00 PM

**BREAK**

**REGENCY EAST FOYER**

2:00 PM – 3:00 PM

**GOT YOUR SIX: EXERCISE SOLUTIONS TO MEASURABLY REDUCE INJURY RISK AND OPTIMIZE TACTICAL ATHLETICISM**

**REGENCY EAST 1**

**Mandy Nice**, *President, The Nice Life, LLC*

An officer’s reaction time, speed and strength can either save or lose lives. Thus, optimizing physical fitness is key. This dynamic session will provide attendees with science-based, results-oriented, occupation-specific exercise solutions for law enforcement officers. Specifically, we will discuss how to build fitness programs to achieve measurable outcomes including: reduced injury risk, reduced musculoskeletal back/joint pain, maximized fitness test scores, optimized tactical athleticism and lengthened officer lifespan. Award-winning, practical and affordable best practices will be shared as well as guidance on how to start an exercise program that satisfies the greatest needs of employees and highest expectations of command staff. Attendees will leave with an action plan to help officers optimize their fitness levels so that they can feel their best, do their best and enjoy a healthy career and retirement.

CONCURRENT

2:00 PM - 3:00 PM

**LEARNING FROM THE NEAR MISS MOMENTS  
IN LAW ENFORCEMENT TO PREVENT TRAGEDY**

**REGENCY EAST 2**

**David Waltemeyer**, *Deputy Chief, Melbourne, Florida, Police Department*  
**Brett Cowell**, *National Police Foundation*

Almost everyone that has spent time in a high-risk profession, particularly law enforcement, has experienced a situation that almost went horribly wrong. The lessons learned from such an experience can greatly benefit the person involved, but rarely are they ever shared beyond a close network of friends and coworkers. However, if these stories and the lessons learned from them can be systematically collected and analyzed, they can improve the safety of law enforcement officers across the country. This presentation will discuss the Law Enforcement Officer (LEO) Near Miss initiative, how officers can get involved, and the impact the initiative can have on improving officer safety.

2:00 PM - 3:00 PM

**PTSD AND POLICE SUICIDE: A DANGEROUS ASSOCIATION**

**REGENCY EAST 3**

**Tom Coghlan, PsyD**, *Detective (Ret.), New York City, New York, Police Department*  
**John Violanti, PhD**, *Research Professor of Epidemiology and Environmental Health, University of Buffalo School of Public Health and Health Professions*

Post-traumatic Stress Disorder (PTSD) may occur when a person is exposed to trauma. Police officers are often exposed to traumatic events such as abused children, dead bodies, severe assaults, and involvement in shootings. Such exposure can therefore increase the risk of PTSD among law enforcement personnel. Previous research has shown that PTSD is associated with suicide, thus also increasing the risk of suicide in this occupation. This presentation will describe the criterion for PTSD, research which shows the connection with suicide, and some new evidence concerning the effect of PTSD on police decision making.

3:00 PM - 3:30 PM

**BREAK WITH PLANK CHALLENGE**

**LOS RIOS FOYER**



Show off your fitness skills and compete against your peers in the Plank Challenge. The plank is a core strength exercise that involves maintaining a position similar to a push-up for the maximum possible time. The participant that is able to maintain the plank the longest over the course of the two day challenge will be declared the winner. Winner will receive a complimentary registration for their agency to either the IACP Technology Conference or the Drugs, Alcohol, and Impaired Driving Conference.

CONCURRENT

3:30 PM – 4:30 PM

**BUREAU OF JUSTICE ASSISTANCE OFFICER SAFETY AND WELLNESS EFFORTS**

**REGENCY EAST 2**

**Jon Adler**, *Director, Bureau of Justice Assistance, U.S. Department of Justice*  
**Hope Janke**, *Director, Public Safety Officers' Benefits Program, Bureau of Justice Assistance, U.S. Department of Justice*  
**Richard Creamer**, *Corporal, Norfolk, Virginia, Police Department*  
**Jennifer Styles**, *Program Manager, International Association of Chiefs of Police*

The Bureau of Justice Assistance (BJA) has made its top priority to provide law enforcement officers with the proper resources and support to remain healthy and well. This session will provide an overview of BJA's programs and resources that law enforcement officers and professionals in the field can utilize to increase their wellness and safety efforts. BJA will present on the Officer Robert Wilson III Preventing Violence Against Law Enforcement and Ensuring Officer Resilience and Survivability (VALOR) Initiative, Public Safety Officer's Benefits, and the Bulletproof Vest Partnership. An officer from the Norfolk, Virginia, Police Department, a pilot site with the VALOR Resilience Training Program, will discuss his experiences with the training and the importance of addressing officer resilience. Lastly, attendees will hear about the National Officer Safety Initiative's Program National Consortium on Preventing Law Enforcement Suicide program, which will address law enforcement suicide prevention and awareness.

3:30 PM – 4:30 PM

**OFFICER WELLNESS AND SAFETY: AN INTENTIONAL PRIORITY**

**REGENCY EAST 3**

**Michael Goldstein**, *Chief, Plymouth, Minnesota, Police Department*

This session will provide attendees a practical approach and guidance for the support, establishment and ongoing maintenance of a comprehensive wellness program for public safety professionals, predicated upon irrefutable data gathered from a multitude of national, valid, and reliable studies. The data - specific to fatigue, stress, chronic disease, and psychological ailments - vividly illustrates the obligation police leaders possess to deliver a menu of wellness options to their personnel. Attendees will learn about physical, mental and spiritual health programming to assist their personnel's overall wellness and performance optimization.

4:30 PM – 5:30 PM

**RECEPTION**

**RIO GRANDE BALLROOM**

Join your colleagues for networking, healthy snacks and beverages, and interesting cooking demonstrations.

7:00 AM – 7:30 AM

**YOGA (OPTIONAL)**

**GARDEN TERRACE**



**Lesley Ramsey**, *Yoga Instructor, MBS Fitness*

This 30-minute session will begin with a simple seated warm-up to ground the body and center the attention on the breath. This is followed by a short series of standing postures and movements synchronized with the breath. The session concludes with a guided relaxation meditation. Lesley Ramsey is a Yoga Alliance certified yoga instructor at the 500 hour level.

8:30 AM – 9:30 AM

**KEEPING THE SUPER HEROES SUPER**

**REGENCY EAST 1**

**Kimberly Miller, PhD**, *Licensed Psychologist, Kimberly A. Miller & Associates, LLC*

Public safety professionals are passionate about serving others; however, this calling can take its toll. High stress, low sleep, dealing with the worst of society and witnessing human tragedy reduces employees' mental/physical health. This class will explore the differences between stress, burnout and compassion fatigue and describe how to address each one, discuss why we all struggle to have balance in our lives and engage in regular self-care, detail what our "early warning systems" are, and describe specific strategies, tools and interventions that can be used by both individuals and organizations to foster healthy coping, balance and a positive mindset in employees.

8:30 AM – 9:30 AM

**OFFICE OF COMMUNITY ORIENTED POLICING SERVICES OFFICER SAFETY AND WELLNESS EFFORTS**

**REGENCY EAST 2**

**Phil Keith**, *Director, Office of Community Oriented Policing Services, U.S. Department of Justice*

**Deborah Spence**, *Assistant Director, Research and Development Division, Office of Community Oriented Policing Services, U.S. Department of Justice*

**Jonathan Sheinberg, MD**, *Lieutenant, Cedar Park, Texas, Police Department*

**Jennifer Styles**, *Program Manager, International Association of Chiefs of Police*

The Office of Community Oriented Policing Services (COPS Office) understands that there are many perspectives within officer safety and wellness. This session will provide attendees with an overview of the COPS Office's programs and resources that law enforcement officers, their families, and professionals in the field can utilize to increase their wellness and safety efforts. The COPS Office will present on the National Officer Safety and Wellness Working Group and the takeaways from the multi-stakeholder discussions. Dr. Sheinberg will present on the dangerous prevalence of coronary disease in law enforcement and methods to help prevent heart attacks. Lastly, attendees will learn about the IACP's new COPS Office funded family wellness project. Families are a vital part of an officer's safety and wellness. Attendees will learn about existing resources and tools to look for in the near future.

8:30 AM – 9:30 AM

**NUTRITION-ON-THE-GO: HOW TO MAKE THE MOST OF YOUR FOOD CHOICES**

**REGENCY EAST 3**

**Lana Frantzen, PhD**, *Vice President, Health and Wellness, Dairy MAX*

On average, people make over 300 food choices a day. When time is a factor, convenience may become a significant influence. Convenience doesn't have to mean sacrificing quality, cost, nutrition and flavor. This session will discuss what people can and should be eating instead of an elimination approach. Attendees will learn more about science-based tips and tools to make the most of their food choices and ultimately fuel their day energetically. This workshop will also explore common nutrition myths to set the record straight on maximizing attendees' nutrition choices. In the end, participants will leave with actionable steps to make the most of their food choices and enjoy the flavor of food.

CONCURRENT



9:30 AM - 9:45 AM

**BREAK**

**REGENCY EAST FOYER**

9:45 AM - 10:45 AM

**MINDFULNESS: A NON-TRADITIONAL APPROACH TO WELL-BEING FOR PUBLIC SAFETY**

**REGENCY EAST 1**

**Gina Rollo White**, *Founder & Director, Mindful Junkie Outreach*

Chronic exposure to trauma takes a toll on public safety personnel, on and off the job. Research suggests that first responders are far more likely than the general population to suffer from a number of mental and physical health issues, some of which can be fatal. As traditional wellness tools seem to fall short, agencies are changing direction to try innovative tools that may seem unconventional to the public safety culture. Training in mindfulness techniques has the potential to assist public safety professionals, manage stress, and build resilience.

This session will introduce the mindfulness trainings Ms. White has been delivering to law enforcement nationwide - Tactical Brain Training: Mindfulness for First Responders. Explore how mindfulness teaches first responders to manage reactions, notice impulses, and work through emotions - in the moment, and at home. These life-changing practices help public safety personnel reduce anxiety, improve sleep, process traumatic events, and sustain focus in chaotic situations.

9:45 AM - 10:45 AM

**PTSD AND POLICE SUICIDE: A DANGEROUS ASSOCIATION**

**REGENCY EAST 2**

**Tom Coghlan, PsyD**, *Detective (Ret.), New York City, New York, Police Department*  
**John Violanti, PhD**, *Research Professor of Epidemiology and Environmental Health, University of Buffalo School of Public Health and Health Professions*

Post-traumatic Stress Disorder (PTSD) may occur when a person is exposed to trauma. Police officers are often exposed to traumatic events such as abused children, dead bodies, severe assaults, and involvement in shootings. Such exposure can therefore increase the risk of PTSD among law enforcement personnel. Previous research has shown that PTSD is associated with suicide, thus also increasing the risk of suicide in this occupation. This presentation will describe the criterion for PTSD, research which shows the connection with suicide, and some new evidence concerning the effect of PTSD on police decision making.

9:45 AM - 10:45 AM

**THE ALERTNESS EDGE: MANAGING THE EFFECTS OF SLEEP LOSS AND SHIFT WORK ON LAW ENFORCEMENT PROFESSIONALS**

**REGENCY EAST 3**

**Lois James, PhD**, *Assistant Professor, Washington State University College of Nursing, Sleep and Performance Research Center*

The effects of sleep restriction, fatigue, and circadian disruption due to shift work on police officers are severe. Police executives are paying more and more attention to the risks associated with shift work and emerging strategies for managing these risks. Throughout the course of this talk, a comprehensive look at the short and long-term effects of sleep loss will be presented, as well as evidence-based strategies for managing police fatigue. Strategies will include those targeted at the employee, such as sleep screening and fatigue management; and those targeted at the organization, for example monitoring employees for fatigue and smart shift scheduling.

CONCURRENT

10:45 AM – 11:15 AM



**BREAK WITH PLANK CHALLENGE**

**LOS RIOS FOYER**

Day two of the Plank Challenge! Think you have what it takes? The winner will be announced at the closing session.

11:15 AM – 12:15 PM

**PERFORMANCE AND RECOVERY OPTIMIZATION:  
EXPANDING AN OFFICER'S OPTIMAL PERFORMANCE  
ZONE FOR OVERALL HEALTH AND WELLNESS**

**REGENCY EAST 2**

**Brandi Burque, PhD**, *Police Psychologist, Bexar County, Texas, Sheriff's Office*

**William Land, PhD**, *Associate Professor, Department of Kinesiology, Health and Nutrition, University of Texas at San Antonio*

**Joel Pope**, *Officer, San Antonio, Texas, Police Department*

In this workshop, participants will be provided an overview of the Performance and Recovery Optimization program (PRO), an integrated health and wellness program developed in the San Antonio Police Department. Key aspects of the program will be discussed, along with case examples, and ideas for future development and implementation. Participants will be provided with ideas on how to develop a program for their own agency.

11:15 AM – 12:15 PM

**COMPONENTS OF A SUCCESSFUL  
PEER SUPPORT PROGRAM**

**REGENCY EAST 3**

**Tom Coghlan, PsyD**, *Detective (Ret.), New York City, New York, Police Department*

**Rick Foley**, *Staff Sergeant, Ontario Provincial Police, Provincial Coordinator - Critical Incident Stress Response/Peer Support Team*

There are multiple variables which contribute to success or failure of peer support programs. This session will examine these factors from multiple perspectives, analyzing what it takes to create a successful peer support program and using case studies to illustrate outcomes and results. Staff Sergeant Foley will break down the development of such programs including the Ontario Provincial Police's (OPP) Mental Health Strategy, discussing the importance of each step of the process, including recruitment and selection, diversification, engagement, the OPP's Suicide Intervention Protocol and more. Detective Coghlan will then use case studies to assess officers receiving treatment through a peer support program, including conducting related psychological fitness-for-duty evaluations. Variables such as confidentiality, coercion, malingering, treatment resistance, and symptom severity will be explored. The design of the New York Police Department's peer-support program will also be presented. Speakers will provide recommendations for effective treatment and evaluation of officers receiving treatment through a peer-support program and evaluated for return to full-duty work.

11:15 AM – 12:15 PM

**OK OR KO'D? UK POLICING APPROACH TO OFFICER  
WELLNESS: RHETORIC TO REALITY**

**REGENCY EAST 1**

**Ian Hesketh, PhD**, *Senior Policy Advisor, Organizational Development and Wellbeing, College of Policing, London, United Kingdom*

This workshop details the journey to establish a blue light wellbeing framework that provides guidance on measures and interventions that can enable police to cope with these additional burdens. It will detail the practical implications of coralling multiple public service bodies to work together towards this ambition. We will describe the conception, creation, launch and everyday use of Oscar Kilo (OK), the UK police delivery portal for officer wellness. We will also explain the criticality of stakeholder engagement, joint working and coproduction. This will form the backbone of our presentations and we will detail the practical steps to establish a credible service, including the physical, psychological, societal and financial aspects of officer wellness.

CONCURRENT

12:30 PM – 2:00 PM

**CLOSING SESSION (LUNCH PROVIDED)**

**Regency West Ballroom**

**Jon Adler**, Director, Bureau of Justice Assistance, U.S. Department of Justice

**Domingo Herraiz**, Director of Programs, International Association of Chiefs of Police

**Clint and Joanie Malarchuk**

Clint Malarchuk is a former National Hockey League (NHL) goaltender and current mental health advocate. Following one of the most gruesome, life-threatening injuries on the ice, Clint struggled with anxiety, depression and post traumatic stress disorder (PTSD). Now mental health advocates, Clint and his wife, Joanie, speak professionally about their experiences and how mental health can affect family wellness. Clint has numerous published articles and documentaries, and is also the author of a book titled *A Matter of Inches*.

2:30 PM – 4:00 PM

**ROUNDTABLES**

**REGENCY EAST**

The afternoon roundtables provide added value to your symposium experience. These informal discussions are a great way to network with your peers and take home even more great ideas to your agency.



**Fitness**

Ready to take your fitness initiatives to the next level? Join this roundtable discussion to get your questions answered and discuss ideas with colleagues.

*Facilitator: Mandy Nice, President, The Nice Life, LLC*



**Wellness**

Are you interested in talking more about resiliency, peer support, and other mental wellness topics? Join this group, facilitated by subject matter experts who can provide additional perspective.

*Facilitators: Tom Coghlan, PsyD, Detective (Ret.) New York City, New York, Police Department and Brandi Burque, PhD, Policy Psychologist, Bexar County, Texas, Sheriff's Office*



**Executive Discussion**

Network with other chief executives who are facing many of the same challenges you are. Discuss solutions and take home best practices from your peers.

*Facilitator: Michael Goldstein, Chief, Plymouth, Minnesota, Police Department*



**Putting Your Ideas Into Action**

You just learned and gathered a ton of information. What now? Build a plan and determine your next steps as you head home from the symposium.

*Facilitator: Rebecca Stickley, Program Manager, International Association of Chiefs of Police*



**Small Agency Brainstorming**

Come together with symposium participants from other small agencies to talk through your officer safety and wellness initiatives, concerns, questions, and ideas.

*Facilitator: Kathleen Kelley, Project Coordinator, International Association of Chiefs of Police*

