



## Schedule at a Glance

*Disclaimer: Schedule is subject to change.*

February 26, 2020	
12:00PM–5:00PM	<b>Registration</b> <i>Room: Lower Promenade</i>
February 27, 2020	
8:00AM–5:00PM	<b>Registration</b> <i>Room: Lower Promenade</i>
9:00AM–10:30AM	<b>Opening Session</b> <i>Room: Regency Ballroom</i> IACP's 2020 OSW Symposium will kick off with discussions by IACP President Steven R. Casstevens and federal partners about the trends and issues of officer safety and wellness today.
10:30AM–11:00AM	<b>Networking Break</b> <i>Room: Upper and Lower Promenade</i>
11:00AM–12:00 <b>NOON</b>	<b>Workshops</b>
	<p><b>The Institution, Leadership, and Culture—The Major Impediment to Better Health and Well-Being in Policing</b> <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Grant Edwards, Commander, Australian Federal Police</i></li> </ul> <p>To raise awareness, provide support, and promote well-being, a far-reaching institutional and leadership change program is required in policing. Perhaps the biggest impact on gaining traction of any mental health program is the policing culture—a culture based on stoicism, that is the endurance of pain or hardship without a display of feelings and without complaint, separating yourself from feelings and emotions to get the job done. This culture breeds distrust, cynicism, and skepticism—all honed as a survival mechanism, physically, emotionally, and psychologically. This workshop will holistically address the issue of police mental health cultural reform through four angles: underdeveloped human capital, weak and confused vocational police capability, major leadership deficiencies, and dysfunctional institution practices. Learn how to develop, plan, and engage on a program for law enforcement staff focusing on trust, commitment, overt actions, and communication to normalize mental health into policing.</p>
	<p><b>Peer Support Lessons Learned: Peer Prevention, Peer Intervention, and Peer Postvention Services</b> <i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Cherie Castellano, Director, Rutgers University National Center for Peer Support</i></li> <li>• <i>Robert Czepiel, Chief Resiliency Officer, Attorney General's Office, New Jersey</i></li> </ul>

	<p>Twenty years of peer support service analysis from Cop2Cop and Vets4Warriors national best practice models will be reviewed for practical application for leaders in law enforcement. The session will highlight prevention, intervention, and postvention adaptations, as well as crisis response options for mass disasters and critical incidents. Employee Assistance Program (EAP) enhancement options will also be explored. Award-winning national model, “Reciprocal Peer Support” tasks, applications, and evidence-based research will be highlighted to inform leaders of structured roles for peers for resilience building and suicide prevention.</p>
	<p><b>Reducing the Number One Killer of Men and Women in Uniform—Heart Disease</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Larry Austin, Senior Research Associate, Institute for Intergovernmental Research (IIR)</i></li> <li>• <i>Johnathan Sheinberg, Lieutenant, Cedar Park Police Department, Texas</i></li> <li>• <i>Craig Bettis, Commander, Vail Police Department, Colorado</i></li> </ul> <p>Heart attacks are the leading cause of death in law enforcement officers. The average age of a law enforcement officer who suffers a heart attack is 48, while the age is closer to 65 in the civilian population. Law enforcement officers have a life expectancy that is more than 20 years less than their civilian counterparts. Currently, only line of duty (LOD) heart attacks that result in death are identified. The Commission on Accreditation for Law Enforcement Agencies determined that a LOD heart attack may result in a cost in excess of \$500K–\$750K. It is therefore imperative that law enforcement leadership mitigate the toll that heart disease takes on its officers and its community. Vail Police Department has implemented a tremendously successful program designed to do just that.</p>
	<p><b>Physical Rehabilitation in Police Departments: Program Benefits and Keys for Success</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Rebecca Swan, Athletic Therapist-Athletic Therapy and Wellness Unit, Vancouver Police Department, British Columbia, Canada</i></li> </ul> <p>Law enforcement is physically demanding and requires police officers to be physically ready at all times to stay safe. Physical injuries do occur, and the severity and recovery rate of the injury can have a significant impact on the officer as well as the agency. Physical rehabilitation and reconditioning are growing in police departments due to the positive impact they can have at the individual and organizational level. This presentation will take participants through a journey of the benefits of having easily accessible physical rehabilitation services for officers, different key items needed to effectively implement such programs, and different approaches to implement a program that fits an agency’s budget.</p>
	<p><b>CRI-TAC: Implementing OSW Promising Practices in Your Agency</b>  <i>Room: Riverfront Central Hall</i></p>
12:00 NOON–1:30PM	<b>Lunch</b>
1:30PM–2:30PM	<b>Workshops</b>
	<p><b>A Comprehensive Suicide Prevention Framework for Departments</b>  <i>Room: Regency Ballroom</i></p>
	<p><b>Predicting Hazardous Levels of Burnout and Job Dissatisfaction: Findings from 741 Police Leaders</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>William King, Professor, Boise State University</i></li> <li>• <i>Stan Standridge, Chief, Abilene Police Department, Texas</i></li> </ul> <p>This session will present findings from a national study of burnout and job dissatisfaction experienced by 741 police chiefs, to identify police leaders who are at greatest risk for developing adverse reactions. The data was gathered during 2018</p>

	<p>as part of a study assisted by the IACP's SafeShield Committee. The session focuses on chiefs who reported the highest levels of burnout and job dissatisfaction because they are in the greatest distress and at the most risk for adverse outcomes for their work, health, and well-being. The findings reveal patterns in those at greatest risk for experiencing burnout and dissatisfaction. The presenter will highlight some effective coping strategies police leaders may use.</p>
	<p><b>Resilience in Law Enforcement: Thriving in the Face of Adversity</b>  <i>Room: Riverfront Central Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Rich Creamer, Sergeant, Norfolk Police Department, Virginia</i></li> <li>• <i>Kevin Kinney, Sergeant, South Dakota Highway Patrol</i></li> <li>• <i>Stephanie Janiak, Officer, Lincoln Police Department, Nebraska</i></li> <li>• <i>Judy Saltzberg, PhD, University of Pennsylvania, Positive Psychology Center</i></li> </ul> <p>Policing is a difficult and stressful job, with higher physical and mental health risks than most other professions. Resilience is the ability to navigate adversity and to grow and thrive in the face of challenges. Skills acquired through resilience training help officers adapt to change, recover, learn, and grow through challenges. This workshop will present recommendations for proactively and effectively dealing with the physical and mental stressors that law enforcement officers experience. Representatives on the panel will discuss implementation plans for incorporating the IACP/Bureau of Justice Assistance/University of Pennsylvania Positive Psychology Center VALOR Resilience Training Program into agency training schedules and agency culture, the impact of resilience skills on personal and professional lives, and the importance of resilience skills for the law enforcement field.</p>
	<p><b>Tactical Sports Medicine—The Next Evolution to Caring for Injured First Responders</b>  <i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Joseph Dulla, Lieutenant, Los Angeles County Sheriff's Department, California</i></li> <li>• <i>Joseph Horrigan</i></li> </ul> <p>Workplace injuries, traditional occupational medicine, and Worker's Compensation systems do not always align for best outcomes for officers and departments. This presentation will focus on the Human Performance Optimization pillar of injury treatment and mitigation. The Joint Tactical Sports Medicine program between the Los Angeles County Sheriff's Department and the Southern California University of Health Sciences will be presented along with specific methods that any law enforcement organization could scale to their unique operating environment.</p>
	<p><b>Post-Incident Care: Effective Response to Officer Trauma Exposure</b>  <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Walter Katz, Director of Professional Services, Benchmark Analytics</i></li> <li>• <i>Alexa James, Executive Director, National Alliance on Mental Illness, Chicago</i></li> <li>• <i>Max Geron, Acting Deputy Chief, Dallas Police Department, Texas</i></li> </ul> <p>While exposure to critical incidents is a common occurrence in policing, no event is seen as more traumatic by officers than the death of fellow officers. On July 7, 2016, five Dallas officers were killed by a gun man. In 2018, four Chicago police officers died in the line of duty. Two of the officers were assigned to a patrol district that was already grappling with two recent officer suicides. How departments respond to officers' trauma exposure has lately evolved with departments developing policies, protocols, and care units dedicated to post-critical incident care. Through case studies of the critical incidents in Dallas and Chicago, followed</p>

	<p>by a moderated discussion, attendees will learn how departments can build effective trauma response.</p>
	<p><b>Addressing Police and Community Trauma: A Path Toward Collective Healing</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Chris Scallon, Sergeant, Norfolk Police Department, Virginia</i></li> <li>• <i>Scott Sitts, Lieutenant, Rapid City Police Department, South Dakota</i></li> <li>• <i>Barbra De Salvo, Collective Healing Project Manager, Oakland Police Department, California</i></li> </ul> <p>In 2018, five law enforcement agencies were funded by the IACP, through support from the Office for Victims of Crime, to implement trauma-informed strategies to promote collective healing between police and the communities they serve. Known as Collective Healing, the project aims to address and mitigate the impacts of trauma with a key component of acknowledging officer wellness as critical in strategies to improve relationships with communities, including victims and victim service providers, and critical to officer well-being within their jobs, their agencies, and their families. Through identifying and acknowledging trauma, enhancing victim services and bridging the divide in underserved communities, a path to healing can be created which improves safety and healing for all.</p>
2:30PM–3:00PM	<p><b>Activity Break</b>  <i>Room: Upper Promenade</i></p> <p>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 winner will receive a complimentary registration for their agency to either the IACP Technology Conference or the Drugs, Alcohol, and Impaired Driving Conference.</p>
3:00PM–4:00PM	<p><b>Workshops</b></p>
	<p><b>Small Grants for Big Ideas: How COPS Office Funding Can Help</b>  <i>Room: Hibiscus</i></p>
	<p><b>Understanding the Connections: How and Why Domestic Violence, Substance Misuse, and Suicide Risk Are Associated Among Law Enforcement</b>  <i>Room: Riverfront Central Hall</i></p>
	<p><b>Law Enforcement Stress and Work-Family Conflict—Initiatives to Increase Wellness and Resiliency</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Jennifer Griffin, PhD, Captain, Delaware State Police</i></li> </ul> <p>Stress and burnout have long been recognized as common hazards among police officers. The present study examines whether demographic characteristics and assignment affect police officers work-family conflict, resiliency, stress and burnout and whether work-family conflict and resiliency mediate the stress and burnout of police officers. Data was collected from a Mid-Atlantic police agency through a web-based survey. Regression results revealed work-family conflict was positively related to stress and burnout, while resiliency was inversely linked to stress and burnout, and that stress was found to be positively associated with burnout. Implications for research and policy are discussed to increase health, wellness, and resiliency of officers and agencies.</p>
	<p><b>Creating a Trauma-Informed Law Enforcement Agency and Culture: A Case Study</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Brian Corr, Executive Director, Peace Commission, City of Cambridge, Massachusetts</i></li> </ul>

	<ul style="list-style-type: none"> <li>• <i>Branville Bard, Commissioner, Cambridge Police Department, Massachusetts</i></li> <li>• <i>Christine Elow, Superintendent, Cambridge Police Department, Massachusetts</i></li> <li>• <i>Justin Boardman, Principal, Boardman Training and Consulting</i></li> </ul> <p>The presentation will examine how the Cambridge Police Department developed and implemented a holistic, trauma-informed approach to policing, including coordinating multiple programs to create a holistic effort that embraces elements including resiliency strategies, mindfulness, understanding the basics and neurobiology of trauma, CISM, peer support, and community perspectives. Attendees will receive an overview of how to understand trauma and how it affects the people they encounter—as well as how it affects oversight practitioners and their actions and behavior. This session will emphasize being healthy, compassionate, and understanding—recognizing how everyone is impacted by trauma, though not necessarily in the same way.</p>
	<p><b>How 250 Los Angeles Police Department Officers Lost &amp; Kept Off 3,000 Pounds</b>  <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Jimmy Baldea, Developer and Administrator, Police Protective League Wellness Program, American eHealth, Los Angeles, California</i></li> <li>• <i>Mark Cronin, Director, Police Protective League, Los Angeles, California</i></li> </ul> <p>This session will describe the success of the Los Angeles Police wellness program. This program allows officers to improve their overall states of health, while reducing avoidable municipal expenditures, in a stigma-free environment. The program eliminated Level 3 hypertension, reduced Rx requirements, and more. This program saves the City of Los Angeles a minimum of \$5,000 per year, per participant. The program distributes medical devices to officers: blood pressure cuffs, pulse oximeters, and weight scales for officers to take their vitals daily and incorporate telemedicine into their monthly routines. It addresses the latest U.S. Department of Justice and Bureau of Justice Assistance goals.</p>
4:00PM–5:30PM	<p><b>Welcome Reception</b>  <i>Room: Riverwalk Terrace</i></p>
<b>February 28, 2020</b>	
7:00AM–7:30AM	<p><b>Yoga Session (Optional)</b>  <i>Room: Riverwalk Terrace</i></p> <p>This 30-minute session will begin with a simple seated warm-up to ground the body and center the attention on the breath, followed by a short series of standing postures and movements synchronized with the breath. The session concludes with a guided relaxation meditation.</p>
8:00AM–8:30AM	<p><b>Mindfulness Session</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Gina Rollo White, President/Founder, Mindful Junkie Outreach</i></li> </ul> <p>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!</p>
8:00AM–5:00PM	<p><b>Registration</b>  <i>Room: Lower Promenade</i></p>
9:00AM–10:30AM	<p><b>General Session—International</b>  <i>Room: Regency Ballroom</i></p> <p>General session will feature an international panel of speakers from Australia, the United Kingdom, and Canada who will discuss global OSW themes, issues, and solutions.</p>
10:30AM–11:00AM	<p><b>Activity Break</b></p>

	<p><i>Room: Upper Promenade</i></p> <p>Push yourself to the limit as you compete in IACP's push-up tournament. Participants will be given one minute to do as many push-ups as they can. The participant that is able to do the most push-ups will be declared the winner.</p>
11:00AM–12:00 NOON	<p><b>Workshops</b></p>
	<p><b>Job Testing Officers: After Injury, Before Hiring, and Annually</b></p> <p><i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Traci Tauferner, Certified Athletic Trainer, Advanced Physical Therapy and Sports Medicine</i></li> </ul> <p>Agencies realize that healthier officers are more productive and less costly to the organization. Law enforcement can be physically demanding at times, yet questions exist. Can every officer perform the minimum physical standards of the job, and how are those minimum standards defined? By implementing job function testing, agencies can eliminate the guesswork associated with safe job placement and reduce the chance of on-the-job re-injury once the employee returns to work. Presenters will share their model to help instill confidence in the administration, the injured/unfit worker, their fellow officers, and the community.</p>
	<p><b>Building Financial Strength in First Responder Families</b></p> <p><i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Nick Daugherty, Reserve Officer, Grand Prairie Police Department, Texas</i></li> <li>• <i>Catherine Haggerty, Director, Advising Consultant, Tarleton State University, Texas</i></li> </ul> <p>Building Financial Strength in First Responder Families focuses on financial wellness initiatives for police officers. Topics include the impacts of financial stress on officers, which directly relate to their stress levels, work productivity, safety and fatigue, and how it effects their morale. Topics include how to budget, will and estate planning, impacts of debt, retirement plans available to officers, avoiding financial pitfalls, and overtime reliance. It is a unique approach on how to train officers about financial wellness utilizing proven methods to establish a plan to get employee finances on track. The presentation focuses on the impact that financial wellness can have within a department.</p>
	<p><b>Job-Related Illness Among Law Enforcement: A National 21-Year Trend of On-Duty Deaths</b></p> <p><i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>John Violanti, Research Professor, University of Buffalo, New York</i></li> </ul> <p>The current study examined trends in the national frequency and rate of job-related illness deaths among law enforcement officers in the United States over a 21-year period (1997-2017). The data were obtained from the National Law Enforcement Officers Memorial Fund (NLEOMF) and used to calculate the number of officers that died as a direct or proximate result of a line-of-duty event. The study will identify which on-duty illnesses officers are most likely to die from including heart disease and cancer.</p>
	<p><b>Body Armor Saves: A Mandatory Approach to Officer Safety and Wellness</b></p> <p><i>Room: Riverfront Central Hall</i></p>
	<p><b>Injuries, Ambush, and Fatality: Assessing Threats of Domestic Violence Perpetrators</b></p> <p><i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Mark Wynn, Founder, Wynn Consulting</i></li> </ul> <p>Domestic violence calls are inherently challenging for responding officers and the relationship between perpetrators of domestic violence and officers killed in the line of duty is indisputable. In 2016, 14 officers were shot and killed responding to domestic violence calls, however this would significantly increase if the number of officers killed at the hands of men who have a history of domestic violence was</p>

	<p>included. Understanding who the perpetrators of domestic violence are, including the control tactics used on victims and officers, and implementing agency policy and practices that consider the realities of these individuals may help to increase officer safety when responding to calls for service.</p>
12:00 NOON–1:30PM	<p><b>Lunch</b></p>
1:30PM–2:30PM	<p><b>Quick Hit Sponsor Rounds</b>  <i>Q1 Room: Riverfront South Hall</i>  <i>Q2 Room: Riverfront Central Hall</i>  <i>Q3 Room: Orchid</i>  <i>Q4 Room: Hibiscus</i></p> <p>On Friday afternoon, February 28, the symposium will open up for short, powerful presentations on cutting-edge topics in a more open forum that offers interaction with the subject matter experts and other attendees.</p>
2:30PM–3:00PM	<p><b>Activity Break</b>  <i>Room: Upper Promenade</i></p> <p>Jump into leap year with our jump rope challenge. Get your heart rate going as you compete against fellow participants. Jump to the music as we welcome in the first leap year of the decade. The participant that is able to do the most rotations before the song ends will be declared the winner.</p>
3:00PM–4:00PM	<p><b>Workshops</b></p>
	<p><b>Clearing the Crash: Strategies to Increase Responder Safety at Traffic Incidents</b>  <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Cari Jankowski, Project Manager, International Association of Chiefs of Police</i></li> <li>• <i>Jeffrey Glover, Commander, Tempe Police Department, Arizona</i></li> <li>• <i>Angela Barnett, Executive Director, Arizona Professional Towing &amp; Recovery Association</i></li> </ul> <p>When responding to the scene of a traffic incident, responders are vulnerable to passing traffic and the possibility of being injured or killed. According to the National Traffic Incident Management Responder Training Program, the average annual line of duty deaths includes roughly 50–70 responders, encompassing fire and EMS workers, police officers, and tow operators. Speakers will present an overview of the latest research and innovative approaches to enhance responder safety at roadway incident scenes.</p>
	<p><b>Building a Safety Culture within Law Enforcement: Practical Tools to Improve the Safety of Your Officers</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Maureen McGough, Director of National Programs, National Police Foundation</i></li> <li>• <i>Brett Cowell, Senior Project Associate, National Police Foundation</i></li> <li>• <i>David Waltemeyer, Deputy Chief, Melbourne Police Department, Florida</i></li> <li>• <i>Ryan Staab, Sergeant, Alexandria Police Department, Virginia</i></li> </ul> <p>It is one thing to say officer safety is a priority in your agency, but does your agency’s culture support this assertion? A safety culture—one characterized by open communication between officers at all levels about safety, risk, and lessons learned, coupled with non-punitive processes that proactively address identified safety concerns—is critical to ensuring every officer makes it home at the end of their shifts. This presentation will discuss the need for a move toward a safety culture in law enforcement and outline how you can support this shift in your agency. Presenters will highlight a variety of decision-making and training tools readily available to agencies—free of charge—through the National Police Foundation or the IACP’s CRI-TAC program, all of which advance a safety culture</p>

	<p>in law enforcement and support agency efforts to reduce risk, increase learning, and increase officer safety.</p>
	<p><b>Traumatic Risk Management in United Kingdom Policing</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Ian Hesketh, Wellbeing Lead and SRO, National Police Wellbeing Service, College of Policing, United Kingdom</i></li> </ul> <p>This presentation will detail the approach the UK police have taken to address post-incident trauma support. Modelling the National Police Wellbeing Service delivery, presenters will articulate how to build team resilience and implement individual and organizational well-being measures, using theory, practical examples, and case studies to illustrate implementation, practice, and evaluation mechanisms to deliver this critical area to policing.</p>
	<p><b>Comprehensive Strategies for Suicide Prevention in Law Enforcement: Messaging, Connections, and Support (IACP NOSI Action Alliance)</b>  <i>Room: Riverfront Central Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Jennifer Myers, Training Development Manager, Education Development Center</i></li> <li>• <i>Chris Scallon, Sergeant, Norfolk, Virginia, Norfolk Police Department</i></li> </ul> <p>Law enforcement officers regularly face a wide range of stress factors, from exposure to critical incidents and shift work to sleep deprivation and relationship challenges. Understanding and addressing these stress factors is a critical component in officer safety and wellness efforts and requires a comprehensive strategy to ensure officers have the support they need. Strong connections to friends, family, and social groups are important protective factors for suicide, and peer support serves as a primary intervention method that may reduce the potential for suicidal behavior.</p> <p>This workshop will provide law enforcement officers insight into the wide range of officer mental health and wellness needs, from law enforcement suicide prevention efforts and addressing post-traumatic stress to encourage help-seeking behaviors within a law enforcement agency. This workshop will offer shared experiences, promising practices and resources in suicide prevention that can help officers across every rank cultivate a culture that embraces mental health and wellness.</p>
	<p><b>Utilizing Wearable Technology to Enhance Police Officer Resiliency and Performance</b>  <i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Dr. Lois James, Assistant Professor and Assistant Director of the Office of Research, Washington State University College of Nursing</i></li> <li>• <i>Chief Michael Goldstein, Director of Public Safety and Chief of Police, City of Plymouth, Minnesota</i></li> </ul> <p>A police officer's response, or lack of response, to a highly stressful situation can have catastrophic results, both for community members and also for the officers themselves, who are at great risk of posttraumatic stress disorder and suicide. Wearable technology—such as the monitors worn by top athletes that track various biometrics as a means to optimize performance and improve health—could provide law enforcement the opportunity to capture useful physiological metrics to establish individual baselines and better understand how stress-induced events affect an officer's performance during both routine and critical incidents as well as how officers recover from those activities.</p>
<b>February 29, 2020</b>	
7:00AM–12:00 NOON	<p><b>Registration</b>  <i>Room: Lower Promenade</i></p>
7:00AM–7:30AM	<p><b>Yoga Session (Optional)</b></p>



	<p><i>Room: Riverwalk Terrace</i></p> <p>This 30-minute session will begin with a simple seated warm-up to ground the body and center the attention on the breath, followed by a short series of standing postures and movements synchronized with the breath. The session concludes with a guided relaxation meditation</p>
8:30AM–9:30AM	<p><b>Workshops</b></p>
	<p><b>A Crash Course in Building a Family Support Group for Your Agency (IACP Family Wellness)</b></p> <p><i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Brian Seitz</i></li> <li>• <i>Laura Seitz</i></li> </ul>
	<p><b>Training Academy Recruits in Basic Officer Rescue Practices: The Colorado Springs Police Model</b></p> <p><i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>David McArdle, MD, Chair, Physician Section, International Association of Chiefs of Police</i></li> </ul> <p>This workshop will highlight how the Colorado Springs Police meet the Colorado Peace Officer Standards and Training requirement for Tactical Combat Casualty Care (TC3). Most TC3 training provided to police officers is conducted in isolation by fire department or medical personnel. Back to the origins of TC3 in the SEAL community, presenters stress the team-building aspects of conducting a downed officer rescue in a hostile environment. Getting in and getting a victim to safety are just as important as the application of a tourniquet. Other law enforcement-specific topics such as recognition and field treatment of excited delirium and hyperthermia and other critical skills are included.</p>
	<p><b>Wellness and Resiliency programing; Using the Whole Person Concept</b></p> <p><i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>David Englert, Operational Psychologist, Charlotte-Mecklenburg Police Department, North Carolina</i></li> <li>• <i>Ryan Jackson, Captain, Charlotte-Mecklenburg Police Department, North Carolina</i></li> </ul> <p>The presentation will describe the efforts of the Charlotte-Mecklenburg Police Department to integrate several aspects of wellness and resiliency. The focus of the talk will be on how to determine primary areas of concern, possible intervention, and possible hurdles. The department has integrated financial, relationship, and retirement into an overarching resilience program. At the end of this program, participants will better understand potential areas of wellness to add to their programs and the need for assessment before implementing wellness programs.</p>
	<p><b>Mental Health and Mental Illness in the Policing Profession: A 10-year Longitudinal Study Investigating PTSD in the Royal Canadian Mounted Police</b></p> <p><i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Dr. Gregory Kratzig, Royal Canadian Mount Police</i></li> </ul> <p>The issue of Occupational Stress Injuries (OSI) has become a priority for many if not most policing organizations. OSIs are posttraumatic stress injuries (PTSI) that occur as a result of workplace activities and include but are not limited to posttraumatic stress disorder, major depressive disorder, and panic disorder. Additionally, the number of police who are dying by suicide has reached crisis levels in some jurisdictions. This presentation will describe the 10-year longitudinal study investigating PTSI that the Royal Canadian Mounted Police (RCMP) has initiated. Base-line physiological and psychological data are being collected as cadets enter the basic training program. The data collected will track changes that occur over the first five years of work, and RCMP will be able to determine the changes that occur when the police officer experiences a traumatic event. The</p>

	results of this work will inform police leaders on how to better support their officer's mental health.
9:30AM–9:45AM	<p><b>Networking Break</b>  <i>Room: Upper and Lower Promenade</i></p>
9:45AM–10:45AM	<p><b>Workshops</b></p> <p><b>Patrol-Based Tactical Medical Team—The Suffolk County Police Model</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Scott Coyne, Chief Surgeon and Medical Director, Suffolk County Police Department, New York</i></li> </ul> <p>The Suffolk County Police Department has 2,600 officers and a Medical Crisis Action Team (MEDCAT), 28 officers are certified as ALS critical care/paramedics who deliver advanced care to critically injured officers and victims at active shooter and other high-risk mass casualty incidents where EMS will not be available for prolonged periods. Often with only minutes to live, victims only hope for survival is immediate treatment by law enforcement officers. MEDCAT is a medical SWAT team that trains extensively to give care under fire, treating downed officers and other victims during the critical golden minutes. MEDCAT coordinates delivery of care and transition to EMS. MEDCAT received the 2015 IACP Lifesaving Award, and this workshop will highlight strategies from this nationally recognized model for saving civilian and officer lives.</p>
	<p><b>Prevention of Cumulative Traumatic Stress in Traffic Units</b>  <i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Yvette Campbell, Police Psychologist, Los Angeles Police Department, California</i></li> <li>• <i>Shiloh Catanese, Police Psychologist, Los Angeles Police Department, California</i></li> </ul> <p>Traffic fatalities are anything but routine. First responding traffic officers are at an especially high risk for developing cumulative traumatic stress. Sleep deprivation, high blood pressure, depression, alcoholism, and suicide are some of the most significant challenges plaguing law enforcement officers today. A comprehensive program has been implemented in Los Angeles Police Department Traffic Divisions to decrease cumulative traumatic stress and to increase resiliency. This hands-on seminar is designed for leaders to understand the impact of trauma and stress over time and to highlight effective strategies used to minimize negative health outcomes. Some of the strategies implemented focused on increasing both officer and family resilience.</p>
	<p><b>Multidisciplinary Partnerships: A Team-Based Approach to Sustainable Officer Wellness Strategies</b>  <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>William Walsh, Lieutenant, Voorhees Police Department, New Jersey</i></li> <li>• <i>Jennifer Kelly, PhD, American Board of Professional Psychology, Private Practice</i></li> <li>• <i>Patricia Griffin, PhD, Director of Graduate Criminal Justice Program, Holy Family University</i></li> </ul> <p>In 2019, the Voorhees Police Department launched a wellness program to include an automatic one-on-one annual wellness visit with a licensed police psychologist and family seminars. Realizing the opportunity to add to the body of research on officer health and wellness and also ensure the program adapted to the data collected to improve and/or sustain efficacy and funding, the department formed a partnership with Holy Family University. This presentation will examine identifying areas of responsibility for multidisciplinary team members, benefits of a multidisciplinary team, planning, achieving buy-in, goal setting, and measurement tools.</p>

	<p><b>Promoting Officer Wellness: A COPS Officer Priority</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Deborah Spence, Assistant Director, United States Department of Justice, Office of Community Oriented Policing Services (COPS Office)</i></li> <li>• <i>Vince Davenport, Supervisory Senior Policy Analyst, COPS Office</i></li> <li>• <i>Phil Keith, Director, COPS Office</i></li> </ul> <p>The COPS Office has long committed to keeping officers safe on the job, as they are the most valuable asset any agency has. This session highlights threats to officer well-being and how they have evolved over time, overviews of COPS Office program accomplishments, and a discussion on how agencies can enhance their own wellness programs with support from the COPS Office as the demand for assistance in the area of wellness has grown exponentially in recent years. This call has led to support for national initiatives to improve access to wellness programs, to reduce the stigma of seeking help, and to influence the culture of stoicism that is both a strength and a risk to the well-being of the men and women who wear the badge.</p>
10:45AM–11:00AM	<p><b>Networking Break</b>  <i>Room: Upper and Lower Promenade</i></p>
11:00AM–12:00 NOON	<p><b>Workshops</b></p>
	<p><b>Sharing Active Resiliency Skills in Supportive Relationships to Overcome Adversity</b>  <i>Room: Hibiscus</i></p> <ul style="list-style-type: none"> <li>• <i>Marie-Josée McCool, Acting Inspector, Ethics Advisor, Royal Canadian Mounted Police</i></li> </ul> <p>The session will demonstrate the principles of a proactive approach that incorporates peer support to strengthen relationships to build a foundation for resilience. Police officers and their companions will learn simple yet effective tools they can use on the go and incorporate in their lives to optimize professional and personal resiliency. The session will offer instruction in a system of techniques to self-regulate one’s emotions and behavior. Participants will learn how to maintain composure, mental clarity, and the critical skills of rapid recovery and reset, preventing the residual impacts of policing (such as fatigue, cynicism, stress, anger, and communication glitches) from affecting work and family harmony.</p>
	<p><b>Grand Prairie Police Department Fit Force Program</b>  <i>Room: Riverfront South Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Steve Dye, Chief of Police, Grand Prairie Police Department, Texas</i></li> <li>• <i>Christy Martinez, Assistant Chief of Police, Grand Prairie Police Department, Texas</i></li> <li>• <i>Nick Daugherty, Reserve Officer, Grand Prairie Police Department, Texas</i></li> <li>• <i>Courtney Runnels, Mental Health Coordinator, Grand Prairie Police Department, Texas</i></li> </ul> <p>The Grand Prairie Police Department launched a new, innovative comprehensive wellness program called Fit Force. Grand Prairie Police Department has been a leader and very progressive and attentive to the comprehensive wellness of our officers and civilian employees so that we may best serve the public. Whether it be physical fitness, financial, emotional or spiritual well-being, we remain committed to doing our very best to ensure the overall health of our officers. In 2018, more police officers died of suicide than in the line of duty. Whether it be our Peer Support program, access to our Fitness &amp; Wellness Officer, Financial Planning assistance, or Chaplaincy Program, our officers always have an avenue of outreach. This presentation will highlight a variety of strategies to help police officers stay whole and healthy.</p>

	<p><b>Treating Dual-Diagnoses in Law Enforcement: Overcoming Barriers, Clinical Issues, and Lessons Learned</b>  <i>Room: Orchid</i></p> <ul style="list-style-type: none"> <li>• <i>Thomas Coghlan, Retired Detective and Psychologist, New York, New York, Police Department, Blue Line Psychological Services</i></li> <li>• <i>Adam Mogul, Retired Sergeant/ Client Service Representative, Ocean City Township, New Jersey, Help for Our Heroes</i></li> </ul> <p>Police tend to resist treatment for mental health needs. Stigma, fear of career consequences, a lack of culturally competent treatment options, and a mistrust of agencies are examples of barriers to treatment for law enforcement personnel. As a result, officers often engage in maladaptive coping mechanisms to address their needs, such as self-medication with alcohol or other substances; which contributes to the prevalence of dual diagnoses seen in the treatment of law enforcement personnel. Treating dual diagnoses in policing requires cultural competence in regard to police culture, clinical expertise in substance and mental health treatment, and the design of programming that facilitates treatment, engagement, and after-care.</p>
	<p><b>Four Law Enforcement Mindfulness Tools That Officers Say Work</b>  <i>Room: Miami Lecture Hall</i></p> <ul style="list-style-type: none"> <li>• <i>Gina Rollo White, President/Founder, Mindful Junkie Outreach</i></li> </ul> <p>Mindfulness is now broadly accepted as a valuable tool for law enforcement officers. While working with law enforcement agencies across the United States, the presenter has found that there are four mindfulness exercises that law enforcement officers consistently value. This workshop will deliver a primer on mindfulness, provide hands-on training in the four practices, and discuss where and when to apply law enforcement mindfulness tools.</p>
<p>12:00 NOON–2:00PM</p>	<p><b>Lunch and Closing Remarks</b>  <i>Room: Regency Ballroom</i></p> <p>Chief Michael Kehoe, who was chief of the Newtown, Connecticut, Police Department at the time of the Sandy Hook school shooting, and his wife, Lori Kehoe, will share their experiences and perspectives on the impact of critical incidents and the importance of building a culture of wellness for both officers and their families throughout an officer’s career.</p>