



2022
NSCA **TACTICAL ANNUAL TRAINING** #NSCATactical22

CONFLICT OF INTEREST STATEMENT

I have no actual or potential conflict of interest in relation to this presentation.

Disclaimers:

- ✓ Not a psychologist or psychiatrist
- ✓ Not a licensed therapist
- ✓ Guidebook not a roadmap or manual
 - ❖ A way, not necessarily the way



Organizational wellness is a journey not a destination

Organizational Wellness Status



Why Organizational Wellness?

Oxygen Mask Analogy



- Must pour out into ourselves so we are healthy enough to pour out into others.
- CPCA- Executive Peer Support



WHAT SELF-CARE ISN'T

So we've covered the fact that self-care is different for everyone and that all individuals have different needs to meet in order to be mentally and emotionally healthy. There is no ultimate guide for self-care because it is such an individual thing; however, here are some handy pointers on what self-care does not mean.



A SIGN OF WEAKNESS

You are never weak for taking the time to care for yourself. Actually, prioritizing your self-care is bound to ensure your mental and physical health, and through that, your strength as an individual.



ONLY EMOTIONAL CARE

Self-care techniques can be as emotionally rooted as journaling or as physical as going to the gym. Taking care of yourself comes in all types of packages.



ONLY FOR SOME PEOPLE

It doesn't matter who you are — caring for yourself is important. Feelings of being run down and exhausted don't discriminate... and neither does the need for self-care.



SOMETHING TO KEEP QUIET

Keep talking about self-care! Exchange self-care techniques and start a campus-wide conversation. It's our responsibility to look after ourselves and to look out for each other.



THE SAME FOR EVERYONE

Your self-care routine is likely very different from your friend's, from your sister's, from your professor's — and that's okay. Every individual is different, and so are our self-care needs.



BUT SELF CARE IS...

... whatever it looks like to you, an extremely important and extremely healthy way to manage stress, to achieve success, and to always make sure you're doing your best.

WHAT ARE WE FACING?

- 2018 study, first responders are more likely to die by suicide than in the line of duty deaths
 - 184 Police Officers
- 5X higher than general population
 - Depression
 - PTSD Symptoms





Current Trends

- Every 44-46 Hours
- Nationwide, in 2019 we lost approximately **237** officers to suicide*
 - These numbers are predicted to be underreported by a factor of **2.5** (FBI)
- We are losing almost double the number of officers to suicide than all other line of duty death **COMBINED**
- 2020, we lost **176** and **157** in 2021
- As of today, **81** in 2022

(Exercise Take Out Cell Phone)

Primary Purpose?

- What is the #1 Purpose of Public Safety?
- PRESERVATION OF LIFE
- Externally: Outstanding Work
- Internally: WE NEED HELP



ROAD MAP: CHALLENGES

- Civil Unrest + COVID-19
 - Trailblazer Leadership
- Attacks on Police
- “Defund the Police Movement
- Legislative Changes
- Recruiting & Retention
- Extreme Change (Revolutionary vs Evolutionary) = Instability
- Organizational Wellness & Police Suicides



Human Behind the Badge

- Suspected Causes:
 - Cumulative Untreated Trauma- Whitepaper (SD)
 - Our personnel are used to being the ones being summoned for assistance not asking for it.
 - Years of history and tradition – We are tough and asking for assistance = sign of weakness
 - Easy Access to Firearms
- Just humans behind these badges- susceptible to all the life challenges as any other citizen,



Trauma in Law Enforcement

- 188 Major Traumatic Events
- Whitepaper Conclusion-
Dockstader, San Diego



Trauma-Defined

A deeply distressing or disturbing experience

Traumatic Events- Events that cause emotional injury

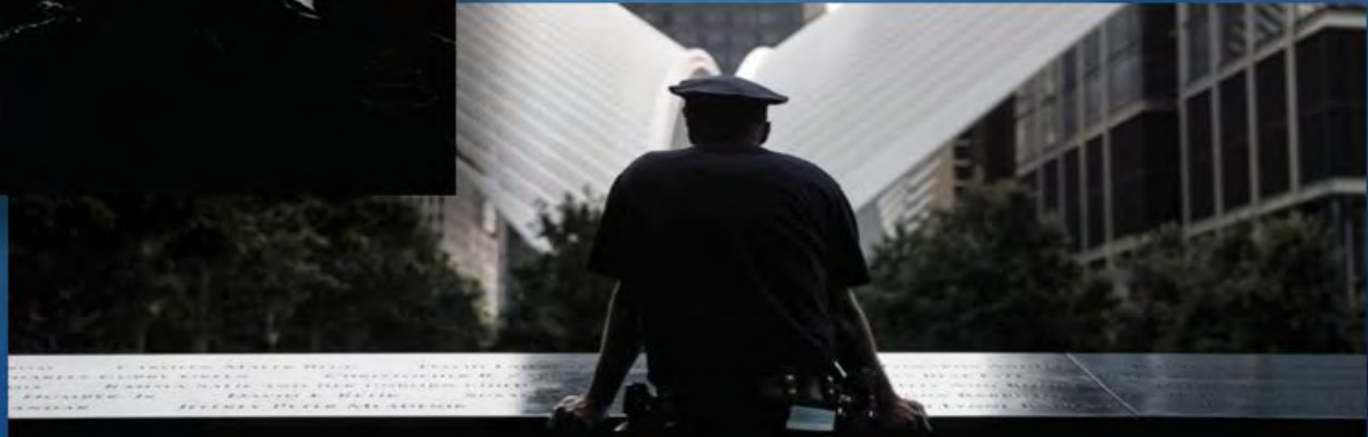
Critical Incidents- Typically defined as events that overwhelm one's normal ability to cope





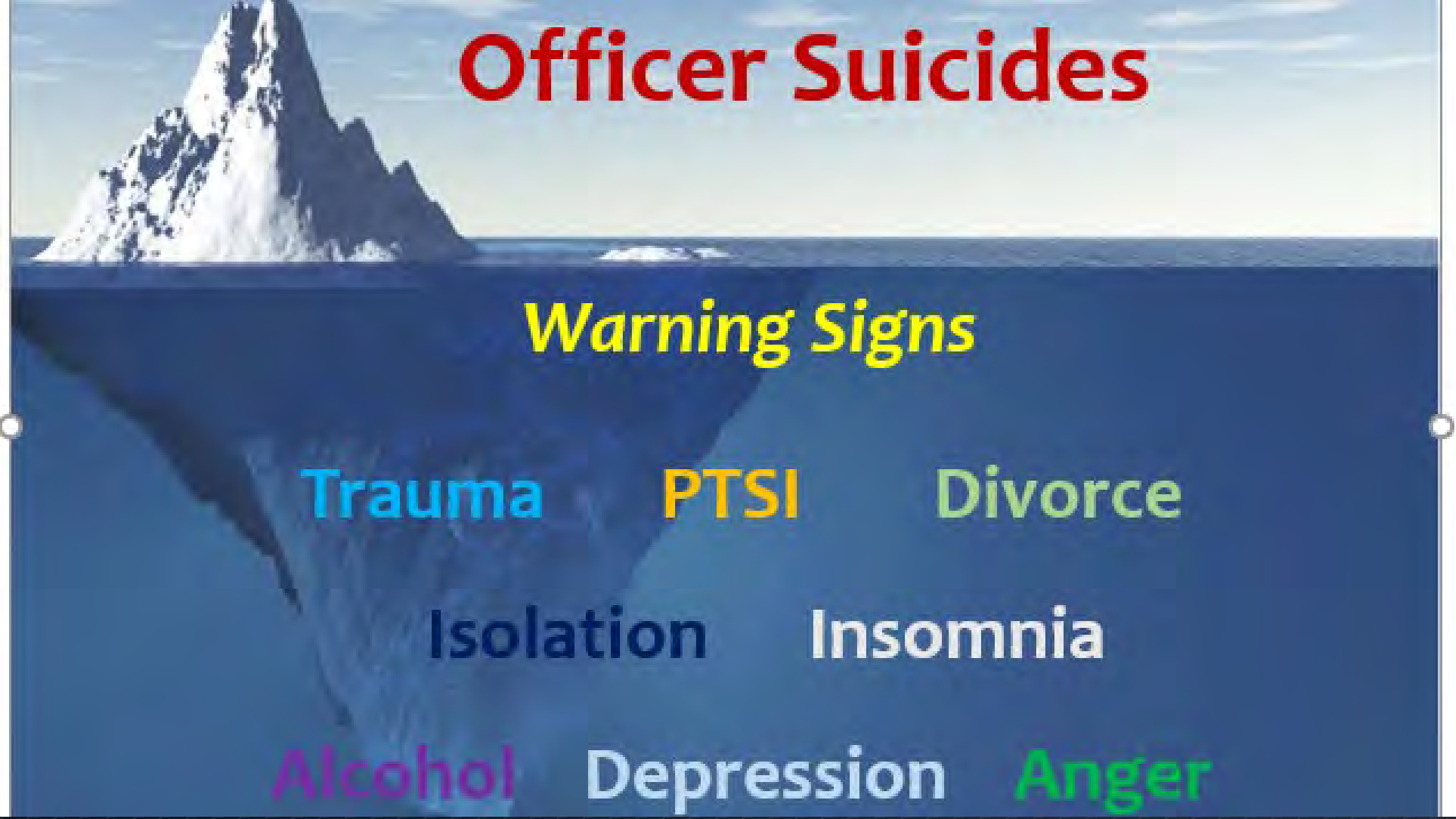
OFFICERS
NATIONWIDE
OVERWHELMINGLY
REPORT THAT STRESS
ON THE JOB HAS
**IMPACTED THEIR
MENTAL HEALTH**

**2018 FOP
Survey of
8,000 Officers**



90 PERCENT OF THOSE SURVEYED THINK THERE IS A STIGMA IN
LAW ENFORCEMENT THAT CREATES **A BARRIER TO GETTING HELP**
FOR EMOTIONAL OR BEHAVIORAL ISSUES

Officer Suicides

An iceberg floating in the ocean. The tip of the iceberg, which is above the water line, is labeled 'Officer Suicides'. The much larger part of the iceberg, which is submerged below the water line, is labeled 'Warning Signs'. Various psychological and social factors are listed within the submerged portion of the iceberg.

Warning Signs

Trauma

PTSI

Divorce

Isolation

Insomnia

Alcohol

Depression

Anger

1. LE Leaders Must Understand How Trauma Impacts LE

- LE Officers Experience 188 Critical Incidents on Average
- LE Suffers from High Rates of Depression, PTS Symptoms, and SI

2. LE Leadership Behavior Impacts How Trauma is Experienced

- Create the Culture, Smash the Stigma, Support as a TIL

3. TIL Helps Build Strength Through Trauma - Inflection Points

- Learn Key Do's and Don'ts of TIL
- Lead in Peer Support, Vetted Therapists, Culture of Wellness
- Posttraumatic Growth – How to Build Strength Through Adversity

TRAUMA INFORMED LEADERSHIP

WHAT DOES OFFICER WELLNESS CONNECT TO?



EVERYTHING

Profession needs people willing to wear the badge and patch.





















ANSWER:
WE NEED BOTH



Asher Rosinsky
E.O.W May 1,1997

ASHER MODEL

AWARENESS

Create an environment where, "It's OK to not be OK," but we must do something to get you back to OK. Have open, honest discussions with employees by bringing these conversations out of the shadows and into the open.

SOLUTION-FOCUSED APPROACH

Focus on solutions and not the problem.
Cordico Shield Employee Wellness App.
www.cordico.com/shield/24/7/365
access to powerful resources, all confidential and anonymous.

PEER SUPPORT

Create a proactive, trained Peer Support Team, along with CISM program and a police therapy dog program.

RESILIENCY

Educate employees on Resiliency, Mindfulness, PTSD, Emotional Intelligence, Trauma, Depression, Sleep Deprivation, Financial Wellness and solutions such as yoga, breathing exercises.

SEVEN POINT APPROACH TO CULTURE OF WELLNESS

HEALTHY HABITS

Encourage physical fitness and healthy eating habits, provide education on cardiac health. Allocate budget funds to build or update a fitness facility and discourage candy and unhealthy snacks around the department. Also remove unhealthy choices from vending machines and substitute healthier options. Partner with meal prep company to provide healthy meal options

SPIRITUALITY

Develop a Police/Clergy Coalition, Chaplain Program and programs such as "Pray with the Police."

FAMILY

Involve the families from the orientation process forward. Create a wellness library for employees and families (i.e. Emotional Survival for Law Enforcement by Dr. Gilmartin). Provide relationship, financial wellness and retirement preparation resources; from rookie to retirement, and hire to retire, all available via CordicoShield.

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& LEARNING & ADAPTING



SCAN

Lisa Rosinsky- Asher's Widow

Asher Coins



SIDE A



SIDE B

Emerging Trends in Wellness



- o **Mindfulness:** Cultivate moment-to-moment awareness of feelings and surroundings
 - o Deep Breathing Exercises
 - o Meditation
- o **The Science of Awe**
- o **Yoga:** Yoga 911, Yoga for First Responders
 - o Nidra
 - o IREST- The Integrative Restoration Institute



Organizational Wellness Status





Questions are the path to learning

#CREATETHECULTURE

#bethesolution

#letsstartamovement

#changingoutcomes

#stoppolicesuicide



LEAD WITH LOVE

“BE THE LEADER YOU WOULD BE INSPIRED TO FOLLOW”

Stay Safe, Healthy and Resilient

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