



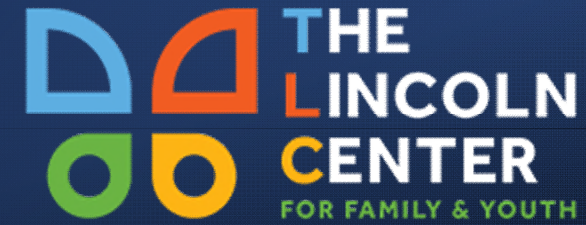
Mental Health Meets Law Enforcement: Collaboration for Resilient Policing

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Where Collaboration Happens



Training & Professional Development

- o De-Escalation
- o Trauma and Stress Comprehension
- o Officer Wellness

Integrated Departmental Support

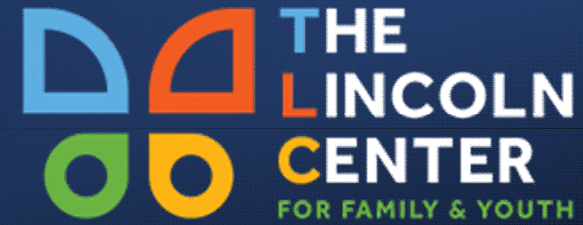
- o Co-Responders
- o Support Specialists
- o Case Managers

Mental Health Support

- o Individual and Family Services
- o Evaluation & Assessment
- o Critical Incident Response Support

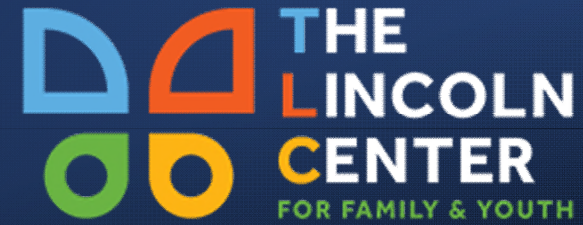
Driving
Change
Together

Why This Matters



- Officers face high exposure to trauma, leading to burnout, PTSD, and decreased job performance.
- Training programs that emphasize mental health, resilience, and trauma-informed strategies have been shown to impact rates of depression, anxiety, and suicidal ideation among law enforcement officers.
- A collaborative model of behavioral health & law enforcement builds officer well-being while improving community trust.

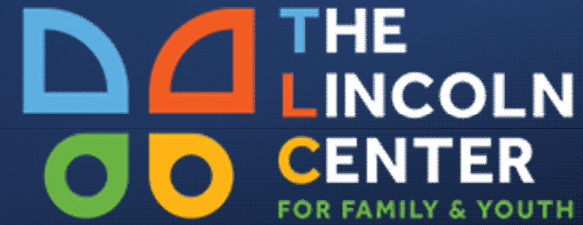
Realities of Law Enforcement Trauma



Personal accounts from officers:

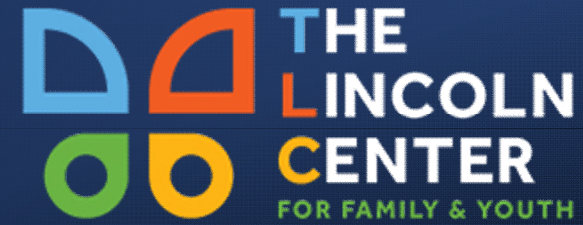
- Struggles with suicide and the stigma of seeking help.
- Acute stress responses after critical incidents, including hypervigilance, detachment, and substance use.
- Adverse Childhood Experiences (ACEs) and how they shape officers' stress responses.
- Officers often relate to the struggles of community members facing trauma.
- A negative work environment (low morale or team disunity) or burnout contributes to the likelihood and severity of mental health symptoms and ineffective policing.

Impact of Stress on Performance and Turnover



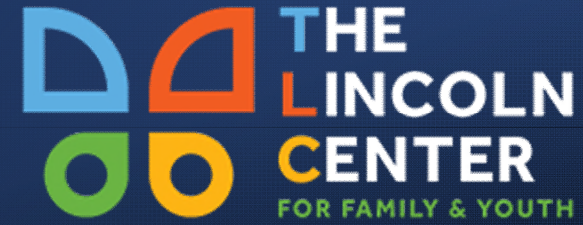
- Chronic exposure to high-stress situations reduces cognitive function and emotional regulation.
- Stress leads to increased use-of-force incidents, poor decision-making, and ethical fatigue.
- Departments face retention challenges when burnout and mental health struggles impact officers.
- Organizations with officer wellness programs see lower turnover rates and higher job satisfaction.

Barriers to Support and Organizational Impact



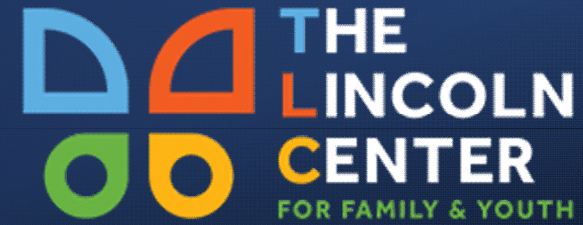
- Challenges preventing officers from seeking help:
 - Stigma surrounding mental health within law enforcement culture.
 - Fear of losing credibility or being deemed 'unfit for duty.'
 - Lack of department-wide trauma-informed policies and support networks.
 - Organizational impact: Reduced morale, increased absenteeism, and strained community relations.

Why Collaboration is Essential



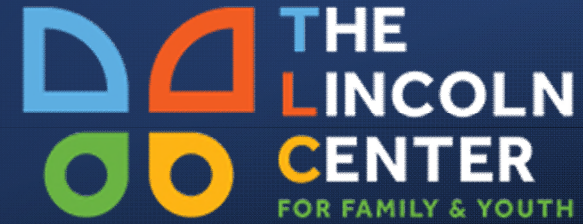
- A joint approach integrates trauma-informed mental health strategies into law enforcement:
 - o Law enforcement officers provide real-world, relatable perspectives on high-stress encounters.
 - o Mental health professionals introduce science-backed resilience-building techniques.
 - o Combining both perspectives ensures practical, applicable, and credible training content.
 - o Combining both perspectives reduces stigma around mental health concerns and receiving support.

Co-Facilitating Training



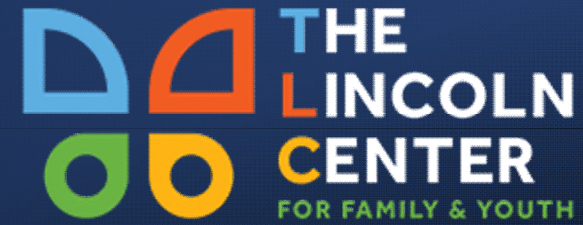
- The benefits of a mental health professional and law enforcement officer co-teaching:
 - o Ensures credibility and relatability for officers resistant to mental health discussions.
 - o Provides real-life scenarios with practical trauma-informed response strategies.
 - o Encourages buy-in from leadership by balancing science-based methods with field-tested tactics.
 - o Fosters a culture shift where mental well-being is as critical as tactical training.

Trauma-Informed Training Framework



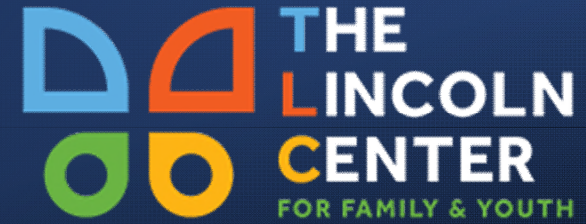
- Guiding principles based on SAMHSA's 4 R's:
 - o Realize trauma's widespread impact on officers and the communities they serve.
 - o Recognize the signs of trauma in behavior, decision-making, and interactions.
 - o Respond by integrating trauma-informed de-escalation, communication strategies, and psychological skills training for resilience.
 - o Resist re-traumatization by creating a training environment that benefits officers, increases team cohesion, and enhances morale.

Building Resilience in Officers and Teams



- Peer support and leadership involvement normalize mental health discussions.
- Stress inoculation techniques help officers build emotional and cognitive resilience.
- Regular wellness check-ins and debriefings improve long-term mental fitness.
- Group training enhances cohesion, morale, and mutual accountability.

Measured Impact



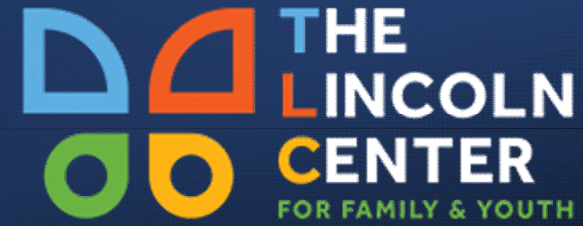
Training Program Evaluation Metrics:

- o Number of Departments: 51
- o Number of Officers: 153
- o An average of 29% increase in learning outcomes.

Number of Officers Connected to Mental Health Services: 38

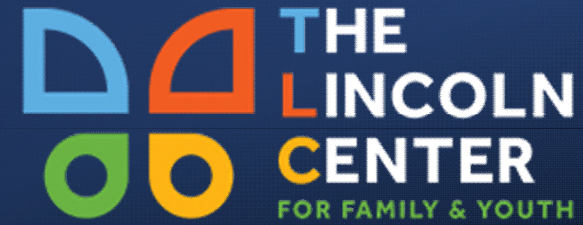
Number of Departments Pursuing Integrated Support: 9

Officer Feedback



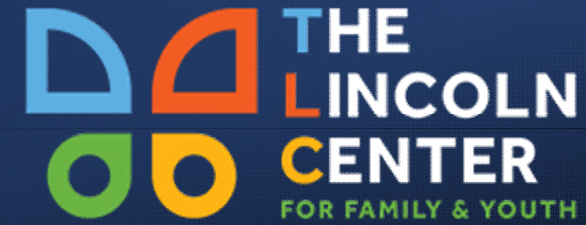
- ❖ "Would like more of these [trainings]/have more on a regular basis"
- ❖ "Have this type of training annually"
- ❖ "I think more officers should take this course"
- ❖ "This training is helpful in everyday life, not just law enforcement training"

Practical Next Steps



- **Prioritize officer wellness as a foundational pillar of effective policing and crisis response.**
- Encourage leadership buy-in by demonstrating the impact of collaboration efforts.
- Expand department participation and ensure long-term integration of training principles.
- Continue data collection to refine and enhance effectiveness of integrated models.
- Strengthen partnerships between law enforcement and mental health professionals.

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