



Officer Resiliency, Safety & Wellness Forum Training Sessions & Speakers

SESSION:

Law Enforcement Mental Health and Wellness Act of 2017, Report to Congress

Presenters: Deborah Spence & Sean Smoot

The federal government strengthened its recognition of the effects of occupational stress on law enforcement with its 2018 enactment of the *Law Enforcement Mental Health and Wellness Act of 2017*. The U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office) recently released *Law Enforcement Mental Health and Wellness Act: Report to Congress* and *Law Enforcement Mental Health and Wellness Programs: Eleven Case Studies* in response to the Act. Join the authors of these reports for an overview of the impact of their research along with Q & A with the presenters.

Deborah Spence, Assistant Director, Office of Community Oriented Policing Services.



Deborah L. Spence is an Assistant Director at the Office of Community Oriented Policing Services (COPS Office), a grant-making component of the U.S. Department of Justice. She provides strategic leadership and oversight for the development of public-private partnerships, the production of knowledge resources and engagement forums, and the delivery of a \$15M grant portfolio of classroom and online training for law enforcement officers. She previously spent ten years in the COPS Office's Research & Development Division where she led demonstration projects covering topics including officer safety, drug interdiction, public safety consolidation, and domestic violence. She also served as the project manager for President Obama's Task Force on 21st Century Policing, served on a federal interagency task force on drug endangered children, and twice testified before the Organization of American States' Council on Human Rights on policing in the 21st century. Ms. Spence was the founding editor-in-chief of the COPS Office e-newsletter, the *Community Policing Dispatch*, and is the author of multiple publications, including the recently released *Law Enforcement Mental Health and Wellness Act: Report to Congress*; *Improving Law Enforcement Resilience: Lessons and Recommendations*; and *American Policing in 2022: Essays on the Future of a Profession*. Prior to joining the COPS Office in 2005, she worked for the Institute for Law and Justice in Alexandria, Virginia on a number of national evaluations of programs created by

the 1994 Violent Crime Control and Law Enforcement Act, including the STOP, Arrest, and Violence Against Women on Campus grant programs. Ms. Spence holds a MSci in Justice, Law, and Society from American University as well as a MA(Honours) in Modern European History from the University of St. Andrews in Scotland.

Sean Smoot, Director & Chief Legal Counsel, PB & PA of Illinois; Principal Consultant, 21st Century Policing



Sean Michael Smoot is the Managing Principal Consultant of 21st Century Policing, LLC - 21CP Solutions, LLC. He currently serves as a member of the Cleveland and Baltimore City Police Department federal consent decree monitoring teams. Mr. Smoot received his Bachelor of Science degree in Criminal Justice Sciences from Illinois State University and his Juris Doctor degree from the Southern Illinois University School of Law, where he served as the Business Editor of the SIU Law Journal. In addition to his work related to 21st Century Policing, Mr. Smoot serves as Director and Chief Counsel for the Police Benevolent & Protective Association of Illinois (“PB&PA”) and the Police Benevolent Labor Committee (“PBLC”). In those capacities he is responsible for administering the provision of legal services for over 7,500 legal defense plan participants. He also serves as an Area Vice President of the National Association of Police Organizations (“NAPO”), a national law enforcement advocacy group representing over 250,000 police officers. He has served on the Advisory Committee for the National Law Enforcement Officers’ Rights Center in Washington, D.C. since 1996.

Mr. Smoot is a nationally recognized subject matter expert regarding police related topics and speaks regularly at state, national, and international forums regarding community policing, public safety, and public employee labor issues. He has written several articles for police publications, newsletters, and scholarly journals. He co-authored “Police Leadership Challenges in a Changing World” published in July, 2012, and authored a contribution to the Special Report titled “Mending Justice: Sentinel Event Reviews” published in September 2014, both by the US Department of Justice, National Institute of Justice. Mr. Smoot was a Member of the Executive Session on Policing and Public Safety at the Kennedy School of Government, Harvard University 2008-2014. He is an Advisor to the American Law Institute - Principles of the Law - Policing project and to the Policing Project at the NYU School of Law. In Illinois, Mr. Smoot serves on the Use of Force Advisory Committee, the Police Pursuit Advisory Committee, the Racial Profiling Advisory Committee, and the Task Force on Police Integrity for the Illinois Law Enforcement Training and Standards Board. On November 13, 2015, Governor Bruce Rauner appointed him to serve on the Illinois Commission on Police Professionalism.

Mr. Smoot holds several Certificates in Police Leadership from the Harvard Law School. He has been repeatedly selected for inclusion in Super Lawyers & Rising Stars and has been recognized as one of the “Top Employment & Labor Attorneys in Illinois” by the publishers of Chicago magazine. He was admitted to practice before the United States Supreme Court in June of 2011. He is very honored to have served as a police and public safety policy advisor to the Obama-Biden Presidential Transition Team and as an appointed Member of the President’s Task Force on 21st Century Policing. He and his family reside in the City of Leland Grove, Illinois where he served as an elected Alderman and the Police Commissioner for twelve years.

SESSION:

The Resilience Advantage: Facilitating Officer Composure and Performance

Presenter: Rollin McCraty, Ph.D., Executive Vice President and Director of Research

This session focuses on the physiology of emotion and resilience with a focus on the mechanisms by which emotions influence cognitive processes, behavior, and health.



Rollin McCraty of Boulder Creek, Calif., is executive vice president and director of research of HeartMath Institute. McCraty is director of research and project coordinator of the Global Coherence Monitoring System. He has been with HeartMath since its creation in 1991. He is a psychophysiological and a professor at Florida Atlantic University. McCraty’s research interests include the physiology of emotion, with a focus on the mechanisms by which emotions influence cognitive processes, behavior and health. He and his team regularly participate in studies with scientific, medical and educational institutions worldwide. McCraty has written extensively and been widely published in his areas of scientific interest. He holds numerous memberships, including with the American Autonomic Society, Pavlovian Society, National Association for Psychological Science, Association for Applied Psychophysiology and Biofeedback and Society for Scientific Exploration.

SESSION:

Building the Resilient Brain: The New Officer Survival Guide

Presenter: Michael V. Genovese, MD, JD, Chief Medical Officer, Behavioral Health Services, Acadia Healthcare; Chief Medical Advisor, FBINAA Officer Safety & Wellness

It is the duty and sacred right of a police officer to protect and serve. In order to uphold this oath, members of law enforcement often have to fight against the brain’s own instinct of survival; rather than running away from danger, they run towards it. Research has shown that the brain is a dynamic organ, responding to both genetic and environmental influences. Resilience, the ability to overcome stress & the biological impact of stress, is a key factor in maintaining the health of a law enforcement officer and his or her ability to do the job. Through evidence-based work that addresses biological, psychological, social, and spiritual factors, and that positively changes the neuropathways in the brain to manage stress, resilience can be optimized. The FBINAA has developed a course specifically addressing these pillars, which we consider the “Officer’s New Survival Guide.”



Dr. Michael Genovese is the Chief Medical Officer, Behavioral Health Services at Acadia Healthcare. Acadia operates a network of 576 behavioral health facilities with approximately 17,300 beds in 39 States, the United Kingdom and Puerto Rico. Doctor Genovese also serves as the Medical Director of the Officer Safety and Wellness Committee of the FBI National Academy Associates, Assistant Clinical Professor of Medicine at the University of Arizona and Medical Director of the Camden Center in Menlo Park, California. He is the former Chief Medical Officer of Sierra Tucson. Dr. Genovese is a Diplomate of the American Board of Psychiatry and Neurology, a member of the American Psychiatric Association, the American Academy of Addiction Psychiatry and the American Society of Addiction Medicine. Doctor Genovese co-founded the multidisciplinary medical practice Long Island Mind and Body in New York while practicing as an attending physician at NYU/Winthrop University Hospital. He was a fellow at the NYU/North Shore University Hospital Child and Adolescent Psychiatry Program, and he completed his residency training at the University of Connecticut School of Medicine. Before beginning his medical studies, Doctor Genovese earned a Juris Doctor degree at the University of Pittsburgh School of Law. He is a member of the New York Bar and the American Bar Association and is an advocate for attorneys and first responders seeking treatment for addiction and co-occurring disorders.

SESSION:

Rebuilding the Tactical Athlete to Enhance Longevity

Presenter: E.J. O'Malley, Health & Fitness Instructor, Physical Training Unit, FBI Academy

US spends over 17% of GDP on Health Care, almost twice the amount of other developed nations. Despite these facts, over 90% of our “health care dollars” are spent on the 10% of our health that can be affected by medical care. So, even if that is optimal, it will not solve the problem of poor health in America. This session will help participants understand how the link between physical FITNESS and Mental FITNESS improves performance, leadership, and overall health.



***E.J. O'Malley** is a 14 year Health and Fitness Instructor at the FBI Academy, Physical Training Unit. He earned his B.S. from Lock Haven University of Pennsylvania and M.S. from Virginia Commonwealth University. He holds certification from the National Strength and Conditioning Association.*

SESSION:

Below 100

Presenters: Roy Bethge and Kim Schlau

The mission of Below 100 is to reduce line-of-duty deaths to fewer than 100 per year, a number not seen since 1943. The program targets areas under an officer's control and responsible for a large percentage of LODDs. Driving, safety equipment, situational awareness and decision making are some of the most deadly aspects of the job. Below 100 focuses on five core tenets - 1) Wear your belt, 2) Wear your vest, 3) Watch your speed, 4) WIN – What's important Now?, and 5) Remember: Complacency Kills!

Roy Bethge, Executive Director, Below 100



***Roy Bethge** is a veteran police leader with more than 31 years of law enforcement experience. He retired in May of 2017 as Deputy Chief of the Buffalo Grove Police Department in Northern Illinois. He holds a Master's Degree in Criminal Justice from Columbia College and has an extensive background as a trainer in the subject areas of leadership development, officer safety, use of force, and adult learning. Mr. Bethge is the co-founder and lead instructor of The Virtus Group, Inc. which brings innovative leadership training and development to law enforcement professionals around the country. He serves as Executive Director of Below 100, a not-for-profit organization trying to reduce police officer line-of duty-deaths and preventable injuries, and is also an instructor at Louisiana State University's National Center for Biomedical Research.*

Kim Schlau, National Training Coordinator, Below 100



*After losing two daughters in 2007 to a traffic crash caused by a distracted Illinois State Trooper, **Kim Schlau** has worked with law enforcement, schools, and businesses to prevent crashes due to speed and distracted driving. Since 2010, Kim has taught at ILEETA, IACP, FBINAA, and numerous law enforcement agencies, academies and conferences throughout the United States. Kim is also the national training coordinator for Below 100 and a guest speaker for their program.*

SESSION:

The Role of Blue Courage in Health and Wellness

Presenter: Michael Nila, Managing Partner, Blue Courage

This presentation will be an overview of the newly developed Blue Courage Health and Wellness class designed to optimize police officer performance. As a pillar in the President's Task Force on 21st Century Policing, officer health and wellness has become a critical leadership focus. But the approach must go beyond the physical to include the dimensions that influence, nurture and amplify optimized performance which include the: physical, mental, spiritual and emotional domains. Attendees will learn the importance of each domain and will learn quick and easy practices that will strengthen each domain. Health and wellness will also be connected to officer safety and an officer's ability to maintain emotion control and the exercise of good judgment. A critical emphasis will be the importance of health and wellness to conflict resolution and de-escalation.



*Recognized as one the nation's foremost authorities in the leadership practices of great leaders and organizations, **Michael Nila's** mission is to inspire individuals and teams to achieve their highest potential and contribution. A passionate educator, Michael has led hundreds of hours of research and consulting projects, which has translated into ground-breaking training programs, keynotes and seminars. These initiatives have helped leaders and organizations worldwide realize breakthrough solutions and results. For twenty-nine years, Michael honed leadership skills while serving his nation in the policing profession before retiring as a Police Commander with the Aurora, IL Police Department. As a police officer, he served in many capacities, including patrol, detective, SWAT Commander, Area Commander and led the department's re-engineering from a traditional police agency to a community-policing department. He refers to the policing profession as his vocation, believing that policing is the noblest of professions. His vast experience in the field has made him the trainer of choice for*

police agencies and communities nationwide. He has trained internationally in many countries, including nations in Europe, Africa, Caribbean and South America. A valued and sought after speaker, Michael travels extensively to deliver his trademark real-world perspective to contemporary workplace issues. He has trained and certified thousands of employees, executives and trainers for notable organizations worldwide, such as the U.S. Department of Justice, Chicago Police Department, Los Angeles Police Department, New York City Police Department, The United Nations, as well as the military, government agencies and Fortune 500 Companies. Currently, Michael is founder and Managing Partner of Blue Courage, an organization committed to the design and delivery of world-class personal and organizational development solutions that unleash the untapped potential within. He is also a certified Master Trainer in Resilience by the HeartMath Institute and a certified instructor for Simon Sinek's Start With Why. To reinforce a commitment to unleashing individual and organizational potential, Blue Courage has forged strategic partnerships to create dynamic, world-class training options for individuals and organizations. This synergistic approach enhances Blue Courage's portfolio and combines the

expertise, passion and energy of a proven team of professionals from several disciplines. Michael is proud to draw his passion for life and commitment to excellence from his strong Mexican heritage. He draws inspiration from his grandmother; a beacon of courage, perseverance and loyalty; and his uncle, Hector Jordan, a trailblazer who served as the first minority police officer in Aurora, Illinois and as a U.S. Federal Narcotics Agent. Michael holds a Master's degree in Business Administration and a BA in Criminal Justice Management. He is the 2016 recipient of the Attorney General's Award for Meritorious Public Service and the HeartMath Institute Humanitarian Heart Award in recognition for improving the health and well-being of policing through resilience training. He resides in Aurora, Illinois USA.

SESSION:

Destination Zero

Presenter: Desiree Luongo

Desiree Luongo, Senior Director Officer Safety and Wellness, National Law Enforcement Officers Memorial Fund

Destination Zero is rooted in creating a culture of safety and wellness; this presentation will cover traffic-related law enforcement fatalities and the best practices in mitigating these deaths. We will first cover traffic fatality statistics from 2012 thru 2018 as well as the 2019 fatalities to date. The information will be classified by crash type, inclement weather crashes, agency type and the circumstances surrounding the crash (i.e. if the officer was responding to a call or on patrol) to get a more complete picture of how and when these incidents occur. We will then discuss the creative ways departments are motivating their employees in the area of traffic safety; including innovations that have come through Destination Zero, training and resources and how to successfully implement a safety program



Desiree Luongo is the Senior Director of the Officer Safety and Wellness Division at the National Law Enforcement Officers Memorial Fund (NLEOMF). Ms. Luongo joined the Memorial Fund in 2015 as a member of the research team, examining current year law enforcement fatalities for inclusion on the Memorial. Ms. Luongo is currently overseeing the Destination Zero/ VALOR Initiative and its National Officer Safety and Wellness Awards program, is co-author of the Making it Safer 2018 COPS Report on officer line-of-duty deaths and assists the NLEOMF with traffic safety implementation programs through their partnership with NHTSA.

Prior to the Memorial Fund, Ms. Luongo proudly served in the United States Secret Service Uniformed Division as both an Officer and a Sergeant. Ms. Luongo served most of her career in the Uniformed Division at the White House Branch, working in a variety of administrative and operational assignments. Ms. Luongo also traveled in support of Presidential, Vice Presidential and First Family protection details.

This Leadership Forum was brought to you through collaboration between two leading organizations dedicated to Law Enforcement and Officer Resiliency, Safety & Wellness.

