

**2022 CIT INTERANTIONAL  
CONFERENCE WORKSHOP SCHEDULE  
August 28 - 31, 2022**

**SUNDAY, AUGUST 28 (Pre-Conference: Bonus Sunday)**

**CIT Coordinator's Course (requires pre-registration; \$375) 8:00 am - 5:00 pm**

CIT International provides the opportunity for those serving as CIT Coordinators to learn about the important role the Coordinator fills in their community CIT Program and become certified as a CIT Coordinator. This 8-hour course of instruction covers the tasks and topics of the various coordinators' roles and how to work with each other to develop or reform their community's crisis response system.

**Building Resiliency: Surviving Secondary Trauma (pre-registration or on-site; \$25) 8:00 am - 12 noon**

Did you know that for every police officer that dies by suicide, there are a thousands more out there, still working and suffering from Post-Traumatic Stress or struggling with other problems brought on by the job--anxiety, depression, alcoholism, marital problems, and more. Building Resiliency: Surviving Secondary Trauma is a four-hour course that is designed for all first responders and mental health professionals and will provide important information to attendees regarding recognizing Stress and Secondary Trauma; the physical and emotional effects they have on your body, and most importantly, developing easy and effective coping skills to help build resiliency for both self and peer support.

**NAMI and other Advocates: Sharing a Conversation (Free, no pre-registration) 1:00 pm - 2:30 pm**

Advocacy partners hold a critical role within crisis intervention teams. Local NAMI leaders were at the table with clinicians and law enforcement officers as the CIT model was developed. Ensuring that the voices of family members and peers are present within the 40 hours educational component of CIT is just one aspect of our role. In fact, the role of the advocacy partner is far more inclusive than providing speakers. In many ways, the advocacy partner serves as the accountability partner to prevent police departments from pivoting CIT away from a community diversion program into another police training. Please join other NAMI leaders and advocates for a facilitated conversation about the unique role advocacy partners play in implementing CIT with fidelity to the established best practice standards. Please bring your challenges and successful innovations to this open conversation. We are stronger together.

**Coming Up for Air: And award winning film (FREE; confirm on registration form) 3:00 pm - 6:00 pm**

Coming up for Air, winner of six best feature awards at festivals worldwide tells the story of ceramic artist Anna Russell and her son Stan, a straight A college student and high diving champion seeking a spot on the men's 10m Olympic diving team. The pressure and stress to succeed in both his competitions and school take their toll and Stan begins a downward spiral with potentially tragic consequences. A breathtaking family drama that highlights the importance of mental health care, this feature takes audiences on an all-too-common journey, highlighting the pressures that are put upon teenagers to succeed and on parents to cope. Coming Up for Air is being hailed as a picture that will launch a national conversation about the significant role caregivers play helping friends, family and individuals recover from mental illness. A panel discussion to include the audience will be moderated by the Producer, Roger Rapoport and Maj. (ret.) Sam Cochran.

## **MONDAY, AUGUST 29**

**9:45 - 10:45 AM**

### **Culture & Mental Health: Eliciting the Big Picture During Crisis Intervention**

*Andrew McKnight, Colin Fowler*

Crisis Intervention requires an immediate development of trust between people from different cultures to restore the individual's coping mechanisms to pre-crisis levels of functioning. Quickly developing rapport and trust between different cultural groups often requires the crisis intervener to communicate non-verbally, with a knowledgeable demeanor, and accept cultural differences. Improving one's cultural intelligence integrates knowledge and information about individuals and groups into specific approaches and techniques. Culturally competent crisis response works to break down barriers that otherwise may impede communication and limit the effectiveness of the intervention.

### **Important and meaningful peer stories that increase understanding within your CIT training**

*Jo Dee Nicosia, John Limbaugh, Denise Bjurholm, Dawn Handley*

NAMI Pinellas County, Florida, will showcase- Sharing Your Story with Law Enforcement. Training peers to share their stories as stand-alone one-hour training or incorporating this presentation within your communities. CIT training has continued to help create positive change in response to calls for care. The powerful and unique stories shared by trained NAMI presenters help increase officers' understanding and empathy, improving community crisis response.

### **Transforming Struggle into Strength: A Posttraumatic Growth-based Approach to CIT**

*Josh Goldberg, Habsi Kaba*

In 2021, Miami-Dade County CIT and the Boulder Crest Foundation (the global leader in developing, delivering, studying, and scaling Posttraumatic Growth-based programs for first responders and combat veterans) began collaborating to explore how to best integrate notions of Posttraumatic Growth into CIT training and programs. In this workshop, we will discuss the science of PTG, the importance of PTG-based approaches to struggle (which offers value in the context of CIT training as well as in practice), and the success and impact of our efforts in Miami to embed PTG within CIT training programs.

### **CIT International Training Programs and Program Certification**

*Chris Roup, Colette Scott-Winger*

CIT International provides various training and technical assistance opportunities to enhance CIT Programs as well as providing CIT programs the opportunity to receive certification through a structured assessment and feedback process. This workshop will provide information on both program areas. For the training and technical assistance program, there will be an in depth look at each of the courses with testimonials from instructors, as well as past attendees. For Program Certification, there will be an overview of the four levels of certification awarded and how to complete and submit your program for evaluation. The certification is valid for three years.

### **“Behavioral Health Team-the Fourth Response for 911”**

*Ann MacLeod, Sarah Strang, Rebecca Skillern*

Historically, when an individual contacted 911 in an emergency, three options were available: fire, law enforcement, or ambulance. Houston, Texas, has a fourth response. Houston Police Department collaborated with The Harris Center, the largest behavioral health provider in the area, to create a behavioral health response that does not involve law enforcement when individuals request mental health assistance. The Mobile Crisis Outreach Team-Rapid Response (MCOT-RR) responds to mental health calls that dispatchers have vetted. Behavioral Health staff can respond to these calls immediately in the community. This presentation will focus on program development, structure, services, and replicability.

### **Thinking Beyond 988: Roadmap for Creating an Ideal Crisis System**

*Samuel Jackson, Margie Balfour, Jason Winsky*

988 represents significant progress in improving parity and access for those experiencing a mental health crisis. However, it is important to recognize that a crisis does not begin or end with a call to 988. This talk aims to provide an overview of the essential elements of a behavioral health crisis system, measurable standards, and implementation strategies for communities to move toward an ideal crisis system. Additionally, attendees will be able to evaluate their own community behavioral health crisis system and explain how to access the most up-to-date crisis-related tools and resources.

### **CIT with Aloha: Talking Story about Lessons Learned from Honolulu's CIT**

*Heather Lusk, Kumi McDonald, Mike Lambert*

Honolulu's CIT was launched in 2018 through a collaborative community process, including an assessment phase of the sequential intercept model and support and training of trainers from national experts. This session will focus on lessons learned from cultural adaptations of the training, building community and law enforcement buy-in, and Honolulu CIT has helped launch additional initiatives across the crisis prevention and response continuum in Hawaii. Honolulu's CIT centers lived experience and collaboration at the foundation. Through "talk story," participants will learn about the intersection of CIT and Hawaiian values and the impact on those in crisis.

### **Build it and they will come: Creating a Network for First Responders**

*Dawn Morris, Jason Klaus*

This presenter(s) will share how the Missouri CIT Self-Care Subcommittee grew an idea organically to help assist first responders when they need assistance for their well-being. It started with having a network of behavioral health providers trained in trauma who know first responder culture and creating a self-referral list of providers for all first responders across Missouri. This presenter will share how it was created.

## **Responding to Transgender Individuals on the Autism Spectrum**

*Jennifer Mehnert Baker*

A psychiatrist specializing in working with transgender individuals has identified a high co-occurrence of gender dysphoria and Autism. Interacting with individuals who hold the identity as a person on the autism spectrum transitioning is increasingly common. However, LEOs are rarely provided with specialized training to understand the two factors and then provided any training on how to interact with transgender individuals on the spectrum to ensure the best possible outcome. Gender identity is not a topic routinely addressed in LE training, yet they are a population CIT officers are likely to encounter.

## **Tactics ARE De-Escalatory: Why tactical concepts are the foundation of de-escalation**

*Brian Peete, Jason LaFerriere*

De-escalation starts with responders placing themselves in the best possible way to maximize their options. This workshop is geared toward all first responders, mental health professionals, and peers who work "in the field" answering elevated and dangerous calls for service and assistance. We will provide attendees with information on tactical-based concepts. These concepts will help increase survivability for both responders and the person in crisis, allowing for verbal de-escalation to start.

## **Innovation within the Peoria Police Department; CIT Partnerships at Work**

*Lisa Scott, Andrew Marks, Luis Aponte, Tenasha Hildebrand*

Diverting individuals in crisis away from law enforcement for public safety is also beneficial to the person in crisis. Peoria Police Department found opportunities to infuse CIT into specialty units that support individuals in crisis, such as barricaded individuals, teens in crisis in the high school, individuals who have experienced homelessness and repeated misdemeanors, and tragedies experienced by other officers, and those in the community. The crisis system is robust and accessible, providing warm handoffs from law enforcement and support to communities affected by tragedies and trauma.

## **Law Enforcement to Librarians, Urban to Rural: Peers Create Recovery Communities**

*Kasey Parker, Michael Woolman*

During this 60-minute workshop, attendees will learn how peers create entire neighborhoods that support reentry, recovery, and prevention relationships. Peers partner with law enforcement, state corrections, jails, probation, parole, the airport authority, mental health and substance use providers, employers, landlords, librarians, bus drivers, hospitals, and neighborhood associations to create these communities. Examples of the partnerships include: neighborhood associations advertise services on their websites; librarians make referrals because someone is cold and experiencing mental health issues; police officers know how to refer someone for peer support; bus drivers call peers to support people responding to voices no one else can hear.

### **Personal Perspectives of Alzheimer's and Public Safety & Behavioral Personnel**

*Heather Mulder, Tracey Wilkinson*

People living with dementia experience significant and ongoing changes to how they communicate with and perceive the world. While each individual will experience dementia differently, some commonalities exist to improve interactions and outcomes. By utilizing personal perspectives, attendees will gain insight into the lived experience of dementia from various perspectives as we take a deeper dive into the why and how of responding to people living with dementia, including understanding behavior and de-escalation techniques.

### **Engaging Faith Communities in Community Responder Programs**

*Anne Larsen, Gantry Fox*

For community responders to be effective, they must engage and partner with trusted members of the community and local organizations like service providers, police departments, EMS, 911, and health departments so that they can swiftly connect people to needed services after a call for service occurs. Meaningful community engagement starts with recognizing the power and voices of the community and asking them to help design the program, monitor its impact after program implementation, and ensure the program is well known and trusted among the community it serves.

**Monday, August 29 11:00 - 12:00 NOON**

### **Building Partnerships : How the Bay Bridge Strengthened Crisis Services**

*Tina-Marie Brown, Kathryn Dilley, Sharon Lipford, Jennifer Corbin*

In the Summer of 2020, the Chesapeake Bay Bridge experienced some of its highest volume of suicide attempts that drew lots of community and media attention. Eastern Shore Crisis Response and the Local Behavioral Health Authority organized a partner discussion group to brainstorm "what can be done to help what's happening on the bridge? Two of the many themes of this group: are enhancing partnerships and improving crisis response. Our multi-jurisdictional crisis collaboration is leading the way as a model throughout the state. Learn how Crisis, CIT, Law Enforcement, community leadership, and local managers make a difference.

### **Half Moon Bay CARES, An Alternative to Law Enforcement Response**

*Jeffrey Essex, Matthew Chidester*

In partnership, The City of Half Moon Bay, California, and El Centro de Libertad, a non-profit community-based organization, have launched the CARES Program (Crisis Assistance Response and Evaluation Services). Adopting the CAHOOTS Model, a CARES Team is dispatched by the 911 center instead of Law Enforcement and other traditional 1st responders. We will discuss implementation, the importance of collaboration, and the reception of CARES in the community. We will also share challenges and success stories.

### **Talk Saves Lives: An Introduction to Suicide Prevention in the Correctional Environment**

*Jesse Putkoski*

Talk Saves Lives™: An Introduction to Suicide Prevention in the Correctional Environment provides corrections staff with information about what can be done to create a safer environment for people in custody and provide a better understanding of resources available to help them take care of their mental health. This presentation covers suicide prevention information that applies to corrections staff working with people who are incarcerated and their role as co-workers in an industry that has high rates of suicide compared to US averages.

### **Navigating the 3 C's – Can CIT, Crisis Negotiators, & Co-Responders Co-exist?**

*Rachel Britt, Candance Allen, Thomas Clinton, Elaine Blanton*

Talk about confusing – your agency's CIT officer begins deescalating an individual considering suicide when he realizes they could benefit from the resources of a co-responding behavioral health specialist. The co-responder arrives on the scene, but before they can establish contact, the individual suddenly barricades inside his home with a weapon. Do the CIT officer and co-responder attempt communication, or do they tap out with a crisis negotiator? This workshop navigates the tricky waters of defining the responsibilities and duties of each specialty and how to create an environment of cohesive efficiency between them.

### **Improving Officers' Engagement with the Public**

*Jennifer Mehnert Baker, William Baker*

This workshop will translate recent research into practical action steps to improve officers' psychological well-being, engagement with the public, and team cohesion. As conversations related to police reform focus on eliminating qualified immunity for individual officers, research suggests that the key to improved community/police outcomes rests in the hands of supervisors and administrators. This research supports community-oriented policing approaches such as CIT.

### **CIT Training: Does It Actually Work?**

*Jonathan Parham, Edward Dobleman*

In New Jersey, over 5,000 officers have successfully completed CIT training over the last 10 years. Unfortunately, there is no research to support whether the training participants receive during the 40 hr. course shows up in officer performance during a call response. This workshop discusses research undertaken over six months that tracked the performance of police officers responding to mental health calls for service by monitoring police body-worn camera videos and comparing the officer's performance with performance indicators taught during our CIT-NJ Training.

### **Developmental Disabilities and Co-occurring Mental Health Needs**

*Yolanda Cruz, Habsi Kaba*

Lack of understanding of developmental disabilities and co-occurring mental health have resulted in many encounters with law enforcement. Unfortunately, the media focuses on negative law enforcement encounters; it is important that first responders and all disciplines become aware of developmental disabilities and co-occurring mental health characteristics.

### **"Not sick, but not well": Concept of Languishing and Moving Forward Post-COVID**

*Teena McGuinness, Brenda Mayfield*

As a result of COVID-19, inordinate stress induced a range of responses, depleting law enforcement, judicial, and mental health workforces. While many do not recognize secondary traumatic stress ("It's just part of the job"), the pandemic has affected all of us to varying degrees. Early fight, flight, or freeze responses may have morphed into protracted states of languishing throughout the pandemic. The state of languishing is a mid-point between depression and flourishing. We will introduce participants to languishing, flow, and flourishing concepts and offer suggestions for recognizing languishing. We will also address skills to promote the flow and flourishing of the program.

**People in Crisis: Who we are, What we want**

*Ken Knepper*

As a person with bipolar I, I use my past to educate people in the present. My workshop will cover mental illness, specifically what happens when people are in crisis. I will explain how people with mental illness can appear to be under the influence of illicit substances. This workshop is based on my experiences and conversations with people with mental illness. I work with the CIT of York County, PA, to train officers from my point of view as a person with mental illness. Practical insight from a personal point of view.

**Keys to Successfully Incorporating First-Person Perspective**

*Nicole Wolf*

The first-person perspective of people with lived experience of mental illness is a Core Element of CIT. Often, the modules which include a person sharing their experience interacting with law enforcement are the highest rated on evaluation forms. Without careful consideration and planning, there can be damage to both the training experience for the officers and the wellness of the person sharing. This session will share our approach to incorporating a first-person perspective throughout our 40-hour certification course, which includes three key factors. In addition, we will discuss challenges that have arisen and how we've attempted to minimize them.

**Catering to Officers: Eliminating Barriers for LEO Referrals to Crisis Stabilization Units**

*Lisa Evans, Kristen McAllister, Kimberley Boyett, Lisa Nava*

Crisis stabilization units (CSUs) provide CIT officers with an alternative to jail for people needing intervention for behavioral health or chemical dependency issues. CSU availability can increase the chances of a successful outcome of an encounter between law enforcement and people with mental illness. In 2018, Arkansas opened four pilot CSU programs, prioritizing law enforcement referrals. This session will review common barriers in diverting persons from arrest to treatment, strategies to enhance the police mental health collaboration, and methods to increase law enforcement referrals to the treatment units.

**988/911 Implementation: Lessons Learned from Five States**

*Chanson Noether, Dan Abreu*

SAMHSA's GAINS Center convened a national policy academy entitled "Ensuring successful 911/988 coordination through developing guidance and local implementation strategies support statewide roll-out efforts." This national police academy included five states to facilitate the development and dissemination of guidance for 911/988 collaboration at the state and local levels. Policy academy teams convened to share best practices and develop guidance/implementation strategies. Based on the work of these five teams, this workshop will discuss lessons learned that apply to states and local jurisdictions as they are implementing 988 strategies and collaborating with law enforcement partners.

### **Missouri's Justice Reinvestment Initiative (JRI)- Crisis Response Work Group**

*Jason Klaus, Angela Plunkett*

The Missouri Justice Reinvestment Initiative-Crisis Response Work Group was established in 2021 to support diversion from traditional criminal justice case processing for nonviolent offenders with behavioral health conditions that are significant factors in bringing them into the justice system. The goal is to promote fiscal, public safety, social and health benefits, communities, justice systems, and taxpayer benefits. The session will provide information on four goals and the work of six subcommittees that support community crisis response. These include Expand Law Enforcement Diversion, Expansion of Prosecution and Court Diversion, Expand Juvenile Diversion Programs, and Expansion of Law Enforcement Assistance Programs.

### **"It Takes a Village" - Recruiting CIT Volunteer Support**

*Kilsy Silva-Disla*

As we all know, to run an effective CIT program, we need as much support as possible. "It Takes a Village" is a training developed to address the need for volunteers to support a local CIT program. In this training, you will learn how to recruit more or new volunteers. You will also learn some ways to keep track of your growing volunteer list and train your volunteers to support your program effectively, and finally, ways to keep them coming back each year to support you.

**Monday August 29 1:30 - 3:00 PM**

### **READ (HIDDEN) EMOTIONS - The Science Behind a New Skill**

*Dan Seidman*

You can access information about others, which you have never before known - what they are thinking and feeling. In this unique and highly-interactive experience, you'll discover the science of reading (hidden) emotions on the face. Using special videos plus a unique coaching session, you can quickly work toward mastery of this skill. Applications for this new ability are broad. You can improve professional and personal relationships, whether you lead, coach, or sell.

### **Beyond CIT-The OTHER Disabilities Law Enforcement NEEDS to KNOW**

*Dave Whalen, Patrick Mann*

Law Enforcement encounters individuals with disabilities up to 50% of their interactions while on active duty, but how aware are they? Where CIT leaves off, Law Enforcement Disability Awareness Training picks up, educating on Autism, intellectual disability, traumatic brain injury, seizure disorder, Tourette syndrome, ADHD, learning disabilities, physical disabilities, and dementia. Niagara University will introduce the nation's only comprehensive program on this topic, currently implemented in New York, Virginia, Missouri, and South Dakota. An IADLEST certified program; it also addresses the Americans with Disabilities Act, service animals, victimization, etiquette/interaction skills, Person/Identity First Language, and community supports and services.

### **The Reality of Alzheimer's: Appropriate Interventions for Public Safety Personnel**

*Heather Mulder, Tracey Wilkinson*

The reality is that over 6 million Americans are living with a neurodegenerative condition called Alzheimer's disease. Dementias are diseases that affect how a person relates to reality in how they think, communicate, remember, and behave. While it is the most common form of dementia, it is not a mental illness and requires a special skill set for public safety personnel to respond appropriately. By understanding the reality of Alzheimer's disease and exploring improvisational communication techniques, attendees will increase their capacity for successful interactions with people living with dementia.

### **Call Diversion from 911: The most promising and challenging police reform**

*Sabrina Taylor, Matthew Moody*

2021 was a great year for innovation, especially in diverting mental health calls away from police and toward other specialists. Pilots were tried, a ton of research was published, and news articles were written on what was working and what was not. Phoenix, Arizona, was one location that piloted several different diversion programs. This presentation will sum up the findings in Phoenix, information learned from other partner cities, and cite published research and other articles to give the audience an idea of what works, what doesn't, and things to consider when starting/growing a diversion program.

### **Applying a Gender Responsive Approach to Community Based Diversion Interventions**

*Anne Larsen, Kim Bogucki, Melissa McKee*

While men account for the majority of people in the criminal justice system, the proportion of women has grown over the past several decades. As communities explore alternatives to traditional law enforcement responses to individuals in crisis due to poverty, mental health, and substance use disorder. These alternatives must recognize that women have distinct histories, pathways to law enforcement contact, and experiences in the criminal justice system. Gender-responsive approaches to community-based diversion interventions improve community outcomes by diverting women from the criminal justice system and reducing the strain on traditional law enforcement.

### **ADEPT: Advanced De-Escalation and Escalation Prevention Training**

*Julie Collinson, Ridg Medford, Jason Ritter, Elizabeth Lawrence*

This workshop introduces participants to an advanced evidence-based approach to working with those in crisis for CIT professionals, recently implemented in partnership with the Oregon Department of Public Safety Standards and Training and the Oregon Center of Behavioral Health and Justice Integration (OCBJHI). This program was designed to increase the responders understanding of their worldview through personal experiences and current well-being and demonstrate how those can affect and ultimately deliver a trauma-informed response to a person in crisis. Presenters will introduce a framework, which can be easily implemented, to enhance response to the person in crisis.

**Recovery In Our Ranks**

*Rich Wistocki, Billy Cinkay*

The "Recovery in Our Ranks" training is an up close and personal Conference Breakout session Training for Fire, Police, Dispatchers, Telecommunications, Probation, Corrections, and Military. This training showcases how First Responders Suffer in Silence and are afraid to ask for help from their employers. This training session will guide and direct the first responder on how to ask for help and the employees' rights to the Federal Medical Leave Act. This will be an in-depth look at what First Responder therapy looks like and how to acquire it to lead a successful life.

**The "I" in a Crisis Team--I'm the One Who Called You**

*Linda Tashbook, Jack Rozel, Christina Newhill*

What becomes of the person, often a family member or friend, who called for emergency help and likely has critical information to share? From the proliferation of video-recorded crisis scenes, folks who personally know the person in crisis want to be helpful beyond making that call but can unintentionally create disruption, alarm, and even increased danger. This panel is about educating and engaging family members throughout a crisis intervention. Attendees will practice family psychoeducation strategies, effective information collection involving these stressed family and friends, and methods for recruiting a family member or friend into de-escalation.

**You Can't Always Say Yes! CIT Fidelity and Community Needs**

*Amanda Stamps*

National trends and political climate often drive training and programs in law enforcement. With the ever-present pressure to "train everyone in CIT," administration and CIT Coordinators need to be versed in the evidence-based nature of CIT and why we need to protect the fidelity of CIT concepts. Additionally, as leaders in mental health response, we should know what other options are available for training and efficient use of existing programs within your community that divert from police response. Examples of successful programs and training will be presented as well.

**Using an Evidence-Based approach to crisis triage during CIT encounters**

*Andres Arvizu, Nicole Maynez, Ana Flores, Samuel Rangel*

Triage is a critical component of all de-escalation or crisis intervention processes and essential to any CIT practitioner, both law enforcement and mental health. Equally important is the selection of a triage instrument that is evidence-based. This workshop will introduce and explain two triage instruments, the TASCI and TACKLE, from a three-dimensional model used worldwide as part of crisis intervention. Both assessments provide a quick and accurate method that is directly usable in the intervention process. This workshop will review crisis intervention steps and teach techniques to use in day-to-day encounters.

**Ready, Set, Share!**

*Kevin Miller, Lori Wood, Michael Wells*

We all wonder about other CIT programs and want the short version of their strengths and challenges. Participants are encouraged to attend with others from their CIT program. Groups will be paired with others for 5 minutes to talk about the strengths of their program and the areas where they may struggle. After 5 minutes, groups will rotate and share information with a different group. Moderators will oversee and lead the discussions. Prevalent themes and challenges will be further identified and discussed. The last twenty minutes will consist of moderators reviewing common topics with the whole group. Bring business cards!

**OUR Place: Crisis Intervention through Crisis Prevention**

*Kim Schweickert, Hilary Peterson, Christy Butler, Justine Hernandez*

OUR Place, a women's and family shelter in Reno, Nevada, utilizes on-site mental health clinicians, trained shelter staff, and community collaborations to help foster a person-first model that reduces recidivism for those experiencing homelessness. This presentation will discuss how staffing crisis intervention team members within a shelter allows reduced calls for service to law enforcement and the larger impact this has on the community. This presentation will also highlight the collaboration between OUR Place and the local MOST teams that saw a 95% reduction in calls for service to the shelter.

**Question. Persuade. Refer. (Q.P.R) for CIT Personnel**

*Janice Campbell, Marge Inscho, Pamela Bolden*

The signs of crisis are all around us. QPR is an emergency response to someone in crisis and can save lives. It's the most widely taught training in the world, and its mission is to reduce suicidal behaviors and save lives by providing innovative, practical, and proven suicide prevention training. QPR training empowers all people, regardless of their background, to make a positive difference in the life of someone they know. Tri-State Canine Response Team in-person, the interactive presentation includes personal experiences. Fortunately, those in attendance will have the support and comfort of our wonderful crisis response canines.

**Igniting the Power of the Crisis Now Model**

*Rolando Santiago, Dorne Hill, Beth Tabachnick, James Gilmore*

Key players will describe the dynamic history of building the Crisis Now Model in Montgomery County, Maryland, for civilian response to behavioral health crises in close collaboration with the Police Department, Fire and Rescue Services, hospitals, schools, and crisis call centers (e.g., 911, 988).

**Monday August 29 3:30 - 5:00 PM**

**The Oregon CIT Center of Excellence - A Statewide Collaboration**

*Kevin Rau, Ridg Medford, Julie Collinson*

In this presentation, the presenters will discuss the origins of the Oregon CIT Center of Excellence, a collaboration between the Oregon Department of Public Safety Standards and Training (DPSST), Greater Oregon Behavioral Health, Inc. (GOBHI), and the Oregon Health Authority. Also discussed will be the successful initiatives and challenges presented by a multi-agency, multi-disciplinary approach to supporting CIT programs and promoting behavioral health training statewide. This includes developing a statewide 24-hour advanced CIT program, a statewide 16-hour CIT for telecommunications, the Oregon CIT Summit, and the annual Northwest regional CIT Conference.

**A Native American Interpretation of CIT**

*Mark Anderson, LeMoine LaPointe*

This workshop for community, public safety, and mental health will explore BSFs approach to working with the Indigenous homeland and urban communities in Minnesota, South Dakota, North Dakota, Wisconsin, Nebraska, Montana, and beyond. We build on the strengths and assets of each community to design and implement innovations. Participants will experience a Conversational Cycle. We use four conversations: Discovery, Dream, Design, and Delivery. The Discovery conversation answers questions like: What values do you bring to your CIT work? What practices in your community's past still guide your work? What are you doing today in CIT that is the most exciting?

**Got R.I.S.T - Teaming police with social workers on the front line**

*Pete Wiesner, Sandra Kurdziel, Sarah Burtenshaw*

Hamilton Police have teamed up with the city's social service partners to bring a dynamic new alternative to responding to the most acute individuals within the "Marginalized Triangle" of homelessness, addiction, and mental health. Society has been asking for police reform... R.I.S.T is the answer! The Rapid Intervention and Support Team is a multi-disciplinary team of experts from our community in homelessness, addiction, and mental health, who work collaboratively with police in a team-led setting to provide the resources needed to help the most complex marginalized individuals in the community.

**From Officer to Advocate: Leveraging Your Passion for Create Change**

*Shannon Scully, Brandon Graham*

As you engage in CIT efforts in your community, you may hear, "CIT is more than just training." Advocacy is one of the many "mores" critical to supporting and sustaining CIT efforts. During this session, participants will learn why policy change is important to the goals of CIT and how to leverage their knowledge and passion for CIT to become an advocate. Learn about timely federal and state opportunities to influence policies that impact people with mental illness and how to get involved in NAMI's efforts to reimagine the response to people experiencing a mental health crisis.

## **Addiction is a Behavioral Health Condition: Supporting Officers to Surpass Stigma**

*Melissa Misner, Jessica Martin, Ericanne Spence*

Major (ret.) Sam Cochran, the founder of Crisis Intervention Training, said it best at the inaugural State of Michigan CIT Conference: "CIT is not talking enough or doing enough about substance use disorder as a behavioral health condition. Tri-County CIT takes a unique perspective when presenting the SUD training module by challenging officers to shift their paradigm. The workshop presents a "how to" for LE and MH professionals who are instructors at Crisis Intervention Training and are tasked with developing the SUD curriculum.

## **Autism Spectrum Disorder and Crisis Interactions**

*Cory Sutton*

Individuals with autism spectrum disorder and in crisis can pose significant difficulties to responding officers. Misunderstandings of an individual with Autism actions can lead to unwanted outcomes. In law enforcement, we ask a question or give a command; we expect an immediate response. Individuals on the autism spectrum are often incapable of providing an immediate response. It's not that they don't want to; physically or cognitively, they are incapable of that immediate response. Recognition and adjusting our tactics can lead to a safer outcome for all parties involved in interactions.

## **Understanding and Calming Angry Children and Adolescents**

*Tim Murphy*

School and domestic calls for first responders often involve angry and sometimes violent outbursts with children and adolescents. Understanding the causes and characteristics of anger in children is essential to defusing volatile situations. This workshop describes the Four stages of Anger, (2) the ten Characteristics of angry children, practical interventions to deal in the moment of conflict, and guidance for the long run. Additionally, first responders will benefit from the lessons learned in dealing with conflicts in their own families related to the inevitable tensions of bringing work stresses home and home stresses to work.

## **Collect the Dots to Connect the Dots: Producing and Measuring Outcomes**

*Frank Silva*

When law enforcement agencies are being asked to do "less with more" and reimagine how they respond to individuals in a behavioral health crisis, data-driven decisions that produce actionable outcomes are paramount. This workshop will provide information regarding how to start a data collection process, build upon that process to adapt to change and use data and information to produce outcomes that inform your agency and the community you serve. We will pay special attention to performance measures and key indicators that can help define the success of a mental health response system.

## **Relationships as Resources: Community-Led Program Development & Implementation**

*JoEllen Marsh, Kelley Kelley*

Proactive, long-term partnerships are the most important resource for creating and sustaining successful programs. The presenters will share lessons learned from developing and launching a Law Enforcement Assisted Diversion (LEAD) program with hundreds of stakeholders across 14 municipalities (urban, suburban & rural). Through structured activities, we will help attendees think about ways to support existing relationships and build new connections with stakeholders in their communities, including people with lived experience, local elected and appointed officials, law enforcement, advocates, criminal legal system officials, and other community members.

## **Documenting de-escalation and case law updates on crisis contacts**

*Tony Lockhart, Alyse Ferguson*

We will discuss the ever-changing legal landscape of law enforcement interactions with individuals in crisis. We will take a critical look at the use of force considerations while wearing a crisis lens. Recent court cases have re-ignited conversations around law enforcement's uses of force when interacting with persons in a behavioral health crisis. We will discuss what the courts considered (and didn't) and what the decisions mean to the patrol officer, law enforcement leaders, and policies. Finally, we will discuss articulating pre-force efforts (de-escalation) to reduce the need for force.

## **It's Not Punitive, The Judicial System as a Tool for Treatment**

*Scott Davis, Kelly Cox*

A Case Review: After suing the CIA and appealing the case to the Supreme Court, an individual's paranoia turned towards the Montgomery County Police Department's Crisis Intervention Team. During this session, members of the CIT team will review how they became individual targets, both personally and judicially. Learn how the individual's paranoia escalated as he targeted other officers and citizens. We will review how the judicial system is utilized to ensure the individual receives proper mental health treatment. Presenters will also discuss the struggle with separating personal feelings and the importance of focusing on professional responsibilities to serve the individual better.

## **Developing collaborative, community-based strategies to transform crisis response**

*Chanson Noether, Michael Hatch, Louise Pyers*

Broadly framed, crisis response systems require someone to talk to, someone to respond to, and somewhere to go. Funding for 911-988 collaborative efforts provides opportunities to expand crisis care services and reframe policy initiatives. This workshop will feature lessons learned and improvements made to community crisis response systems that participated in a year-long Learning Collaborative hosted by SAMHSA's GAINS Center. These communities focused on strategies and improvements to the "someone to respond" component through demonstrated expansion of civilian-based mobile response, integration of co-response and police specialized response, effective crisis call triage, and engaging community partners to provide timely, accessible treatment options.

**Both Sides of the Story: Successful Outcomes with the IDD Population**

*Laurie Reyes, Jenn Lynn*

Montgomery County, Maryland, is a diverse suburb of Washington DC, with a population of just over 1M people and 180,000+ police calls every year. At least 6,000 of those incidents involve persons with mental illness/intellectual and developmental disabilities. Although Montgomery County has many resources and services available, there is still no clear path for families or individuals faced with IDD challenges. More work can be done to prepare officers to engage with this population. Jenn Lynn and Ofc. Laurie Reyes will share lived experiences, techniques for successful intervention, and potential community resources for more positive outcomes.

**Expanding Community Responder Models to College Campuses**

*Amy Watson, Dan Fichter, Anne Larsen*

As the nation explores alternatives to traditional first responders being dispatched to calls for service to community members in crisis involving substance use, mental health, or poverty in cities and counties across the country, how can that framework be applied to college campus safety officers and mental health services in responding to their students and staff in crisis. This workshop will bring together law enforcement, youth advocacy organizations, and subject matters to engage the audience in a robust discussion around alternative responses on college campuses, exploring community engagement, workforce resources, needs assessments, and curriculum building.

**TUESDAY, AUGUST 30**

**8:30 - 9:30 AM**

**Race, Equity, and Civilian Crisis Response: Exploring Innovative Approaches in Program Development**

*Jackson Beck Jason Tan de Bibiana, Elaine Schleiffer, Nicole Guincho*

Many jurisdictions are developing civilian-led crisis response programs that can directly respond to 911 calls, often without police. However, to truly address the needs of people most harmed by the status quo, jurisdictions must work to eliminate racial disparities and improve outcomes for everyone as they plan, implement, and evaluate these programs. This presentation will examine decision-making points in crisis situations that may produce inequities and describe specific examples of how jurisdictions have taken action to promote equity, with a focus on common challenges that conference attendees may also be navigating in their communities.

**Stop the Stigma: The Fear of Stigma is Part of the Illness**

*Tiffanie Herring, Brien Lassiter, Ashley Hicks*

This presentation will include information about stigma, including the different types of stigma, facts about stigma, how to be stigma-free, and coping with self-stigma

### **This Bipolar Life: Living with Mental Illness - CANCELLED**

*Gabe Howard*

As a society, we frequently talk about mental illness crises because the crisis in mental illness is very public, whereas recovery from mental illness is very private. Doctors, politicians, and family members remark on the best ways to help and support people experiencing these disorders, primarily about how to "avoid bad outcomes." But another discussion is just as important: talking with the people who live successful lives despite such illnesses -- people such as Gabe Howard. His keynote, "This Bipolar Life," is an eye-opening presentation from the perspective of someone living successfully despite bipolar disorder.

### **What happens after a CIT officer intervention? Pre/post research on individual outcomes**

*Leonard Swanson, Meghan Taft, Jim Blocker, Catherine Zettner*

While CIT research has demonstrated officer-level improvements, little has been shown to demonstrate the effects of CIT officer training on individuals in the community. We examined the outcomes of over 200 people who received a CIT officer intervention in a mid-sized Midwestern county. Outcomes examined include community mental health (CMH) services, law enforcement encounters, and incarceration history. Individuals received significantly more CMH services in the year following a CIT officer intervention. No change was found in officer interactions. Only a third showed incarceration history. Findings suggest CIT officers effectively link people to treatment outside of jail, but officer interactions persist.

### **"Is Dennis Really a Menace?" Unruly to Understood – Children in Crisis**

*Rachel Britt, Candace Allen, Thomas Clinton, Elaine Blanton*

Does anyone truly understand how a kid's brain works? Law enforcement officers don't sign up to become child therapists, but how often are those officers called to address kids whose parents are fed up with their kids' behaviors? This workshop delves into the most common diagnoses and reasons kids act out and techniques for officers to respond and deescalate these often frustrating, seemingly no-win situations.

### **Hoarding 1 - The Basics**

*Maria Spetalnik*

Sooner or later, every first responder will encounter a hoarded environment. The sights and smells can be overwhelming, and you may not know how to respond. This class will help you know what to do and say at the moment. We will discuss what Hoarding Disorder is, what causes it, why it's important to address it, its unique dangers, and tips and techniques to interact with the citizen to achieve the best results. This interactive class with lots of stories will help you respond in the real world.

### **How to Build a Countywide CIT Program: The VENTURA COUNTY MODEL**

*Mark Stadler, Felicia Skaggs*

Following a series of officer-involved shootings of persons with mental illness in the late 1990s, law enforcement leaders in Ventura County were determined to find a better way to deal with the increasing violent contact between officers and persons with mental illness. With the help of Major Sam Cochran and the San Jose Police Department in California, Ventura County built from the ground up a county-wide collaboration between NAMI, Behavioral Health, and all law enforcement agencies in Ventura County. Ventura County CIT has continued to grow and become stronger by finding funding sources, utilizing technology, and building partnerships.

### **Utilizing a Proactive Approach to Address Rural CIT Concerns**

*Hannah Longley, Jason Madore*

Rural police and mental health responses can create complications to responses and collaboration between law enforcement and mental health resources. This can be complicated by the additional stress of various systems and agencies working to support individuals with significant mental health challenges in these communities. By proactively planning and relationship building, many barriers can be overcome. Maine State Police, Law enforcement, and mental health resources have come together to provide proactive crisis planning, relationship building, and resiliency enhancement, yielding positive results. This session will review the steps taken to plan and address the unique needs of rural patrol proactively.

### **Veterans Justice Initiative 365**

*Charles Gunter, Christina Rogers*

The Independence Fund Veterans Justice Initiative is an all-inclusive look at how we can work with Veterans when they meet first responders in their times of crisis. We seek to change how the criminal justice system often views Veterans. We are looking at how to serve the Veteran better once they have been involved with the legal system and help guide them and the judicial officials through a more productive outcome other than incarceration. We want to have an open dialogue with our community stakeholders, which is accomplished through training and meetings with the stakeholders.

### **Law Enforcement 101- Understanding Police Culture for Non-Law Enforcement**

*Tony Lockhart*

This course is for all non-law enforcement personnel, behavioral health professionals, co-responders, advocates, and community members who may interact with law enforcement. It is designed to explain some of the differences, limitations, and quirks that interact with law enforcement personnel. This can help answer "why are the police so paranoid, rigid, serious, etc.?" "Why did they arrest the person that needs the help?" Understanding between community members and law enforcement is critical to growing public trust. Law enforcement collaboration with mental health professionals, alternative courts, and community members is key to any successful CIT program.

### **Connecting the Dots: How CIT Connects Law Enforcement, Jails, and Mobile Crisis**

*Raymond Wooten, Connie Bienvenu, Kimberly Mapp*

This workshop outlines Pine Belt CIT's initiative in providing 40-hour CIT classes to corrections officers and how this training better connects mental health resources to local jails. Corrections officers interact with SMI/COD individuals regularly, and while they need similar CIT de-escalation skills as street officers, corrections officers are in a unique situation requiring special attention. Connecting CIT officers, corrections, and mobile crisis services have provided a streamlined pathway for incarcerated individuals to receive help, particularly in areas where a single point of entry is either absent or heavily constrained.

## **Peer Support and Officer Resilience**

*Carla Kearns*

This presentation concentrates on developing a peer support team for your agency—discussion on Mass Causality Incident (Tree of Life) and how to assist officers during a crisis. Topics also included are drug/alcohol issues within law enforcement and assisting officers in critical incidents, including officer-involved shootings and traumatic events. Plus, new techniques are used to assist officers in overall physical and mental health.

## **CIT and the Forgotten First Responders: The Importance of Training 9-1-1 Personnel**

*Lisa Fitzgerald*

The true "First Responders," 911 personnel are on the front lines of daily mental health crises. The information that they receive from callers is critical to the safety of the responders, the public, and consumers. They are the first link in the CIT chain. The 911 call taker routinely speaks to callers in crisis but typically receives very little training on de-escalation techniques. This workshop will explain why it is vital to include 911 personnel in your CIT training program. You will also be given a guide to what components are necessary for CIT training for 911 personnel.

## **CIT Concepts for the Newly Hired Officers**

*John Willimas, Mark Benson, Jennifer Wooldridge, John Keigher*

Many want to introduce CIT as basic law enforcement and correctional academy component. While Illinois continues to hold the 40-hour course as a "specialty training," recent legislation requires an introduction to CIT to be included within the basic curriculum. The Illinois Law Enforcement Training and Standards Board (ILETSB) has recently developed a distinct curriculum for newly hired officers unfamiliar with CIT and without street experiences to build upon. In this presentation, CIT coordinators and instructors will explain the challenges this mandate presented, the steps taken to address those issues, and how complex CIT characteristics were redeveloped.

**Tuesday August 30 9:45 - 11:15 AM**

## **CIT International Training Programs**

*Chris Roup*

CIT International provides various training and technical assistance opportunities to enhance CIT Programs. This workshop will provide an in depth look at each of the courses with testimonials from instructors, as well as past attendees.

## **Odd Partners: An Unlikely Collaboration**

*Alyse Ferguson, Scott Soland, Charles Heasley*

The presentation reviews a Texas program, which has found a unique partnership between law enforcement and defense attorneys. These historic adversaries have found they have common goals and work together to improve outcomes for persons with mental illness. The partnership expands options available for diversion and engages CIT Units, officers, and defense attorneys in finding solutions for assisting those with mental illness in a unified effort.

## **Community Partnerships Helping Those in Need**

*Tenasha Hildebrand, Christie MacMurray*

Supporting individuals in crisis and beyond to reduce ongoing crises is key to effectively supporting people and communities. This presentation will review our community approach to engaging members with a Serious Mental Illness designation to find ways to support them more proactively. This presentation will feature the behavioral health crisis system in Maricopa County, Arizona, and how partnerships with law enforcement through CIT create opportunities to divert individuals from law enforcement to behavioral health resources. We will highlight collaboration workflows for those in crisis using proactive treatment alternatives, including programs such as Forensic Assertive Community Treatment Teams and intensive outpatient programs.

## **Hoarding 2 - Beyond the basics**

*Maria Spetalnik*

For those that attended part one of the course last year, this will be even more practical, with lots of what to do at the moment, tips, tricks, and techniques. You will learn how to read the hoard to improve your success in speaking with the citizen and ways to help them be more successful in getting and staying cleaned up. Our workshop is interactive with many examples and case studies to make it easy to understand and put into practice.

## **Mental Health and Addiction Strategy: A Community Safety and Well-Being Approach**

*Mike Lockington, Chris Dickson, Christine Peters*

Peel Regional Police (located in the Greater Toronto Area) developed and delivered a comprehensive Mental Health and Addiction Strategy in collaboration with several internal and external stakeholders in 2021. A "Community Safety and Well-Being" approach formed the foundation of this Strategy that strengthens PRP's dedication to supporting individuals and families impacted by mental health and addiction. This presentation will provide an overview of the Community Safety and Well-Being Plan, the Mental Health and Addiction Strategy, and the implementation of a "Non-Police Team" approach to providing timely mental health and addiction resources when needed most.

## **Rural Communities & Crisis Solution**

*Nick Margiotta, Daren Fry, Vicki Phillips, Jeff Cross*

As CIT Programs continue to evolve, communities find there are limited crisis solutions designed to meet the unique needs of law enforcement/CIT. This is often exacerbated in rural communities, which often are challenged by limited resources and large distances. Ironically, many crisis solutions are possible for rural communities and can be cost-effective. A full continuum of crisis services, such as crisis-mobile teams, drop-off facilities, post-crisis peer support, and reentry, is possible and can function with a "no wrong door" philosophy – which is key to maximizing effectiveness in meeting this critical need.

## **20 Ways To Make Your CIT Training Interesting and A Success!**

*Sarah Burtenshaw*

Trainers: Do you want ideas to make your CIT training sessions more interesting? Participants: Do you want to expand your knowledge about mental health? If your answer is "Yes!" then attending this interactive workshop is necessary. Participants will experience 20 different activities to enhance their knowledge of CIT-related topics. Videos and practical activities will be provided, which can be taken away and used in your training.

## **Developmental Disabilities and Co-occurring Mental Health Needs**

*Yolanda Cruz, Habsi Kaba*

Lack of understanding of developmental disabilities and co-occurring mental health have resulted in many encounters with law enforcement. Unfortunately, the media focuses on negative law enforcement encounters; it is important that first responders and all disciplines become aware of developmental disabilities and co-occurring mental health characteristics.

## **Trauma Informed Practices: Introducing an Organizational Assessment Tool**

*Russ Turner*

Trauma Informed Care has become a buzzword in the social services field but becoming truly trauma-informed is a multi-year process. Such a process shifts an organization or agency's entire mission based on understanding trauma's effects on people and how they then act in the world. In addition to understanding these effects through didactic training sessions, real change can be enacted using an organizational assessment tool. This presentation introduces such a tool, how our training team created it, and how it relates to our education and training on trauma, including trauma-informed supervision.

## **Community Resilience through Canines?**

*Edward Dobleman, Janice Campbell, Margaret Inscho, Pamela Bolden*

Through collaboration, CIT New Jersey (CIT-NJ) and Tri-State Canine Response Team realized that during tragic incidents throughout this country, the need for community outreach has become even more prevalent in helping the community build resilience. The collaboration they developed in 2015 has deployed their team all over the country to help bring resiliency to the communities they visited. Under the auspices of the CIT-NJ Center of Excellence Program, we would like to help expand community resilience by showing how we can collaborate to expand, create, and continue to support your communities through your CIT programs with Canines.

## **Bringing Home to Work: Two Success Stories of CIT Officer Recoveries**

*Shaun McColgan, Peter Elste, Michael Studevart, Kathleen McEvoy*

We will share how a Lieutenant turned to his job to get the help he needed to recover. The department believed in the Lieutenant and helped him to sobriety; He has since been promoted to Deputy Chief. It's also the story of an officer who was not ready to accept help until he hit rock bottom. He has recovered and become the CIT Coordinator. In between is a Sergeant who was there for both officers. He shares his struggles in helping the officers and how he dealt with them. It is a very powerful and emotional story.

## **Training: Teach Me and I May Remember, Involve Me and I Learn**

*S. Drew Taylor, Benjamin Iobst, Scott Hoke, Kerrie Baker*

This workshop will focus on measuring and demonstrating critical skills acquired by officers attending CIT training. To ensure officers can properly handle calls involving persons with mental illness, a team of county professionals, officers, and researchers developed a series of assessment instruments for the 5-day CIT training program. Written instruments designed to assess change before and after training will be shared. On-the-job simulations created to promote experiential learning will be demonstrated to the audience. A role play coach will provide real-time feedback using structured rating forms designed specifically for the intervention's engagement, de-escalation, and resolution phases.

**Partners in Progress - Countywide Crisis Response**

*Andrea Smith, Rebecca Markonni, Michael Yanosy, Brashaun Kirkland*

Wayne County is home to 1.75 million people. It is ethnically diverse – English is a second language for 15.3% of the residents; 49.3% of the population is White; 38.4% African American, 3.82% Hispanic, and 3.38% Asian – and is 23.7% of residents live in poverty. This presentation focuses on the partnership between law enforcement and community mental health, supporting each other and communities through collaboration. Through this presentation, individuals will hear about barriers, challenges, and progress as we expand our efforts to create healthier communities while changing perceptions of those impacted by mental illness/substance use.

**The Right People for the Job: Adjustments to Crisis Response Models**

*Rolando Santiago, David Cohen, Chad Matthews, Avital Graves*

The Crisis Response model in Montgomery County, MD, was outpaced by our community's growth and changing needs. In 2021, we began introducing a CAHOOTS-based model into our existing infrastructure to have a tiered response team that can pivot its composition based on the needs dictated by the call. This allows police to focus more on patrol and answering calls while providing appropriate behavioral health responses for low-acuity patients, who can be diverted to alternative destinations or treated. We will review shared experiences from police, fire rescue, and crisis staff.

**Tuesday August 30 1:30 - 2:30 PM**

**Body Based Interventions: The Nonverbal De-escalation**

*Maeve Widmann, John DiMatteo*

Officers use CIT skills every day. Verbal de-escalation is an outstanding tool officers have at their disposal. However, how do we deescalate an individual that is too dysregulated to comprehend words? When a person becomes highly escalated, their brain resorts to primal functioning. During this time, verbal de-escalation is no longer productive. Body-based interventions can increase functioning for an individual in crisis, increase safety for officers and the individual, and decrease the necessity for the use of force. Body-based interventions aim to reregulate an individual's central nervous system so verbal de-escalation can resume.

**Oversight: Is your CIT Program as good as you think it is?**

*Sabrina Taylor, Matt Dietzel*

For both new CIT programs and well-established programs, there is always a question of how you measure success and who sets the standard. The presenters will share what they learned as experienced CIT coordinators from Albuquerque, New Mexico, and Phoenix, Arizona. The Albuquerque CIT program is one of the oldest programs in the country, and Phoenix, Arizona, has a gold certification from CIT International. Both cities have had experience with being investigated by the Department of Justice. The presenters will discuss best practices in police accountability and what metrics are accepted to define success.

## **Racialized and Sexualized Trauma: A Trauma Informed Perspective**

*Gladys Smith*

Racial trauma results from ongoing exposure to racial stressors such as racism, racist bias, discrimination, violence against people of color, and racist abuse in the media that creates an environment in which a person of color feels unsafe simply because of the color of their skin. It is widespread among all marginalized or stigmatized racial or ethnic groups. Sexual trauma is also a persistent issue for the BIPOC community. This workshop is an intersection of the two concerns. It sheds light on two difficult issues to have a dialogue about. Let's discuss and learn together.

## **Close the Revolving Door of the Opioid Crisis: Cops, Narcan & Peers**

*Erica Chestnut-Ramirez*

Law-Enforcement is on the front line of the opioid epidemic. While an increasing number of departments are equipping officers with Narcan, which greatly increases the ability to prevent opioid fatalities, there is often little follow-up or ongoing coordination for preventing future overdose use. In response, Tempe's CIT Program and EMPACT partnered on a ground-breaking collaboration to deploy Narcan. They built a 24/7 system to immediately connect the individual to Peer-Support Specialists, even while still in the hospital. A perfect partnership between CIT and community behavioral health is working hand-in-hand to break the cycle of addiction and reduce the burden on law enforcement.

## **Pre-Conceived Notions and Bias Training**

*Johanna Covault, Richard Nelson*

Developing a bias training, the normalizing bias as a human condition that needs to be recognized in each individual, and the "how" is a task of CIT Training. This workshop will describe the process and training developed to address this and the feedback received at Mecklenburg County CIT.

## **Lessons Learned in Planning, Implementing and Evaluating a Statewide Telehealth Program**

*Don Kamin*

Many communities are utilizing telehealth solutions to improve crisis response systems. This presentation will describe New York's statewide program development that provides iPads to law enforcement officers and mental health clinicians to enable police-initiated, rapid, remote evaluations of distressed individuals. The program is currently implemented in 20 counties across 36 law enforcement jurisdictions. Lessons learned in planning and implementing the program will be described. In addition, there will be a demonstration of the online data portal that can be accessed by participating agencies for evaluation purposes.

## **The Next Generation of Training: Using Emotional Intelligence (EQ) for CIT**

*Gregory Campbell*

Emotions are present in everything you think, do, and say each day on the job, in your career, and throughout your life. Emotional intelligence (EQ) is how you handle yourself and others. Your EQ taps into a fundamental element of human behavior distinct from your intellect and personality. This workshop will help you understand how EQ affects how you manage your behavior, navigate social complexities, and make personal and professional decisions that achieve positive results. Those connected to policing and CIT will develop their EQ to communicate more effectively and handle stress and conflict productively.

**CIT-U: Adapting CIT for College & University Police Departments**

*Amanda Zelechowski, Michelle Tyler, Keri Kei Shibata*

In response to the growing need for crisis prevention and intervention services on college campuses, university law enforcement departments have increasingly developed specialized training and units to respond to the behavioral health needs of their students, faculty, and staff. This panel presentation will overview an adapted CIT model designed specifically for campus police and piloted at the University of Notre Dame in 2022. Presenters include the police chief leading this effort and the co-developers of the adapted CIT-U program. We will discuss specific modifications; lessons learned, city/county department partnership opportunities, and recommendations for implementation on other campuses.

**A Law Enforcement Policy Guide and One Program's Road to Policy Implementation**

*Jeff Futo, Christopher Bowling, Adam Sorensen, Joe Freyhof*

In 2020, the Ohio Criminal Justice Coordinating Center of Excellence created and released a law enforcement policy guide. This was followed in 2021 by releasing a Public Safety Telecommunicators Addendum. The creation of guides helped develop and implement law enforcement agency policies. This presentation will provide an overview of the evolution of these guides and their adoption and implementation by an Ohio rural community's CIT program. Presenters will highlight the guides' focus on implementing CIT standards within law enforcement agencies and a CIT program's journey to collaborate with law enforcement jurisdictions on policy development.

**Maximizing Expectations: Being relational with crisis workers in the field**

*Jamie Sellar*

Strong engagement with a person in crisis is a leading indicator of whether our interaction will be a success or not. Strong engagement with civilian community crisis providers also leads to better success for our systems. Come and learn ways to improve collaboration and cooperation between law enforcement and behavioral health professional based on actual successes in Maricopa County that have evolved over the past 20 years.

**CIT Research Update**

*Amy Watson, Leah Pope, Michael Compton*

After several decades of CIT research, we have learned a lot about the value of CIT programs. However, some questions remain unanswered or incompletely answered and new questions are arising in the changing crisis landscape. In this workshop, we will review the body of research on CIT and discuss what we have learned about its effectiveness for officer level, subject level and system level outcomes. We will summarize research on related competing and complementary models and discuss the overall implications of the existing research across models.

**Veterans Justice Outreach : the Nexus between VA and CIT**

*Matt Miller*

Veterans with police involvement, criminal charges, or incarceration often have difficulty navigating traditional justice systems and attaining positive outcomes. A significant portion of veterans have such justice involvement, and the VA has two programs that partner with justice systems to improve outcomes for those veterans and their communities. This workshop will describe the missions, methods, and partnerships of those programs. CIT officers and stakeholders will learn how and when these programs can help and how to refer veterans to them in their localities.

### **Rebuilding Policing: Developing Leaders to Heal Moral Injury & Trauma**

*Brittany Lash, Charles Heasley*

The system of policing in the United States has been facing a crisis for years. We have called it by many names, but in the end, the result is the same: the loss of officers through attrition or suicide. This presentation explores concepts of moral injury and the impact that working within a traumatized system has on officers and their leaders. Attendees will also explore ways that they, as officers, administrators, or leaders, can mitigate and/or heal the impact of moral injury/trauma within their systems.

### **But Wait, There's More! Establishing CIT Refresher and Specialty Courses**

*Jennifer Wooldridge, John Keigher, John Williams, Mark Benson*

CIT is more frequently considered a "specialty certification," requiring periodic renewal and continuing education requirements. Anticipating these, the Illinois Law Enforcement Training & Standards Board (ILETSB) has developed courses designed to reintroduce key CIT components and updates to officers who completed the 40-hour course previously. Additional courses focusing on the special needs of juveniles, veterans, and those in the correctional setting have also been developed to offer officers more opportunities to utilize CIT skills in unique settings. These courses include a series of fast-paced role play exercises that allow CIT skills to be exercised and evaluated in a controlled environment.

**Tuesday August 30 2:45 - 3:45 PM**

### **Surviving The Job And Life After The Job**

*Mark DiBona*

Sgt. Mark DiBona is a retired Law Enforcement Officer of 33 years. He is a co-founder of Protecting The Guardian. Mark developed mental health issues throughout his career, including two suicide attempts. Law Enforcement Officers face danger every shift they work. They also experience toxic events and situations that are difficult to process and cause stress and other mental health issues. This can lead to relationships, spiritual, physical health, job performance, alcohol, and issues. Also, these issues can lead to suicide. COVID and suicide are the top two causes of First Responder deaths.

### **"Human Behind the Vest" Importance of Officer Self Care & Mental Health**

*Erin O'Donnell, Francis Healy*

This workshop will provide a brief history of the Philadelphia CIT program (the fourth largest police department in the country) and how CIT has impacted the Philadelphia region. Attendees will learn about various parts of the Philadelphia curriculum, including officer suicide, officer PTSD, officer stress/resiliency, and self-care. CIT Coordinator will share first-hand experiences discussing these various topics with officers and how it has impacted them after the training. Presenters will also provide tips around running your CIT program and discuss the Philadelphia CIT program's EAR de-escalation model.

### **CIT ECHO: A Unique Opportunity for Additional Training in CIT and Networking**

*Kimberly McManus, Ben Melendrez, Charles Crook*

CIT ECHO is a partnership between the Albuquerque Police Department, the University of New Mexico, the Department of Psychiatry and Behavioral Sciences, and Project ECHO. The ECHO model creates the opportunity to educate, train and share resources to benefit law enforcement and communities. In recognition that law enforcement encounters cases involving mental illness and/or addiction, workshop attendees will explore how using the ECHO model builds effective crisis intervention, shared expertise, and best practices to reduce stigma. We will present the creation, effectiveness, and results that CIT ECHO has in providing shared training with law enforcement and mental health professionals.

### **Stronger Together: How community partnerships can address 911 super utilization**

*Robert McKeirnan*

Anyone working in emergency services can probably identify citizens in their community that over utilizes 911. Often these citizens live with behavioral health issues and use resources across the emergency system, touching law enforcement, EMS, fire department, and ERs. First responders are often not the best resource to solve problems at the core of the calls. Find out how one PD has partnered with services across the spectrum to address the core issues causing super utilization of 911 through RECAPS Meetings to reduce their 911 calls for service.

### **Deferred Prosecution, Prompt Justice: Re-Discover's Deferred Prosecution Program**

*Heather Umbach, Sally Boone*

ReDiscover partnered with the Jackson County Prosecutor's Office to develop a new diversion program in 2021 when they piloted the Deferred Prosecution Program. This program was created to offer an alternative to Jackson County residents facing low-level charges to offer an alternative to incarceration. This presentation will review and describe the diversion program, provide an overview of the pilot, and discuss the next steps for diversion courts.

### **The Challenges of Implementing CIT in Smaller Jurisdictions**

*Carla Strassle, Katherine Gruver, Tiffani Kleiser*

Much of the CIT research literature covers data from large metropolitan areas. While challenges of implementing CIT in smaller jurisdictions have been acknowledged within the literature, naming the problems doesn't solve them. This roundtable will allow for discussion of one county's CIT journey, focusing both on successes as well as continued roadblocks with time reserved for audience input of shared obstacles and potential solutions. Topics for discussion will include: Issues with a decentralized policing model, getting officer buy-in, expanding CIT beyond police personnel, creating and funding a co-responder model, and moving beyond the evidence base for officer-level outcomes.

### **The Connection Between Trauma, Substance Use and Commercial Sexual Exploitation**

*Dawn Ferrer*

This workshop provides participants with a more in-depth view of sex trafficking and its correlation with trauma and substance use. It goes beyond basic human trafficking information to discuss victimology, childhood trauma and ACEs, substance use before and after trafficking, trauma-informed language in crisis response, and how changing our perceptions can decrease stigma toward survivors. Participants will better understand survivors and their experiences and how their vulnerabilities led them down the path to exploitation. This understanding will provide a more holistic and trauma-informed response to survivors in crisis.

## **Building Community Resiliency**

*Wendy Ellis*

Dr. Ellis, our Keynote speaker will continue her discussion for applying a community resilience framework with a public health perspective to address mental and behavioral health. Using the concept of the "Pair of ACEs" - adverse childhood experiences in the context of adverse community environments - Dr. Ellis will share concrete examples of how multiple sectors, including housing, public education, law enforcement, and criminal justice, are collaborating to address many of the antecedents that contribute to maladaptive behaviors, criminality, and negative health outcomes. Attendees will learn to identify key community assets and resources, promote upstream efforts to address social determinants, and build community resilience.

## **"Patient Not Prisoner": How Crisis Intervention Teams Have Saved My Life**

*Melissa Owens*

Melissa has successfully lived with bipolar disorder for over twenty years and has benefited from CIT services amid six serious psychotic episodes. Melissa aims to reduce the number of individuals with mental illness entering the criminal justice system by sharing her story. Attendees will view a video of Melissa experiencing a psychotic episode and interviews with family and neighbors. Attendees can compare the behaviors and characteristics of a person in severe psychosis to the same features in the person presenting, who is completely stable, high-functioning, and living a happy, well-rounded life.

## **CIT Indiana: A Nine Year Journey to Statewide CIT Coordination**

*Marianne Halbert*

In 2013, NAMI Indiana began providing technical assistance to communities wishing to develop CIT. In 2015 we successfully spearheaded the unanimous passage of legislation to create the CIT Indiana Technical Assistance Center. In 2020, we received our first funding from the state to support our CIT expansion work. In partnership with our Division of Mental Health and Addiction and the Indiana Law Enforcement Academy, NAMI Indiana oversees the development of CIT programs in our state. Learn about our partnerships, programs, resources, how fidelity with the Memphis Model guides our work, and the bumps and successes along this nine-year journey.

## **Outagamie County Sheriff's Office SAFE. Program - Providing a Customized Response to Crisis Calls**

*Joshua Hopkins*

During this workshop, we will be discussing the Safety Alert Flag Enrollment (SAFE.) The Outagamie County Sheriff's Office implemented the program. The SAFE Program allows community members to voluntarily provide vital information related to their Behavioral Health Crisis so First Responders know how to assist them in their time of need. Through partnerships with community members and community resources, the SAFE Program has changed how First Responders respond to someone in a Behavioral Health Crisis.

### **Rural (communities) CIT are Unique**

*Lisa Ragan, Kim Rush King, Bill Davis*

The CIT partnerships of Tennessee are robustly pursuing rural CIT communities. After two years of 'acrostic messaging, much has been achieved in establishing and sustaining CIT as a Rural Program. Workshop Presenters will present important messaging points specific to examples of how best to achieve Rural CIT as a Community Program with Purpose. The workshop message is not whether Rural CIT can be established; but, How can Rural CIT be established – with confidence and sustainability.' Yes, 'rural communities are encouraged to give homage to community uniqueness and structuring and anchoring CIT efforts as a Program.

### **988, Information Sharing & Crisis System Transformation**

*Leah Pope, Michael Comptom, Amy Watson*

The CIT and crisis response landscape is rapidly evolving as the implementation of 988 and efforts to transform crisis systems move forward. In this workshop, the presenters will discuss several projects they are conducting in this space. First, we will discuss work to understand how stakeholders and communities are addressing 988 implementation in New York State. Then we will discuss two projects exploring the perspectives of people with mental illnesses and their family members. One examines their perspectives on information sharing between law enforcement and mental health providers, and the other explores preferences for crisis response.

### **The Wisdom is Already in the Room! Engaging and Amplifying CIT Trainings**

*John Williams, Mark Benson, Jennifer Wooldridge, John Keigher*

Experienced CIT instructors share interactive listening and de-escalation group training exercises - including how to utilize short video clips from CIT scenario-based training, one on one active listening exercises, theatre in the round improv versions of scenarios with the group and individual participation, descriptions of the primary, secondary, and observer roles in scenario training, and infusing training with self-care. Presenters will lead attendees through these exercises and demonstrate how to facilitate and get the most shared learning from participants. They will also explain how to turn Open Space Technology and Community Café Models into interactive learning experiences for CIT Officers.

**Tuesday August 30 4:00 - 5:00 PM**

### **The Dos and Don'ts of implementing a collaborative Mental Health Team**

*Toni Roach, Jordyn Schroeder*

In 2019 the Pasco Sheriff's Office implemented the Behavioral Health Intervention Team (BHIT), a mental health collaborative with BayCare Behavioral Health. BHIT works with high needs, high-risk individuals within Pasco County who are "super-utilizers" of emergency services to connect them with community-based resources. This presentation will cover an analysis of community needs and the allocation of resources. It will also explore measurable outcomes of diverted mental health calls for service and overall improvements for the Sheriff's Office and the greater community.

## **Strategies for CIT Program Implementation and Evaluation: Mid-Size and Rural Communities**

*Jennifer Todd*

The presentation's focus involves the implementation and evaluation of a Crisis Intervention Team (CIT) in a community serving mid-size and rural communities. The presenter's work with CIT began in August 2016, resulting in various CIT activities and five law enforcement training serving officers. The presentation ties into the CIT Memphis Model and programming as it addresses the Model's: ongoing elements (3.1) of partnerships and sustaining elements (3.3) of evaluation and research. At the end of the interactive presentation, participants will be encouraged to consider how to implement CIT partnerships and evaluation opportunities in their communities.

## **Question, Persuade, Refer: A solid, evidence-based, user-friendly suicide intervention tool**

*Shawn Dundon*

Question, Persuade, Refer (QPR) is a suicide prevention tool developed by Dr. Paul Quinette and published in 1995. For several years, our colleagues and stakeholders have been using QPR in Harford County, Maryland, USA. It is a great way to introduce public safety to suicide prevention. It is very quick and user-friendly. We have delivered this course to both small groups and large gatherings, both in-person and virtually.

## **Creating a Peer Support Team for First Responders**

*Steven Thomas, Michelle Warshauer*

This workshop will discuss the importance of creating a peer support team for First Responders. Additionally, how CIT training and CISM (Critical Incident Stress Management) can help guide how peers and clinicians integrate and work together within their roles. We will explore case studies and lessons learned from the field. Two speakers will give the historical basis of Critical Incident Stress Management and utilize qualitative support to show why it is a complementary model to employ with the Memphis Model.

## **Autism and Law Enforcement**

*Seth Coleman*

This course will cover Autism research, the Americans with Disabilities Act, behaviors and characteristics, common therapies, restraint and control, and the often ignored caregiver contacts. During this course, students will be instructed on recognizing the signs of Autism, identifying safe means to communicate and contact individuals on the spectrum, and better serving the Autism community they are entrusted to protect. This class is focused on first responders. The instructor keeps the course lively with a spectrum of contacts and personal story examples. This class is instructed in an open format, with questions from the audience encouraged.

## **Suicide Prevention: A Survivor's Story DJ Roles**

*Dan Marguccio, Darin Roles, Tom Bender*

This presentation was presented at last year's Conference and is a basic suicide prevention workshop, including the telling of a suicide attempt by Darin "DJ" Roles with a firearm. DJ will explain years of dealing with anxiety, depression, and events leading up to the attempt and how the attempt is helping him reach out to others who may feel there is no help. DJ will be accompanied by his neighbor and Laurel Highlands CIT Coordinator, Ret. Officer Dan "Gooch" Marguccio and Tom Bender, Director of Crisis Intervention for Somerset County, PA

### **Police-Mental Health Collaboration: Results of Use of Force Simulation Experiment**

*Lori Sims, Stephanie Dailey, Jason Daly, Ronald Campbell*

Multi-disciplinary coordination, engagement in community-oriented relationship building, and crisis intervention training for officers are vital to deter and reduce arrest-related fatalities and injuries, particularly during officer encounters with persons with developmental disabilities and/or mental illness. This session will review findings from the Law Enforcement (LE) Use of Force Simulated Experiment, which aim to provide data-informed recommendations to support the deterrence and reduction of arrest-related fatalities and injuries during high-stress officer encounters with civilians, including individuals with mental illness and physically combative or armed subjects.

### **Reimagining Police Does Not Mean Defunding Police! There may be other options!**

*Mark Giuliano, Michael Hatch, Christopher John*

Communities throughout the United States have been challenged with creating a plan to reimagine policing. There are no "one-size fits all." This workshop will detail options for a comprehensive community approach to address crisis. We explore a risk/responsivity model to ensure the right connections for the right person at the right time. Interventions include 911 Diversion and Enhanced Behavioral Health Crisis Hotline for lower risk calls for service, CIT training curriculum for EMS personnel, Mobile Crisis Team training to embrace a first responder ethos, and the implementation of CIT Operations Desk to ensure coordination for higher risk calls.

### **Empowering Teens to Combat Mental Health Crises**

*Deb Martin, Bob Forster, Reganne Eyman, Ashley Mullen*

Teens, like adults, reach out to their peers for support in their daily struggles. Empowering teens with accurate mental health information and tools assists schools by increasing attendance, communities by increasing awareness and decreasing stigmas, emergency services by providing vital information before arrival, and medical staff by reducing the number of teen attempts. We will explore a low-cost approach to combatting teen mental health crises.

### **Strange Bedfellows: Building Relationships with Psychiatric Emergency and Crisis Programs**

*Jack Rozel, Margie Balfour, Tony Thrasher*

One of the most important partners any CIT program has is the local Psychiatric Emergency Department or Crisis Center. However, building and maintaining relationships with health systems can be challenging, and even the best collaborative relationships will face inevitable challenges. Nonetheless, a strong collaborative relationship can be a critical tool for both teams and systems. Three emergency psychiatry leaders will provide guidance for creating and maintaining these relationships from across the country with deep experience at the intersection of law enforcement and mental health services.

**Oregon Center on Behavioral Health & Justice Initiative (OCBHJI): An innovative and creative approach to statewide collaboration**

*Ridg Medford, Jo Pedro-Frye, Chris Thomas*

OCBHJI helps jurisdictions across the state implement and improve efforts in engaging and treating individuals who, primarily due to symptoms of behavioral health conditions, neurocognitive conditions, and/or intellectual/developmental disabilities (I/DD), are at risk of becoming incarcerated or are currently in the criminal justice system, while collaborating with agencies to support public safety. OCBHJI is an active partner with DPSST to form Oregon's CIT Center of Excellence (CITCOE). OCBHJI is tasked with providing support and technical assistance to CIT programs across the state, Sequential Intercept mapping workshops in Oregon, and technical assistance and consultations with cases involving competency.

**Putting It All Together: The Foundation of Communication**

*Michael Wells, Kevin Miller, Lori Wood*

When training CIT officers, it is imperative to give them a good foundation. This includes an easy framework for responders to begin to build rapport and respond well to those in crisis. This class will present a basic, easy-to-follow structure by which officers can respond empathetically, assuring people served to feel both valued and heard. Class participants will learn this structure and practice the basic skills of intervention and response, often referred to as the four coaching plays. This presentation is valuable and appropriate for all disciplines and levels of crisis response.

**Welcome to Detroit - Breaking Barriers & Reaching Communities**

*Tonya Leonard-Gilbert, Andrea Smith, Jordan Hall, Tinetra Burns*

This workshop will focus on the growth and expansion of the Detroit Wayne Integrated Health Network (DWIHN) and the Detroit Police Department (DPD). The session will focus on the progress of the three-pronged pilot that has the overall goal of improving the city's response to individuals experiencing mental health crises and preventing future crises by connecting them early on to supportive services. Following a continuum of care, approach to reduce harm to individuals in crisis, reduce their use of emergency services and reduce arrests of individuals experiencing mental health or substance abuse disorders.

**WEDNESDAY, AUGUST 31**

**10:30 AM - 12:00 NOON**

**How to use CIT skills with the Latino Community**

*Manuel Calero, Patricia Rosales-McMillan*

This presentation will give officers an inside look into the mental health issues affecting the Latino community in the US. The training will place emphasis on the problems and barriers faced by immigrants and unaccompanied minors, such as stigma and acculturation. Law enforcement personnel will learn techniques on how to improve communication between Latino clients experiencing a mental health crisis.

### **Overcoming challenges when building a comprehensive crisis center in a rural area**

*Kandace Miller-Phillips, Candice Bright, Byron Ashbrook, Stephen Craver*

It's hard enough to build and maintain a comprehensive Crisis Center in a metropolitan area where resources may be readily available. This session is presented to address some of the challenges and successes occurring as part of the creation of a comprehensive Crisis Center in a rural area. We will highlight the importance of community collaboration, specific challenges associated with rural communities, including geography, staffing, and service provision, as well as how the partnership between state and local entities created funding opportunities through state-level CIT funding.

### **Tragedy to Triumph: Lessons Learned on the Road of Crisis Response**

*Meghan Taft, Jim Blocker*

Our CIT program and community partnerships have been strong for a number of years. We have been fortunate to receive recognition for our efforts and have heard positive stories from community members on successful CIT interventions. When an officer-involved shooting occurred at our Psychiatric Urgent Care Center, partnerships, responses, and our program were questioned. Hear more about our lessons learned, the importance of creating meaningful partnerships, and the action steps we are taking moving forward.

### **Safety First: Safety and Collaboration Training for Clinician First Responders by Police**

*Chase Bryson, Liesbeth Gerritsen*

Conversations debating whether police or crisis clinicians should respond to crisis calls have become commonplace nationwide. Challenges posed by having clinicians respond, with or without police, raise issues of safety as well as possible frustration due to each party's particular approach to the call. This presentation shows how the Portland Police Bureau created training around safety and crisis response, which have helped foster more positive community outcomes, increased the safety of clinicians, and fostered more collaborative relationships between clinicians and police. The presentation will use an actual training module focused on keeping responders safe while responding to crisis calls.

### **Failure to Launch at Any Age: Community-Based Treatment Interventions**

*Adam Sholder*

This presentation will explore alternative, adjunct community-based treatment and support options for individuals living with chronic mental health conditions and their families. Attendees at this presentation will learn about the specific benefits of community-based treatment and psychosocial support for individuals in cases when therapy and psychopharmacological interventions may not be sufficient for practical progress. Additionally, attendees will learn to identify individuals who may benefit from psychosocial support and assess individuals who may be the best candidates for successfully utilizing this option. Attendees will also learn about community-based resources and how to establish a collaborative community-based treatment team.

### **911 PSAP Readiness for 988**

*Ivan Whitaker, Ty Wooten*

As PSAPs and public safety officials anticipate the upstart of 988 (the National Crisis Intervention Line), many questions remain regarding what agencies can do to prepare. This session is a comprehensive overview of how agencies can maximize the use of 988 during behavioral health encounters and, more importantly, provides a checklist of onboarding initiatives to consider. Incorporating 988 as a resource in the public safety environment takes coordination between 911 and field decision-makers for cohesiveness and improved outcomes for citizens. The session removes ambiguity and provides a blueprint for preparedness.

### **Mental Health Crisis Response With Deaf People**

*Damara Paris, Joachim Seelos, Emma Hunt*

This workshop will educate on topics related to appropriate interactions and best practices in dealing with deaf individuals in crisis. The presenters will draw from their personal and professional experiences as members of the Deaf community, as well as data and case examples to highlight the communication barriers faced by deaf people needing mental health support. Also, how to ensure that a deaf person understands their civil rights. Presenters will underscore the importance of training and education for first responders, given the majority's unfamiliarity with Deaf cultural and linguistic practices, for the purpose of minimizing harm and reducing trauma.

### **Autism and the Justice System: How to Keep Everyone SAFER**

*Kate Hooven*

But how much free time do you really have? In this workshop, you will learn a quick reference to the diagnostic and statistical manual (DSM) as it relates to identifying the behavioral markers of Autism, to better prepare officers who may encounter individuals on the Autism spectrum while on duty. The quick reference SEAT (Sensory Escape Attention Tangible) guide will be reviewed, which outlines how behavior is a communication tool, particularly for individuals with limited communication.

### **The Right Response at the Right Time: Transforming the 911 System**

*Melissa Reuland, Daniel Kornfield, Kurtis August, Ganesha Martin*

National estimates indicate that 240 million calls are made to 911 each year. Many calls result in life-saving responses to medical emergencies and other incidents, while others elicit a police response when one is not needed. The Transform911 project seeks to explore how the nation's 911 system can be modified to prioritize health and safety better to ensure the right responder is dispatched at the right time and to identify and disseminate best practices to improve first-response. This panel will discuss the Transform911 recommendations, and speakers will share their work in communities to support transformation.

### **Youth Suicide: Prevention, Awareness & Intervention**

*Lori Wood, Kevin Miller, Michael Wells*

Participants will learn about youth suicide risks and relevant considerations for improving safety. ACES (Adverse Childhood Experiences), as well as resiliency factors and their impacts on youth and the developing adolescent brain, will be highlighted. Further time will be spent on best practice intervention strategies and ways to support and validate youth in crisis and suicidal situations. Participants will enjoy an interactive presentation style and a dynamic discussion and review of the topic.

### **“Is it mental or meth?” A CIT approach to a dual diagnosis**

*Andres Arvizu, John Caves, Nicole Maynez, Samuel Rangel*

Responding to 911 mental health calls involving substance abuse requires proper assessment for an accurate disposition. Most professionals in the law enforcement and mental health fields tend to differentiate their assessments between substance abuse and mental health, assessing each as a singular problem. Approximately 60% of people with a mental illness also suffer from a substance use disorder. By us lacking that recognition, many of them will go undiagnosed and potentially untreated, leading to an increased probability of these individuals becoming high utilizers of law enforcement and mental health resources.

### **Crisis Mobile Teams - Best Practice Solutions**

*Erica Chestnut-Ramirez, Nick Margiotta*

The key to transforming a community's response to individuals experiencing a crisis, especially with the upcoming 988-transformation, is through CIT programs strategically partnering with community behavioral health crisis services to reduce the burden on law enforcement. There is growing interest nationwide in crisis mobile team models; however, few currently embrace fidelity to CIT guiding principles while reducing the need for police involvement. For nearly 20 years, we have been providing robust crisis mobile team services to support the community and law enforcement, with outcomes such as 7,500+ Crisis Mobile-Team Community Responses (only 4% needing police involvement) and approximately 80% successfully stabilized in the community.

### **Autism: Understanding and Helping People with Hidden Disability**

*Luciana Randall, Eric Kroll*

Autism is a hidden disability that can be confusing to people unfamiliar with it. Attendees will view brain images that show how the autistic brain works, where it gets stuck, and learn ways to work with this specialized way of thinking and being to achieve the best outcomes for all. Adapting the way we approach, communicate, and support people with Autism helps develop supportive relationships and prevent or minimize situational escalations. This session is for all experience levels and will provide eye-opening insights to help make community interactions safer, more positive, and most successful for all.

### **Connecting the Dots in Corrections: How Missouri Trains Staff and Reduces Recidivism**

*Summer Meherg, Nikki Oaks*

This workshop will focus on reentry and training in local jails and the Missouri Department of Corrections. We will highlight the need for staff training on offenders with mental illness used in both jails and MDOC settings. We will explain efforts being made to ensure effective transitions into the community from either facility through Community Behavioral Health Liaisons and case management. The CIT training tailored to correctional settings aims to enhance the officer's understanding, empathy, and de-escalation skills of offenders with mental illness. Officer wellness stresses how self-care, mindfulness, and burnout all affect our resilience and ability to respond to someone in crisis appropriately.

**NOTE: SCHEDULE OF WORKSHOPS SUBJECT TO CHANGE**