

Mindfulness in Policing

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Strategies, Interventions and Policies for Health Promotion, High Risk
Behavior Prevention and Increased Performance of the DHS Law Enforcement
Workforce: A Workshop

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Mindful Badge Initiative

- Translating science of stress and resilience to ***culturally competent*** and ***trauma informed*** mindfulness skills training
- Optimal Health – Optimal Performance – Optimal Mission Outcomes
 - Leadership population
Self-care and trauma informed leadership
 - Operational population
Training skills in resiliency before and after trauma

“Put plainly, when cops mess up, the explanations offered tend to be ethical and political, when the more empirically solid explanations are much simpler than that—they are basic failures of human performance under stress”

[Jonathan Wender](#), sociologist at the University of Washington and former police officer and sergeant.

“We need evidence-based, human performance training that starts in the academy and continues across every career phase, so when you’re tired, scared or stressed, you still do the right thing.”

Nuwer, Rachel (2016, September). Stress Training for Cops’ Brains Could Reduce Suspect Shootings. *Scientific American*. Retrieved from <https://www.scientificamerican.com/article/stress-training-for-cops-brains-could-reduce-suspect-shootings/>

Key Points

- Skills in awareness and compassion are readiness training (preventative)
- Mindfulness skills set a foundation for greater efficacy of other knowledge and skills training (implicit bias, equity in policing, nutrition, fitness etc.)
- Mindfulness trains the individual and influences culture and community / mission impact (community building)

MBRT RCT (2017)

- 61 LEOs randomized to MBRT or WL control
- 90% Male; 10% female
- 80% Euro-American; 15% Latino/a American; 3% African American; 2% Asian American
- *Years on the force* $M = 16.21$ (range 1-31 years)
- *Rank*: Lieutenant+ [12%], Sergeant [16%], Officer [59%], Other [13%]

- Paper pending publication in *Journal of Psychiatry Research*



MINDFULNESS-BASED RESILIENCE TRAINING

AWAKENING WARRIOR AWARENESS TOWARD PERFORMANCE & COMMUNITY SERVICE

Join Pacific University in a unique training and research collaboration that translates the science of resiliency into an 8 week, skill-building training for police officers using principles of mindfulness.

Learn skills that cultivate and sustain the emotional intelligence necessary for optimum performance. A deep exploration into the discipline of awareness as it relates to resiliency, warrior ethos and community building. With a focus on mindfulness, explore new levels of potential toward self-awareness, attunement to others, compassion, wisdom and peak performance.



Who: Sworn Law Enforcement Officers

When: Spring or Fall 2016. The first cohort begins in April 2016 and the second cohort is in September 2016. Participants will be randomized into either the April or September cohort.

Where: **Pacific University Clinics:** Portland or Hillsboro. You can choose whichever site is most convenient for you to attend. The Portland group will be on Thursdays and the Hillsboro group on Tuesdays. Each class in the 8-week training is from 13:30-15:30.

Cost: Free. Officers also receive \$75 in gift cards for participating in the study.

Sponsoring Agencies: National Institutes of Health; Pacific University, **School of Professional Psychology; The Stress Reduction Clinic**

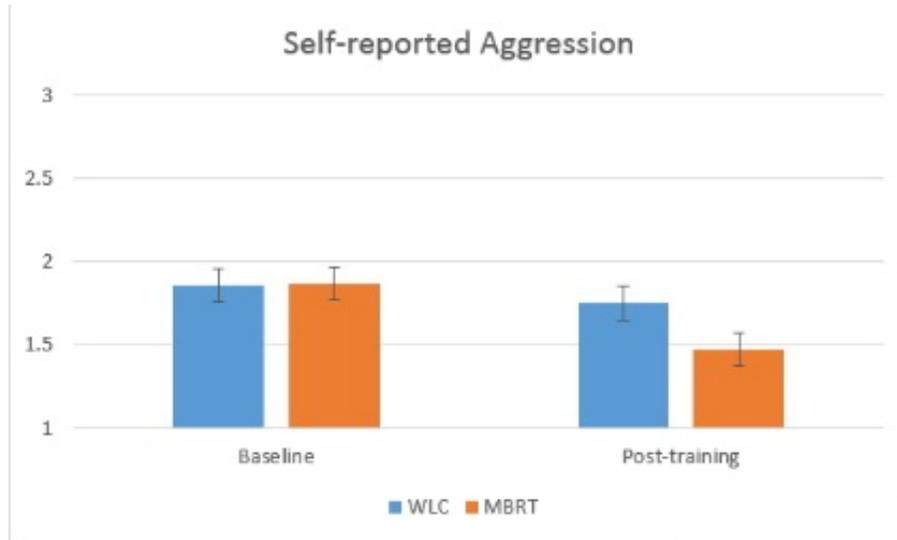
To Register

Call, text or email to get started: 971-470-9272 or mbrt@pacificu.edu.

Questions?

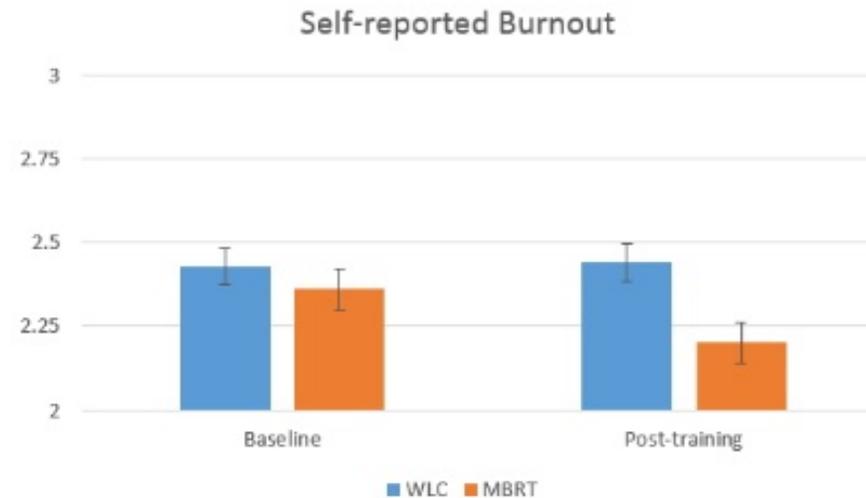
One of the training co-developers, Lt. Richard Goerling of the Hillsboro Police Department is available to answer questions related to mindfulness in policing. Call, text or email Lt. Goerling at 503-502-0661 or rgoerling@pacificu.edu

Aggression & Burnout



Time x Group Interaction:
 $F(1,51.54) = 4.09, p = .05$

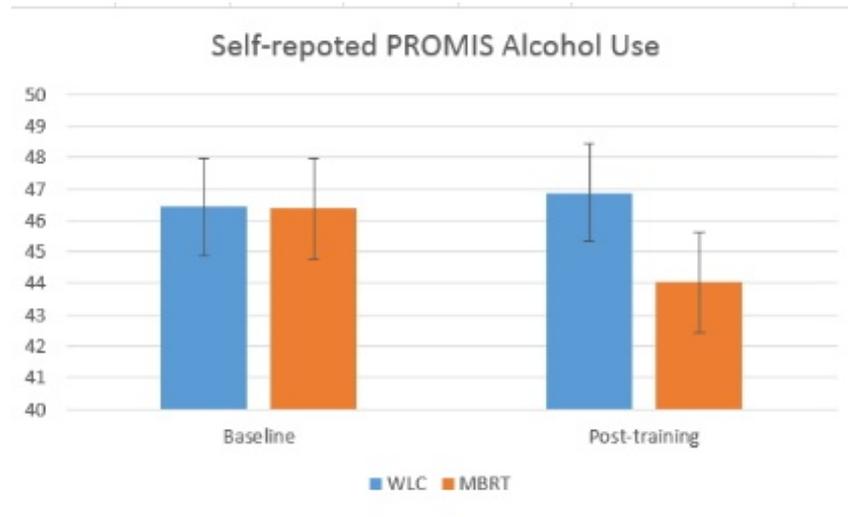
Main effect of group at post-training:
 $F(1,43) = 5.06, p = .03$



Time x Group Interaction:
 $F(1,44.88) = 6.37, p = .01$

Main effect of group at post-training:
 $F(1,43) = 8.35, p < .01$

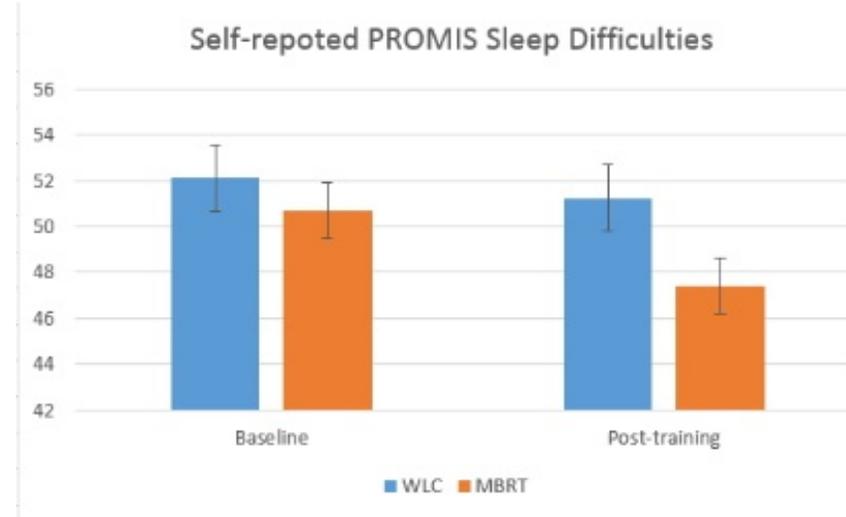
Alcohol Use & Insomnia



Time x Group Interaction:
 $F(1,36.58) = 5.92, p = .02$

Main effect of group at post-training: $F(1,35) = 2.45, p = .12$

Note: Change over time significant for MBRT but not WLC

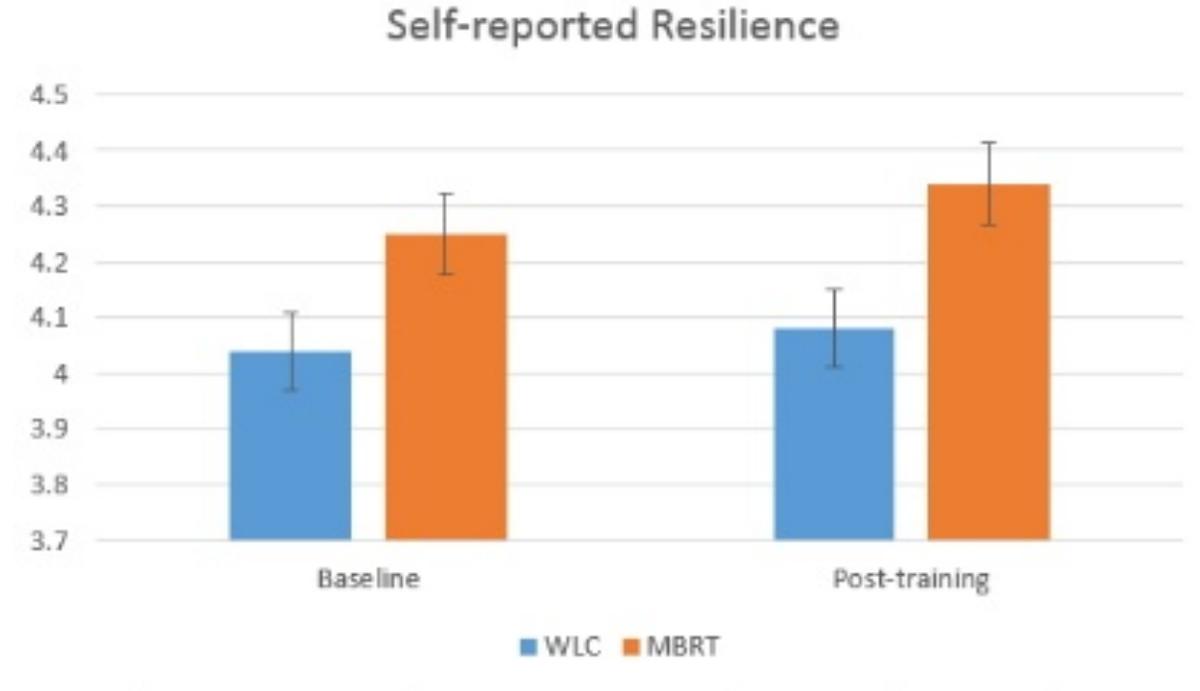


Time x Group Interaction:
 $F(1,48.56) = .75, p = .39$

Main effect of group at post-training: $F(1,43) = 3.16, p = .08$

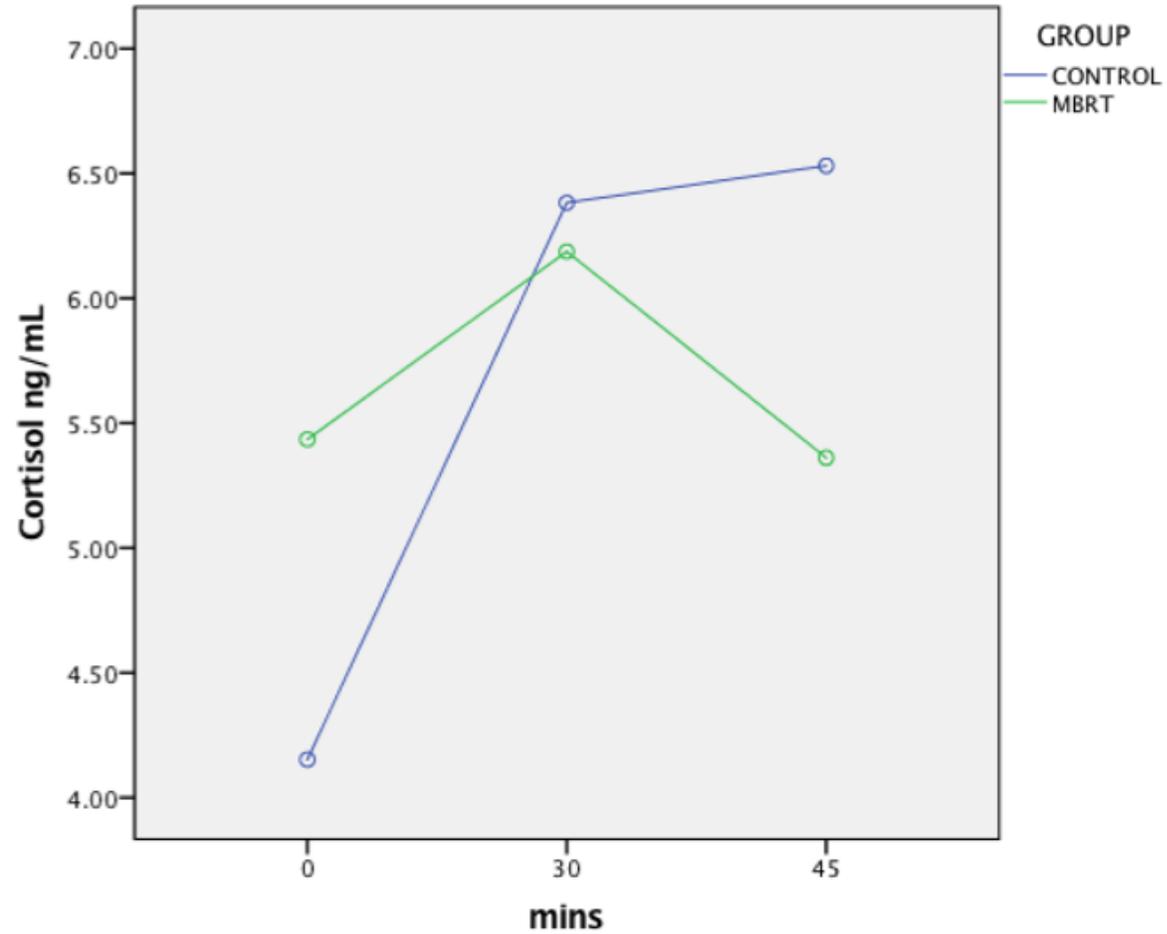
Note: Change over time significant for MBRT but not WLC

Psychological Resilience



Main effect of group at post-training (baseline as covariate):
 $F(1,47) = 2.35, p = .13, \text{Cohen's } d = .64$

Cortisol Awakening Response



Mindfulness training proved that integrating the practices provided me with skills to enhance my cognitive performance in times of high stress and a surprising outcome is that pathways to my ability to empathize have been enriched. My mind and body are more resilient after significant events and my readiness is boosted to continue to serve without disruption.

- Sylvia, Chief of Police

...provided me a completely different framework to place my professional life into. Half way in, I was fat...discouraged...and essentially "done." After applying some of the lessons when I got home, I find myself a full 60lbs lighter, and with a vastly different perspective on most everything. Recharged and refocused, I'm ready for the next phase.

-Ian, Deputy Sheriff

Warrior –Humanitarian Ethos

“Instead of panicking or returning to business as usual, commit to grounded compassion, pragmatic wisdom, and skillful action.

Let awareness be your weapon...Be there for those who have suffered more than we have.

Step beyond yourself and be of use to someone. Be courage in uncertainty. Be love in chaos.”

-Richard Strozzi-Heckler

Ecosystem of Resilience (or Suffering)

Social & Cultural forces acting upon systems can be understood and influenced

Economic & Social costs of occupational stress as a driver of change

Toxic behavior “assaults systemic well being” (Schreiber 2017)



Training Models

- Leadership
 - 1 day
 - 2 day (Drucker School of Management – Dr. Jeremy Hunter)
 - Pilot - 6 month team training model (Center for Council) BofP
- Operations
 - 2.5 day residential immersion
 - Non residential day trainings – 1 and 2 day
 - 8 week – weekly meetings
 - Hybrid – immersion followed by weekly virtual follow ups

Peer resiliency teams: an evolution

Shifting towards a Growth Mindset and Preventative interventions for optimized health, readiness and performance

- Peer Resiliency Team
 - CISM
 - Peer Support (Post Trauma)
 - Peer Resilience Coaching (Before & After Trauma)
 - Mindfulness coach + Dr. Kuehl's SHIELD model of fitness/nutrition
 - Deep Bench of supporting people and resources

Peer resiliency coach

UC San Diego training partnership

- Peer Mindful Performance and Resilience Coach (MPRC) training model
 - Three separate 3 day trainings over a 4 month period.
 - Personal meditation practice.
 - Other pre-requisites for admission.
 - Supported by a community of certified mindfulness trainers.

Peer Coaches are trained to integrate mindfulness skills training for performance and resilience into other organizational efforts toward responder wellness, operational performance, leadership and community building.