

Peer Support in Law-Enforcement Diversion Programs

January 27, 2021



Welcome and Introductions



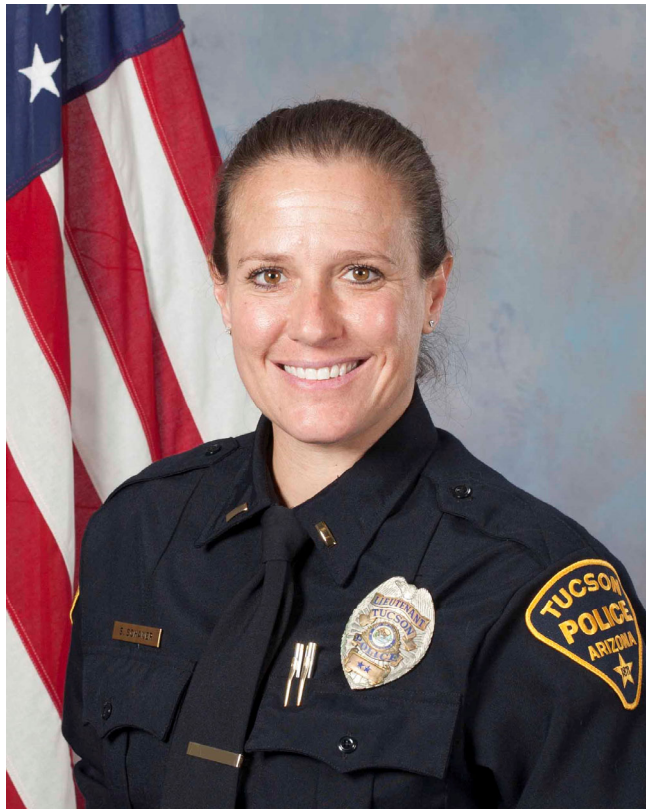
Welcome

- Erin Etwaroo, LPC, Analyst, Altarum
- Sergeant Ericka Stropka
- Lieutenant Stacie Schaner
- Sergeant Sarko Gergerian
- Meredith Hurley, R.N.



Guest Presenter – Ericka Stropka

- Member of the Tucson Police Department since 1999
- Former assignments included patrol officer, hostage negotiator, bike officer, lead police officer, and detective
- Currently assigned as a sergeant in the Mental Health Support Unit working specifically on the Substance Use Resource Team
- Assists as a supervisor with the Hostage Negotiations Unit
- Bachelor of Science in Communication Studies with an emphasis in Interpersonal Relationships, Arizona State University



Guest Presenter – Stacie Schaner

- Member of the Tucson Police Department since 2004
- Served in patrol as an officer, sergeant and lieutenant, and held assignments as a criminal intelligence officer, human resources sergeant, Rapid Response Team sergeant, and Internal Affairs sergeant
- Currently serves as the Patrol Services Bureau executive officer, commanding TPD's Outreach Units to include the Mental Health Support Team, Substance Use Resource Team, Homeless Outreach Team, and the School Resource Officers
- Bachelor of Science in Physiological Sciences, University of Arizona



Guest Presenter – Sarko Gregerian

- Patrol Sergeant Sarko Gregerian is a mental health counselor, recovery coach, and founding member of the Winthrop Recovery Model, a nationally recognized recovery-oriented community policing methodology
- Outreach, peer support, and health and fitness officer for more than eight years
- Bachelor of Science in Philosophy with a minor in Psychology from Northeastern University, a Master of Science in Mental Health Counseling and Psychological Services from Salem State University, and is pursuing his doctorate in Clinical Psychology
- Trainer with the Municipal Police Training Committee and the Bureau of Substance Addiction Services

Guest Presenter – Meredith Hurley



- Public Health since 2014
- Director of Public Health and Clinical Services for the community of Winthrop, Massachusetts
- In collaboration with the Winthrop Police Department, the Winthrop Department of Public Health and Clinical Services (Winthrop DPH&CS) developed the Winthrop Recovery Model to address the opioid epidemic on the local level
- Registered nurse for 20 years and pursuing a Master's in Public Health at the University of Massachusetts

Learning Objectives

After this session you will be able to:

- Provide examples of police department diversion programs and how peers are being utilized there
- Identify how supervisors, administrative staff, and organizations can implement changes to organizational practices and procedures to allow for the incorporation of peers
- Describe examples of training and supervision for peer specialists
- Describe examples of training for other departmental staff to ensure effective integration of peer supports

Peer Support Responders and Law Enforcement

Lieutenant Stacie Schaner, Tucson Police Department

Sergeant Ericka Stropka, Tucson Police Department

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Substance Use Resource Team (SURT)

- Formally began in July 2018 as part of the SAMSHA – Unified Medication Assisted Treatment Targeted Engagement Response (U-MATTER) grant
- U-MATTER is a collaboration between Pima County Criminal Justice Reform Unit, TPD, and CODAC 24/7 Medicated Assisted Treatment Center
- SURT—1 sergeant, 7 officers and 4 peer support responders
- Officers and peer support responders respond together
 - Targeted Outreach
 - Overdose Follow-up
 - Jail Visits
 - Internal and External Education

The Beginning and Making it Work...

- Top-down Support
 - Assistant Chief Kevin Hall started the research and initiated the conversations with stakeholders
- Partnerships are Key
 - Assistant Chief Hall built a relationship with CODAC who recognized the value in this new response to SUD – they hire and provide the Peers Support Responders to SURT
- Hiring and Qualification Criteria Differences
 - SUD peer support specialists often have a criminal past
 - This must be understood and not seen as a disqualification for obtaining access to the station
 - Communication with outside squads to minimize questions or concerns about peers working in the station

Training

- Law enforcement works with CODAC to select peers for SURT
 - This allows for the supervisor and officer to ask specific questions of the peers
- Selection of officers
 - Build the concept of working with peers into the selection process
 - Oral Board questions that solicit the officer's mindset about working with peers
- Orientation training
 - Team Building – Ice breakers that help the group identify commonalities
 - Officer Safety – Peers need to understand the officer safety considerations before ever leaving the station
 - Cop Culture – Be honest about our humor, language, and stress responses
 - Our Story – Peers share their story; Officers also share theirs

Outcomes – why do all this work?

- Save Lives
- Build and Enhance Trust
- Reduce Crime
- Improve Quality of Life
 - The Individual
 - The Family and Loved Ones
 - The Community

Winthrop Police Department



Est. 2014

A recovery-oriented community policing methodology...



Public Safety is Public Health Public Health is Public Safety

CLEAR works to ensure that people seeking support have a path to recovery and mental health services through connection with community-based service providers with help from our community partners. Together we help individuals through the early recovery process and build a successful network of support where they live.

Guardianship

- Oxford Language defines guardianship as the position of protecting or defending something
- Other side to the enforcement coin
- Mindset
- 21st Century Policing

Moral Imperative

- Macmillan dictionary defines a moral imperative as something that must happen because it is right
- Police departments are storehouses of information on human suffering
- Many of the calls for service are mental illness (MI) related
- Substance use disorder (SUD) is MI, which is a medical condition

NARCAN and Recovery Team Deployment

- Keep people alive, now what?
- Policy driven
- “China wall” between detectives and mental health unit
- Who is the team?
- What do they do?



Two Departments, One Multidisciplinary Team

- Police Officer (4th professional development path created)
- Registered Nurse
- Licensed Mental Health Professional
- Certified Addiction Recovery Coach
- Cross training
- Close proximity
- Trust building and resiliency

Supervision

- Recovery coach supervisor
- Boston medical center (MOUs)
- Police supervisor
- Public health supervisor



Trainings

- CIT
- Mental Health First Aid
- Blue Courage
- Resiliency Advantage (Heart Math)

Allies and Champions

- Chief
- Director Public Health
- Town Manager
- Town Department Heads
- Massachusetts BSAS
- Massachusetts DMH
- Speaker of the House
- Senators
- Town Counsel

Partners

- Boston Medical Center (BMC) – Boston Emergency Services Team (BEST)
- East Boston and Chelsea Courts
- Suffolk County House of Corrections
- Winthrop Inspectional Services
- Winthrop Public Schools and Juvenile Diversion
- Winthrop Council on Aging
- Winthrop Housing
- Suffolk County District Attorney's Office

Our Reach

- Into community
- At holding cell
- During transport
- House of correction (pre-release panels)
- Court
- Hand off people from other communities to their respective teams
- Anywhere our people may be, we go ...

Warm Hand Off

- Police cultivate and connect through outreach into the community
- “Knock & Talk”
- Survival Kits (Harm Reduction)
- Co-response
- Individual response

“YES!”

- We connect the person directly to the recovery coach
- We connect the person directly to the mental health professional
- No insurance needed
- No surprise fees
- No bills

The Numbers

- 70% of people found, say "YES"
- On average, 10 warm referrals per month
- Hundreds of people found and connected to team
- Each emergency call out requiring police, fire, and ambulance transport prevented saves over \$5,000
- Since beginning of pandemic, over 30 survival kits provided

Questions?

Contact Information

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<https://cossapresources.org/Program/TTA>

BJA's **Comprehensive**
Opioid, Stimulant,
and Substance Abuse
Program

COSSAP GRANT PROGRAM LEARNING OPPORTUNITIES AREAS OF FOCUS PUBLICATIONS & DIGITAL MEDIA PDMP TTAC

SEARCH

TRAINING AND TECHNICAL ASSISTANCE

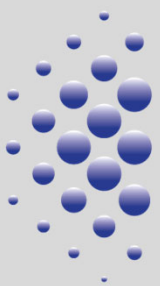
The COSSAP training and technical assistance program offers a variety of learning opportunities and assistance to support BJA COSSAP grantees and other local, tribal, and state stakeholders to build and sustain multidisciplinary criminal justice responses to illicit substance use and misuse.

Training and technical assistance is provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources.

[REQUEST TTA](#)

The COSSAP TTA Program supports communities by:

- Facilitating peer-to-peer learning opportunities in which communities can learn from experienced programs through virtual consultations and on-site visits.
- Providing speakers for conferences and workshops or skilled subject-matter experts for training events to educate stakeholders and build capacity.
- Facilitating strategic and cross-system planning to identify community resources, establish priorities, and develop a road map to achieving goals.
- Identifying materials such as policies and procedures, guidelines, and data sharing agreements that support program activities.
- Supporting PDMPs by increasing PDMP efficiencies and facilitating coordination between PDMPs and state and national stakeholders.

A logo consisting of a cluster of blue spheres of varying sizes, arranged in a roughly circular pattern.

BJA's

Comprehensive
Opioid, Stimulant,
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Program