Leading the Way: Changing Cultures & Reshaping Public Policy

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Drug overdose is the #1 cause of accidental death
National Overdose Deaths
Number of Deaths Involving All Drugs

Source: National Center for Health Statistics, CDC Wonder
National Overdose Deaths
Number of Deaths Involving Opioids

Source: National Center for Health Statistics, CDC Wonder
The problem
Scope and cost of substance use disorders

- In U.S.
  - 20 mil w/SUD (10% get tx)
  - $400 bil in costs (lost work productivity, health care, car accidents, cj)

- In criminal justice system
  - 50% of 2.2 mil jail/prison w/ SUD (11% get tx)
  - $74 bil cj costs (court processing, supervision, imprisonment) (1% for tx)

Source: Gleicher, 2017
RESHAPING THE WAR ON DRUGS: A COMMUNITY BASED APPROACH
THE 4 PILLAR APPROACH:

- PREVENTION
- EDUCATION
- TREATMENT
- ENFORCEMENT
PRE-ARREST DIVERSION PROGRAMS: A “SMART” ON CRIME APPROACH
CULTURE AND TRUST:

PROACTIVE LEADERSHIP IN COMMUNITIES AND ORGANIZATIONS
What is Leadership?
Leadership = Influence
Trust
Relationships
Influence
Leadership
Share Your Vision
The Best Way to Predict the Future is to Create It.
Some People See The Prize, and Some See the Obstacles Stopping Them From Getting the Prize...
Proactive Communication

...POSITIVE ENERGY AND ENTHUSIASM
START WITH “WHY”
What is our Mission?
WHAT IS YOUR OVERALL GOAL AS A POLICE OFFICER AND A POLICE DEPARTMENT....

TO CREATE A SAFER COMMUNITY......
Aligning the Organization’s “Mission” with the Officer’s “Purpose”
WHY WE BECOME THE POLICE...

- HELP PEOPLE
- SERVE OTHERS
- SAVE LIVES
- REDUCE CRIME
- CREATE SAFE COMMUNITIES
- ELIMINATE GANGS AND DRUGS
- SOLVE VIOLENT CRIME
- PROTECT CHILDREN
- GUARDIANS OF OUR COMMUNITIES
FRUSTRATIONS / CYNICISM OF THE POLICE...

- Dealing with same 10% of community, 90% of time
- Generational cycles of domestic violence, substance abuse, mental illness
- Danger / threat posed by drug dealers, gangs, and drug addicts
- A feeling of “we can’t win”
Create a Sense of Urgency

- Death
- Crime
- Community Safety
Consistent Messaging...

OVERCOMING OBJECTIONS
THIS ISN’T “WEAK” ON CRIME OR “SOFT” ON CRIME....THIS IS “SMART” ON CRIME.....
Proactive, Crime Fighting, Community Policing Initiative
Police Deflection Goals
Improve Access to Treatment
Reduce Drug Use
Save Lives, Restore Lives
Reduce Crime / Recidivism
Cost Savings
Improve Police – Community Relations
And Ultimately....

CREATING SAFER COMMUNITIES
Creating “Buy-In”
Involving Every Layer of the Organization
Getting Leadership Team on Board

- How does this meet “Mission”?
- Speaking with “One Voice”
- Strength, support, direction
- Model desired behaviors
- Provide appropriate support
Setting Clear Expectations
Handling Resistance: What is in it for “Me”???

- One on one meetings
- How do “DEFLECTION PROGRAMS” align with an officer’s purpose
- How will this help / improve ability to do their job
- How does it help the department
- How does it help the community
RESHAPING PUBLIC POLICY....
2018 Illinois Deflection Legislation: Senate Bill 3023

• The Community-Law Enforcement Partnership for Deflection and Substance Use Disorder Treatment Act

• Authorizes and encourages local law enforcement leaders to create collaborative local programs that “deflect” individuals with substance use problems away from the criminal justice system into addiction treatment services

• Provides a roadmap for partnerships between law enforcement, substance use treatment providers, and community members to guide the development of deflection programs
SB 3023: Key Provisions

• Lays out deflection program types and their key features offering guidance and a range of options to municipalities

• Ensures that program impact is measured by requiring development of minimum data to be collected and a performance measurement system

• Provides immunity from civil liabilities to law enforcement partners for program-related activities provided in good faith

• Authorizes (but does not require) appropriations for deflection program activities

• Does not require law enforcement to create deflection programs
Senate Bill 3023: Successful Passage

• Supportive materials
  – Clear, brief, available, shared

• Broad, diverse base of support
  – > 140 proponents – including law enforcement; criminal justice, healthcare, behavioral healthcare, peer, and faith-based advocates; substance use and mental health providers; public defender, etc.

• Key champions
  – Bipartisan legislative champions
  – Law enforcement as primary spokespersons
  – > 85 police departments or law enforcement association proponents

• Permissive rather than mandatory
Senate Bill 3023: Successful Passage

- Passed state legislature with strong bi-partisan support 5/31/18
- Signed into law 8/22/18 → Public Act 100-1025
- $500,000 appropriated for FY19 grants in the State budget
- Notice of funding opportunity announced 9/4/18
  - Applications due 10/25/18
“THE ENEMY OF GREAT IS GOOD”

- JIM COLLINS