



BJA's Comprehensive

**Opioid Abuse**  
Program

# Training for First Responder Diversion Programs

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Ben Ekelund, Director for Consulting and Training  
TASC's Center for Health and Justice



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HEALTH & JUSTICE  
AT TASC

1

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## Agenda

- Brief Overview: The Need for Training
- Tucson Police Department: Kevin Hall, Assistant Chief
- Plymouth County Outreach: John Rogers, Project Coordinator
- Questions and Answers



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2

2

# The Need for Training

Ben Ekelund, TASC's Center for Health and Justice

3

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## The Need for Training

- Substance use disorder (SUD) is present in 62% of men and 72% of women involved with the justice system
- Opioid epidemic has led to law enforcement and first responders (FR) taking on the role of linking individuals to treatment
- Most FR agencies do not have specific training or protocols related to substance use and addiction/SUD

4

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## The Need for Training

- Crisis Intervention Team (CIT) training
- Naloxone administration
- Medication-assisted treatment (MAT)
- Science of addiction and recovery
- Understanding stigma
- Substance use as a criminogenic risk factor
- Evidence-based treatment
- Recognizing addiction in families and children
- Motivational interviewing
- Screening
- Brief intervention
- Building public health partnerships

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## Considerations

- Cross-training between first responders and behavioral health staff
- Interventions should be assessment-based, individualized, communication between first responders and behavioral health
- Start training on hire and reinforce through continuing education
- Source: American University and TASC's Center for Health and Justice's 2019 brief: "Assessing Substance Use Disorder and Related Treatment for Law Enforcement"

# Pre-Arrest Deflection Training

Assistant Chief Kevin Hall  
Tucson Police Department

7

7

- ▶ Why is this important?
- ▶ What are we trying to achieve?
  - Save lives
  - Improve individuals' quality of life
  - Improve community health
  - Reduce crime
- ▶ Arrest and incarceration has little to no impact on substance misuse,\* so why keep doing it?
- ▶ Requires a difficult shift in police culture and adaptive change

## GOALS AND OBJECTIVES – CONCEPTUAL

\*PEW CHARITABLE TRUST. (2018). MORE IMPRISONMENT DOES NOT REDUCE STATE DRUG PROBLEMS. PHILADELPHIA: PEW.

8

8

- ▶ Define and understand substance use disorders and the science behind them
  - Adverse childhood experiences (ACEs)
  - Structural and chemical changes to the addicted brain
- ▶ Learn how to engage the unmotivated with effective communication
  - Motivational interviewing techniques
  - Trauma-informed care practices
- ▶ Gain an understanding of medication-assisted treatment (MAT) and how to refer to the designated treatment provider
  - Methadone/buprenorphine (suboxone)/naltrexone (vivitrol)
- ▶ Understand the workflow of pre-arrest deflection and how to implement *using your training!*

## GOALS AND OBJECTIVES - TECHNICAL

9

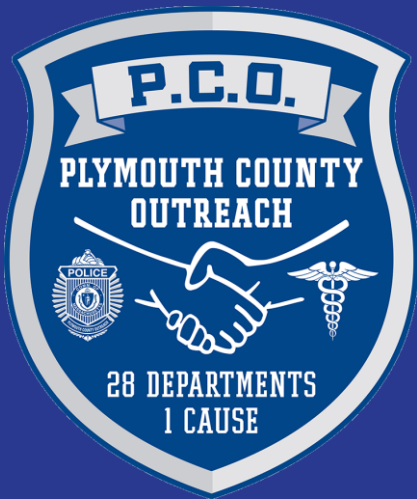
9

## Tips for Success

1. Be patient
2. Change represents loss—allow time to digest, contemplate
3. Emphasize the power of individual officer discretion
4. I suggest that you not make deflection mandatory
5. Incentivize deflection (we use training, commendations, etc. . .)
6. De-emphasize arrest as a measure of productivity
7. Ask for ongoing process improvement suggestions
8. Executive leadership team must show united support for program
9. Members of executive leadership should be present for as many trainings as possible to lend importance and credibility to program
10. Isolate and influence informal leaders (sergeants, FTOs, tenured officers)
11. Highlight success stories, no matter how small

10

10



# Plymouth County Outreach

John Rogers, Project Coordinator

11

## What Is Plymouth County Outreach?

- What is Plymouth County Outreach?
- How did it evolve?
- What is our mission?

12

## Outreach Team Members

- Quarterly trainings to keep team members up to date with trends and new treatment options (bring in outside experts)
- Training on harm-reduction practices
- Narcan training/CPR trainings
- Critical incident management system
- Mental health first aid
- Mock follow-up visits

13

## Recovery Coaches

- 30-hour recovery coach academy (10 hours advocacy, 10 hours mentoring, 10 hours wellness support)
- Additional 30 hours of training including motivational interviewing, ethical responsibility, cultural competency, addictions 101, and mental health
- Supervision
- Regular meetings to share information, role play, and discuss community resources

14

# Questions and Answers

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## Resources

- COAP Resource website: [www.coapresources.org](http://www.coapresources.org)
- National Institute on Drug Abuse, National Institutes of Health, 2000 publication, "Principles of Drug Abuse Treatment for Criminal Justice Populations," <https://www.drugabuse.gov/publications/principles-drug-abuse-treatment-criminal-justice-populations/principles>
- National Center for State Courts, 2018 webinar "Law Enforcement and Treatment Courts," <https://www.youtube.com/watch?v=DHVKGbCI7QU>
- American University and TASC's Center for Health and Justice brief: "Assessing Substance Use Disorder and Related Treatment for Law Enforcement," <http://ndcrc.org/wp-content/uploads/2019/02/AUpoliceIssueBrief.pdf>



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## Contact Information

Ben Ekelund  
[bekelund@tasc.org](mailto:bekelund@tasc.org)  
(312) 573-8337

