



**THE IMPACT OF TRAUMA ON
LAW ENFORCEMENT OFFICERS
CONFERENCE**

SEPTEMBER 9–10, 2020

**HOTEL ROANOKE & CONFERENCE CENTER
ROANOKE, VIRGINIA**



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COMMONWEALTH of VIRGINIA

Department of Criminal Justice Services

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September 9, 2020

Dear Colleague:

On behalf of Governor Ralph Northam and the Virginia Department of Criminal Justice Services, it is my pleasure to welcome you to the *2020 Impact of Trauma on Law Enforcement Officers Conference*. The goal of this conference is to support law enforcement professionals who keep our communities safe and secure on a daily basis. We recognize that as law enforcement officers, you are often exposed to traumatic events, and the cumulative effects of witnessing human suffering and tragedies. The daily accumulation of stress, anxiety, and trauma in your profession is rarely addressed.

Officers spend much of their careers supporting and assisting others in need. While you are keenly aware of the trauma all around you, it is at times difficult to recognize issues that arise in your daily lives. The compounded stress and lack of recognition or attention to this can create a potential for escalating problems and can significantly impact the ability to maintain career success and thrive in your daily lives and relationships. DCJS is pleased to offer this two-day conference to provide information, awareness, resiliency tools, and support to the law enforcement community.

It is my hope that the personal stories you will hear from your fellow officers will help you focus on your physical and emotional well-being so that you can continue improving the quality of life for the communities you serve.

Please enjoy the conference and know that all of us at DCJS appreciate your dedication to keeping the Commonwealth safe.

With much gratitude,

A handwritten signature in blue ink that reads "Shannon Dion".

Shannon Dion

8:00 am–8:30 am **Welcome**
Presentation of Colors
National Anthem
Opening Remarks
Shannon Dion, *Director, Virginia Department of Criminal Justice Services*
Brian Moran, *Secretary of Public Safety and Homeland Security*
Sam Roman, *Chief, City of Roanoke Police Department*

8:30 am–10:15 am **Law Enforcement Trauma – Are You Prepared?**
Matthew May, *Captain, Wake Forest, North Carolina Police Department*
This presentation consists of a personal case study in which the speaker was shot while investigating a domestic disturbance. The presentation contains crime scene photos and video, original 911 call and radio traffic, and researched information and material from various experts. The goal of the presentation is to use the speaker’s personal incident, as well as the researched information to help participants understand the physical, psychological, and mental effects of law enforcement trauma. Specific attention is given to explaining what trauma is and how to help those currently suffering from its effects. Strategies are also given to help prepare for and overcome trauma when and after it occurs.

10:15 am–10:30 am **Break**

10:30 am–12:00 pm **Law Enforcement Distress Syndrome**
Steve Warneke, *Retired, Denver, Colorado Police Department*
The media is calling it cumulative trauma, but we are calling it Law Enforcement Distress Syndrome (LEDS). Awareness is key. In this presentation, you will learn the eight symptoms of LEDS, as well as take a personal inventory of where you are in regards to these symptoms. If PTSD is a tornado, LEDS is a hurricane. It’s important to name it. It’s important to talk about it, in order to prepare for it, defend against it, and put protocols and procedures in place to manage the consequences of the aftermath. It’s time that we put the mental effects of police work on the radar so that the stigma dies and police suicide ends.

12:00 pm–1:00 pm **Lunch**

1:00 pm–5:00 pm **Officer Support Following Critical Incidents and Traumatic Events**
Brian Casey, *Sergeant and Director of Employee Assistance Program, Saint Paul, Minnesota Police Department*
Public safety agencies sometimes fail to appropriately respond to the mental and emotional distress that personnel suffer, not because they do not care, but because behavioral health issues can be difficult and confusing. Sergeant Casey’s presentation will help participants organize their thinking about officer distress. Sergeant Casey will offer specific processes to better respond to, plan for, and in some cases, prevent problems. This presentation will focus on potential psychological trauma and the role peer support and other resources can play in mitigating the harm.

8:00 am–9:00 am The Trauma Behind the Badge

Omar Delgado, *Former Police Officer, Eatonville, Florida*

The night of June 12, 2016, Orlando experienced a terrorist attack that changed how the world saw the LGBTQ community. The community then came together after 49 people lost their lives to hate. The presentation will focus on how a first responder answered the call to help save lives and how he developed PTSD as a result.

9:00 am–9:10 am Break

9:10 am–11:10 am Suicide by Cop: A Hostage Negotiator's Confrontation and the Aftermath

Jim Rudnick, *Sergeant, Montgomery County Police, Maryland*

Sergeant Rudnick will be discussing two suicide by cop scenarios in which he was personally involved. The first occurred at the Discovery Channel Headquarters Building in Silver Spring, Maryland. The second occurred at the Urban Barbecue restaurant in Sandy Spring, Maryland. Tactical considerations will be covered. Sergeant Rudnick will discuss the aftermath of critical events and their impact on the officer and the officer's family, including the effects of trauma and PTSD, and the need for a critical incident debrief.

11:10 am–11:20 am Break

11:20 am–12:20 pm Stress, Trauma, and the Family

Victoria Newman, *Author, President – How2LoveOurCops, Granite Bay, California*

Are you able to keep home and work separate...really? Take a look at how your career affects you and those you love. What are common misconceptions and are there realistic solutions? What about available resources? This presentation will talk positively about real challenges, and offer you ways to navigate them with those at home.

12:20 pm–1:20 pm Lunch

1:20 pm–2:20 pm Surviving and Dealing With a Critical Incident

Joseph Diman, *Retired Police Officer, Chesterfield County, Virginia Police Department*

This is a keynote in which Officer Joseph G. Diman recounts his own personal experience regarding the officer involved shooting incident that claimed the life of his partner, Officer Gary J Buro. Officer Diman was compelled to employ deadly force which resulted in him being physically and emotionally injured. This keynote focuses on the impacts of a critical incident, outlines coping mechanisms and strategies, in addition to passing along research based safety techniques to aid officers. Officer Diman also addresses Post Traumatic Stress Disorder (PTSD) and how officers can cope with the condition.

2:20 pm–2:30 pm Break

2:30 pm–3:50 pm How YOU Doing?

Lori Wood, *Senior Director of Emergency Services, Region Ten, Charlottesville, Virginia*

Officers spend much of their careers supporting and assisting others in need. As we work with those in mental health crisis and life challenges, the toll on emotional well-being and self-care can become overbearing. While officers are keenly aware of the trauma all around them in their careers, it is at times difficult to recognize issues that arise in our daily lives. The compounded stress and lack of recognition or attention to this can create a potential for escalating problems. The convergence of these factors can significantly impact an officer's ability to maintain career success and thrive in their daily lives and relationships. This keynote will explore the current landscape and climate on emotional survival and will offer tangible ways to examine these risk factors, create safety nets, and navigate the legal, social and emotional elements that factor into needed support. Trauma awareness, crisis supports, and self-assessment frameworks will be discussed. Further time will focus on harnessing resiliency factors and developing easy (and fun) ways to maximize outcomes and health for those who serve.

3:50 pm–4:00 pm Break

4:00 pm–5:00 pm End of Watch

Mark DiBona, *Board Member, Blue H.E.L.P., Culuota, Florida*

This presentation will be a personal discussion about law enforcement officer suicide, mental health issues, wellness, agency/supervisor bullying, and a personal story of struggle and suicide attempt.

PRESENTER BIOGRAPHIES

BRIAN CASEY

Brian Casey is a police sergeant and director of an employee assistance program. He has a degree in Health Education from the University of Minnesota and over 30 years experience working as a paramedic, EMS educator, and police officer. His personal experience with critical incidents and his work as a health educator have given him special insight into the health and well-being of public safety personnel. Sergeant Casey directs law enforcement officers to *do good work* and to *be a force for good*.

OMAR DELGADO

Omar Delgado is a former officer of the Historic Eatonville Police Department, a past member of the FBI Safe Street Task Force, and former Corporal of bravo squad midnights. Corporal Delgado served as a member of the Emergency Response Team (ERT) and was one of the first responders on the morning of June 12, 2016 at Pulse Night Club, one of the worst attacks on United States soil.

MARK DiBONA

Mark DiBona began his law enforcement career in 1985 in Massachusetts, continued his career in Florida, and retired as a patrol sergeant in 2019. During his career, he held several positions to include peer support and critical incident stress management teams. Also during his career, he developed PTSD, anxiety, depression, and attempted suicide. He is a board member with Blue H.E.L.P., International Law Enforcement Educators and Trainers Association (ILEETA), Bravo748 Speakers Bureau, and Southeastern Homicide Investigators Association (SHIA).

JOSEPH DIMAN

Retired Master Officer Joseph G. Diman is a native of New England and has served in law enforcement for over 20 years. Inspired by his elementary school D.A.R.E. Officer and uncle's past service, he chose to pursue policing by attending Westfield State College in Westfield, Massachusetts. Upon graduation, he went on to serve with as a police officer on Cape Cod. In 2003, he relocated to Virginia to join the Chesterfield County Police Department. On May 4, 2006, Diman was involved in a domestic related line of duty shooting incident which claimed the life of his partner, Officer Gary J. Buro. He possesses a master's degree in criminal justice from Virginia Commonwealth University. He honors the memory of his partner by helping teach other officers, and counseling those involved in critical incidents to deal with the associated emotional trauma.

SHANNON DION

Shannon Dion was appointed by Governor Ralph Northam as the Director of the Virginia Department of Criminal Justice Services in January 2018, and is the agency's first Asian-American Director. Ms. Dion is a survivor of childhood sexual abuse which, combined with her career in public safety, gives her a

well-rounded perspective on the criminal justice system. She is a former prosecutor who worked for the City of Richmond and the Office of the Attorney General, and also served as the Department's Director of Policy and Legislative Affairs. As an Assistant Commonwealth's Attorney, for almost six years she worked with victims, witnesses, law enforcement, probation officers, defense attorneys, judges, and communities to seek just outcomes for everyone impacted by crime. She handled a variety of cases, including traffic offenses, financial crimes, sexual assaults, domestic violence, firearms, robberies, malicious woundings and aggravated assaults, and murders. At the Office of the Attorney General, Ms. Dion prosecuted crimes in state and federal courts, represented several public safety agencies, and implemented public safety initiatives. One notable case she handled as a Special Assistant United States Attorney involved the federal prosecution of a state employee for embezzling funds from the Virginia Birth Injury Compensation Program. She also prosecuted a state official for corruption and embezzlement crimes. Ms. Dion graduated from the University of Virginia and obtained her law degree from the University of Richmond School of Law.

MATTHEW MAY

Captain Matthew May began his law enforcement career in 1996 with the Nash County, North Carolina Sheriff's Office. He served the department as a patrol deputy until he was hired by the Wake Forest, North Carolina Police Department in 2000. Some of his proudest accomplishments at the police department include serving on the Tactical Service Unit, founding the department's Explorer Post, attending the 242 Session of the FBI National Academy, and completing the FBI-LEEDA Trilogy Award. He has a passion for helping prepare law enforcement officers for the traumas they will face.

BRIAN MORAN

Brian J. Moran was appointed by Governor McAuliffe in January 2014, and reappointed by Governor Northam in January 2018 as Virginia's Secretary of Public Safety and Homeland Security. The Office of the Secretary of Public Safety and Homeland Security comprises 11 state agencies and provides oversight to the Homeland Security and Resilience Staff Group. Secretary Moran served as Virginia's Chief Resilience Officer under Governor McAuliffe, and currently serves as the Governor's Homeland Security Advisor, and the Governor's Criminal Justice Advisor. In 2015, he was awarded the President's Award by the Virginia Association of Chiefs of Police. Prior to his appointment, Secretary Moran served as a long time County prosecutor in Arlington, Virginia. In 1996, he was elected to the Virginia House of Delegates representing the 46th legislative district, a seat he held for 13 years. He championed and sponsored legislation in the areas of child abuse, domestic violence, drunk driving, drug interdiction, and elder abuse. He forged bipartisan coalitions

PRESENTER BIOGRAPHIES *(continued)*

and support to pass numerous pieces of legislation. Most notably, he created the felony drunk driving law and Alicia's Law, which provides law enforcement the necessary tools to stop internet sexual predators from preying on our children.

VICTORIA NEWMAN

Victoria Newman is author of four books, including *A CHIP on my Shoulder* and *A Marriage in Progress*, award-winning books on law enforcement relationships. She is Founder and President of How2LoveOurCops, a 501(c)(3) organization that is dedicated to law enforcement family wellness. She has spoken to law enforcement officers/families all over the United States, Canada, and the Philippines. Ms. Newman supported her husband, Chief Brent Newman (retired 11/19), through 31 years of service with the California Highway Patrol. They reside in the Sacramento area, have four adult children, and one adorable grandson.

JIM RUDNICK

Sergeant Jim Rudnick is a 25 year veteran of the Montgomery County Police Department in Maryland. He spent most of his career in patrol services, however he now runs a specialized unit that addresses quality of life issues. Sergeant Rudnick joined the Conflict Negotiation Team in 2006 and is currently a team leader. He holds a bachelors and masters degree from Johns Hopkins University in Management.

STEVE WARNEKE

A retired cop of 15 years, Steve Warneke's new brand of justice involves investigating questions, solving problems and mediating complaints for South Florida consumers. His vision to build a trusted referral network is now underway. Warneke has spent his life making local communities better, first by serving on the streets as a police sergeant, then by authoring an award-winning

memoir, and finally reducing police suicide by advocating for mental health. He has won two Heartland Emmy Awards and four Edward R. Murrow Awards for his outstanding work with the Denver Police Department's media relations efforts. He was also a recipient of two Denver Police Department Distinguished Service Cross Medals, and was nominated for a Presidential Medal of Valor. You can find him now as a police expert on various media outlets or touring around the country speaking to law enforcement about mental health and suicide prevention.

LORI WOOD

Lori Wood is the Senior Director of Emergency Services and Short-term Stabilization Services for Region Ten Community Services Board in Charlottesville, Virginia. She is a graduate of Emory & Henry College and the University of Virginia, and is a Licensed Professional Counselor. She is a master instructor with the Thomas Jefferson Area Crisis Intervention Training (CIT) program and has supported development and implementation of programs throughout Virginia. She is trained in hostage negotiation as well as Critical Incident Stress Management. She also conducts local, state and national trainings on crisis management, risk assessment, stress management, adolescent crisis intervention, program development, and suicide. She has taught law enforcement in-service training, CIT and train the trainer classes for over 12 years. She continues to provide consultation services and support training initiatives across the Commonwealth. Ms. Wood received a mentorship award from the Central Virginia Lynchburg CIT program, was the 2010 recipient of the CIT Mental Health Advocate Award, the 2017 CIT International Behavioral Healthcare Professional of the Year, and the 2018 Virginia CIT Behavioral Healthcare Professional of the Year. In 2019, Ms. Wood received the John L. Snook Child Advocate Award, and she is the proud mother of four children.

NOTICES

The participants list and conference handouts will be available on the DCJS website at:
www.dcjs.virginia.gov/content/2020-impact-trauma-law-enforcement-officers-conference

Photos or videos from this event may appear on the DCJS website, social media sites, and in other agency materials.

Sign up for *DCJS Updates* to receive email notification of grants, training and events, publications, and other information from the Virginia Department of Criminal Justice Services as soon as it is available on our website. You may choose to receive all notices, or select specific ones of interest. To subscribe to this free service, begin by creating an account at: www.dcjs.virginia.gov/subscribe. Visit DCJS on Facebook: www.facebook.com/vadcjs and Flickr: www.flickr.com/photos/va_dcjs.

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VIRGINIA DEPARTMENT OF CRIMINAL JUSTICE SERVICES — VIRGINIA CENTER FOR SCHOOL AND CAMPUS SAFETY
TRAINING SCHEDULE AS OF AUGUST 12, 2020

Trainings are limited to target audiences and offered at no charge unless otherwise noted. Pre-registration is required to ensure space.

NOTE: All trainings held in Virginia

September 14–15	ALERRT Active Shooter Response Level 1	Shenandoah University, Winchester
September 16–17	ALERRT Active Shooter Response Level 1	Shenandoah University, Winchester
September 22	Threat Assessment and Management in a Campus Setting: Special Issues & Applications	Virginia Commonwealth University, Richmond
September 22–23	School Security Officer Initial Certification Training	Northern Virginia Criminal Justice Training Academy, Ashburn
September 28–October 2	School Resource Officer and School Administrator Basic Course	Skyline Criminal Justice Academy, Middletown
October 1–2	Disability Awareness for Law Enforcement Officers	Crater Criminal Justice Training Academy, Disputanta
October 5–9	Basic Crime Prevention Training	VCU Police Department Training Academy, Richmond
October 8–9	Disability Awareness for Law Enforcement Officers	Norfolk Police Training Center, Norfolk
October 20–22	2020 Virginia CIT Conference and Training Symposium	Virginia Beach Convention Center, Virginia Beach
October 27	Bombing Prevention Awareness	Southwest Virginia Criminal Justice Academy, Bristol
October 28	Bombing Prevention Awareness	Roanoke Police Academy, Roanoke
November 5	Behavioral Threat Assessment Webinar Series: Beyond the Basics – Recognizing and Responding to Aberrant Behavior Online and in the Classroom – Part I	Online
November 9–13	School Resource Officer and School Administrator Basic Course	Tidewater Community College, Virginia Beach