

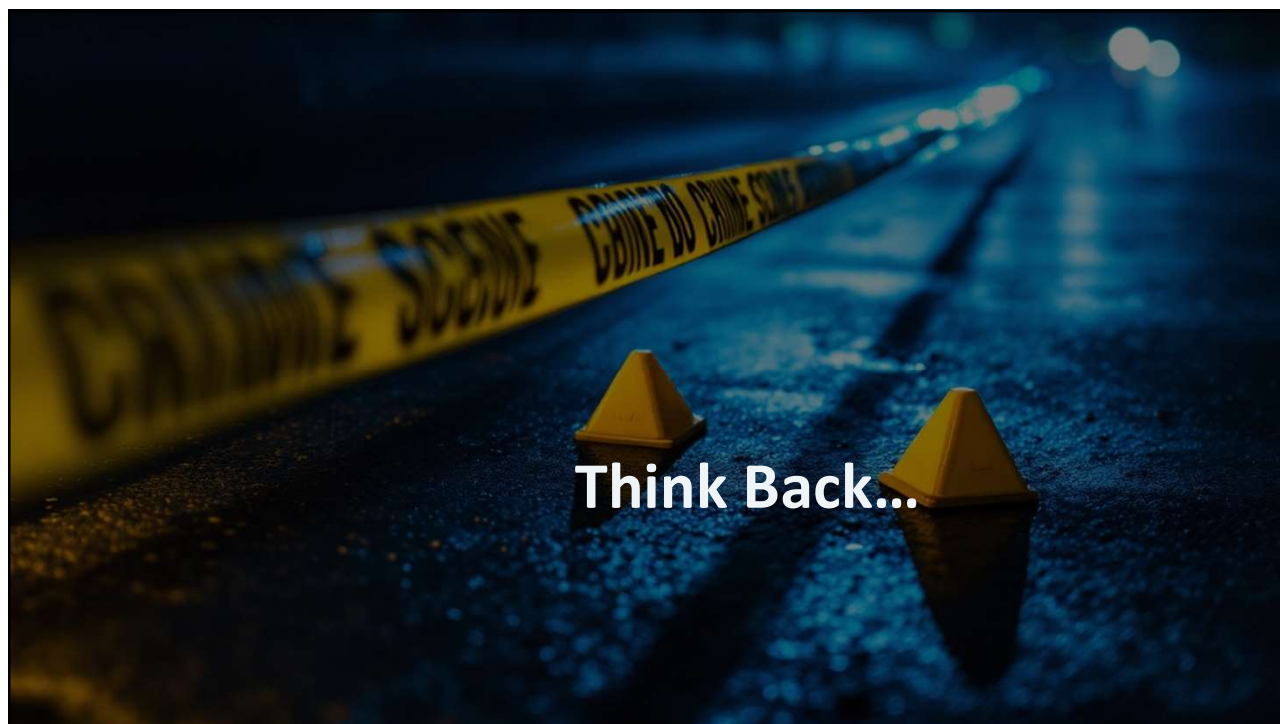
Creating a Culture of Wellness

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Who Am I?



- Wisconsin native
- Passionate about LE since I was two years old
- Police Explorer
- Community Service Officer/FTO
- Evidence Custodian
- Police Officer
- M.A. in Organizational Leadership, Police Wellness
- Leadership Development Program Coordinator
- Staff Development Coordinator



Think Back...



Suicide LE Statistics (Jan 2025-July 2025)

63 Total Emergency Personnel

44 Law Enforcement

9 Firefighters

7 Corrections

3 EMS



Additional LE Statistics

1 in 7 Worldwide suffer from Depression or PTSD

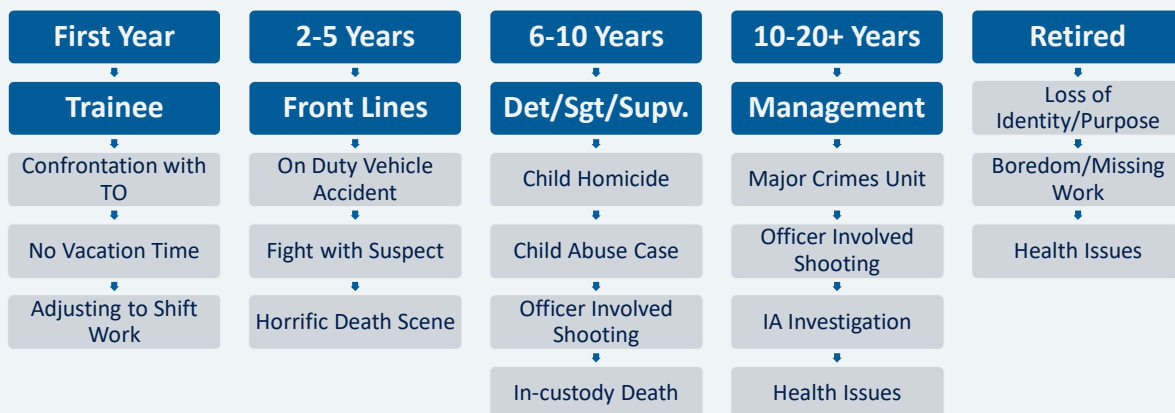
1 in 10 Suffer with other mental health issues

55% Consider resigning weekly or daily

54% More likely to die by suicide than the general public



Exposure to Trauma



*LE average an exposure to 178 critical incidents throughout their career

Generational Components to Trauma

65% Of Baby Boomers never took a sick day due to stress

16%-10% Of Baby Boomers seek therapy due to trauma

30% Of Gen-Xers seek therapy due to trauma

31% Of Millennials and Gen-Zers seek therapy due to trauma

Historical View of LE Culture



Don't talk about what you experience



Keep your head down and do your job



You are incapable of doing your job if you talk about your experiences



If you talk about your feelings, you are a liability or weak

Shifting the Culture-What Can You Do?



Normalize talking about mental health and our experiences



Incorporate wellness units into your agencies



Acknowledge law enforcement professionals are human



Continue creating/implementing supportive legislation



Continue creating positive interactions with the community

Shifting the Culture-What Can You Do?



Encourage healthy habits (physical, mental, emotional, financial)



Know your people and remind them of their purpose and their importance



Implement a Mentorship Program

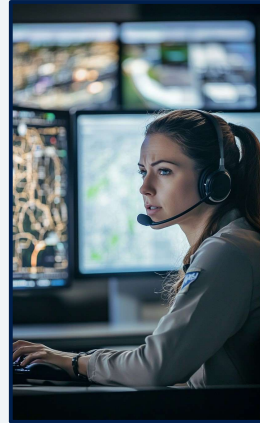


Talk about the “Why” behind decisions



Increase annual training

Conclusion



One of the hardest things to do is ask for help, yet asking for help saved my life. Let's be leaders who our people can come to and ask for help.

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