

Wellness Comes Alive, 2016! DOJ Interagency Wellness Forum

**Hosted by: Human Resources Operations Division
Office of Human Resources & Professional Development
Bureau of ATF
January 20, 2016**



Welcome!



“If I have seen further than others, it is by standing upon the shoulders of giants.”

Isaac Newton

ATF Leadership Remarks

*Welcome from the Assistant
Director and Deputy Assistant
Director,
Office of Human Resources
and Professional Development
(HRPD)*



Agenda

1. Welcome
2. ATF Leadership Remarks
3. Goals
4. Special Guest Remarks
5. Round Table Intros & Update
6. Break
7. Operation Longevity
8. Open Forum
9. Summary and Closing Remarks

Goals

- ✓ Share
- ✓ Collaborate
- ✓ Support
- ✓ Innovate
- ✓ Make wellness real
- ✓ *Make Wellness Come ALIVE!*



Guest Speaker Remarks



Welcome: Helga Luest, Director, Marketing Communications & Publications, and Managing Editor of SAMHSA News, Abt Associates; Consultant/Advocate/Speaker

Round Table Introductions



Please tell us about yourself and what inspired you to come.

Wellness Program Vision



A culture where there's:

- Parity between mental and physical wellness
- Stress, trauma and suicide sign/symptom awareness
- An understanding that stress and trauma reactions are “normal reactions to abnormal situations”
- A trauma-informed workforce and practices
- No further loss of our brothers and sisters to suicide

Navigational Charts to Wellness



- President's Final Report of the Task Force on 21st Century Policing
- IACP Report, "Breaking the Silence on Law Enforcement Suicides"
- SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach & Eight Dimensions of Wellness
- 2012 National Strategy for Suicide Prevention
- IACP Center for Officer Safety and Wellness

ATF's Overarching Wellness Goals



In 2013, HRPD established the Wellness Program to fulfill two overarching goals:

- Implement Suicide Prevention Awareness to Reduce Risk for Suicide
- Implement Wellness Program to Increase Protective Factors and Focus on Prevention

Wellness Program Plan

1. Short-term--Formalize Strategic Role Via ATF Directive
2. Short-term--Provide Education and Awareness in Many Forms (PSAs, Articles, Training, Brown Bags); Incorporate Stress, Trauma, Suicide, and Resilience Awareness
3. Intermediate—Engage & Integrate ATF's Wellness Providers
4. Long-term--Engage DOJ Partners; Impact Policies and Processes Supporting Wellness

Accomplishments: 2014-2015

1. Implemented robust Wellness Program
2. Created policy directive
3. Implemented aggressive suicide prevention campaign; produced a video
4. Provided stress, trauma, suicide, & resilience awareness via articles, PSAs, supervisory communication, and Website
5. Trained in various forums including the Academy (SA & IOI), Leadership Skills for New Supervisors, All-Hands meetings, and Employee Brown Bags
6. Engaged internal partners via ATF Wellness Steering Board
7. Engaged external partners via DOJ Interagency Wellness Forum

Engagement Results



Results

As a result of external engagement:

- ▶ Heard from Guest Speaker, Helga Luest
- ▶ Acquired & Promoted DEA's Online Course, "Suicide Prevention for Supervisors"
- ▶ Shared Suicide Prevention and Wellness Program Strategies with Main Justice, 4 DOJ component agencies, IACP, NLEOMF, & state/local departments
- ▶ Hosting First A.A. Panel Presentation Using BOP's Go By
- ▶ Hosting Guest Researcher From Ireland
- ▶ Sharing With All: Operation Longevity

Wellness Value Proposition

- ▶ Knowledgeable, empowered employees, who know where to turn to seek suicide prevention resources and tools.
- ▶ A holistic, comprehensive wellness program serving employees throughout their careers.
- ▶ High performing, productive, healthy, satisfied employees.
- ▶ Prevent the loss of our brothers and sisters to suicide.
- ▶ People who reach their full growth potential and retire feeling satisfied with their contributions.
- ▶ People who reach their full growth potential and retire satisfied with their contributions.
- ▶ Improved mission/enterprise performance.

Break

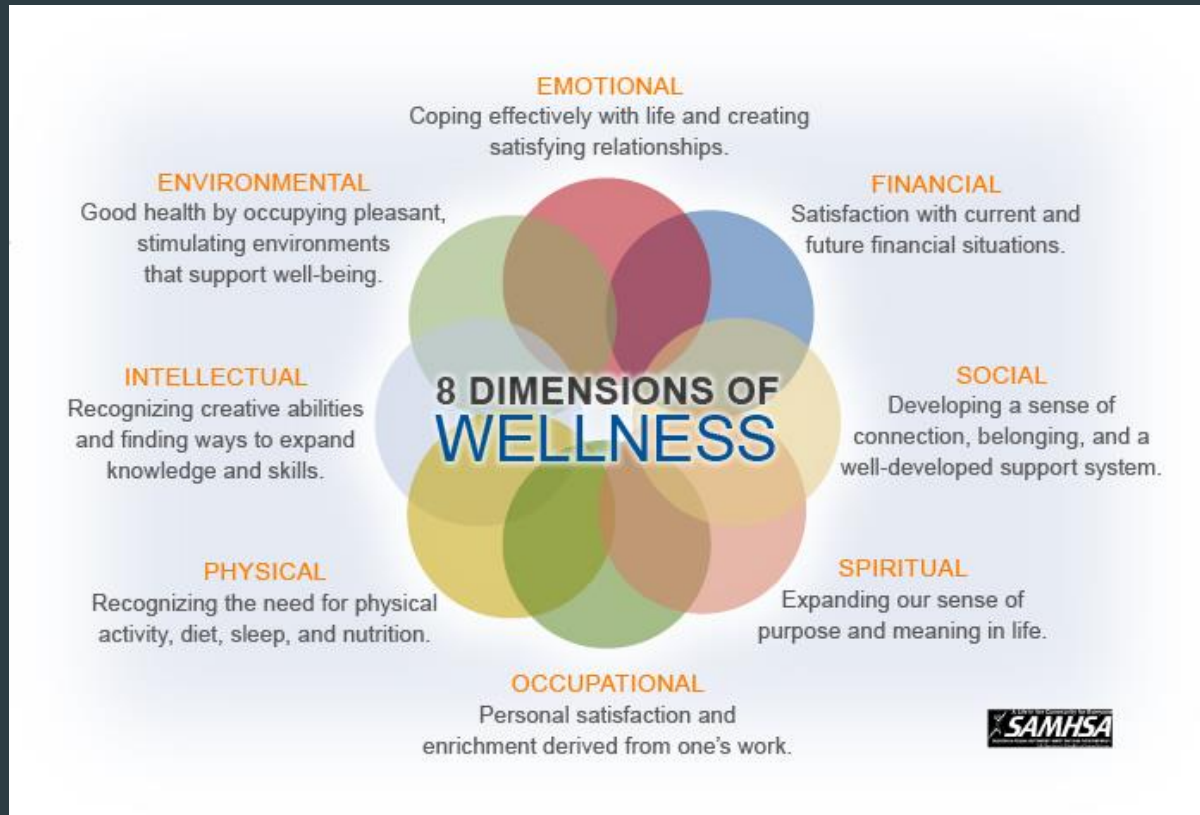


Used with permission of Management Pocketbooks

Wellness = Prevention



Operation Longevity



Next Steps—Where to Go From Here?

1. Become a trauma-informed organization (see SAMHSA guidelines)
2. Continue facilitating DOJ's Interagency Wellness Forum, which is right in step with the Interim Report of the President's Task Force on 21st Century Policing
3. Address and resolve collectively our challenges such as ending the mental health stigma, bringing parity to mental and physical wellness, and ending suicide (See "Breaking the Silence, IACP, 2013)
4. Please suggest other steps

Open Forum/Summary



- Open forum - next meeting topics, ideas, and suggestions?
- Thank you for today's success and the journey ahead!